



Australian  
Human Rights  
Commission

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# Local government building social cohesion: what good practice looks like

# National Anti-Racism Strategy



## Objectives

- Create awareness of racism and how it affects individuals and the broader community
- Identify, promote and build on good practice initiatives to prevent and reduce racism
- Empower communities and individuals to take action to prevent and reduce racism and to seek redress when it occurs

# Racism. It Stops with Me

## Aims

- Ensure more Australians recognise that racism is unacceptable in our community
- Give Australians the tools and resources to take practical action against racism
- Empower individuals and organisations to prevent and respond effectively to racism





City of Greater Bendigo

# Building social cohesion in our communities

## Background

- Issue of ‘program rich, but policy and coordination poor’
- Need for more holistic and strategic approaches
- Responding to local issues and needs – ‘no one size fits all’



# Building social cohesion in our communities

## The framework

- Five elements of good practice



# Building social cohesion in our communities

## Introduction

### Get your local government ready

#### Overview

#### Measure social cohesion

#### Commit to social cohesion as a strategy priority

#### Assess readiness and build capacity

#### Embed social cohesion objectives in organisational policies and processes

### Engage the community

### Build long term partnerships

### Take place-based, targeted action

### Evaluate and share outcomes

### Acknowledgements

### Resource list

## Embed social cohesion objectives in organisational policies and processes

Following a commitment to social cohesion as a [strategic priority](#), local governments need to embed clear [social cohesion objectives](#) towards this commitment in organisational policies and processes.

▲ **Tip: Checklist to audit current policies and processes**

### Policy

Social cohesion objectives need to be included in the following policies or their equivalents:

- Organisational vision and values
- Multicultural policy
- Aboriginal and Torres Strait Islander peoples policy
- Reconciliation Action Plan
- Social justice/inclusion policy
- Access and equity policies
- Customer service policy
- Stakeholder/community engagement policy
- Procurement policy.

▲ **Tip: Sign up to the *Racism. It Stops With Me* campaign**

### ▼ Example: Darebin City Council, Victoria – Anti-racism strategy

Early in 2011, a national research project found that Darebin City Council had higher levels of racism than the state average. However, views on multiculturalism were more positive than average. As a consequence, Council launched a *Racism Inquiry* to better understand these contradictory findings. This resulted in the *Darebin City Council Racism Inquiry Report 2012* and the *City of Darebin Anti-Racism Strategy 2012-2015*.

The strategy is explicitly located in a legal and policy framework derived from federal and state legislative requirements and policy initiatives. The goals of the strategy are to:

- Build an inclusive and reflective organisation, focusing on employment, training, communication, data collection and research, leadership, Council advocacy and consistent application of the *Equity and Inclusion Planning and Audit Tool* (EIPAT)
- Build equitable and inclusive services and programs focusing on accessible and welcoming services and programs, tailored services and programs and application of the EIPAT to service planning, development and implementation
- Contribute to an inclusive and empowered Darebin community including acknowledging the Traditional Owners of the land, interculturalism and empowerment of the community to respond to racism.

**Source:** City of Darebin (2012). *Darebin Anti-racism strategy 2012-2015*.





[www.acelg.org.au/socialcohesion](http://www.acelg.org.au/socialcohesion)

<http://itstopswithme.humanrights.gov.au>