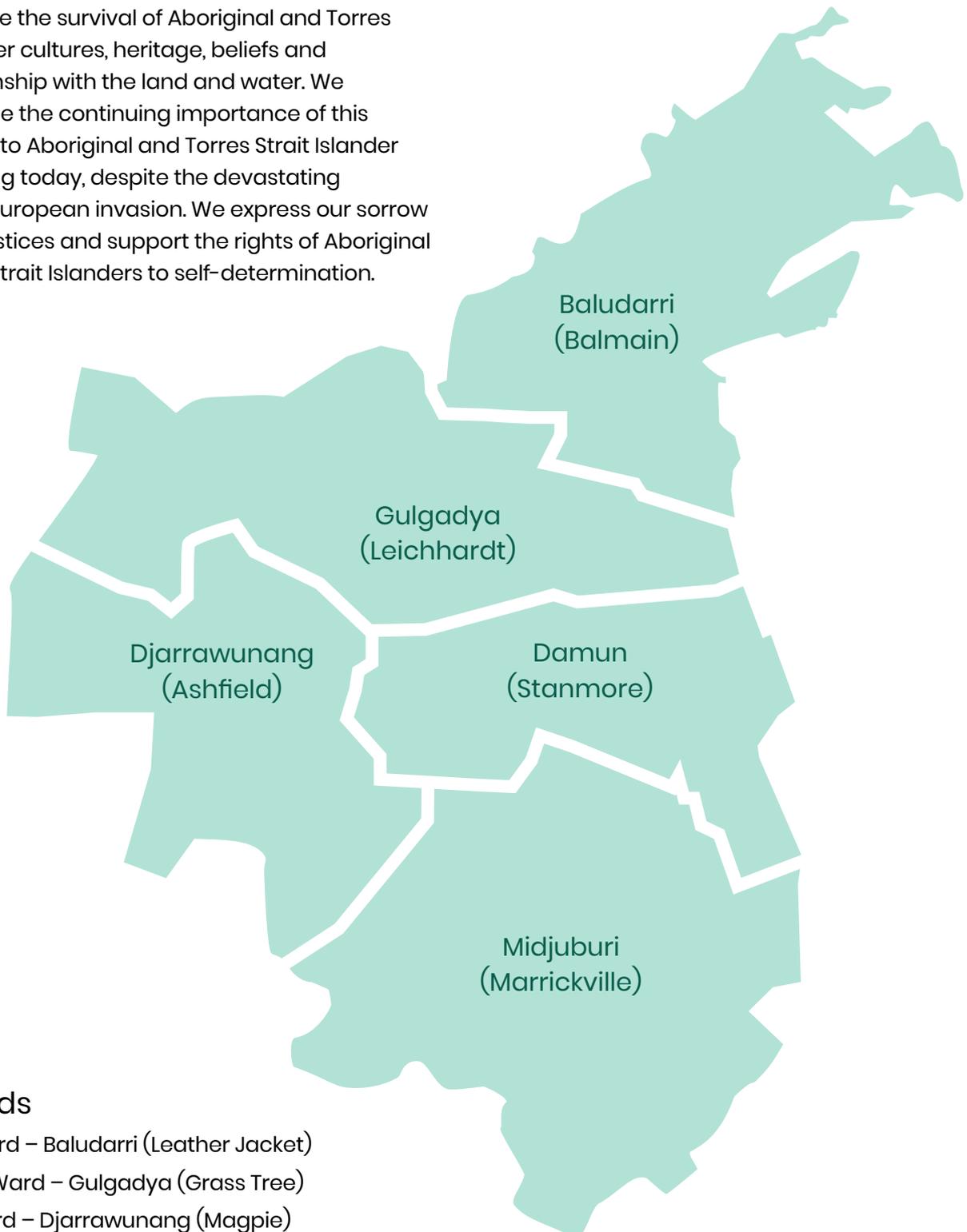# INNER WEST

Anti-Racism Strategy 2024-2026

Acknowledgement of Country

Council acknowledges the Gadigal and Wangal peoples of the Eora Nation, who are the traditional custodians of the lands in which the Inner West local government area is situated.

We celebrate the survival of Aboriginal and Torres Strait Islander cultures, heritage, beliefs and their relationship with the land and water. We acknowledge the continuing importance of this relationship to Aboriginal and Torres Strait Islander peoples living today, despite the devastating impacts of European invasion. We express our sorrow for past injustices and support the rights of Aboriginal and Torres Strait Islanders to self-determination.

