









# Victoria's anti-racism strategy 2024–2029

## ACTION PLAN




	How this will be achieved	Early action we will take	Future priority areas
<p><b>Goal 1:</b></p>  <p>Racist attitudes, behaviours and beliefs are recognised, challenged and rejected</p>	 <p><b>Campaigns on anti-racism to drive behaviour change, increase awareness of rights and foster accountability</b></p>	<ul style="list-style-type: none"> <li>• Deliver a <b>state-wide awareness campaign in community sport</b> to challenge racist attitudes and behaviours and increase Victorians' awareness of their rights, reporting pathways and supports.</li> </ul>	<ul style="list-style-type: none"> <li>• Support <b>education initiatives</b> to challenge racist attitudes and create a more inclusive education system.</li> <li>• Amplify First Peoples, multicultural and multifaith <b>voices in the media</b>.</li> </ul>
	 <p><b>Deliver community-driven initiatives to shift racist attitudes and behaviour in local communities</b></p>	<ul style="list-style-type: none"> <li>• Deliver a second round of the <b>Local Anti-Racism Initiatives grants program</b> to empower First Peoples, multifaith and multicultural communities to deliver community-led solutions to racism. Funding streams will deliver projects that:                             <ul style="list-style-type: none"> <li>– increase broader community understanding and awareness of racism</li> <li>– promote awareness and understanding of First Peoples' history and culture</li> <li>– support local communities and community organisations to respond to racism</li> <li>– improve community reporting of racist incidents.</li> </ul> </li> </ul>	
	 <p><b>Deliver legislative reforms and community-driven action to address racism and vilification in Victoria</b></p>	<ul style="list-style-type: none"> <li>• <b>Strengthen anti-vilification legislation</b> in Victoria as part of the response to the Inquiry into Anti-Vilification Protections. This includes strengthening protections for all Victorians including those from multicultural and multifaith backgrounds.</li> <li>• Deliver <b>grassroots community campaigns to tackle</b> antisemitism and Islamophobia.</li> <li>• Victoria Police will lead the implementation of the <b>Summary Offences Amendment (Nazi Symbol Prohibition) Act 2022</b>, ensuring frontline readiness and capability to enforce the ban of Nazi symbols.</li> </ul>	



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<p><b>Goal 2:</b></p>  <p><b>Government services and workplaces are safe, accessible and non-discriminatory</b></p>	 <p><b>Lead actions to reduce discrimination in policing</b></p>	<ul style="list-style-type: none"> <li>• Train frontline police members to <b>address the unequal use of discretion in policing</b> and the disproportionate impacts this has on First Peoples, multicultural and multifaith groups. As part of the program:               <ul style="list-style-type: none"> <li>– training and digital resources will cover anti-racism, addressing bias, stereotyping, and human rights obligations</li> <li>– a state-wide Human Rights Network will be established to ensure the ongoing exchange of information and expertise.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Build the <b>capability of the Victorian Public Sector and government services</b> to prevent and respond to racism.</li> <li>• Improve our understanding of <b>differences in outcomes</b> for First Peoples, multicultural and multifaith groups across <b>public services and systems</b>.</li> <li>• Improve <b>in-language resources</b> and build <b>specialist capability of interpreters</b> to improve the accessibility of critical government services.</li> <li>• Strengthen the <b>capability of law enforcement services</b> to respond to racism, and build community awareness and trust around <b>reporting</b>.</li> </ul>
	 <p><b>Deliver whole-of-government initiatives to identify and remove discrimination from government services and programs</b></p>	<ul style="list-style-type: none"> <li>• Design and deliver <b>education programs for complaint and oversight bodies</b> to better respond to and refer reports of racism.</li> </ul>	
	 <p><b>Embed oversight and monitoring to support accountability and track strategy progress</b></p>	<ul style="list-style-type: none"> <li>• Establish a strategic <b>anti-racism monitoring and evaluation framework</b> which will be central to the whole-of-government monitoring of the strategy and will support key outcomes, including:               <ul style="list-style-type: none"> <li>– measurement and evaluation for the strategy</li> <li>– ensuring government is accountable to First Peoples, multicultural and multifaith communities for delivering its commitments in the strategy</li> <li>– reporting back to the public on strategy progress</li> <li>– tracking trends, major issues and the outcomes of anti-racism work across settings and sectors</li> <li>– developing a stronger evidence-base of what works.</li> </ul> </li> </ul>	



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<p><b>Goal 3:</b></p>  <p><b>Racism and discrimination are no longer barriers to participation, progression, safety and success across all sectors</b></p>	 <p><b>Build the capacity of organisations to be anti-racist and culturally safe</b></p>	<ul style="list-style-type: none"> <li>Establish an <b>anti-racism tick accreditation scheme</b> targeted at community and private sector organisations to help address systematic racism and unconscious bias by applying anti-racist best practice in: <ul style="list-style-type: none"> <li>recruitment</li> <li>progression</li> <li>retention</li> <li>workplace health and safety, including psychological safety.</li> </ul> </li> <li>Develop and disseminate <b>workplace race discrimination guidelines</b> to educate employers about their race discrimination obligations and help them identify racism, develop prevention plans, and undertake audits.</li> </ul>	<ul style="list-style-type: none"> <li>Develop initiatives to <b>reduce barriers to employment</b> and progression for First Peoples and multicultural and multifaith groups.</li> <li>Create culturally responsive <b>employment supports</b> and outcomes for First Peoples and multicultural people.</li> <li>Embed <b>systemic reforms</b> to prevent and respond to racism and discrimination in <b>health, justice</b> and other settings.</li> <li>Promote <b>anti-racism practice in sport and recreation</b> settings.</li> <li>Strengthen <b>leadership pathways</b> for First Peoples and multicultural people.</li> </ul>
<p><b>Goal 4:</b></p>  <p><b>People subjected to racism receive appropriate and culturally safe services and supports</b></p>	 <p><b>Lead a range of initiatives to support those subjected to racism and discrimination to access services and report</b></p>	<ul style="list-style-type: none"> <li>Create <b>local anti-racism support networks</b> across the state to offer support and services for people experiencing racism in their local communities.</li> </ul>	<ul style="list-style-type: none"> <li>Explore initiatives to <b>raise awareness of reporting pathways</b>.</li> <li>Explore initiatives to <b>collect and publish data on racism</b> and discrimination in Victoria.</li> </ul>