

BUILDING AN ANTI-RACIST AND GENUINELY MULTICULTURAL AUSTRALIA

Tackling racism and strengthening our community

Racism is widespread in Australia and far-right extremism and racist hatred are increasing.

Australia's leaders have legitimised and encouraged extremism and racism, by blaming migrant communities for social problems. The Greens plan to build an anti-racist and genuinely multicultural country.

Racism causes immense direct harm to communities and the visceral forces of racism and sexism join to multiply these harmful impacts on women of colour and Blak women.

Everyone has the right to live without fear of racial violence, abuse and discrimination.

THE GREENS WILL:

- ▲ **Mandate anti-racism training for all** Federal MPs and Commonwealth employees
- ▲ **\$50 million to deliver a fully funded national anti-racism strategy** that centres First Nations and racial minorities
- ▲ **Make hate speech illegal** and strengthen existing protections
- ▲ Provide \$10 million to develop a **national hate crimes database and better data collection** on racial disparities and discrimination.
- ▲ **Build a genuinely multicultural country** by establishing a Commonwealth Government Multicultural Commission and creating a Federal Multicultural Act
- ▲ **Build diversity in the Parliament** by establishing a referendum to amend section 44 of the Constitution so that dual citizens can run for Federal office

ANTI-RACISM TRAINING

The Greens will mandate anti-racism training for all Federal Members of Parliament and Commonwealth employees. There is currently no such training requirement for MPs, and while some Commonwealth employees undergo broader diversity training, targeted anti-racism training will differ significantly in purpose and content.

Anti-racism training will challenge white privilege and white fragility, and reveal ingrained prejudices. It will focus on Australia's racist history and ways to tackle ongoing systemic racism. It must be delivered by organisations run by First Nations people and people of colour and will be funded through existing departmental budgets and parliamentary allowances.

Since white people in Australia hold most of the political, institutional, and economic power, they receive advantages that nonwhite groups do not. These benefits and advantages, of varying degrees, lead to white privilege.

First Nations people and racial minorities, on the other hand, whether migrants, refugees or those born here, face everyday racism and systemic discrimination. This includes systems like the justice system, healthcare, disability services, education, housing and more.

There is growing evidence that racial abuse, hatred and discrimination impact women more than others. Islamophobia is deeply gendered with over 80% of in person victims of anti-Muslim hate being women¹. A report from the Workplace Gender

¹ Muslims in Australia experienced surge of hate after Christchurch massacre, report reveals | The Guardian

Equality Agency found that Indigenous women were 20 times more likely to hear racial or ethnic slurs in culturally unsafe workplaces².

The anti-racism training will:

- Unpack white privilege and white fragility, in the context of personal, professional and community spaces;
- Challenge the notion that Australian institutions and services, such as the health or justice system, are colour blind;
- Discuss how racial discrimination and harassment manifest in parliaments, work environments and service delivery and how tackling racism will improve government service delivery, and;
- Urge MPs and Commonwealth employees to commit to personal and professional practices that discourage hate speech, challenge racism and improve Commonwealth engagement with and service delivery for First Nations people and people of colour.

<https://www.theguardian.com/australia-news/2022/mar/15/muslims-in-australia-experienced-surge-of-hate-after-christchurch-massacre-report-reveals>

² Australian-first research on Indigenous women's working lives reveals Aboriginal and Torres Strait Islander mums and carers most at risk at work. See WGEA

<https://www.wgea.gov.au/newsroom/gari-yala-research-released>

A NATIONAL ANTI-RACISM STRATEGY

Racism and discrimination cause immense direct harm to people of colour. Whether it's Islamophobia or antisemitism, anti-Asian hate or systemic racism against First Nations people, racial discrimination damages the physical, psychological, and social wellbeing of our community. COVID-19 prompted a significant upsurge in racist attacks against people of colour.³ Far-right racist extremism now constitutes up to 50% of ASIO's counter-terrorism case load.⁴

As a first step towards an anti-racist future, we need a well funded national anti-racism strategy that tackles racist hate at its core, including a new, coordinated plan to counter far-right extremism.

