



Morella
Community Centre
Growing With Our Community

SEPTEMBER 2018

RAISE YOUR VOICE AGAINST RACISM

A Youth Forum



ALWAYS WAS ALWAYS WILL BE ABORIGINAL LAND

We acknowledge and pay our respects to the Aboriginal people, the traditional custodians whose ancestral lands we gather on.

We acknowledge the deep feelings of attachment and relationship of the Aboriginal people to country and we respect and value their past, present and ongoing connection to the land and cultural beliefs.

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INTRODUCTION

The *Building Thriving Intercultural Communities* project was launched in June 2018 for a period of three years. As a part of this project, Morella Community Centre facilitated a youth forum revolving around themes of anti-racism called, 'Raise Your Voice Against Racism Youth Forum' in September 2018. The objectives of this forum was to provide a safe space for the community to express themselves, increase awareness of racism issues and to foster collaboration and empowerment within the community in address the issues.

The participation of young people from local schools and organisations has been invaluable to critically engaging with issues of racism in the area. The event was made possible with the support of our facilitators, Scott Rathman and Khadija Gbla. Thank you to Scott and Khadija for helping us with the creation of the event, your time and energy to facilitate, share your culture and your personal and challenging experiences is deeply appreciated.

We wanted young people to be in a safe space to discuss their life experiences facing racism daily with people who represent them. We also wanted young people to attend to learn more about the complexities of racism and ways they can respond to racism. We were mindful of the need to provide support for people's well-being on the day. Thank you to Ghani from STTARS for being available to support people on the day. Scott, Khadija, Ghani and the Salisbury Youth Council's involvement has been critical to the success of building a picture of what the issues are and how we might address them as a whole community.

In the City of Salisbury, the total Indigenous population is 2,749 with Aboriginal people making a total of 2,610 and Torres Strait Islander a total of 88 people and 48 people being both Aboriginal and Torres Strait Islander. Aboriginal and Torres Strait Islander people make up 8% of the Aboriginal and Torres Strait Islander population in South Australia. According to ABS Census data, the Salisbury area has a significantly higher population percentage of established and new arrival migrant communities when compared to the rest of South Australia and Australia. It has been reported that only 54.1% of residents in Salisbury were born in Australia, compared to 71.1% and 66.7% in South Australia and Australia respectively. According to the Director-General of UNESCO, "Societies and cities are increasingly more diverse, but many challenges, such as intolerance, prejudice and misunderstanding, social fragmentation, violent extremism, remain rife." We believe the presence of diversity, whilst welcomed, celebrated and embraced by many in our community, should also be explored, discussed and supported from a racism and discrimination lens ongoing.

Whilst we are aware of racism in our community and it's various manifestations, our aim was to bring young people together to share their voice and lived experiences. We hoped to document their experiences and provide their concerns to a policy level.

Morella Community Centre is committed to building a community where people can find safety in their identities. Over the life of the project we will be coordinating multiple programs and events which will take steps towards our vision for a strengthened community. We hope that this report provides useful insight for any interested stakeholders and a way forward to achieving these goals.

THE EVENT

The 'Raise Your Voice Against Racism Youth Forum' was held over a full day in September 2018. Participants were invited from high schools across the Northern suburbs of Adelaide. This initiative was targeted at providing youth, people aged between 15 and 25, in the area an outlet to express their views on the issue of racism relevant to current societal issues. The broad objectives of this forum was to provide a safe space for the community to express themselves, increase awareness of racism issues and to foster collaboration and empowerment within the community in address the issues.

The forum was attended by 27 young people under the age of 25 along with accompanying school staff. Participants came from the following organisations: STTARS, Craigmores High School, Parafield Gardens High School, Para Hills High School, Thomas More College, Port Adelaide Football Club, and the Salisbury Youth Council.

