

Local Anti-Racism Initiatives Grants Program 2024-2026

Program guidelines

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Acknowledgement of Country

We acknowledge the First Peoples of Victoria and their ongoing strength in practising the world's oldest living culture. We acknowledge the Traditional Owners of the lands and waters on which we live and work and pay our respect to their Elders past and present.

We recognise that from time immemorial, First Peoples have practised their law and lore, customs and languages, and nurtured Country through their spiritual, cultural, material and economic connections to land, water and resources.

We acknowledge that the long-lasting, far-reaching and intergenerational consequences of the dispossession of First Peoples of their Country are a direct result of colonisation and the establishment of the State of Victoria. This history, and the systems it gave rise to, continue to harm First Peoples today. It is only through true Aboriginal self-determination that we can begin to right the wrongs of the past.

We acknowledge the strength and resilience of First Peoples in the face of historical and ongoing injustices, and the survival of their living cultures, knowledge and traditions

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Message from the Minister for Multicultural Affairs

I'm pleased to announce the launch of the 2024-26 Local Anti-Racism Initiatives Grants Program.

The Victorian Government is proud of the rich history of multiculturalism and diversity that makes our state such a great place to live.

We celebrate the achievements and contributions of our diverse communities. However, not every Victorian feels safe, included or equal to participate and enjoy everything Victoria has to offer.

Racism causes real harm – both to the people affected, and to the broader community. Building a fairer, safer and more inclusive Victoria means more than just celebrating diversity and multiculturalism. We know that we have work to do and actions to take to prevent and confront racism in all forms, so that Victoria is a state that is not just diverse, but safe, inclusive, and welcoming for all people.

In 2021, the Victorian Government funded 42 organisations through the Local Anti-Racism Initiatives Grants Program to support delivery of anti-racist programs in local communities. These programs reached more than 23,000 people directly and many more online, creating positive outcomes across the state.

This year, we're launching another round of the Local Anti-Racism Initiatives Grants Program to empower First Peoples, multicultural and multifaith community organisations to deliver community-led responses to tackle racism. These initiatives aim to address racism and faith-based discrimination and will be supported under the umbrella of Victoria's first state-wide Anti-Racism strategy.

I acknowledge that while eliminating racism in Victoria is not the responsibility of First Peoples, multicultural and multifaith communities, these communities have the lived experience, expertise and specialised knowledge to deliver local community-driven responses. Alongside this program, the Victorian Government will continue work on changing the structures, policies and practices that cause racial inequality.

I encourage First Peoples, multicultural and multifaith community organisations to apply for grants to develop initiatives that will support the Victorian Government's goal to build a Victoria that is free from racism.



A blue ink handwritten signature of Ingrid Stitt MP, appearing as a stylized, cursive script.

Ingrid Stitt MP

Minister for Multicultural Affairs

Message from the Minister for Treaty and First Peoples

I welcome the launch of the 2024-26 Local Anti-Racism Initiatives Grants Program.

First Peoples have fought against racism for generations in Victoria. We know First Peoples have the lived experience, local knowledge and expertise that can help to drive anti-racism in their local communities.

That's why this program includes a dedicated funding stream for First Peoples' applicants, acknowledging the historical and ongoing impacts of racism and colonisation on First Peoples communities.

The 2024-26 grants round will build on the success of the program in 2021, which funded 42 community-led projects, several of which were led by First Peoples organisations. Projects included campaigns celebrating Aboriginal identity, events that engaged the wider community on racism, and education programs that built individual and organisational capacity to address racism.

I encourage First Peoples organisations to take inspiration from previous initiatives, apply for funding in this grant round, and develop their own programs for their communities.



A handwritten signature in blue ink that reads "Natalie Hutchins". The signature is written in a cursive, flowing style.

The Hon. Natalie Hutchins MP

Minister for Treaty and First Peoples

Local Anti-Racism Initiatives Grants Program 2024-2026

Program overview

The Local Anti-Racism Initiatives Grants Program will fund First Peoples, multicultural and multifaith community organisations and groups to deliver community-led responses to racism. This program forms part of the Victorian Government's vision for a more inclusive state under the Victorian anti-racism strategy 2024-29.