The Greens will fully fund a national anti-racism strategy by allocating \$50 million to the Australian Human Rights Commission (AHRC) over 4 years from 1 July 2022, which will include:

- ▲ \$40 million in grants to community organisations and local governments to deliver programs that tackle structural racism, create awareness and empower communities to prevent racism;
- ▲ \$5 million for national anti-racism campaigning; and
- ▲ \$5 million to staff and deliver the strategy at the AHRC.

EMPOWERING COMMUNITIES TO TACKLE RACISM

Grassroots community groups and expert non-government organisations play a central role in tackling racism, discrimination and violent extremism but federal funding for community-led programs in Australia is often uncertain, short term and too little. The Greens' plan includes \$10 million per year in funding for community-led programs to be administered as grants by the AHRC. This sustained funding will help community organisations and local government authorities empower people to challenge racism and tackle the structural causes of race discrimination. Programs could be delivered in community settings including schools, workplaces, sporting organisations and media institutions, and might include:

- ▲ Workshops on identifying and resisting far-right extremism,⁵

³COVID-19 exacerbates existing racial hatred experienced by Australian Asian communities, report finds' - ABC News
<https://www.abc.net.au/news/2021-07-23/covid-19-racism-australia-report-racial-hatred-pandemic/100316184>

⁴ Mr Mike Burgess, Director-General of ASIO in a statement to the Senate Committee on Legal and Constitutional Affairs [Senate Legal and Constitutional Affairs Estimates | Australian Security Intelligence Organisation \(asio.gov.au\)](#)

⁵ E.g., All Together Now, 'Countering Far Right Extremism Training', <[Far-Right Extremism Training \(alltogethernow.org.au\)](#)>.

- ▲ Countering systemic bias and discrimination in organisations, and
- ▲ Practical bystander anti-racism training.

The Greens will also support greater community education on the cultures and history of First Nations people. We support Reconciliation Australia's call for initiatives to eliminate racism from our health system as well as our education system, and ensure that experiences of individual and systemic racism faced by First Nations people are recognised and culturally appropriate care provided, led first and foremost by First Nations-led community health organisations.

A NATIONAL ANTI-RACISM EDUCATION CAMPAIGN

Celebration of diversity does not always deliver an anti-racist message, so the Greens plan includes \$5 million for an explicitly anti-racist national public education campaign to drive home messages on practical ways to challenge everyday racism, tackle institutional racism at its core and to create awareness about the dangerous prevalence of white supremacy and far-right extremism. This campaign will empower all Australians to call out racism and create safe and welcoming communities for people of colour.

MAKE HATE SPEECH ILLEGAL

Racism is fuelled by hatred and bigotry. Left unchecked, hate speech can lead to hate crimes. Politicians and prominent public figures in Australia often engage in racist hate speech that has gone from dog whistling to fanning the

flames of racial conflict. There is currently no criminal prohibition of hate speech at the federal level.

The *Criminal Code Act 1995 (Cth)* merely makes it an offence for a person to intentionally urge another person or group to use force or violence against particular groups or individuals based on characteristics such as their race, religion, nationality, or national or ethnic origin⁶.

The Australian Greens will address this by adding hate speech to the *Criminal Code Act* and legislate that where an offence is motivated by hate or prejudice against a particular group, the courts consider that an aggravating circumstance when sentencing.

TRACKING HATE CRIMES AND RACIAL DISPARITIES

Currently, there is no national data on incidences of racial discrimination, racist abuse and hate crimes. This lack of information presents a real challenge in addressing the prevalence of racism and preventing extremist violence.

There is also a dearth of data about different cultural groups' experiences of discrimination and disparities in their experiences of government service provisions. The Greens will establish a task force at the federal level to work with relevant agencies to address the

⁶ Criminal Code Act 1995 (Cth) Chapter 5, Part 5.1, Subdivision C. [Criminal Code Act 1995 \(legislation.gov.au\)](https://www.legislation.gov.au)

gaps in data collection on these disparities in areas such as health, education and justice.