The topic of the forum was anti-racism. It involved presentations from guest speakers and performers which highlight historical contexts of racism, racism in present day, the experience of racism and how to address the issue. Our forum facilitators were Scott Rathman and Khadija Gbla and the event also featured a hip-hop performance from Caper (Colin Darcy) on racism. The forum also included roundtable discussions and dialogue throughout the day, allowing participants to share their views and experience of the issues.

Scott explored the history and present day racism issues facing Aboriginal communities and Khadija explored the experiences and impacts of racism from a CALD perspective. Both facilitators provided a unique perspective on, illuminating the raw and emotional experience of victims of racism and discrimination. Their presentations discussed their personal experiences and impacts of racism, stereotypes, the power of racism, intergenerational trauma and relationship with government. For the CALD audience, they provided a perspective that was relatable, and for non-CALD in the audience, they were educated on the experience of diverse members of the community. Dr Nikki Vincent provided insight on the role of the Equal Opportunity Commission when reporting racism and discrimination.

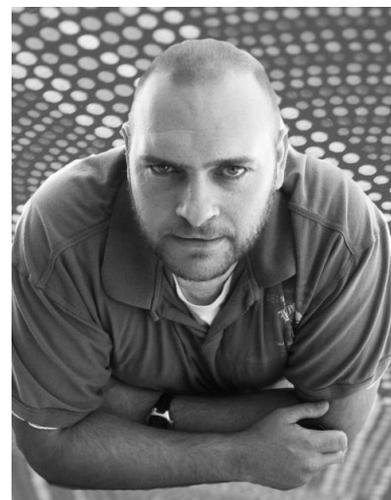
The structure and content of the day sought to provide a holistic picture of racism and how to address the issue.

OUR FACILITATORS

SCOTT RATHMAN

Scott Rathman is an Aboriginal Artist whose work can be found in exhibitions and on walls around Adelaide. His artwork has been described as “unique, representing the past through contemporary Adelaide. Scott and his family are proud descendants of the Arrernte people of Central Australia. They have been contributing to the contemporary continuance and development of traditional Aboriginal culture, championing the needs for the Aboriginal community.

Scott is an Aboriginal Artist who works under the name ‘Rusted Tin – Contemporary Aboriginal Art’. He has produced work for multiple SALA exhibitions and Community Arts and Culture Development projects which can be found across Adelaide with a particular focus on the Northern Suburbs.



KHADIJA GBLA

Khadija Gbla is a very passionate and inspired young African Australian woman. Born in Sierra Leone, she spent her youth in Gambia, and as a teenager put down roots in Australia. Khadija was just 3-years old when the war broke out in her country, Sierra Leone and 10 years later they attained refugee status and resettled in Adelaide. The transition was complex- Khadija experienced racism, illness and depression- but threw herself into her education. Khadija continues to provide advocacy, training, speaking on domestic and family violence, racism, human rights, refugees and cultural diversity through her cultural consultancy.

Khadija is a TEDX speaker with nearly 2 Million views on her talk, “My mother’s strange definition of empowerment”. She has represented Australia internationally at the Harvard National Model United Nations, Commonwealth Youth Forum and Australian and Africa Dialogue, Commonwealth heads of States Women’s Forums. She has displayed great courage and determination in achieving her aspirations of giving women, youth and minority groups a voice at a local, state and international level.

Khadija has been recognized through numerous awards for her vision and leadership, including Young South Australia of the year and Young African Australian of the year, The Advertiser South Australia’s 50 most Influential Women, Madison Magazine Australia’s top 100 inspiring Women, Amnesty International Human Rights Activists to watch out for just to name a few.



CAPER (COLIN DARCY)

Colin is a Hip Hop artist and producer. Caper was born and raised by his single mother in Whyalla, South Australia along with his brother and sister, never knowing his father. Spending much of his early life facing adversity, raised in public housing and women's shelters, the cycle sadly continued for Caper, losing his brother and mother to heart disease.