Baludarri
(Balmain)

Gulgadya
(Leichhardt)

Djarrawunang
(Ashfield)

Damun
(Stanmore)

Midjuburi
(Marrickville)

LGA Wards

Balmain Ward – Baludarri (Leather Jacket)

Leichhardt Ward – Gulgadya (Grass Tree)

Ashfield Ward – Djarrawunang (Magpie)

Stanmore Ward – Damun (Port Jackson Fig)

Marrickville Ward – Midjuburi (Lillypilly)

Left: Fish Traps by Edwards Clarke, Bay Run

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Persian traditional dance group

Background

On 6 December 2022, Inner West Council resolved to create an Anti-Racism Strategy that ensured the lived experience of the people of the Inner West is reflected in its development. This lived experience includes that of Indigenous peoples and other negatively racialised people, and also includes culturally and linguistically diverse communities who might not have lived experience of racism. The Strategy was to be developed in consultation with Council's Aboriginal and Torres Strait Islander Advisory Committee, its Multicultural Advisory Committee, the Inner West Multicultural Network, and local Aboriginal and Torres Strait Islander and multicultural organisations.

In addition, Council appointed a reference group to assist in the Strategy development including the co-chairs of the Aboriginal and Torres Strait Islander Advisory Committee, and a representative from each of the Multicultural Advisory Committee, Inner West Multicultural Network, Vietnamese Seniors Association, Metropolitan Local Aboriginal Land Council, Chinese Australian Services Society, and Co.As.It. Italian Association of Assistance. Council also engaged directly on several occasions with its Youth Leaders Working Group, which has a diverse membership.

Bairro Português
photo by Georgia Brogan

What is racism?

The Australian Human Rights Commission defines racism as:

the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others. Racism includes all the laws, policies, ideologies, and barriers that prevent people from experiencing justice, dignity, and equity because of their racial identity.
It can come in the form of harassment, abuse or humiliation, violence, or intimidating behaviour. However, racism also exists in systems and institutions that operate in ways that lead to inequity and injustice.[i]

Council notes the importance of intersectionality in consideration of racism:

Intersectionality is "the multiple social forces, social identities, and ideological instruments through which power and disadvantage are expressed and legitimised".[ii]

An intersectional approach to anti-racism work explicitly considers issues such as race, sexuality, class, gender, and disability, and "how these combine to create distinct experiences and identities that are lived and perceived in ways that cannot be reduced to any one category".[iii]

The Refugee Centre
at Callan Park

Legal protections

The Australian Government ratified the International Convention on the Elimination of Racial Discrimination in 1975. It is also a party to other human rights conventions, which are given effect through Australian human rights legislation including the:

• Racial Discrimination Act 1975

• Sex Discrimination Act 1984

• Australian Human Rights Commission Act 1986

• Age Discrimination Act 2004

• Disability Discrimination Act 1992.

In NSW, the Anti-Discrimination Act 1977 makes discrimination illegal, and provides remedies for people who have experienced discrimination. In addition, it provides protections for those who have experienced vilification, which is defined as "a public act that could incite hatred, serious contempt or severe ridicule towards a person or group".[iv] Vilification because of race and other characteristics is also illegal.

Racism exists in the Inner West

Inner West Council recognises that racism exists in all communities and that local government has a role and responsibility in combatting race discrimination in all its forms. Council commenced development of this Anti-Racism Strategy in March 2023. This development work follows the continued success of the *#RacismNotWelcome* campaign which was developed and implemented in collaboration with the Inner West Multicultural Network.

The Strategy aims to raise awareness of racism; and to identify, support and foster programs to help reduce racism and promote inclusion; and to further empower our community to confront and eliminate racism.

Understanding the indifference constituting racist neglect and how this systematically reproduces and reinforces racism is crucial to tackling racism. Australian research by Amanuel Eliasis has highlighted the importance of addressing neglect and denial in reducing racism and promoting inclusion: "Neglect, the failure to provide care and attention to something, and denial, the refusal to admit the truth of something unpleasant, are concepts associated with racism".[v] They represent an "evasion and/or deflection of moral responsibility and accountability, where prejudice, discrimination, and inequality based on race are dismissed or disregarded as non-existent or not worthy of attention".[vi]

The systemic aspects of racism including organisational policies, structures, and programs are also important to address as they can reproduce and perpetuate racism. This can take the form of unconscious bias. In developing this strategy, Council seeks to bring this recognition of the lived experience of racism to the fore, and to support measures for addressing it, led by community experience and response. Council also acknowledges that as a large organisation and local employer, it has a responsibility to lead in enhancing racial literacy and providing support for staff members who may personally experience racism.