The first Local Anti-Racism Initiatives Grants Program 2021 saw significant benefits across the state, funding a total of 42 community-led projects spanning education, awareness and bystander activities, youth leadership, community sport and arts, community reporting, online racism support, and interfaith engagement.

Building on the success of the previous grants round, the 2024-26 program aims to increase:

- awareness of racism and its impacts on individuals and the broader community
- community capacity to effectively respond to racism
- understanding of best practice initiatives to prevent and reduce racism
- reporting of racist incidents through community-led and formal mechanisms
- access by individuals and communities to appropriate and safe supports
- community cohesion, participation and social inclusion.

Successful activities must be delivered between May 2025 and Friday 18 December 2026 and funding is available under two streams:

Stream 1: Up to \$150,000 (GST exclusive) for First Peoples-led or community-controlled organisations to deliver local anti-racism initiatives.

Stream 2: Up to \$150,000 (GST exclusive) for multicultural or multifaith community organisations to deliver local anti-racism initiatives.

Applications close on Thursday 6 February 2025.

This program recognises that while eliminating racism in Victoria is not the responsibility of First Peoples, multicultural and multifaith communities, these communities have the expertise, lived experience and specialised knowledge to deliver local community-driven responses. This program represents only one part of the Victorian Government's efforts to combat racism in Victoria and will be delivered alongside other initiatives to address structural racism, as outlined in the Victorian anti-racism strategy 2024-29.

This is a competitive grants program administered by the Multicultural Affairs portfolio, in partnership with First Peoples – State Relations, in the Department of Premier and Cabinet.

Program objectives

Organisations and groups funded through this program must demonstrate how their activities will deliver **at least one** of the following four program objectives:

1. Understanding racism

Increase broader community understanding and awareness of racism, its impact and the importance of anti-racist behaviour and practices at the local level.

2. First Peoples history and culture

Promote awareness and understanding of First Peoples' history and culture, and the historic and ongoing impacts of colonisation.

3. Capacity building

Support local communities and community organisations to build their capacity to respond to racism and support affected individuals.

4. Reporting and rights

Improve community reporting of racist incidents and understanding of people's rights.

Program streams and funding

Across 2024-26, the total grant funding available is \$2,441,500.

Eligible organisations can apply for grant funding under **one of two program streams**.

Stream 1: First Peoples anti-racism grants

Funding of up to \$150,000 (GST exclusive) is available for eligible organisations to deliver local anti-racism initiatives.

Under this stream, applications **must be submitted by First Peoples-led or community-controlled organisations and groups**. Find out more on page 8.

Stream 2: Multicultural and multifaith community anti-racism grants

Funding of up to \$150,000 (GST exclusive) is available for eligible organisations to deliver local anti-racism initiatives.

Under this stream applications **must be submitted by multicultural or multifaith community organisations and groups**. Find out more on page 8.

Important conditions relating to both program streams

Activities must begin during or after May 2025 and must be completed by Friday 18 December 2026.

Applications are limited to one per organisation.

Auspice arrangements and partnerships are allowed. Find out more on page 9.

Note: This is a highly competitive grant round and not all applicants will be successful in receiving funding. Additionally, due to the competitive nature of this program, we may allocate less than the amount requested to successful applicants.

Do not enter into financial or other commitments until you are formally notified of the outcome of your application.

Intersectionality

Intersectionality refers to the ways that different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation.

Additional considerations will be given to applications with a clear and demonstrated commitment to engaging First Peoples, multicultural or multifaith communities who are also part of the following priority communities:

- refugees and people seeking asylum, women, people with disability, seniors, young people, LGBTIQ+ communities, and regional and rural Victorians.