He began writing lyrics and pushed himself to develop his craft both as a writer and a producer, constantly honing his skills to become a complete artist. Caper's unique and uplifting sound delivers a flurry of songs that are a soundtrack to his upbringing, his struggle and his dreams all entwined into flowing insightful poetry over self-produced beats.

Caper returned to the studio over in Los Angeles and completed his debut album in June 2017 with a release date to be announced soon.



OUR STORIES, OUR EXPERIENCES



"I'm Aboriginal and every time I go into the shop, I will be followed by security."

"I had experienced racism on a school excursion. We were in the city buying books with other students and my teacher when this white person came and ripped off my hijab and told me to "#\$%@ off and go back to my country, you terrorist". (Student crying)

"I was on the train and I filmed a racist incident. When I uploaded it onto Facebook, this person began attacking me to take it down because I didn't have permission to show that person's face. I refused to take it down and so this person went to extreme lengths to shame me publicly, by stalking me and even tried to convince an organisation to refuse my nomination for a youth award. All because they didn't like me sharing our lived experience. But I won, I won that award" (Participants clapped)

OUR STORIES, OUR EXPERIENCES



"I've changed the way I wear hijab so that I am less likely to be attacked"

"We were in a park with family and this person shouted at us to go back to our country. I was confused because they looked like my own family. Is racism something that everyone does?"

"We are scared to even leave our home or enter a shop, we are thinking, what is someone going to do?"



SURVEY RESULTS AND PARTICIPATION

| | |
|--|--------------------|
| Youth Participants | 27 |
| Identified as Aboriginal | 1 (3.70%) |
| Identified as Culturally and Linguistically Diverse (including new arrival and migrant backgrounds) | 18 (66.66%) |
| Identifying as non-CALD | 6 (22.22%) |
| Chose not to identify | 2 (7.41%) |
| Identified Faith | |
| Participants identified with a faith | 15 (55.56%) |
| Participants identifying with no faith | 5 (18.52%) |
| Chose not to identify. | 7 (25.93%) |

The survey results represent a self-assessment of young people's perceptions and view in a number of areas including platform, education, experience, collaboration and access. As a part of the self-assessment, participants also provided qualitative data in their round table discussions and in responses to open questions in the survey.



Responses showed, overwhelmingly, that participants had learned something new at the forum and that the event gave an opportunity to talk about issues to do with racism. Learning outcomes recorded by participants included, understanding more than the individual experiences of racism to systematic racism. Young people also reported that they learnt more about the experiences of racism that were either validating or gave insight into experiences not known to them.

QUANTITATIVE DATA

Communication and Platform

74%

I feel like I have the power to address these issues.

78%

I am interested in getting a message to government about the issues to do with racism in the community.

Education and Dialogue

100%

I learned something new about issues to do with racism in today's event.

70%

I am more likely to talk to a person of different culture as a result of today's event.

63%

My views/opinions changed as result of today's event.

QUANTITATIVE DATA

Experience of Racism

59%

I have experienced racism.

85%

I have witnessed someone else experiencing racism

Access and Collaboration

67%

I have direct access to learning about different issues to do with racism outside today's event.

100%

Events like this provide a useful space to discuss racism issues.

89%

I would work with other students to address the issues.

QUALITATIVE DATA

WHAT DID YOU LEARN TODAY?

“I learned that racism comes in different forms and even government have made people/civilians experience racism”.



“I learned how much it effects peoples mental state”

“I have learnt so much thing today for example ways to stop racism. how we can deal with it”

“how to react when it happen to you”

“all need to get involved; to support one another”

“other people's experiences that is similar to mine.”

“That I need to perspective take more. Try to understand others walk of life”

“Structure behind white racism”

QUALITATIVE DATA

WHAT DO YOU THINK THE ISSUES ARE IN THE COMMUNITY?