Street signs developed as part of the *#RacismNotWelcome* campaign

Guiding principles

Local government in Australia does not administer anti-racism legislation that provides protections for people from racism. This strategy focuses on the local lived experience of racism and proposes support that is informed by that experience and develops from it. Council understands that many people working together in this way can have a significant effect in addressing and reducing racism.

Council's Anti-Racism Strategy is based in a vision of the Inner West where all our residents benefit from access to and participation in our shared cultural, community, economic, and social life. The Australian Human Rights Commission defines anti-racism work as "an active process which requires consistent, committed and targeted action and attention" at the systemic, institutional, interpersonal, and individual levels.[vii] For the purpose of this Anti-Racism Strategy, Council adopts this definition.

Council notes that the Australian Government has commissioned the Australian Human Rights Commission to develop a new National Anti-Racism Framework. This work is underway, and the most recent development has been publication of the Mapping government anti-racism programs and policies.[viii] Council will revise and redevelop its Strategy once this framework is complete. This will ensure that the Strategy continues to align with national best practice and a guiding framework for ongoing implementation and action at a local level.

The Strategy proposes initiatives that build a foundation for long term action through three supporting principles:

Demonstrating local leadership

Council will support local community organisations, businesses, service providers, and schools to take leadership in addressing systemic racism and discrimination, and to build economic, social and community connections and participation.

Empowering communities

Council will provide funding and subsidised support for projects, programs and capacity building at the community level that recognises and enhances community-based expertise in addressing racism. This will allow people to draw on their lived experience of racism to tailor initiatives to their local circumstances.

Building awareness and changing attitudes

Council will build on our shared understanding and knowledge of the historical causes and roots of racism and grassroots knowledge to identify what works, to evaluate the measures we take to reduce racism, and to refocus our efforts to ensure the best possible outcomes for our community.

The Hoi Mai Vietnamese Cultural Group performs at Dulwich Hill Festival Photo by GZee.

Who experiences racism?

Aboriginal and Torres Strait Islander peoples have a unique experience of racism, based on colonisation, dispossession, frontier violence and genocide. The multi-generational experience of the impact of colonisation intensifies the contemporary experience of racism by local Gadigal and Wangal people in the Inner West. The 2021 Census demonstrates that more than 2,200 Aboriginal and Torres Strait Islander people (1.17% of the population) live in the Inner West.

The Jumbunna Institute for Indigenous Education and Research at University of Technology Sydney is leading the national Call it Out register that enables Aboriginal and Torres Strait Islander peoples and their friends to document their experience of racism. Forty percent of the respondents are in NSW. Two annual reports have now been published on this extensive data. The picture that emerges is one of racism that is pervasive in every part of the lives of Aboriginal and Torres Strait Islander peoples. The 2023 report, entitled In *Every Corner of Every Suburb*, reported that the most frequently reported racism experienced or witnessed included negative attitudes or stereotyping, discrimination, bullying, institutional racism, and hate speech.[ix] One respondent reported: "that when getting her car serviced 'a conversation developed between myself and the owner' about his previous experiences where 'the abos get all the jobs' and 'whites are second class'".[x]

People from diverse backgrounds also experience racism at high levels. The Australian Human Rights Commission 2022 National Anti-Racism Framework Scoping Report reported that 34% of people from diverse backgrounds experienced racism based on complexion, ethnic origin, or religious belief within the last 12 months. In 2021, 47,000 people in the Inner West spoke a language other than English at home and more than 61,000 (33% of the population)

of Inner West residents were born overseas and living in the Inner West in 2021.[xi]

In summary, many Inner West residents are experiencing racism on a regular basis, and these numbers suggest that strategies that approach the issue with greater care and focus on the local level are necessary to begin to address this insidious social issue in new or improved ways.

Marrickville Music Festival
photo by Georgia Brogan

How the Anti-Racism Strategy was developed

Beginning from the Council motion that placed the lived experience of racism front and centre in the strategy development process, Council firstly discussed the engagement process with local residents and community organisations and with the reference group for the strategy and then agreed an approach.

Secondly, Council undertook extensive research on the literature on reducing racism and addressing discrimination. It also consulted with experts at the Victorian government and Victorian councils that had previous experience with developing such strategies, the University of Western Sydney, the Australian Human Rights Commission, and the Canadian experience in developing a national approach.

