

ANTI-RACISM HALLMARK RESEARCH INITIATIVE

CROSS-DISCIPLINARY CONFERENCE 2024



Wednesday 25 September 2024
Kwong Lee Dow Building
University of Melbourne

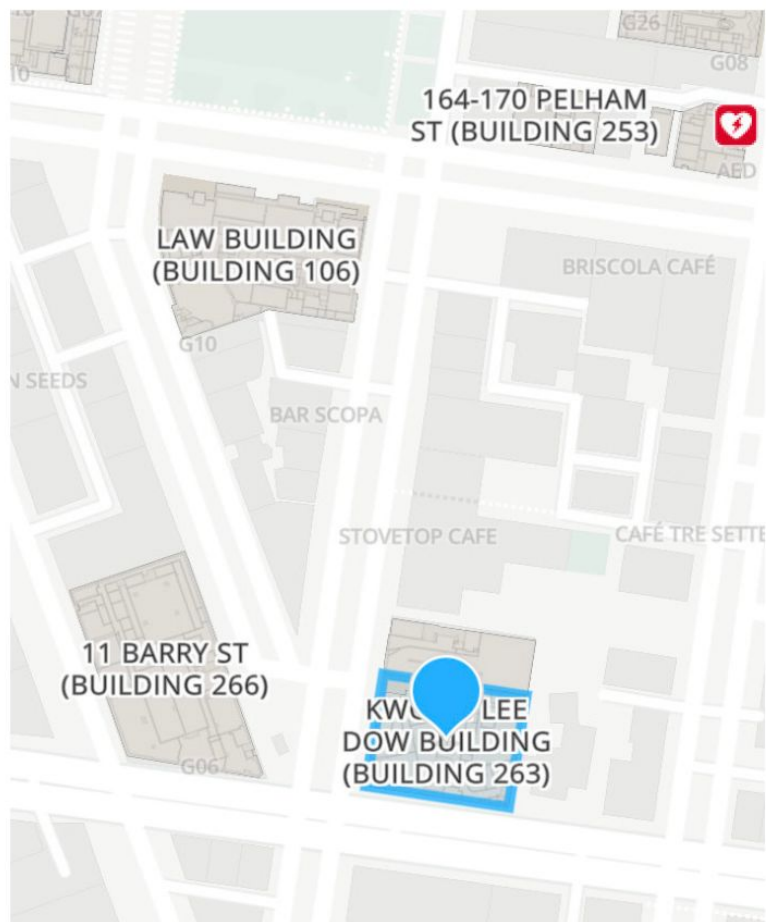
Conference Details

CONFERENCE CONVENORS

Professor Karen Farquharson and Associate Professor Karen Block
The University of Melbourne

LOCATION

Room 230
Kwong Lee Dow Building
234 Queensberry Street
Carlton VIC 3053



The Kwong Lee Dow Building is on the corner of Queensberry and Leicester Streets. The building is a 10 minute walk from Melbourne Central Station. It can also be accessed via trams on both Swantson and Elizabeth Streets.

REFRESHMENTS

Lunch will be provided, comprising vegetarian and vegan finger foods from Asylum Seeker Resource Centre Catering, as well as light refreshments for morning and afternoon tea.

Program

9.00	ARRIVAL
9:15	WELCOME TO COUNTRY AND HOUSEKEEPING
SESSION 1	ANTI-RACISM IN THE CLASSROOM
9.30	JESSICA GANNAWAY Discomfort and Self-Knowledge - Pathways to Teacher Anti-racism
9.45	LUTFUN-NAHAR LATA, SARA CHEIKH-HUSAIN, IDERLINA MATEO-BABIANO AND JULIET ROGERS Breaking the Glass: Understanding the Barriers Faced by Scholars of Colour in the University Sector
10.00	MELANIE BAAK & MWANGAZA MILUNGA How Far from Anti-Racist Are Australian Schools?: A Typology of Responses to Reporting Racism for African Diaspora Youth
10.15	EMILY MILLER & MELANIE BAAK Developing and Enacting an Anti-Racism Policy in a South Australian Secondary School
10.30	LISS GABB & GESKEVA KOMBA Bigger Than This - Piloting New Approaches to Anti-Racism in Schools
10.45	MORNING TEA
SESSION 2	CHALLENGING RACISM
11.15	LIAM GILLESPIE The (Post) Racial Politics of Conspiracy Theories and the 'Post-Truth' Explanation
11.30	LINDA BRISKMAN & LEIA GREENSLADE Not in our Name: Australian Jews Speak Out
11.45	CHANDRA RUSSO "White Privilege... is Not an Organizing Strategy"
12.00	NIDA DENSON, KEVIN DUNN, ALANNA KAMP, TRISTAN KENNEDY, CRAIG MCGRATY, YIN PARADIES, MANDY TRUONG, RACHEL SHARPLES & JEHONATHAN BEN Online Anti-Racism for Australia: Evaluating Online Anti-Racism Campaigns in Australia
12.15	MARIO PEUCKER High Costs - No Rewards: How to Address Barriers to Reporting Racism?
12.30	LUNCH