Types of activities that will be funded

Below are examples of the types of activities that will be funded through this grants round:

- initiatives that establish new community-led reporting avenues, increase the awareness of existing reporting avenues and/or build community confidence to report racist incidents
- initiatives that build capacity in communities to respond to racist incidents and provide culturally safe and accessible supports to affected individuals and communities
- initiatives that promote awareness and understanding of First Peoples' history and culture, and the historic and ongoing impacts of colonisation
- activities focused on addressing online racism and on building capacity of online users to respond to online hate
- projects that increase the availability of anti-racism materials, resources and supports within local community infrastructure
- educational programs that build understanding of racism and individual rights, and/or facilitate anti-racist and anti-discrimination behaviours and promote social cohesion
- arts, sports and youth programs that engage participants from diverse backgrounds and promote positive ways to address and respond to racism
- activities that develop, strengthen or expand community networks, including building new networks and connections with different communities and organisations
- action-based research generated through community projects, that respond to local challenges and align with program objectives.

What types of activities will not be funded?

These activities will not be funded through this grants round:

- recurrent administrative, infrastructure and other organisational costs including the day to day running costs of an organisation
- public liability insurance
- set-up or running costs of a business
- purchase of capital equipment (including hardware or software)
- purchase or lease of buildings or land
- travel outside Victoria
- visits to Victoria from people or organisations from overseas
- competitions, commercial, or fundraising activities
- retrospective funding for projects or programs that begun prior to 1 May 2025 or have been completed prior to May 2025
- expenses not related to the activity outlined in the application.

Grant applications

Who can apply?

Your organisation or group must meet the following eligibility criteria.

	Eligible organisations	Partnerships
<p>Stream 1: First Peoples anti-racism grants</p>	<p>A First Peoples-led community-controlled organisation, community group, Traditional Owner group, not-for-profit, or social enterprise that:</p> <ul style="list-style-type: none"> is an incorporated legal entity under the Corporations Act 2001 (Cth) or the Associations Incorporation Reform Act 2012 (Vic) or equivalent legislation in a neighbouring state, or is registered with Consumer Affairs Victoria or the Office of the Registrar of Indigenous Corporations or the Australian Securities and Investments Commission, or is a body corporate constituted under section 8 of the Aboriginal Lands Act 1970 (Vic), and has a clearly stated purpose or mission related specifically to supporting First Peoples. 	<p>If the partnership includes:</p> <ul style="list-style-type: none"> a local government authority (including Shire, City and Borough Councils), or a registered primary or secondary school, preschool, TAFE institute or university, or a community organisation that is not First Peoples-led or does not have a clearly stated purpose or mission related specifically to supporting First Peoples, <p>the application must be submitted by a First Peoples-led or community-controlled organisation. Find out more on page 9.</p>
<p>Stream 2: Multicultural and multifaith community anti-racism grants</p>	<p>A community organisation, community group, not-for-profit, or social enterprise that:</p> <ul style="list-style-type: none"> is an incorporated legal entity under the <i>Corporations Act 2001 (Cth)</i> or the <i>Associations Incorporation Reform Act 2012 (Vic)</i> or equivalent legislation in a neighbouring state, and has a clearly stated purpose or mission related specifically to supporting multicultural or multifaith communities. 	<p>If the partnership includes:</p> <ul style="list-style-type: none"> a local government authority, or a registered primary or secondary school, preschool, TAFE institute or university, or a community organisation that does not have a clearly stated purpose or mission related specifically to supporting multicultural or multifaith communities, <p>the application must be submitted by a multicultural or multifaith organisation. Find out more on page 9.</p>

At the time of application, your organisation or group must have:

- a current Australian Business Number (ABN),
- an appropriate level of public liability insurance to cover all aspects of funded activity for the term of the funding agreement – or an auspice arrangement with this insurance cover, and
- no overdue reporting requirements from previously funded grants through the Multicultural Affairs or Treaty and First Peoples portfolios. This includes reports, acquittals, evaluations and any requests that the Victorian Government has made of your organisation. To check if you are up to date with accountability reports, please email antiracism.strategy@dpc.vic.gov.au.

Unincorporated associations and community organisations with no ABN are not eligible. However, they can apply using an auspice (see below).