Council appointed a reference group to assist in the Strategy development including the co-chairs of the Aboriginal and Torres Strait Islander Advisory Committee, and a representative each from the Multicultural Advisory Committee, Inner West Multicultural Network, Vietnamese Seniors Association, Metropolitan Local Aboriginal Land Council, Chinese Australian Services Society, and Co.As.It Italian Association of Assistance. The Reference Group adopted an engagement approach involving interviews and focus groups with individuals and representative residents, of large-scale digital engagement and of an online survey. Council also conducted focus groups with its own staff on their experience

of racism in front line service delivery. Council also engaged directly on several occasions with its Youth Advisory Committee, which has a diverse membership.

In addition, Council engaged with expert respondents through its own Multicultural Advisory Committee and the Inner West Multicultural Network throughout the development process.

Focus groups were held with more than 270 people: with more than 125 people from Chinese, Greek, Italian, and Vietnamese backgrounds, along with 45 Aboriginal and Torres Strait Islander peoples. Focus groups and short surveys were used to engage 100 younger people in local high schools, and among those attending Marrickville Police Citizens Youth

Club. Council also conducted focus groups with its own staff on their experience of racism in front line service delivery.

More than 13,000 people viewed Council Facebook posts about development of the Anti-Racism Strategy and more than 2,000 people engaged with comments on these posts. Five hundred people clicked through to the online survey. More than 6,500 people viewed Council Instagram posts and 386 people engaged, including 160 people who were not following Council on the application. Unfortunately, this engagement also led to negative and in some cases racist commentary that also challenged the existence of racism in local communities.

The development of the Anti-Racism Strategy recieved strong online engagement.

Online survey

The online survey was completed by 112 people; 50 women, 51 men, 4 who identified as non-binary, and 7 who preferred not to say (Table 1).

Table 1: Age of survey respondents

Five-year age groups (years) of respondents	Number*
20–24	7
25–29	7
30–34	12
35–39	6
40–44	19
45–49	15
50–54	20
55–59	8
60–64	8
65–69	4
70–74	3
75–79	1

*Two respondents preferred not to answer

Overwhelmingly, respondents highlighted the importance of building and maintaining respect and equality as antidotes to racism. Respondents were invited to identify their main issues and concerns with racism. The experience of hate speech was the most frequently reported issue, with 40 people identifying that as their main issue and concern. The data is presented at Table 2.

Table 2: Survey respondents views on racism

Question: When you think about racism, what do you think are the main issues or concerns?	Number
Hate speech	40
Discrimination	39
Verbal abuse	34
Threats or intimidation	31
Bullying	30
Negative attitudes or stereotyping	27
Institutional racism	27
Shunning you or excluding you	26
Property damage or vandalism	26
Physical abuse/attack	24
Denial of cultural rights	17
Caste discrimination	11
Ostracism/social exclusion	9

There was a recognition among respondents of the established legal framework for ensuring equality in Australia, including national Anti-Racism law and State Anti-Discrimination law and other legal protections against hate speech and vilification. There was also a confidence in the fact that Australia is an open multicultural society in which institutions, organisations, and schools play an important role in prompting equality and respect.

Lunar New Year 2024
at Ashfield Service Centre

Focus groups with adults

The focus groups with adults from diverse backgrounds explored the lived experience of racism. People who had lived in Australia for up to 30 years spoke confidently about their place in an egalitarian Australian society and explained that they knew their rights, were confident in the rule of law, and had zero tolerance for racism, should they experience it. Participants described choosing to migrate to Australia because of its social, political and economic stability and the fact that equality and justice were guaranteed in the legal framework of the country. They said that as property and business owners they had no tolerance of racism and little experience of it.

Other participants were finely attuned to racism and were well able to identify it when they experienced it, often in public places like buses, in schools, randomly in the street, and in businesses. Others described long term experiences of racism from their neighbours, racism they overcame by patiently building a warm and positive relationship with them. The nature of people's responses to racism was discussed at length in these focus groups.

Focus groups with Aboriginal and Torres Strait Islander peoples

Participants in these focus groups described pervasive racism, in every part of their lives. They said that in comparison to others in their communities, they experienced less opportunity in education and employment, less equality in employment and service provision, including in health. Respondents described being followed by store detectives every time they visited a store, with prominent local outlets of national retailers being nominated. Respondents described difficulty in securing rental tenancies. Respondents described a frequent incredulity among people when they described their employment, that people often did not want to believe that Aboriginal and Torres Strait Islander people were employed. The nature of people's responses to racism was discussed at length in these focus groups, including the ongoing inter-generational impact of colonialism and dispossession.