SESSION 3

ANTI-RACISM IN PRACTICE

- 1.30 ANTHEA HANCOCKS
The Missing Voice in Anti-Racism Strategies
- 1.45 FRANKA VAUGHAN
Enhancing the Capacity of Victorian Sport to Tackle Racism
- 2.00 RAFIK TANIOUS
Resistance to Anti-Racism from People with Experiences of Organised Violence in the Context of the Refugee Experience
- 2.15 OGY SIMIC & JANA FAVERO
Combating Racism through Values-Based Messaging: Insights from the 'Words that Work' Research
- 2.30 ZUBAIDAH MOHAMED SHABURDIN & LISA BOURKE
Challenging Everyday Racism in Place: A Study of a Regional Town

2.45

AFTERNOON TEA

SESSION 4

INSTITUTIONS AND ANTI-RACISM

- 3.15 LAURA GRIFFIN, MERIBAH ROSE & PASCALE CHIFFLET
Accountability for the Colonial Violence of Policing: Overhauling Police Complaints in Victoria
- 3.30 ANJALEE DE SILVA
Hate Speech Against Women and Its Democratic Harms
- 3.45 SHIH JOO TAN & MARIE SEGRAVE
Making the Choice Between Race or Gender
- 4.00 SONJA MOLNAR & RACHEL STANDFIELD
Tackling Assimilationist
- 4.15 SCOTT ARTHURSON, RACHEL BUSBRIDGE & CLAYTON CHIN
Racism, Not Harmony: The Evolution of State Anti-Racist Discourse at the Australian Human Rights Commission, 2010-2022
- 4.30 Concluding Remarks

Session 1

Anti-Racism in the Classroom

JESSICA GANNAWAY

DISCOMFORT AND SELF-KNOWLEDGE - PATHWAYS TO TEACHER ANTI-RACISM

Discomforts often emerge in educative encounters that engage with difficult forms of knowledge, materialised through discussion topics including racism, stereotypes and biases, and truth-telling (Britzman, 1998; Zembylas, 2015). Literature regarding 'pedagogy of discomfort' relates the intentional ways that educators and students examine their experiences of uncomfortable emotions when encountering knowledge that challenges dominant beliefs, attitudes, and social norms (Zembylas, 2015; Zembylas & McGlynn, 2012). This research seeks to identify the capacities that need to be developed for discomfort to be truly transformative.

This presentation presents initial data from a pilot project in which explicit teaching about discomfort is built into the beginning of an ITE subject that directly confronts the ongoing affects of racism and colonisation in education. The aim of this project is to enhance understanding of discomfort in learning and build skills to manage and embrace discomfort. The study will then investigate how explicit teaching of 'discomfort capacities' influences learning and engagement with difficult knowledges.

Dr Jessica Gannaway is a Lecturer and researcher in the Faculty of Education, University of Melbourne. She has worked as a secondary school teacher in the Northern Territory and Victoria. She coordinates the MTeach First Nations in Education subject and her areas of research include teacher dispositions, cultural responsiveness, truth-telling and anti-racist pedagogies.

LUTFUN-NAHAR LATA, SARA CHEIKH-HUSAIN, IDERLINA MATEO-BABIANO AND JULIET ROGERS

BREAKING THE GLASS: UNDERSTANDING THE BARRIERS FACED BY SCHOLARS OF COLOUR IN THE UNIVERSITY SECTOR

Racism in universities significantly impacts the careers and well-being of people of colour (PoC) academics. Despite institutional efforts for diversity, systemic racism persists. This study explores the experiences of PoC academics in Australian universities, focusing on subtle and overt racism. Through in-depth interviews with 14 academics from the University of Melbourne, the University of Sydney, and Charles Darwin University, our research reveals various forms of racism including overt interpersonal racism, such as direct racial remarks and discriminatory behaviours, and subtle interpersonal racism, manifesting as microaggressions and misrecognition of academic status and intellectual contributions. Institutional racism was evident in biased recruitment and promotion practices, while structural racism was reflected in the Eurocentric norms and predominantly white leadership within universities. PoC academics in more diverse faculties reported fewer incidents of racism but highlighted the lack of diversity in senior positions as a significant concern.