Can I have an auspice arrangement?

If your organisation or group does not meet the requirements, you may nominate an eligible auspice organisation when completing your application. Your application must include a letter of support from the auspice organisation that confirms their support, nominates a primary contact person, and is signed by the Chief Executive Officer (or equivalent). If the application is successful, the auspice organisation will receive the funds and be responsible for project oversight.

If you plan on having your grant managed by an auspice organisation, please ensure associated auspice fees are presented in your budget (maximum of 10 per cent and included within the maximum request of \$150,000 per application).

Cross border communities

Funding is available to eligible organisations or groups servicing Victoria's cross-border communities. These organisations and groups must be incorporated entities registered with an appropriate state regulator and must be able to demonstrate their service to Victorians.

Who cannot apply?

The following entities are **not eligible** to apply for these grants:

- individuals
- trusts
- for-profit businesses and organisations
- people or organisations outside of Victoria
- local government authorities
- community organisations that are not First Peoples-led or community-controlled, or do not have a clearly stated purpose or mission related specifically to supporting multicultural or multifaith communities
- registered primary and secondary schools, preschools, TAFE institutes and universities
- organisations that have failed to comply with the terms and conditions of previously awarded grants in the Multicultural Affairs or Treaty and First Peoples portfolio.

Can I form a partnership?

Partnership applications are encouraged. This could include, for example, a partnership of two eligible organisations or groups of several smaller eligible organisations and groups coming together to deliver an initiative.

Partnerships with the following entities are also allowed:

- local government authorities,
- community organisations that are not First Peoples-led or community controlled, or do not have a clearly stated purpose or mission related specifically to supporting multicultural or multifaith communities, or
- registered primary and secondary schools, preschools, TAFE institutes and universities,

however, applications **must be submitted by the eligible organisation**.

All partnership applications should demonstrate value for money and detail the role of each organisation or group in delivery the proposed activities.

One organisation will need to submit the application on behalf of the partnership. Your application must include a letter of support from each partnership organisation that confirms their role, nominates a primary contact person and is signed by the Chief Executive Officer (or equivalent).

Partnerships are still subject to a maximum request of \$150,000 (GST exclusive) per application.

How to apply

Applications close on Thursday 6 February 2025, midday (12:00pm).

They must be submitted online through Grants Gateway <<https://grantsgateway.dffh.vic.gov.au/>>.

Step 1: Read these guidelines to ensure your organisation and proposed activities are eligible.

Step 2: Consider the assessment criteria in terms of your project and funding stream.

Step 3: For further guidance, attend an information session (details at <https://www.vic.gov.au/local-anti-racism-initiatives-grants-program>) or contact antiracism.strategy@dpc.vic.gov.au.

Step 4: Complete the online application form answering all questions and attaching mandatory and relevant documents.

Submit your application by midday on Thursday 6 February 2025 using the online grant application portal, available via the program web page <<https://www.vic.gov.au/local-anti-racism-initiatives-grants-program>>.

Late or incomplete applications will not be considered.

Assessment criteria and process

Assessment criteria

The following selection criteria will be used to assess all applications.

Assessment criterion 1: What does your organisation or group do? (200-word limit, not weighted)

This should include:

- a concise description of your organisation or group and its primary purpose or goals
- a clear outline of how your services, operations or spaces benefit First Peoples, multicultural and/or multifaith communities in Victoria

Assessment criterion 2: What activities will you deliver? (300-word limit, weight 25%)

Provide a detailed action plan that clearly describes:

- the activities you will undertake
- a proposed timeline for your activities within the grant period
- any possible risks and how these will be avoided

If your activities are delivered through a partnership, the application should clearly outline the roles and responsibilities of partners.