Focus group and survey with younger people

Council focused specifically on engaging with younger people directly and through a customised survey, suitable for use in classes and other school contexts. In this context younger people reported a more digital and social media driven experience of racism, often from peers, and often involving in-group/out-group perspectives among and between young people from varying diverse backgrounds. They reported that in certain locations particular diverse groups might be dominant and dismissive. Consistent with the experience of adults, younger Aboriginal and Torres Strait Islander people described experiencing racism from many people including other students, teachers, and others they encountered in the community.

Focus groups with Council staff

Council staff reported both experiencing and observing racism, in Council libraries, in customer service centres, and in phone calls to the call centre. In other cases, staff reported that some customers refused to be served by staff from diverse backgrounds, including if the customers themselves were from diverse backgrounds. Staff also observed significant racism between library users, both among and between people from diverse backgrounds, and library users of all backgrounds. The question of when and how best to intervene was discussed at length in these focus groups.

The key themes from the engagement

The key themes that emerged as ways of addressing and reducing racism included:

Table 3: Key engagement themes

Key themes	
Community Engagement	"Regular community engagement and open dialogue about social issues, encouraging a culture of learning and understanding different perspectives".
Celebration	Valuing celebration of multiculturalism through the Inner West in various cultural events, festivals: "events that bring people from different backgrounds together to discuss race-related issues and foster mutual understanding". Importance of events: "A society that acknowledges and celebrates cultural richness through events and festivals".
Clear public statement that racism is not acceptable	*#Racismnotwelcome* signage in both a positive and negative context, but with a significant degree of awareness around this campaign: One respondent said "I don't know whether they work but it is good to see the reminders".
Develop cultural competency	Cultural competency education in schools. Anti-Racism Training Workshops were mentioned. These are educational programs that teach students about different cultures and perspectives, fostering understanding and respect from a young age.
Diversity and inclusion programs	Diversity and inclusion programs in workplaces: "the aim of the workshops and programs is to educate participants about racism, its impact, and how to combat it. They often focus on understanding implicit bias and developing anti-racist practices." Another respondent said, "we are able to support victims of racism through providing support and counselling for individuals who have experienced racial discrimination or trauma."
Education is key	The need to educate people on differences, to build inclusion and as a contributing factor toward societal change: "a well-educated society where people continue to be respectful regardless of the circumstances even through any sort of global unrest" and "Education systems that teach the value of diversity and inclusivity from an early age, preparing future generations to uphold these principles".
Equality	Equality includes recognition that all Australians are equal before the law, and that legal protections are available: "we are all treated equally regardless of skin colour, your size, your race or religion. Everyone is equal and should all be treated the same".
Legal protections	"All individuals, irrespective of their race, ethnicity, gender, sexual orientation, religion, or socio-economic status, are treated with equal respect and dignity and having representation on all levels".
Local businesses and community organisations have a role	Companies and organisations offering programs to promote diversity, equity, and inclusion, including diverse hiring practices, inclusive workplace policies, and ongoing education/workplace training: "many companies and organisations implement programs to promote diversity, equity, and inclusion, including diverse hiring practices, inclusive workplace policies, and ongoing education".
Raising awareness	Public awareness campaigns aimed at raising awareness about racism and its effects, often run by governments or NGOs: "there are numerous state and federal government bodies along with NGOs doing good work in this area".
Respect	Respect is seen as a fundamental basis of inclusion and as an antidote to racism: "a society accepting of everyone".
Safety	Cultural safety, safe places, safe relationships: "Safety is freedom from fear".
Sport	Examples included NSW Waratahs and National Rugby, the National Rugby League, and Australian Football League promoting racial equality and denouncing racism in recent years.

Monitoring and evaluation

Council will monitor progress on this Strategy through its quarterly updates to the elected Council as a part of its Integrated Planning and Reporting Framework and through progress on the measures for each initiative in the action plan. Each quarter, Council reports to the elected body on the Delivery Program and Operational Plan.

Once adopted by Council, the Anti-Racism Strategy key performance indicators will be monitored through this process.

The Anti-Racism Strategy Action Plan

Drawing on the guiding principles, survey responses and broader engagement outcomes Council has created an action plan with four broad initiatives and multiple actions for each initiative:

Building social inclusion and contact

Training, education, and resourcing

Communication and media campaigns

Organisation development

Little Greece Celebration

1. Building social inclusion and contact

As one survey respondent said: "Regular community engagement and open dialogue about social issues, encouraging a culture of learning and understanding different perspectives is fundamentally important to preventing and addressing racism".