Dr Lutfun Lata is a Senior Lecturer in Sociology in the School of Social and Political Sciences. Lutfun's primary research area focuses on the Sociology of work and employment including the gig economy and the future of work. She has written about gig economy, urban marginality and place-based disadvantage.

Dr Sara Cheikh Husain is an early career researcher who has just finished her PhD at Alfred Deakin Institute for Citizenship and Globalisation at Deakin University. Her research explores Victorian Muslim Community Organisations' perceptions of Islamophobia and responses to Islamophobia.

MELANIE BAAK & MWANGAZA MILUNGA

HOW FAR FROM ANTI-RACIST ARE AUSTRALIAN SCHOOLS?: A TYPOLOGY OF RESPONSES TO REPORTING RACISM FOR AFRICAN DIASPORA YOUTH

Australia has allowed significant Black African immigration only in the past 30 years. Despite policies promoting cultural diversity and multiculturalism, African diaspora individuals face racial discrimination and marginalization (Udah, 2023). Political and media discourses have exacerbated this marginalization through a 'racial moral panic' (Molla, 2021), often associating African diaspora youth with criminality (Majavu, 2020). This study examines how African diaspora youth navigate schools in Australia, using decolonial approaches with nine Afro-diasporic youth co-researchers and a white settler of Anglo-European heritage. The study focused on 40 African diaspora youth from various locations across Australia. Discussions revealed that racism is a dominant issue in their schooling experiences. The paper presents a typology of responses to reporting racism, ranging from educative efforts to shift the knowledge of perpetrators to denials of racism and victim-blaming, leading to the internalization of racism. In the absence of anti-racism policies at national, state, education department (in all states but NSW), or school levels, responses to racism reports in Australian schools are ad hoc and reliant on individual discretion.

Melanie is a Senior Lecturer at the University of South Australia in UniSA Education Futures. She is a current ARC DECRA Fellow researching Afro-diasporic youth's experiences of un/belonging in Australian schools. She co-convenes the Migration and Refugee Research Network (MARRNet) and the Race, Coloniality, and Education Collective.

Mwangaza Milunga is in her final year of university studying international relations at Adelaide University. She currently works as a client service coordinator and founded the Sister Tribe Initiative. She is a youth co-researcher on the African Diaspora Youth Belonging project at UniSA.

EMILY MILLER & MELANIE BAAK

DEVELOPING AND ENACTING AN ANTI-RACISM POLICY IN A SOUTH AUSTRALIAN SECONDARY SCHOOL

Around Australia, with few exceptions, there is a broad lack of anti-racism policies in government and independent schooling sectors, and schools. This is of critical concern; it is well documented that racism negatively impacts school engagement, social inclusion, health, and wellbeing. Research is needed to investigate barriers and facilitators of anti-racism policy development, and challenges or enabling mechanisms for effective enactment of anti-racism practices in schools.

This mixed methods study investigates the development, trialling, and outcomes of an anti-racism initiative currently being implemented in a South Australian secondary school with a high proportion of Aboriginal and migrant-background students. The anti-racism initiative builds on extensive consultation with students and staff and is based on principles of restorative justice. Our study investigates perspectives and experiences of staff and students during development and implementation of the anti-racism strategy, through surveys and focus groups. Research findings will guide development and implementation of similar initiatives in other schools. The project brings together stakeholders from key organisations and leaders from at least ten schools to form an anti-racism network. This network will strengthen and coordinate anti-racism strategies, map anti-racism policies and agendas, and develop guidelines for broader up-take of anti-racism practices in Australian schools.

Emily works across disciplines with a focus on migration and settlement. Her research program has included investigation of several topics including education, employment, relationships and social networks, identity, and family dynamics. She is interested in collaborative work that responds to calls from community and stakeholders, and influences systemic change.

Melanie is a Senior Lecturer at the University of South Australia in UniSA Education Futures. She is a current ARC DECRA Fellow researching Afro-diasporic youth's experiences of un/belonging in Australian schools. She co-convenes the Migration and Refugee Research Network (MARRNet) and the Race, Coloniality, and Education Collective.

LISS GABB & GESKEVA KOMBA

BIGGER THAN THIS - PILOTING NEW APPROACHES TO ANTI-RACISM IN SCHOOLS

In light of the ongoing high prevalence of racism at schools in Australia (Baak, 2018; Priest et al., 2021; Yared et al., 2023) and its impact on young people's mental and physical health (VicHealth, 2021) there is an urgent need to address the issue. A recent report released by the Australian Human Rights Commission that maps anti-racism programs and policies at all levels of government, included a key recommendation focused on addressing racism in schools.