Assessment criterion 3: How will your activities address racism? (200-word limit, weight 25%)

This should outline:

- what need your activities will meet in the community
- how your activities will meet the program objectives
- the positive outcomes your activities will have in the community

Assessment criterion 4: How will you measure success? (200-word limit, weight 25%)

Describe the methods you will use to assess the success of your activities. This should include:

- identifying what data will be collected and how

Assessment criterion 5: How will you engage the community? (200-word limit, weight 25%)

Clearly outline how you will engage the community. This should include:

- identifying the target community and participants for your activities
- describing how you plan to reach this community or these participants
- demonstrating your current engagement and/or relationships with this community or these participants

Assessment process

All applications must be submitted online, unless a prior arrangement has been agreed with the Department of Premier and Cabinet.

Each application will be scored against the assessment criteria outlined above.

Eligible applications will be assessed by a panel of representatives from the Department of Premier and Cabinet including the Multicultural Affairs portfolio and First Peoples – State Relations, the Victorian Multicultural Commission and external representatives with knowledge or expertise on racism and anti-racism.

After assessments are completed, program staff will put together the panel's recommendations for approval by the Minister for Multicultural Affairs.

The decision of the Minister for Multicultural Affairs is final.

All applicants will be emailed with the outcome of their application.

Funding conditions

The following conditions will apply to all successful applicants of the program:

- the grant recipient must enter into a Victorian Common Funding Agreement (funding agreement) with the Department of Premier and Cabinet which will set out the conditions, reporting requirements and contractual targets of the funding
- the funded activity must start by May 2025 and be completed by Friday 18 December 2026
- a maximum of 10 percent can be allocated to the administration costs of your activity out of total grant funds
- funds must be spent on the project as described in the funding agreement
- any unspent funds must be returned to the department
- any variation to the approved project must be submitted to the department for approval before implementation
- where relevant, organisations must arrange Working with Children checks on staff and people aged 18 and over who come into regular, direct and unsupervised contact with young people.

Where funding will support the care, education, services or activities for children (under 18 years), the applicant must be:

- a separate legal entity that can be sued in its own right in child abuse proceedings
- appropriately insured against child abuse.

This requirement improves the ability of child abuse survivors to bring a legal claim for compensation and ensure that successful claims can be paid.

Payment and reporting

Successful organisations will be paid once the agreed project milestones and deliverables outlined in the funding agreement are completed.

Milestone payments are made via Electronic Funds Transfer (EFT).

Reporting requirements may include six monthly and yearly progress reports, updated project plans/budgets, and a final report including financial acquittal.

Successful applicants must acknowledge funding from the Victorian Government.

Need more help?

Information sessions

To support organisations with the application process, online information sessions will be held to go through the guidelines and for organisations to ask questions about the grants.

For more details, including dates and times, visit the Local Anti-Racism Initiatives Grants Program webpage <<https://www.vic.gov.au/local-anti-racism-initiatives-grants-program>>.

For more information on the Victorian anti-racism strategy 2024-29, visit the strategy webpage <<https://www.vic.gov.au/victorias-anti-racism-strategy>>.

Contact the department

For more information, help with your application or to check if you have any outstanding final reports related to funding administered by the Victorian Government, email antiracism.strategy@dpc.vic.gov.au.

Please allow up to two days for someone to respond to your request. The inbox is checked Monday to Friday, 9 am to 5 pm.

More information

How to check your Australian Business Number (ABN)

- Visit the Australian Business Register (ABR) <<https://www.abr.gov.au/>>

How to check your organisation type

- For incorporated associations, co-operatives or organisations incorporated through other means, go to Consumer Affairs Victoria <www.consumer.vic.gov.au>
- For a Company Limited by Guarantee, go to ASIC Connect <<https://asicconnect.asic.gov.au/public/>>
- For registered charities, go to Australian Charities and Not-for-profits Commission (ACNC) <www.acnc.gov.au/charity>
- For First Peoples corporations registered under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, go to Office of the Registrar of Indigenous Corporations (ORIC) <www.oric.gov.au>.

Definitions

Anti-racism

The work of actively opposing racism by advocating for changes in political, economic and social life to eliminate structures, policies and practices that cause and perpetuate racial inequality¹.