This approach is backed up by the research. Social inclusion is critical for reducing racism and building positive relationships. Intergroup contact is an anti-racism approach that has been widely implemented and studied. It says that the greater the interaction between different social groups, the less prejudice exhibited by larger or more dominant groups.[xii] Improving intergroup relations comes from extended interactions over time as well as the quality/favourability of the contact. This can either be achieved directly or indirectly.[xiii]

Direct interactions within an individual's social networks are most effective, typically within a school, TAFE or university, and in workplaces and organisations.[xiv] In contrast, indirect contact consists of an observation of an interaction between people from different social groups. For example, watching a video depicting a positive intergroup interaction.

Actions	Lead team	Timeline	Resources	Outcome/measure
1.1 Engage with the Australian Human Rights Commission on the development of the National Anti-Racism Strategy and National Framework to ensure Council's initiatives are consistent with the National Strategy.	Social and cultural planning	2024/25	Existing	Advocate and participate in policy development to include local experience in anti-racism initiatives. Report to Council to update the Anti-Racism Strategy once the National Strategy and Framework are finalised.
1.2 Establish Cultural Connections as an annual grants program for artists and community leaders including Aboriginal and Torres Strait Islander peoples and people from diverse backgrounds.	Creative communities	2024/25 and 2025/26	$50,000 per annum	Local creatives from diverse backgrounds showcase and develop their cultures
1.3 Develop resources and educate the Inner West residents on the effects of racism.	Community wellbeing Strategic and corporate communications	2024/25 and 2025/26	Existing	Population level community development and education initiatives prevent and educate on racism through sharing real life experiences.
1.4 Deliver an annual program of celebration and recognition for Reconciliation Week and NAIDOC Week.	Community wellbeing	2024/25 and 2025/26	Existing	Community satisfaction with the range and quality of events. Engagement with local Aboriginal and Torres Strait Islander peoples and Council staff in program content and delivery.
1.5 Provide facilities, spaces and programs that support community health and wellbeing, address social inequity, obstacles to participation and social exclusion.	Libraries and community facilities Community wellbeing	2024/25 and 2025/26	Existing	Population level community development improves equity, access, and participation opportunities for diverse communities.
1.6 Create three Aboriginal Survival Memorials, as culturally safe spaces, and sites for education, understanding, and Reconciliation.	Social and cultural planning	2024/25 and 2025/26	Existing	Launched first Memorial in March 2024, launch second Memorial at Illoura Reserve by June 2025, and launch third Memorial at Kendrick Park by June 2026.

Actions	Lead team	Timeline	Resources	Outcome/measure
1.7 Work with Reconciliation Australia and local inner west business and organisations to promote the opportunity of creating Reconciliation Action Plans.	Social and cultural planning	2024/25 and 2025/26	Existing	The annual Pauline McLeod Award celebrates community and business partners and their commitment to Reconciliation. Council staff identify opportunities to work with local business through its Economic Development team.
1.8 Utilising Council's program of regular events, explicitly include celebration of local cultures for community development, belonging, and connection to place.	Creative communities	2024/25 and 2025/26	Existing	Resident participation and satisfaction with cultural celebration in local events, measured during the event via "Culture Counts".

2. Training, education, and resourcing

Anti-Racism training aims to challenge racist behaviours and provides the necessary strategies and tools to identify and address bias, and structural inequality. Single-issue training on racism has been found to have more positive effects on attendees' cognitive outcomes compared with generic, multicultural training. Training that develops the skills to purposefully address racism is critical, as is an intersectional approach which recognises that aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. Education across the life course is critical for independent participation and for economic independence and wellbeing. The provision of physical venues and facilities for community life is a critical support for nurturing local social connection and inclusion.

Actions	Lead team	Timeline	Resources	Outcome/measure
2.1 Develop a customised two-year pilot training program in collaboration with the University of Western Sydney and Council's Multicultural Local Democracy Group using their Challenging Racism Project Bystander Anti-Racism Training approach.	Social and cultural planning People and culture	2024/25 and 2025/26	$60,000 per annum	Evidence based bespoke anti-racism training for 100 volunteers and 30 Council staff in 2024/25 Train a further 100 volunteers and 30 Council staff in 2025/26. Training design to include collaboration with Council's Multicultural Local Democracy groups, Inner West Multicultural Network, the Aboriginal Local Democracy group and other relevant local organisations.
2.2 Collaborate with Jumbunna Institute and Koori Radio to promote the Call it Out register and organise biannual presentations on each successive report to the Aboriginal and Torres Strait Islander Advisory Committee.	Social and cultural planning	2024/25 and 2025/26	Existing resources	Promote the Call it Out register to Aboriginal and Torres Strait Islander peoples and contribute to building the data set about racism against Aboriginal and Torres Strait Islander peoples.
2.3 Provide facilities, resources and activities for lifelong learning that reflects the cultural diversity of residents and are accessible to all.	Libraries and community facilities	2024/25 and 2025/26	Existing resources	Lifelong learning provides the opportunities to build wellbeing, increase education, and increase civic participation for diverse communities.