Bigger Than This (BTT) is an anti-racism program co-designed with young people to reduce the harm and impact of racism in Victorian schools. The initiative focuses on supporting young people increasing racial literacy, recognising, and responding to the physical and mental impact of racism and exercising their rights to report racism. BTT is a collaboration between VicHealth and the Victorian Equal Opportunity and Human Rights Commission (VEOHRC). The program was piloted in ten schools in Victoria in 2024 and Victoria University accompanied the pilot and have produced an evaluation report in July 2024. A number of notable successes and achievements emerged from the delivery of the pilot program. This presentation will present key findings from the report and potential future directions for the program.

Liss Gabb has worked as a specialist community development practitioner, arts manager, and creative producer in community development, social connection and mental wellbeing, participatory arts and social justice. Liss has worked in Naarm (Melbourne) for the past 25 years and has developed a socially engaged practice that is focused on anti-oppressive models of partnership with communities that experience structural discrimination. currently Liss holds the position of manager, healthy equity practice at VicHealth.

Geskeva Komba is a health promotion practitioner, creative producer and performer of Comorian and Tanzanian heritage. Raised in the Western suburbs of Melbourne she has 13 years' experience in community development, health promotion, theatre, film, spoken word and music. Geskeva holds a Bachelor of Health Promotion and Master's degree in Producing from the Victorian College of the Arts. She is passionate about combining her skills to work with community using performing arts and writing stories that build platforms of multiplicity and authentic representation. Currently Geskeva holds the position of Lead, Neighbourhood and Built Systems at VicHealth.

Session 2

Challenging Racism

LIAM GILLESPIE

THE (POST) RACIAL POLITICS OF CONSPIRACY THEORIES AND THE 'POST-TRUTH' EXPLANATION

The proliferation of conspiracy theories is seemingly on the rise. Among them are many that are explicitly racist, such as Great Replacement Theory, White Genocide, QAnon, and Eurabia, which each convey the idea white people are being covertly attacked and replaced. The dominant trend for understanding the rise of such conspiracy theories is techno-rational, whereby new digital technologies are blamed for the spread of mis- and disinformation, such that we are now supposedly living in a 'post-truth era'. In this presentation however, we contend that the 'post-truth' explanation is itself a postracial phenomenon. We argue that it works ideologically to obscure the connection between conspiracy theories and the liberal-democratic societies in which they have emerged. This is because the 'post-' of the 'post-truth' works to sever the present from the past by depicting conspiracy thinking as a 'new' problem that stems from new technologies and fringe actors. In sharp contrast to this, we argue that the racism of contemporary conspiracy theories originates from the mainstream of liberal-democratic society itself.

Dr Liam Gillespie is a Lecturer in Criminology at the University of Melbourne. He researches ethnic nationalism, racism, political violence, and the far right, with an emphasis on street-based movements in Australia and the UK.

LINDA BRISKMAN & LEIA GREENSLADE

NOT IN OUR NAME: AUSTRALIAN JEWS SPEAK OUT

This evolving project explores the views and experiences of Australian Jewish people who are against Israeli policy and practice in the West Bank and Gaza. A literature review will provide a comprehensive review of Jewish organisations in the USA, UK and Australia which have been vocal in their criticisms of these policies and practices. Through a survey and in-depth interviews with Jewish Australians who self-identify as being against Israeli policy and practice in the West Bank and Gaza, the research aims to explore the disentanglement of contemporary political Zionism and Judaism to shed light on the broader trend within the Jewish diaspora to redefine their identity and activism through a lens of social justice, rather than political Zionism. This project contributes to the understanding of contemporary Jewish social movements and their implications for Jewish identity and global political discourse. The presenters are social work academics whose research and teaching focuses on social justice and human rights. They are both members of the advisory committee of the Jewish Council of Australia. Professor Linda Briskman, Western Sydney University
Dr. Leia Greenslade, Griffith University.

Linda Briskman holds the Margaret Whitlam Chair of Social Work at Western Sydney University. She is a human rights activist focusing on Indigenous rights, the rights of people seeking asylum and anti-racism. She publishes widely and has received awards for her work.

Dr Leia Greenslade is an academic at Griffith University. She has more than fifteen years experience specialising in the areas of ethics and social work and disability justice. She publishes in peer reviewed journals and disseminates her work at conferences.

