

Councillor Briefing

[Council name] Anti-Racism Strategy [year–year]

What is it?

A plain-English strategy setting out how council will prevent and respond to racism against people of **all backgrounds** over 10 years, delivered through four-year action plans. It is based on the Model Anti-Racism Strategy for Local Government, a template designed for Australian councils of any size.

Why does it matter?

- In 2025, two in five people in Australia born in Africa or Asia reported experiencing discrimination in the previous 12 months (Scanlon Institute).
- Only about 15% of people who experience racism report it to an organisation (Victoria University, 2025).
- The Australian Human Rights Commission's *National Anti-Racism Framework* (2024) calls on governments to support local anti-racism action.

What does it commit council to?

Principles	Six plain-English principles, such as "We recognise racism exists and we will speak up against it"
Actions	[number] actions across six pillars, each with a lead team, timeframe, indicative cost and measure
Cost	[number] actions use existing resources; additional funding of [\$] over four years, considered through the budget
Reporting	An annual progress report to Council
Review	Actions and budget reviewed every [2–3] years; full review in year 10

Questions councillors often ask

Question	Answer
Does it cover antisemitism and Islamophobia?	Yes. It names both, along with racism against First Nations peoples and other communities, and applies one definition equally to all.
What happens if racism rises against one community?	Council follows four steps (notice, listen, act, report) using actions already in the plan. No new strategy is needed.
We have already adopted a definition or position. Does this override it?	No. Previously adopted policies, statements and positions are listed in the strategy and continue to apply.
Does it replace our Reconciliation Action Plan?	No. It complements the RAP and avoids duplicating its actions.
Does it take a position on overseas conflicts?	No. It focuses on how people in our community are treated. It notes that criticism of a government is not in itself racism, but becomes racism when it targets people because of their background or faith.
Is there a racism problem here?	Local data is limited because most racism goes unreported. The strategy adds questions to council's existing community survey to build local evidence.
Can it be delivered with current resources?	Mostly. Actions were chosen for a council of our size, and most change how existing services are delivered.