

Model Council Report

Model Anti-Racism Strategy for Local Government

This is a template. Replace text highlighted in yellow, delete text marked [Optional] if it does not apply, and adapt the report to council's own template and style. Delete this box before use.

Report to Council

Subject	[Council name] Anti-Racism Strategy [year–year]
Meeting	[Meeting name and date]
Author	[Name, position]
Responsible officer	[Name, position]
Attachments	1. Draft [Council name] Anti-Racism Strategy [year–year] [Optional] 2. Summary of submissions

Purpose

This report [seeks Council's resolution to prepare an anti-racism strategy / presents the draft Anti-Racism Strategy for endorsement to place on public exhibition / presents the Anti-Racism Strategy for adoption following public exhibition].

Recommendation

Choose the recommendation that matches the stage. Delete the others.

Stage 1: Resolution to prepare

That Council:

1. Notes that racism affects people of many backgrounds in [LGA name] and across Australia.
2. Resolves to prepare an anti-racism strategy for [LGA name] that addresses racism in all its forms, using the Model Anti-Racism Strategy for Local Government as its basis.
3. Requests that a draft strategy be reported to Council by [date].

Stage 2: Public exhibition

That Council:

1. Endorses the draft [Council name] Anti-Racism Strategy [year–year] (Attachment 1) for public exhibition for [number] days.
2. Notes that a further report will be presented to Council after the exhibition period, including a summary of submissions.

Stage 3: Adoption

That Council:

1. Notes the submissions received during public exhibition (Attachment 2).
2. Adopts the [Council name] Anti-Racism Strategy [year–year] [as exhibited / with the amendments set out in this report].
3. Notes that the strategy's actions will be included in council's [delivery program / operational plan / annual plan], and that progress will be reported to Council [annually].

Background

Racism remains a significant issue in Australia. In 2025, two in five people born in Africa or Asia reported experiencing discrimination in the previous 12 months (Scanlon Institute, *Mapping Social Cohesion 2025*). Many incidents are never reported: a 2025 Victoria University study found that only about 15% of people who had experienced racism had reported it to an organisation.

In November 2024 the Australian Human Rights Commission released the *National Anti-Racism Framework*, which recommends that governments fund local government to establish or improve local anti-racism initiatives informed by the Framework. Few councils have a dedicated anti-racism strategy. The Commission's 2024 mapping of government anti-racism programs found that local government tends not to see itself as responsible for addressing racism.

[Optional] On [date], Council resolved [resolution wording and number].

[Optional] Council's existing work includes [e.g. Reconciliation Action Plan, multicultural plan, events, grants, campaigns].

Discussion

What the strategy does

The draft strategy is based on the Model Anti-Racism Strategy for Local Government, a template designed for Australian councils of all sizes. The model strategy:

- addresses racism against people of **all backgrounds**, using the Australian Human Rights Commission's definition of racism
- uses **one common definition** for racism against any particular community, so every community is treated consistently
- includes a **targeted response process** for when racism rises against a particular community
- has a **distinct focus on Aboriginal and Torres Strait Islander peoples**, consistent with the National Anti-Racism Framework
- sets out **six principles** and **six pillars**: Respecting First Nations peoples; Leading by example; Fair and welcoming services; Connected communities; Reporting and responding; and Partnerships and advocacy
- contains **[number] actions** selected for [LGA name], each with a lead team, timeframe, indicative cost and measure
- [Optional] lists policies, statements and positions Council has previously adopted, which **continue to apply** alongside the strategy
- runs for **10 years**, with four-year action plans and reviews every [2–3] years.

Options considered

Option	Advantages	Disadvantages
1. Adopt a strategy covering all forms of racism, based on the model (recommended)	Treats all communities consistently; aligned with the national framework; one set of actions and reporting; includes a process for responding when racism rises against a particular community; low cost	Requires officer time to prepare and deliver

Option	Advantages	Disadvantages
2. Develop separate strategies for particular forms of racism	Allows a detailed focus on one community's experience	Multiple documents to prepare, fund and report on; communities without a strategy may feel overlooked; risk of perceptions that council ranks communities; overlapping actions
3. No strategy; continue existing activities	No additional officer time	Work remains fragmented and harder to measure; no clear response process; does not demonstrate leadership

Option 1 is recommended. It provides a single, practical framework that covers every community, while allowing council to focus its effort on any community experiencing a rise in racism.

Community engagement

[Optional] The draft strategy was reviewed by **[Aboriginal and Torres Strait Islander advisory committee]** and **[multicultural advisory committee]**, which advised **[summary]**.

[Optional] The draft was exhibited from **[date]** to **[date]**. **[Number]** submissions were received. The main themes were **[summary]**. In response, **[changes made / no changes are proposed]** (Attachment 2).

Financial implications

Most actions in the strategy use existing resources by changing how current services are delivered.

	Year 1	Year 2	Year 3	Year 4
Actions within existing budgets	[number]	[number]	[number]	[number]
Additional funding required	[\$]	[\$]	[\$]	[\$]

Additional funding will be considered through council's **[annual budget process]**. Officers will also seek relevant state and federal grants.

Legal and policy implications

The strategy supports council's obligations under the *Racial Discrimination Act 1975* (Cth) and **[state/territory anti-discrimination law]**, and is consistent with the Australian Human Rights Commission's National Anti-Racism Framework (2024). It does not change council's legal obligations.

The strategy supports **[community strategic plan / council plan]**, in particular **[relevant goal]**.

Risk

Risk	Mitigation
Actions are not delivered	Actions embedded in council's planning and reporting cycle; lead teams named; annual progress reports
Community concern or debate about the strategy	Plain, neutral language; one definition applying equally to all communities; engagement with advisory committees and public exhibition
Resource pressure	Most actions use existing resources; actions prioritised for council's size and capacity
A rise in racism against a particular community	Targeted response process (Strategy Section 3.4)

Conclusion

The draft [Council name] Anti-Racism Strategy provides a practical, affordable framework for preventing and responding to racism against people of all backgrounds in [LGA name]. It is recommended that Council [resolve to prepare / endorse for exhibition / adopt] the strategy.