CHANDRA RUSSO

"WHITE PRIVILEGE... IS NOT AN ORGANIZING STRATEGY"

We know relatively little about how to mobilize and sustain White involvement in politically impactful, antiracist collective action. Adding to the literature on the vexations of White people's approaches to antiracism, this study takes the case of Showing Up for Racial Justice (SURJ), a national organization that seeks to bring a critical mass of U.S.-based White people into antiracist campaigns at a scale not previously attempted. It traces the shift from a White privilege analytic that has been dominant in many White-led antiracist spaces, often in ways that can be individualizing and depoliticizing, to a "mutual" or "shared" interest approach, which identifies White people's own stake in dismantling White supremacy, though not without its own perils. Findings suggest that a mutual interest orientation prioritizes collective action over personal morality, holding important benefits for the recruitment, retention, and principled engagement of White people in racial justice struggles.

Chandra Russo is an Associate Professor of Sociology at Colgate University in New York (living temporarily in Wollongong). She studies social movements and (anti)racism. This paper is part of her current research on the promises and perils of organizing white communities in the United States towards racial justice.

NIDA DENSON, KEVIN DUNN, ALANNA KAMP, TRISTAN KENNEDY, CRAIG MCGARTY, YIN PARADIES, MANDY TROUNG, RACHEL SHARPLES & JEHOANATHAN BEN

ONLINE ANTI-RACISM FOR AUSTRALIA: EVALUATING ONLINE ANTI-RACISM CAMPAIGNS IN AUSTRALIA

Harmful manifestations of online racism are increasing. The neo-liberal assumption is that social media users and user groups can be responsibilised to disrupt online racism. This ARCDP project will analyse 3-4 online anti-racism campaigns. This presentation will provide an overview of the broader ARCDP project, as well as preliminary findings of one case study: the 2015 Challenging Racism Project (CRP) bystander anti-racism campaign Facebook videos.

We are currently undertaking a content and discourse analysis of the comments made by recipients in response to the anti-racism campaign videos. When CRP released the bystander anti-racism campaigns, the commentary and sharing was vast (13 million views and over 23,000 Facebook comments).

One aim of the ARCDP is to identify the ingredients for effective, safe and efficient online anti-racism intervention. Towards the end of the project, we will develop an online anti-racism program that we will implement and evaluate. The development of guidelines for online anti-racism will overtly address the challenges and risks of action in this environment where regulation is so heavily contested.

Nida Denson is a Professor in the School of Social Sciences at Western Sydney University. Her research aims to combat racism and discrimination, and to improve the health and wellbeing of various marginalised groups. Her research expertise spans the disciplines of psychology, education and sociology.

MARIO PEUCKER

HIGH COSTS - NO REWARDS: HOW TO ADDRESS BARRIERS TO REPORTING RACISM?

The paper discusses selected findings from the Victorian research and community engagement project 'Understanding reporting barriers and support needs of those experiencing racism' (2022-2024). Based on a survey of 703 Victorian adults from racially and culturally marginalised communities and 27 in-depth peer-led focus groups, the study not only confirms the persistent salience of racism and the well-established fact of under-reporting. It also generated robust empirical evidence that current platforms to speak out and report racism are regarded as insufficient and inadequate by those who are supposed to use them. Underreporting is not only and not even primarily due to a lack of knowledge about existing services; the main obstacle for those who face racism is the perception that reporting comes with high personal risks and costs and offers very limited prospects to achieve a satisfying outcome in return. Against this backdrop, the paper presents what needs to change, according to affected communities, to encourage more people to speak out against racism and access appropriate support services.

Mario Peucker is an associate professor at the Institute for Sustainable Industries' and Liveable Cities at Victoria University. He has conducted research on inclusion-exclusion dynamics, citizenship and radical political movements since 2003. He has recently led several place-based research and community engagement projects on anti-racism reporting pathways and support needs.

Session 3

Anti-Racism in Practice

ANTHEA HANCOCKS

THE MISSING VOICES IN ANTI-RACISM STRATEGIES

With the release of the AHRC report on Mapping Government Anti-Racism Programs and Policies, our lack of focus on the behaviour of perpetrators of racism is again evident. It is essential that we consider the drivers of these behaviours and how they can be addressed if we are to make a significant impact on the breadth and depth of experiences of racism. This paper will provide a short introduction into the possible approaches and considerations that need to be understood strengthen anti-racism approaches at all levels.

Anthea Hancock is the CEO of the Scanlon Foundation Research Institute which has produced the Mapping Social Cohesion Report since 2007. The only ongoing survey of its kind in the world. She has a Bachelor of Science, Master of Arts and an MBA.

FRANKA VAUGHAN

ENHANCING THE CAPACITY OF VICTORIAN SPORT TO TACKLE RACISM

Racism remains a persistent issue within the sports sector, particularly at the community level, where experiences of racism are often under-examined and under-reported. Addressing this gap, our project aims to bolster the capacity of sports organisations to effectively respond to and mitigate racism through a comprehensive mixed-methods approach. This methodology includes an Australian-wide survey on experiences of and responses to racism in community sport, in-depth interviews with key sports stakeholders, a review of existing policies and practices, and co-production workshops. Ultimately, the project aims to co-develop anti-racism resources that prioritise the lived experiences of individuals who have endured racism in community sports, thereby informing and guiding improvements in policies and practices.