There was a common theme of issues to do with lack of awareness or education. Three different respondents identified this issue relating to three different aspects of the community. First, an understanding of the impact of racism, second, understanding diverse people and third, a self-awareness of perpetrators.

“A lack of understanding between people. People need to be educated, on the impact of racism”

“not understand cultural and religious means of why people do what they do”

“People not knowing when they are being racist or not”

“Fear from media prejudice”
“We need to talk more”

“Not socialising. I think the problem is that we don't talk to each other in our community and we get depressed and anti-social so maybe that's why we want to be racist and feel good and superior.”



ROUND TABLE DISCUSSION

During round table discussions, participants were given an opportunity to work in groups, working with students from different schools to collectively answer 4 questions.

1. How does racism impact you?
2. What are some strategies or solutions to reducing racism?
3. What changes would you like to see happen?
4. What message do you want to pass on to government?

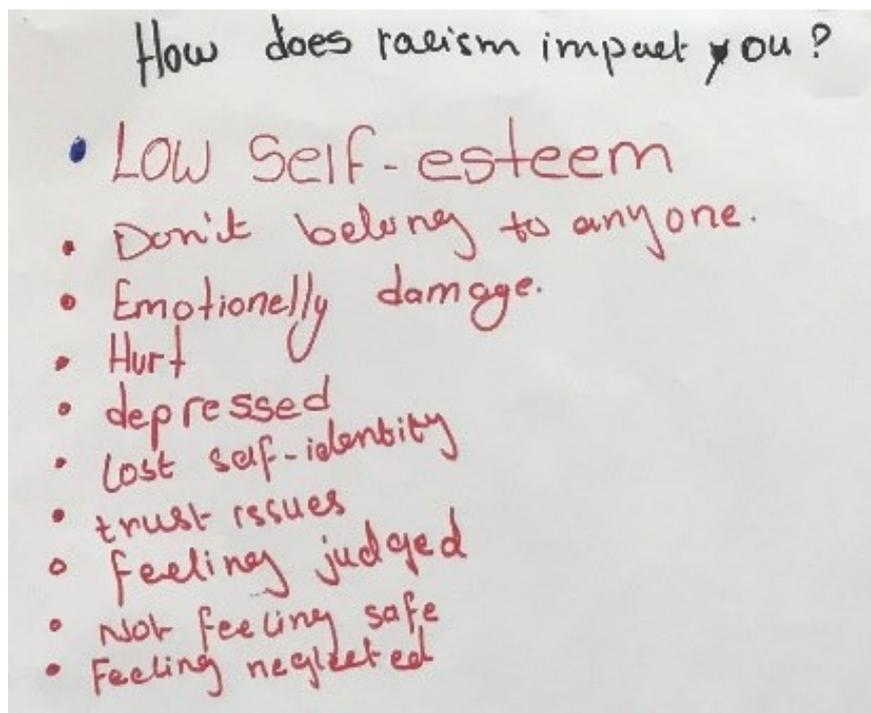
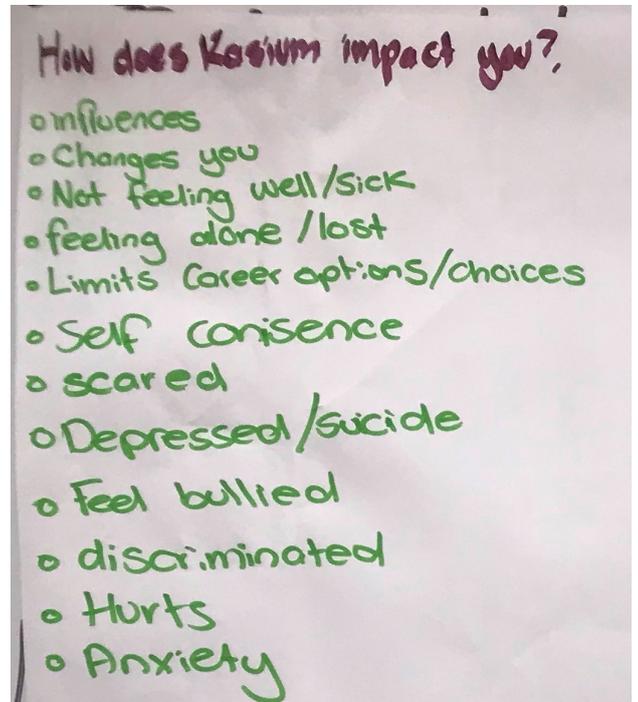


HOW DOES RACISM IMPACT YOU?

