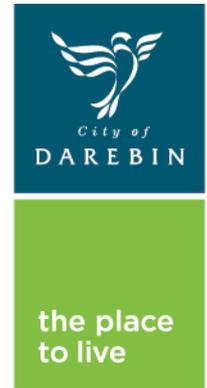


Say NO to Racism

Training Package Brief



Background:

In February 2011, the Federal Government announced a new *National Anti-Racism Partnership and Strategy*. At the same time, the University of Western Sydney's *Challenging Racism Project 2011* found that while residents of Darebin held more positive views of multiculturalism than average, they also experienced higher incidents of racism than the state and national average. In light of these two elements, Darebin City Council took a proactive approach and decided to conduct a locally-based racism inquiry.

The *Darebin Racism Inquiry 2012* found that Darebin residents have a strong commitment to cultural diversity (89%). Yet, there were some underlying causes for concern including 40% of residents suggesting some racial, cultural or religious groups did not fit into Australian society and 13% opposing inter-racial, -cultural or –religious marriages.

In response to the *Inquiry*, the *Darebin Anti-Racism Strategy 2012-15* was developed and implemented to address racism in a number of areas including Council services, partnerships, communications, resource distribution, community capacity-building, community education and by celebrating diversity.

Around the same time, the Victorian Health Promotion Foundation (VicHealth) and the universities of Melbourne, Deakin and Western Sydney conducted research and analysis into the potential of bystander anti-racism in preventing race-based discrimination. The research indicated that a substantial number of people in the community feel uncomfortable when they witness racism but do not take bystander action for a variety of reasons. It is argued that the role of bystanders to stand up to racism is an untapped resource that could be ignited through community training and education.

In light of the current research and the work of the *Anti-Racism Strategy*, Darebin City Council sought funding in 2013 from the Australian Government's Diversity and Social Cohesion program to develop and deliver the Say NO to Racism project.

The Diversity and Social Cohesion program funded the Say NO to Racism project to create a training package that encourages and enables community members to take safe and constructive action against racism.

The Say NO to Racism training package was developed over 12 months through a variety of initiatives including:

- analysis of current research and resources into bystander anti-racism;
- community focus groups with over 120 community members to consult them on their lived experience and gain their advice on training modules and;
- pilot training sessions with over 80 community members to evaluate the effectiveness of the training activities

Project Description:

The Say NO to Racism training encourages and enables participants to take safe and constructive action against racism. The training covers interpersonal racism and its impacts, barriers to bystander action, the potential of bystander anti-racism and practical skills and tools to help people take action.

The training addresses some of the key challenges to bystander action through exploring the complexity and ambiguity of everyday racism as well as how to overcome personal barriers to bystander action. Training activities are based on experiential learning and forum theatre where participants are encouraged to learn and reflect by doing. This approach allows participants to put themselves in a realistic situation with the opportunity to experience and overcome the barriers to intervention in addition to learning and practising the tools and language required for safe and constructive intervention.

Training Package Resources:

The training package includes:

- 2 x Facilitator Manuals
- 18 x Participant Manuals
- Training activity resources:
 - Registration and Pre-evaluation Form
 - Post-evaluation Form
 - Sign-in Sheet
 - Agreement Poster
 - Training Outline Poster
 - Forum Theatre Scenarios
 - Circles with Intervention tools and strategies
 - “Voices from the Community” DVD.

Aim:

To empower and enable participants to take safe and constructive bystander action against racism.

Learning Objectives:

After completing the training, participants should:

- be able to acknowledge and appreciate the individual and ambiguous nature of everyday and casual forms of racism
- have an increased understanding of the impacts of racism
- be aware of the barriers to bystander intervention
- acquire practical strategies and language skills to take safe and constructive action against racism
- recognise the potential of bystander action in creating anti-racist social norms

Scope and Target Audience:

The target audience for the Say NO to Racism training is the whole community. Anyone can be a bystander to racism at any point in their lives. People who have been targets of racism or even people who have been a perpetrator of racism can still take positive bystander action against racism.

The training is based on experiential learning and can be adapted to suit various contexts, ages, ethnicities, abilities and backgrounds. The training focuses on interpersonal racism (between individuals) in various contexts of people's lives including public spaces and transport, workplaces, social and recreational settings and private life.