The Greens plan includes funding to plug this gap in data collection, providing:

- ▲ \$10 million to establish a national database of hate crimes. The Commonwealth Government would fund \$5 million and the remainder would be provided by the states and territories.
- ▲ \$5 million for a task force to investigate gaps in racial and ethnic data collection, working in partnership with the Australian Bureau of Statistics, Australian Institute of Health and Welfare, and other relevant agencies.

CODE OF CONDUCT

The Greens will establish a code of conduct for Members of Parliament to ensure that they do not use their public office and parliament to condone far right extremism or normalise racism. It would bind Members to recognise the value and contribution of First Nations people, to recognise and value diversity and to reject discriminatory or exclusionary statements.

ELIMINATE PROFIT FROM HATE

More needs to be done to proactively remove online racism and hate speech. Social media companies must be held accountable for the hate that is allowed to fester on their platforms and drive their profits. The Greens will ensure that Australian authorities are empowered and resourced to remove far-right extremist material from the internet and engage in public

education about far-right hate and racism, including in school settings and communities.

ESTABLISH A MULTICULTURAL COMMISSION

The Greens have a plan for genuine engagement with racial minority communities through well-funded government initiatives. As part of our national anti-racism and multicultural strategy, we will establish a Commonwealth Government Multicultural Commission (CGMC). The CGMC will provide independent advice to the government and undertake evidence-based research on multicultural issues and ongoing community engagement.

All non-corporate Commonwealth entities will report annually to the CGMC on action taken to promote multiculturalism, the use of interpreting and translating services, and the extent to which people from diverse backgrounds have been represented on boards and committees.

The Greens aim to allocate \$3.5 million in annual funding to establish the Multicultural Commission. The Greens will also commit a further \$10 million per year for a Multicultural Fund, which will make grants to organisations promoting social cohesion through innovation, education and intercultural cooperation.

DELIVER A MULTICULTURAL ACT

Most states have legislation to protect and value multiculturalism, however no such laws

exist at a federal level. The Greens will introduce a Commonwealth Multicultural Act, which will create a framework for multiculturalism and establish guiding principles for Australian society to embrace and appreciate cultural and religious diversity.

The Multicultural Act will promote full participation by Australia's diverse communities in the social, cultural, economic and political life of Australia. We will continue to strive for this framework to be legislated.

BUILD DIVERSITY IN PARLIAMENT

Half of all Australians are either born overseas or have a parent who was born overseas. But currently, Australians with dual nationality cannot sit as MPs in our Federal Parliament.

The Greens believe this should change, diversity in our political leadership means more innovation, better policy outcomes and a Parliament which is reflective of our society and its values.

The Greens will call for a referendum to amend section 44 of the Constitution so that Australians can run for Federal Parliament and keep their dual citizenship.

This will remove barriers for all Australians to take part in our democratic processes and ensure that Parliament reflects our multicultural society.

HOW THE GREENS HAVE BEEN FIGHTING FOR YOU

The Greens stand with the overwhelming majority of Australians, united against hatred and against the hate-speech that has dominated our politics and our public spaces. The Greens have been long-standing advocates for the global movement towards building a just and peaceful society.

PAYING FOR OUR PLAN

By making billionaires and big corporations pay their fair share of tax and winding back handouts to big polluters, we can build a better life for all of us.

1 in 3 big corporations pays no tax and many big corporations and billionaires send their profits offshore tax free.

The Greens will tax billionaires with a new 'billionaires tax', require big corporations making excessive profits to pay a 'corporate super-profits tax' and axe billions of dollars in handouts to the coal, oil and gas giants that are driving the climate crisis.

These measures have all been costed by the independent Parliamentary Budget Office.

When big corporations and billionaires pay their fair share, everyone can have the services they need for a better life.