Young people highlighted the significant damage that racism has on individuals, family and community, including their sense of belonging in society.

Mental health issues highlighted included low self-esteem, lost self-identity, depressed and suicidal and not feeling safe.

A strong emphasis is made on the lack of awareness and discussion of how racism has a physical form.



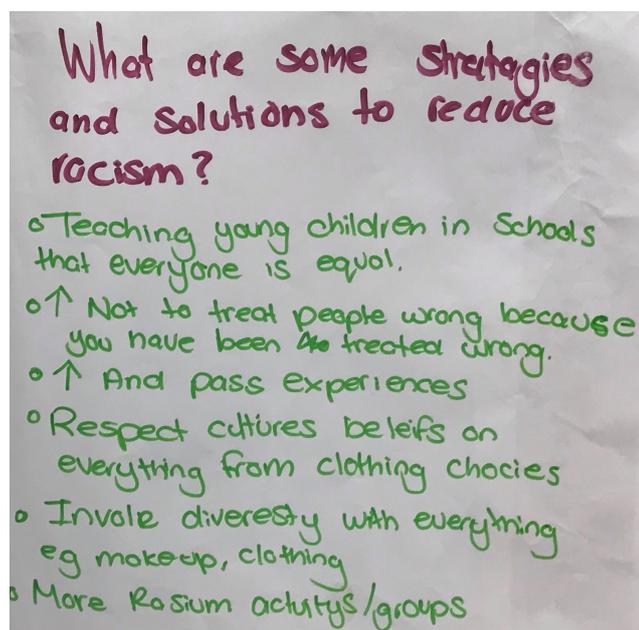
WHAT ARE STRATEGIES & SOLUTIONS TO REDUCE RACISM?

Young people see the solution as one which will involve participation of the whole society. Education is the unequivocal solution to reducing racism according to young people.