Actions	Lead team	Timeline	Resources	Outcome/measure
2.4 Provide high quality education and care for children from birth to twelve years of age that highlights the values of inclusion and diversity and promotes equity and social justice.	Early Learning	2024/25 and 2025/26	Existing resources	Achieve meeting or exceeding assessment rating results on the National Quality Standards for all Council early learning services. Deliver the national Early Years Framework.
2.5 Work with schools, school systems, and parent's organisations to promote evidence based anti-racism initiatives.	Social and cultural planning Community wellbeing	2024/25 and 2025/26	Existing resources	Lifelong learning provides the opportunities to build wellbeing, increase education, and increase civic participation for diverse communities.
2.6 Support local cultural organisations who are addressing caste discrimination by providing access to venues.	Community wellbeing	2024/25 and 2025/26	Existing resources	Increased visibility directly challenges the notion that racism is tolerated in local communities.

3. Communication and media campaigns

Campaigns aimed at highlighting and addressing racist behaviour, promoted through media and online platforms, have been widespread. However, anti-racism campaigns demonstrate mixed results. Campaigns have a stronger effect if they address specific negative beliefs and behaviours rather than focussing on generating positive feelings. Campaigns should identify beliefs that underlie expressions of racism, challenge racism and promote anti-racism.

Actions	Lead team	Timeline	Resources	Outcome/measure
3.1 Amplify the Racism. It Stops with Me campaign (and successor campaigns) of the Australian Human Rights Commission on Council's social media platforms.	Strategic and corporate communications	Ongoing	Existing resources	Increased visibility directly challenges the notion that racism is tolerated in local communities. Council promotes anti-racism campaigns within the community.
3.2 Commemorate International Day for the Elimination of Racial Discrimination, in collaboration with community partners, with annual grant program funding.	Community wellbeing	2024/25 and 2025/26	$15,000 per annum	Increased visibility directly challenges the notion that racism is tolerated in local communities and building capacity of local community organisations through collaboration.
3.3 Stocktake existing signage and cost and install a further 30 #RacismNotWelcome signs in the Inner West in consultation with the Multicultural Network.	Community wellbeing	2024/25	New resources	Increased visibility directly challenges the notion that racism is tolerated in local communities.
3.4 Celebrate, value, and respect the diversity of the Inner West community through annual grants for multicultural communities.	Community wellbeing	2024/25 and 2025/26	Existing resources	Build community capacity to deliver grass roots initiatives to celebrate and respect cultural diversity and work against racism through community led projects.
3.5 Develop a suite of culturally appropriate images to promote, document and recognise Aboriginal and Torres Strait Islander cultural heritage and the cultural heritage of people from diverse communities for use in Council communications and publications.	Strategic and corporate communications	2024/25 and 2025/26	Existing resources	One third of Council's communications include images from this library.

4. Organisational development

Organisational development practices to address discrimination and promote diversity include reviewing existing policies, plans, frameworks, and recruitment processes. A deliberate anti-racism approach that actively aims at dismantling, reversing or remedying the root causes of racial inequality in organisations is required, and such development can have positive impacts in workplaces. Effective organisational development around anti-racism includes a shared organisational vision, clear goals, measurable outcomes, and organisational accountability. Customer service measures ensure people from all backgrounds can more easily get their customer service needs met. Employment measures support greater economic participation for people from diverse backgrounds or Aboriginal and Torres Strait Islander peoples. Names that reflect local experiences and identities are critical for building and maintaining connection and inclusion.