This training is most appropriate for:

- people who already have a basic understanding of racism and are looking for practical strategies to assist them in taking positive bystander action
- the training would be ideally delivered in workplaces or to groups within the community such as sporting clubs, neighbourhood houses, youth, women's or men's groups, recreational groups, etc

The training is not:

- a therapeutic program designed to assist with racial tensions between or within individuals or groups
- a cultural awareness training designed to provide information on different minority, cultural or ethnic groups
- general anti-racism training
- an organisational or cultural competency training designed to assist organisations in becoming better at cultural competency in workplace systems and policies.

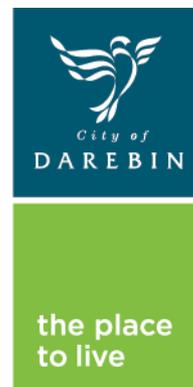
Promotional Materials:

Darebin City Council has created some promotional materials for the Say NO to Racism training package, which include:

- Generic postcard with overview and contact details to register for a copy of the training package
- Training Session Flyer template to promote a training session
- Information on the Darebin City Council website page available at [http://www.darebin.vic.gov.au/Your-Say/News/Latest-News#Say NO to Racism](http://www.darebin.vic.gov.au/Your-Say/News/Latest-News#Say%20NO%20to%20Racism)

“Voices from the Community” DVD

Darebin City Council created the “Voices from the Community” DVD that is used within the training package to explore the impacts of racism. Everyday community members share their experiences of racism, the impacts it has on them and their thoughts around bystander anti-racism.



Training Modules and Outline:

The training is designed for one full day from 9am to 5pm and consists of five modules:

Module 1: Creating a Holding Environment (60min)

- a) 9.00 Welcome and Registrations (10min)
- b) 9.10 Introduction to the day (10min)
- c) 9.20 Name Game (20min)
- d) 9.40 Questions of Connections (15min)
- e) 9.55 Say NO to Racism Agreement (5min)

Module 2: Racism and Me (95min)

- a) 10.00 Reflective Writing Activity: Letter to Myself (15min)
- b) 10.15 Stereotypes: "We're all Racist" (20min)
- c) 10.35 What is Racism? Can we define it? (20min)
- 11.00 MORNING TEA (15min)
- d) 11.15 Racism Skit (10min)
- e) 11.25 How racist is it? Ambiguous racism (30min)

Module 3: the Impacts of Racism (30min)

- a) 11.55 Say NO to Racism DVD: Voices from the Community (30min)

Module 4: the Language of Intervention (75min)

- a) 12.20 Zones of Learning (10min)
- b) 12.30 Yes, Let's (10min)
- c) 12.40 YouTube: What prevents people from intervening (25min)
- 1.15 LUNCH (45min)
- d) 2.00 Bystander Tips (15min)
- e) 2.15 The Language of Intervention (15min)

Module 5: A Forum for Intervention (140min)

- a) 2.30 Introducing Forum Theatre (10min)
- b) 2.40 Rehearsal (10min)
- 2.50 AFTERNOON TEA (10min)
- c) 3.00 A Forum for Intervention (90min)
- d) 4.30 Closing – letter to myself (20min)
- e) 4.50 Conclusion (10min)
 - Evaluation

The training could be split into two half days (3-3.5hrs) or three 2-2.5hr sessions depending on individual group requirements.

Half Days:	Three Sessions
DAY ONE: Modules 1, 2 & 3	SESSION 1: Modules 1 & 2
DAY TWO: Modules 4 & 5	SESSION 2: Modules 3 & 4
	SESSION 3: Module 5



Stakeholders:

The internal stakeholders at Darebin City Council for the say NO to Racism training package includes:

- Anti-Racism Steering Committee – the Human Rights Officer, Diversity Officer, Multicultural Affairs Officer, Aboriginal Affairs Officer and the Equity and Diversity Team Leader
- Diversity Capabilities Framework –Senior Project Officer and Human Resource department

The external stakeholders of the Say NO to Racism training are external organisations and individuals with the capacity to deliver the training package to organisations and groups. There is a list of facilitators, their contact details and fee structure that can be contacted once interested individuals, groups and organisations have registered.