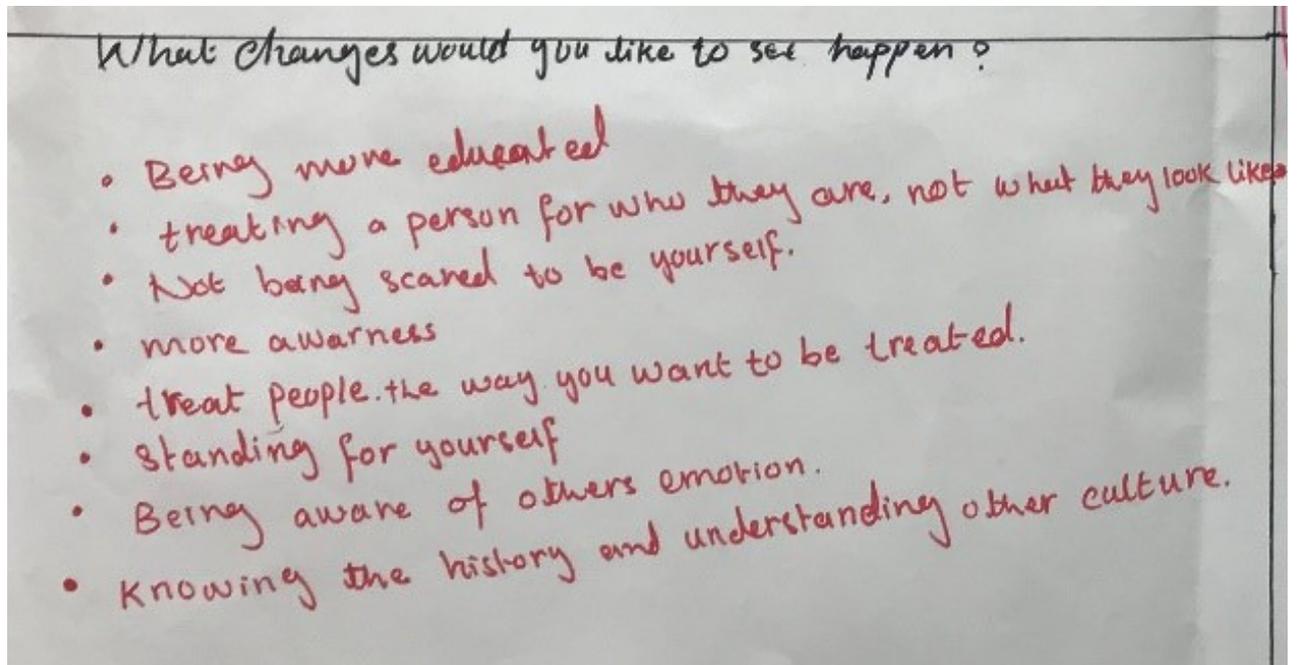
They believe that education plays an important role which cross-cuts society. They believe that the community events like the forum are important to educating the community. Also, they want to see educators educated. People in positions of power should be upskilled in their understanding and ways to deal with racism. Young people believe that education will lead to a change in attitudes, increase in respect and understanding which will be the precursor to harmony.

Providing safety and help is another step that can be taken according to young people. Services should be widely marketed to people at risk of racism so they can access support. Furthermore, young people provide advice to each other on how to respond to racism, demonstrating a willingness to provide peer support.

Some young people also see society as not doing enough to respond to those that continue or incite racist or discriminatory messages and structures. Again, outside of additional education and awareness, young people think that traditional media, social media and government should be incentivised to avoid damaging messaging.



WHAT CHANGES WOULD YOU LIKE TO SEE HAPPEN?



WHAT CHANGES WOULD YOU LIKE TO SEE HAPPEN?

What changes would you like to see happen?

- We want people to understand vs.
- We need to educate people, it needs to be done in an unbiased way.
- We don't want white people teaching us about interculturalism or of culture.
- Implement respect as a higher value.
- Greater scope of support for people experiencing racism.
- Community involvement - events.
- Religious Public Holidays.
(Eid) - teach what it is in schools.

What changes would you like to see happen?

- More Acceptance to everyone
- No judgements based on cultures, personalities, etc
- Respect of cultural backgrounds
- To be heard
- Equality for everyone
- Establish equality
- Change mindsets
- Teach real stories about
Aboriginals past
(No sugar coating)

WHAT MESSAGE DO YOU WANT TO PASS ON TO GOVERNMENT?

Young people view government as historical and current perpetrators of systematic inequality and racism. The resounding message of young people to government is to exercise their power to restore equality and justice between all people. They call upon the government to acknowledge their historical injustices, current issues of discrimination within government as well as continuing structural inequalities which are being perpetuated.

Young people see the government as having the responsibility to promote teachings of historical (and current) injustices towards Aboriginal people to mainstream society. They also want to see structural inequalities within government be addressed through a more diverse workforce and for accountability to be maintained.

Furthermore, they implore individuals within the government to make a stand or raise their voice against racism. Young people understand that government have a duty and obligation to the public and are sending a message that the offices are held in a way which promotes human rights, regardless of race or ethnicity.

“Have a more diverse government workforce”

“Educate people on different cultures”

“Educate people who work in government on diversity”

“Create equal opportunities”

“Teach young people/student the real stories of Australia’s past”

“If one person does something wrong, it doesn’t mean we are all bad people”

TEACHERS ROUNDTABLE DISCUSSION

How does racism impact your students and school community?