Actions	Lead team	Timeline	Resources	Outcome/measure
4.1 Develop and deliver mandatory Anti-Racism and racial literacy training for Councillors and staff.	People and culture	2024/25 and 2025/26	Existing resources	Appropriate external training expertise identified and costed by March 2025. Delivery of training underway by July 2025.
4.2 Support Aboriginal and Torres Strait Islander staff to identify ways to alleviate "cultural load" and enhance peer networks.	People and culture	2024/25 and 2025/26	$15,000 per annum	Staff self reported cultural safety increases and staff retention increases.
4.3 Redevelop Council's website with improved accessibility including enhanced use of community languages.	Customer experience and service transformation	2024/25 and 2025/26	New resources	Satisfaction with accessibility of Council communications improves and reaches a more diverse audience. Measured via website "hits" and use the language tools and via Customer Service KPIs'.
4.4 Evaluate and renew the accessibility of Council written communication.	Customer experience and service transformation	2024/25 and 2025/26	Existing resources	Corporate communications reflect leading practice in access and inclusion and use of "plain-English".
4.5 Implement Council's Good sports policy and the Sporting grounds allocation policy to ensure support for diverse sporting groups.	Parks planning and ecology	2024/25 and 2025/26	Existing resources	Council support for community team sports and allocation of facilities reflects local diversity.
4.6 Create more Council employment opportunities for people from diverse backgrounds and for Aboriginal and Torres Strait Islander people, including apprenticeships and traineeships.	People and culture	2024/25 and 2025/26	New resources	Annual data on employment of diverse people in Council jobs and economic inclusion.
4.7 Audit relevant People and Culture policies and procedures to strengthen anti-racism and anti-discrimination outcomes.	People and culture	2024/25	Existing resources	Workplace equity and anti-racism outcomes are improved

Aboriginal and Torres Strait Islander staff and staff from diverse backgrounds are engaged in this process. |
| 4.8 Include anti-racism information and Reconciliation in training and induction of all new Council staff. | People and culture | 2024/25 | Existing resources | Workplace equity is improved. All Council staff are aware of Council's commitment to anti-racism and social justice. |

Actions	Lead team	Timeline	Resources	Outcome/measure
4.9 Develop and implement a staff engagement strategy to raise awareness of Reconciliation across our workforce.	People and culture	2024/25	Existing resources	Council's commitment to Reconciliation is communicated clearly and all staff understand their responsibilities.
4.10 Council's Naming Policy includes a priority for recognition of local people from diverse backgrounds or Aboriginal and Torres Strait Islander peoples.	Social and cultural planning	2024/25	Existing resources	Increased visibility and celebration of significant community figures from diverse backgrounds and among Aboriginal and Torres Strait Islander peoples.
4.11 Develop a long-term strategy to preserve Aboriginal sites of significance in collaboration with Aboriginal and Torres Strait Islander community stakeholders and key experts.	Social and cultural planning	2024/25	Existing resources	Aboriginal cultural heritage is protected, and cultural knowledge nurtured. Residents understand their heritage responsibilities and can access expert assistance from Council.
4.12 Enhance data collection on employee diversity across the organisation, including (but not limited to) the Staff Engagement Survey for 2025, to provide benchmark data for future years.	People and culture	2024/25 and 2025/26	Existing resources	Increased workplace diversity, employment, and economic inclusion.
4.13 Develop targeted leadership programs and mentoring for employees from culturally diverse backgrounds.	People and culture	2024/25 and 2025/26	Existing resources	Increased workplace diversity, employment, and economic inclusion.
4.14 Improve employment outcomes by increasing culturally diverse recruitment, retention and professional development.	People and culture	2024/25 and 2025/26	Existing resources	Contemporary program support and Council services meet the needs of people from diverse backgrounds and reflect the demographics of the Inner West community.
4.15 Review Council's Multicultural Policy.	Community wellbeing	2025/26	Existing resources	Aboriginal cultural heritage is protected, and cultural knowledge nurtured. Residents understand their heritage responsibilities and can access expert assistance from Council.
4.16 Build the diversity among Council suppliers and positive outcomes for the community, economy, and environment.	Procurement Services Economic development	2024/25 and 2025/26	Existing resources	Increased workplace diversity, employment, and economic inclusion.
4.17 Support the principles of Community Wealth Building.	Procurement Services Economic development People and culture	2024/25 and 2025/26	Existing resources	Increased workplace diversity, employment, and economic inclusion.
4.18 Provide business education workshops for Aboriginal and Torres Strait Islander peoples and those from diverse backgrounds.	Economic development	2024/25 and 2025/26	Existing resources	Increased workplace diversity, employment, and economic inclusion.

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Cover artwork includes details from the following artworks as commissioned by Council's creative programs.

Sharon Billinge, *Moon Festival*, 2019

Ox King, *Hestia's Migration*, 2021

Nicole Monks and Maddison Gibbs, *Breathe*, 2024

Luis Geraldes, *Fragile World in Constant Expansion*, 2003

INNER WEST