In this presentation, I will provide an overview of the project and delve into some of the preliminary findings. These initial insights underscore the critical need for robust anti-racism strategies within community sports and highlight the potential impact of our research on fostering a more inclusive and equitable sports environment. This research is significant in its potential to effect meaningful change, ensuring that community sports can be a safe and welcoming space for all participants.

Franka Vaughan is a Research Fellow at Monash University and Victoria University, specialising in antiracism and critical development. She is also a lecturer at Melbourne University, teaching in the Development Studies program.

RAFIK TANIOUS

RESISTANCE TO ANTI-RACISM FROM PEOPLE WITH EXPERIENCES OF ORGANISED VIOLENCE IN THE CONTEXT OF THE REFUGEE EXPERIENCE

A significant scope of Anti Racism research has predominantly been focused on denials or resistance to anti-racism amongst populations that are both aligned with and benefit from structural and systemic racism in the national space.

In recent field work however, resistance to anti-racism programs and perspectives came from populations of people with refugee or refugee like experiences, demonstrating that accepted and established Anti-racism perspectives and practices in the context of settler colonialism are taken for granted sometimes without adequate understanding of how exposure to organised violence in the context of the refugee experience, has enduring psychological impacts that shapes world views and perspectives that may not align with established local anti-racism frameworks.

The refugee experience is often rooted in organised violence that targets the identity or defining characteristics of the group and is perpetrated by an adjacent or lateral racial group, with genocidal intent. This often has the potential to render local anti-racism narratives, meaningless as 'racism' appears benign in comparison to the psychological trauma, grief and loss in the context of organised violence and there is an absence of research that addresses the resistance to anti-racism programs or perspectives from specific refugee populations who are likely to suffer racism in their experiences of settlement and acculturation in Australia.

I would like to suggest a contextual model of anti-racism that takes into account the refugee experience, psychological trauma and settlement.

Rafik Tanious has worked across the social ecologies of education, mental health and social services with children, young people from disenfranchised communities for the past 30 years both locally and internationally. He has extensive field work experience working with children and adolescents with refugee backgrounds in case work, education and counselling. Rafik has a continuing interest in trauma recovery, anti-racism, and youth identity formation and has developed racial literacy, and racial resilience programs for young people with refugee experiences and produced anti-racism films on Cabramatta for the NSW Premiers department as well as ongoing field work in anti-racism.

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OGY SIMIC & JANA FAVERO

ICOMBATING RACISM THROUGH VALUES-BASED MESSAGING: INSIGHTS FROM THE “WORDS THAT WORK” RESEARCH

In 2015, the ASRC conducted ground-breaking new research, led by Anat Shenker-Osario, to find 'Words that Work' and that change the debate around people seeking asylum. Since then the focus of ASRC's advocacy work has been on changing the minds of the bulk of Australians, the 'middle ground' or persuadables, and to shift their ideas on people seeking asylum. Relying on the understanding that language is most effective in persuading people, this presentation will cover what ASRC has learnt through its campaigns, political engagement, policy, media, and grassroots mobilising work since 2015. We will share more information about the 'Words that Work' research, and deliver a practical guide for how it can be applied, as well as examples of where this messaging and framing approach has led to success in both achieving outcomes for refugees and people seeking asylum, as well as combating racism.

Arriving in Australia as a refugee at 11, Ogy trained as a lawyer and has experience in campaigning and advocacy across all levels of government. He served as a local government councillor and is currently the Director of Refugee Leadership and Advocacy at the Asylum Seeker Resource Centre (ASRC). Ogy advocates for people-driven change, promoting diversity, inclusion, and human rights.

Jana is Director of Systemic Change at the ASRC, with 14 years of experience. She is a regular spokesperson on human rights and refugee policy, contributing to major publications and speaking at conferences. Jana's global experience shapes her commitment to fair treatment for people seeking asylum in Australia.