Community-controlled organisation

Aboriginal and Torres Strait Islander community control is an act of self-determination. Under Clause 44 of the National Agreement on Closing the Gap, an Aboriginal and/or Torres Strait Islander Community-Controlled Organisation delivers services, including land and resource management that builds the strength and empowerment of Aboriginal and Torres Strait Islander communities and people and is:

- incorporated under relevant legislation and not-for-profit
- controlled and operated by Aboriginal and/or Torres Strait Islander people
- connected to the community, or communities, in which they deliver the services
- governed by a majority Aboriginal and/or Torres Strait Islander governing body².

Cultural safety

An approach to providing services by creating an environment where First Peoples, multicultural and multifaith people can receive care and support without assault, challenge or denial of their identity and experience³. This involves learning from and relating respectfully to people from communities to provide culturally appropriate care and support⁴.

Discrimination

Unfair or unequal treatment of a person or group of people because of a personal characteristic that is protected by law. It is against the law to discriminate against a person in areas of public life, including in workplaces, schools, government services and taking part in community activities.

First Peoples

All Traditional Owners of a place (including family and clan groups) and their ancestors. Also, Aboriginal and Torres Strait Islander peoples who live or lived in what we now call Australia in the time before or since the start of colonisation⁵.

In-kind contribution

An in-kind contribution is a contribution of a good or a service to the event other than money, that would normally have a financial value. Some examples include:

- volunteer labour

¹ Race Forward, Race Reporting Guide <<https://www.raceforward.org/reporting-guide>>, Race Forward, 2015.

² Aboriginal Community-Controlled Organisations <<https://dcj.nsw.gov.au/service-providers/working-with-us/how-we-work-with-you/aboriginal-community-controlled-organisations.html>>, Department of Communities and Justice, NSW Government, 2024.

³ R Williams, 'Cultural safety: what does it mean for our work practice?', Australian and New Zealand Journal of Public Health, 2008, 23(2):213–214.

⁴ Department of Health, Cultural responsiveness framework: Guidelines for Victorian health services, Victorian Government, 2009.

⁵ Yoorrook Justice Commission, Letters Patent, Victorian Government, 2021.

<<https://yoorrookjusticecommission.org.au/wp-content/uploads/2021/09/LettersPatent-Yoorrook-Justice-Commissionsigned-10-1.pdf>>

- donated goods (e.g. event space, equipment or food)
- donated services (e.g. project management or security).

Intersectionality

Intersectionality recognises that people may experience overlapping forms of inequality, discrimination and disadvantage based on a range of attributes. These attributes can include Aboriginality, ethnicity, age, disability, gender, sexual orientation, class, socioeconomic status, language, migration status and religion. This shapes peoples' experiences, opportunities and life outcomes.

An intersectional approach to anti-racism recognises that people who have multiple attributes experience unique forms of racism because disadvantage and discrimination are compounded. It looks at ways to address racism through actions that respond to the needs of people based on the whole person rather than the single attribute of race or ethnicity.

LGBTIQA+

An acronym for lesbian, gay, bisexual, trans and gender diverse, intersex, queer and asexual people.

Lived experience

Personal knowledge gained through direct, firsthand involvement in everyday events rather than through assumptions and constructs from other people, research or media.

Multicultural

A term used to describe people or groups of people who belong to the many cultural, racial and ethnic groups in Victoria.

Multifaith

Used to encompass the vast number of diverse faith groups in Victoria. Faith refers to a group that share their own religion, spirituality and traditions.

Racism

Beliefs, behaviours, systems and structures in a society that cause unfair and unequal distribution in power, resources and opportunities between racial or ethnic groups. Racism includes beliefs, stereotypes, prejudices or discrimination at the personal, institutional and societal levels.

Racism, structural

Racism that is entrenched in a society between institutions and individuals.

Social enterprise

Social enterprises are companies that:

- are led by an economic, social, cultural, or environmental mission consistent with a public or community benefit
- derive a substantial portion of their income from trade
- reinvest the majority of their profit/surplus in the fulfilment of their mission (at least 50%).

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