Reducing race-based discrimination and supporting diversity*: A framework for action

Addressing the social and economic determinants of mental and physical health

Key factors contributing to race-based discrimination

Individual	Organisational	Community	Societal
• Belief in racial hierarchy and racial separatism • Belief that some groups do not fit into Australian society • Fear, anxiety, discomfort, avoidance or intolerance of diversity • Denial that discrimination occurs and/or that it is serious • Negative stereotypes and prejudices • Failure to recognise own negative attitudes/behaviours and/or a belief that they are 'normal' • Poor conflict resolution skills • Limited positive inter-group relationships and interaction	• Organisational cultures that do not recognise discrimination or value diversity • Organisations that support or have weak sanctions against discrimination • Policies, practices and procedures that favour the majority group • Inequitable recruitment, evaluation, training, remuneration, turnover or promotion of staff • Limited opportunities for positive inter-group relationships and interactions • Leadership that supports, fails to recognise or has weak sanctions against discrimination or does not value diversity	• Limited relationships and interaction between people from different groups • Neighbourhood, family and peer cultures that are supportive of, or have weak sanctions against, discrimination • Resource competition • Local demography, historical context and community identity • Leadership that supports, fails to recognise or has weak sanctions against discrimination or does not value diversity	• Institutional, media, cultural and political support for, or weak sanctions against, discrimination • Limited connections between people from different groups • Impacts of colonisation • Inequitable distribution of material, informational and symbolic resources • A national identity that excludes certain groups • Leadership that supports, fails to recognise or has weak sanctions against discrimination or does not value diversity

Themes for action

• Increasing empathy • Raising awareness	• Providing accurate information • Recognising incompatible beliefs	• Increasing personal accountability • Breaking down barriers between groups	• Increasing organisational accountability • Promoting positive social norms

Actions to reduce discrimination and support diversity

• Organisational development • Communications and social marketing • Research, evaluation and monitoring	• Legislative and policy reform • Direct participation programs	• Community strengthening • Advocacy

Settings for action

Academic	Education	Hospitality and retail	Media and popular culture
New technologies	Public space	Public transport	Corporate
Public sector	Arts and culture	Justice	Health and community services
Sports and recreation	Workplace and labour market	Housing	Local government

* *The use of the word 'discrimination' should be taken to mean discrimination on the grounds of race, ethnicity, culture and/or religion. The same grounds are implied when the terms 'diversity', 'group' or 'background' are used. Acceptance of diversity encompasses recognising and valuing the contributions and heritage of Indigenous Australians.*

The McCaughey Centre
VicHealth Centre for the Promotion of Mental Health and Community Wellbeing

Onemda
VicHealth Koori Health Unit

Victorian Equal Opportunity & Human Rights Commission

VicHealth

Intermediate outcomes

Individual	Organisational	Community	Societal
Individuals who:	Organisations that:	Environments that:	A society that:
• Recognise the prevalence and impact of discrimination • Have accurate knowledge about and are comfortable with people from varied backgrounds • Believe that people from varied backgrounds are equal as human beings • Recognise the benefits of cultural diversity, support multiculturalism and feel pride in a diverse community • Interact with people from varied backgrounds in respectful and just ways • Respond constructively to conflict	• Have policies, practices and procedures to reduce discrimination and ensure fair and equitable outcomes for clients and staff from varied backgrounds • Have strong mechanisms for responding to discrimination when it occurs • Are accessible, safe and supportive for clients and staff from varied backgrounds • Have strong internal leadership in the reduction of discrimination and support of diversity and model this to other organisations and the wider community • Model, promote and facilitate equitable and respectful inter-group relationships and interactions • Respect and value diversity as a resource	• Encourage and facilitate positive relationships between people from varied backgrounds • Recognise the potential for discrimination and inter-group conflict and have strong mechanisms for reducing and responding to it • Respect and value diversity as a resource and demonstrate pride in a diverse community identity • Are welcoming, safe and supportive for people from varied backgrounds • Have strong leadership in the reduction of discrimination and support of diversity	• Has strong legislative and regulatory frameworks and appropriate resource allocation to reduce discrimination and support diversity • Demonstrates pride in a diverse population and promotes diversity as a national asset • Recognises and takes action to address the legacy of historical discrimination • Has policies, programs and resource allocation to facilitate positive contact between groups from varied backgrounds • Has strong and proactive leadership in the reduction of discrimination and support of diversity

Long-term benefits

Individual	Organisational	Community	Societal
• Reduced experiences of discrimination and improved sense of belonging for people from varied backgrounds • Improved health outcomes • Reduced socio-economic disadvantage • Increased productivity and participation • Improved quality of life • Positive racial, ethnic, cultural and religious identity for all	• Improved productivity and creativity • Improved health outcomes • Improved organisational outcomes • Organisations that reflect a diverse community • Reduced discrimination and inter-group conflict	• Improved health outcomes • Reduced discrimination and inter-group conflict • Reduced social isolation and improved relationships and interactions between diverse groups • Improved distribution of power, resources and opportunities between diverse groups • Support for strong, distinctive and interconnected racial, ethnic, cultural and religious communities	• Improved health outcomes • Strong societal norms against discriminatory behaviours and institutional practices • Improved productivity and creativity • Improved international relations and international trade • A society that acknowledges and values the unique contribution of Indigenous people and culture • An inclusive, welcoming and tolerant national identity • Improved distribution of power, resources and opportunities between diverse groups