ZUBAIDAH MOHAMED SHABURDIN & LISA BOURKE

CHALLENGING EVERYDAY RACISM IN PLACE: A STUDY OF A REGIONAL TOWN

Racism is an experience that is acutely challenging in regional and rural towns where people of all backgrounds are compelled by space and place to live and interact with one another. Because of this, everyday racism is an experience that People of Colour are constantly needing to navigate. Such racialised interactions work to exclude, disempower, and prejudice, thus impacting their physical, mental, and emotional health. This study explores People of Colour's experiences of racism in a regional town located in Northeast Victoria. Through in-depth interviews with 20 participants, three themes emerged: (i) racial stereotypes were used as a means to disempower, (ii) racialised language was used to prejudice, and (iii) the power of whiteness in reinforcing supremacy excluded People of Colour from living comfortably and thriving in their lives. Themes from this study will be centred and utilised to develop and distribute anti-racism messages contextualised to the region under the guidance of an advisory group made up of local and external experts on racism. This study seeks to initiate conversation on racism relevant to its place and to promote anti-racism.

Zubaidah is a Malay settler living on Yorta Yorta country for the past seven years. Zubaidah works closely with community groups and utilises her skills to support local grassroots activism. She is a researcher in Rural Health that focuses on areas such as anti-racism, health justice, and access to healthcare.

Session 4

Institutions and Anti-Racism

LAURA GRIFFIN, MERIBAH ROSE & PASCALE CHIFFLET

ACCOUNTABILITY FOR THE COLONIAL VIOLENCE OF POLICING: OVERHAULING POLICE COMPLAINTS IN VICTORIA

The systemic racism of policing in Victoria is well-documented, most recently by the Yoorrook Justice Commission – ‘the first formal truth-telling process into historical and ongoing injustices experienced by First Peoples in Victoria.’ Framing policing as a continuation of colonial violence, Yoorrook’s 2023 report *Yoorrook for Justice* called for a complete overhaul of police accountability, specifically urging the creation of a new independent police oversight body (Recommendation 27). This follows a slew of inquiries, commissions, and ongoing advocacy on the failures of existing police accountability mechanisms, which typically have police investigating themselves. IBAC has also documented the particular barriers to police complaints for First Nations people, and under-reporting of police misconduct against them.

We are a research team at La Trobe Law School working with partner organisations who serve over-policed communities – specifically the Police Accountability Project at Inner Melbourne Community Legal Centre (IMCL), Victorian Aboriginal Legal Service (VALS) and Djirra. After holding a stakeholder workshop to articulate core requirements for a new police oversight body, we are now mapping the various broken branches of the police accountability landscape, and building an evidence base for what exactly a complainant-centred, trauma-informed and culturally safe complaints mechanism entails.

Dr Laura Griffin (Senior Lecturer), Dr Meribah Rose (Lecturer) and Dr Pascale Chifflet (Senior Lecturer) are researchers working at La Trobe University Law School. We are currently collaborating with practitioners and community legal centres in order to contribute to justice and law policy debates, particularly around police oversight mechanisms.

ANJALEE DE SILVA

HATE SPEECH AGAINST WOMEN AND ITS DEMOCRATIC HARMS

Hate speech against women, including but not limited to online hate speech, is often directed at and about women in positions of political leadership or with public profiles. In Australia, female politicians across the political spectrum have spoken openly about their many and varied experiences of communicative conduct that may reasonably be described as hate speech. Women with public profiles may be particularly targeted when they speak openly about issues affecting women. This presentation summarises some of the existing empirical work on the impact of hate speech against women on women’s democratic participation. It focuses in particular on hate speech directed at women politicians and candidates who are also women of colour. The evidence indicates that hate speech silences women politicians and candidates in a number of ways, and that these silencing impacts may be particularly profound for women of colour. The result is that even where women (of colour) can and do speak as part of political life, what they say is often unable to have its intended force. That is, hate speech against women functions, and is often intended, to exclude women from full democratic participation. This is especially true of such speech that occurs in spaces in which essential political communication also occurs. Importantly, if democratic legitimacy rests on political equality, meaning substantive equality in participatory opportunities in democratic processes, hate speech against women delegitimises and represents a crisis of democracy itself.

Dr Anjalee de Silva is a Lecturer at Melbourne Law School, The University of Melbourne, an Associate Investigator at the ARC Centre of Excellence for Automated Decision-Making and Society, and a Women's Leadership Institute Australia Fellow. She is an expert in administrative, anti-discrimination, and free speech and media law and theory, with a focus on harmful speech and its regulation, especially in online contexts. Her work examines vilification or 'hate speech' directed at and about women, as well as the role of law in deterring, regulating, and mitigating the harms of such speech. She regularly presents in this area and has an upcoming book with Cambridge University Press entitled Hate Speech Against Women and the Role of Law. Anjalee holds a Doctor of Philosophy in Law, Bachelor of Laws with first class honours, and Bachelor of Arts (Media and Communications) from the University of Melbourne. Outside academia, she is a local government Councillor on Monash City Council, where she also serves on the Gender Equity Advisory Committee.

SHIH JOO TAN & MARIE SEGRAVE

MAKING THE CHOICE BETWEEN RACE OR GENDER

In our recent study on migrant and refugee women's experiences of workplace sexual harassment in Australia, we asked women who had experienced any form of workplace sexual harassment their view of the offender/s motivation. The answers to this question offers important insights into how women both understood and experienced sexual harassment. Most of the women perceived their experiences to be motivated by both gender/sexual and religious/racial discrimination. In the second phase of this project, a large qualitative study, these findings were reiterated and participants details the connections between discrimination based on race and/or religion. However, when we look at current responses to workplace sexual harassment, it is clear that racial or religious discrimination and sexual harassment are largely treated as separate issues. In this presentation, we want to explore the challenges of creating systems that siloing racial discrimination and sexual harassment, in particular, how it contributes to a reductive account of migrant and refugee women's experiences of violence in workplaces and their personal lives.

Shih Joo Tan is a Lecturer in Criminology, School of Social and Political Sciences, and Director of the Borders, Migration and Gendered Violence Research Hub. Her work is intersectional and broadly concerned with the intersections of gender, migration and harm of state systems for experiences of women migrants from all backgrounds, particularly in the context of family, work and employment.

SONJA MOLNAR & RACHEL STANDFIELD

TACKLING ASSIMILATIONIST WRITING AND CULTURAL INEQUALITIES THROUGH GENRE PEDAGOGY

This paper presents a recently funded Learning & Teaching Innovation project called "Communication for Changemaking", led by Dr Sonja Molnar (Lecturer in Media and Communication), Prof Barry Judd (Director of Indigenous Studies, Pro Vice-Chancellor Indigenous) and Dr Rachel Standfield (Lecturer in Indigenous Studies) of the University of Melbourne. The project was awarded an internal Faculty of Arts grant of \$30,000 to internationalize – and as we argued Indigenize – the curriculum of a +500 students first-year undergraduate subject in Media & Communication Studies. The goal of the project is to produce ten educational videos that critically engage with topics such as the representation of Aboriginal and Torres Strait Islander people in the Australian media, Indigeneity and sport, environmental sustainability and Place, culture, cultural conflict and heritage. In these videos, senior Indigenous leaders share their knowledge and lived experiences on the media and racism and misrepresentation in the media through interviews. Contextualized through readings and activities, students will learn to tackle core concepts of genre, media representation and power across different contexts and apply genre through mindfulness, resistance and revision.

Sonja is a Lecturer in Media and Communications at the University of Melbourne. Her research focuses on genre, discourse, and communication, with an emphasis on anti-racism, anti-discrimination and climate change. Sonja is an applied linguist from Austria, whose work centers around language as a means to shape society.

Rachel is a non-Indigenous woman and historian of Indigenous societies and race relations histories in Australia and New Zealand. She is senior lecturer in Indigenous Studies at the University of Melbourne and a historian of racial thought and their ongoing implications of colonialism and racial thinking for contemporary societies.

SCOTT ARTHURSON, RACHEL BUSBRIDGE & CLAYTON CHIN

RACISM, NOT HARMONY: THE EVOLUTION OF STATE ANTI-RACISM DISCOURSE AT THE AUSTRALIAN HUMAN RIGHTS COMMISSION, 2010-2022

States often frame themselves as agents of anti-racism; yet anti-racist theory is often hostile or ambivalent towards the state. Whereas radical theories treat the state as inherently racist, liberal and multicultural theories tend to insist the state must do more to counter racism. If the state should play a role in anti-racism, current literature leaves several questions unanswered: under what conditions and to what extent can the state be anti-racist? What tensions must state attempts at anti-racism navigate? How do state actors conceptualise the state's role in anti-racism in response to changing circumstances? Our paper addresses these questions by analysing shifts in anti-racist discourse at the Australian Human Rights Commission (AHRC) – part of the extended state apparatus in Australia, tasked since 2010 with advancing anti-racism. We undertook a discourse analysis of 299 public-facing AHRC documents from 2010 to 2022, focusing on how the AHRC frames racism, anti-racism and the role of the state. Across the period, the AHRC consistently emphasised the ongoing harms of covert and unintentional racism, and the role of the state in raising awareness, gathering data, and enforcing anti-discriminatory laws. However, the AHRC increasingly adopted language from state-critical theories of anti-racism, creating tensions between the form and the content of its discourse.

Scott Arthurson is a PhD candidate in the School of Social and Political Sciences at the University of Melbourne. His thesis concerns the conceptual history of anti-populism. He is working with Rachel Busbridge of ACU and Clayton Chin of the University of Melbourne on a University of Melbourne HRI seed funding project entitled "Political Discourses of Anti-Racism".