Teachers saw the issues of racism causing issues within the classroom, disrupting young people's learning. Teachers identified that the impacts were multiple level; structural, systemic and personal which they believe was exhausting and continual or connecting incidents was becoming re-traumatising for young people.

What are some strategies or solutions to reducing racism?

Teachers believe there needs to be more education about the impact of racism on the individual, including the emotional and psychological impact and this can occur in schools and social media. Teachers also believe there needs to be more cultural sensitive training for police and stronger laws around racial profiling.

What changes would you like to see happen?

Teachers saw an opportunity for more education on issues around racism and discrimination and the importance of listening, accepting and validating difficult conversations on race. They believe the accumulation of experiences requires us to be sensitive to people's feelings and that we should substitute language such as "unconscious bias" for "racism". Changes that teachers want to see happen includes confronting racism to let others know it's not right.

What message do you want to pass on to government?

The language that is used needs to be more inclusive and more accepting. Schools needs more diversity in cultural representation and teachers require diversity training. Teachers also expressed concern at the rhetoric by leaders in Australia and it's impact on social cohesion.

OUTCOMES

Event Goals

provide a safe space for the community to express themselves

Increase awareness of racism issues

Foster collaboration and empowerment within the community in address the issues.

Event Outcomes

There was strong engagement with the content provided by guest speakers and in the activities. All respondents indicated that and that the forum provided a useful space for discussion.

Participants overwhelmingly recorded that they had learnt something new on the day. Furthermore, majority of participants indicated that they have had their opinions changed or they would be more likely to talk to a CALD person as a result of the day's events.

74% of respondents indicated that they felt like they had the power to address the issues, with 78% indicating they would be interested in sending a message to government. 89% of respondents said that they would be willing to work collaboratively with peers to address the issues.

RECOMMENDATIONS

Areas of Change

Schools (community)

1. Promote more active discussion about racism within schools
2. Educate students at risk of racism about support and rights
3. Develop/encourage peer support networks
4. Ongoing professional development and cultural awareness training
5. Incorporate historical injustices into curriculum

Government (systemic)

1. Incorporate historical injustices into curriculum
2. Establish a youth advisory/social cohesion committee
3. Promote community social cohesion events
4. Promote racism support services
5. Ongoing professional development and cultural awareness training
6. Develop accountability and complaints specific to racism and discrimination
7. Promote more education on historical injustices

Individuals (who don't experience racism)

1. Educate ourselves on the topic
2. Acknowledge that we are not all living the experience of racism
3. Avoid explanations for racism that discredit someone's hurt
4. Allow safe space for people experiencing racism to share
5. Do not tolerate racism- call it out
6. Send your message to government and find people to help you do it
7. Realise that we have a role to play as by-standers

SELF CARE

For young people experiencing racism & discrimination

Racism has a huge and profound impact on our physical and mental health. The impact racism has on our mental health is not discussed enough. We are concerned about young people's experiences and their well-being on the day of the forum and beyond.

We have compiled a list of resources to help you practice self care in the face of daily racism.

8 Ways you can Practice Self Care in the Face of Daily Racism:

https://www.huffingtonpost.ca/the-conversation-canada/racism-mental-health-self-care_a_23427584/

What is Racial Trauma and How to Practice Radical Self Care:

<https://councilforrelationships.org/racial-trauma-mind-body-connection-treatment-recovery-wellness/>

Surviving and Resisting Hate: A Toolkit for People of Color

<https://icrace.org/2017/09/12/surviving-resisting-hate-a-toolkit-for-people-of-color/>

Support Services Available:

Beyond Blue
1300 22 4636
www.beyondblue.org.au

LifeLine
13 11 14
www.lifeline.org.au

Headspace
www.headspace.org.au

What are some strategies to take care of your health?

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City of Salisbury

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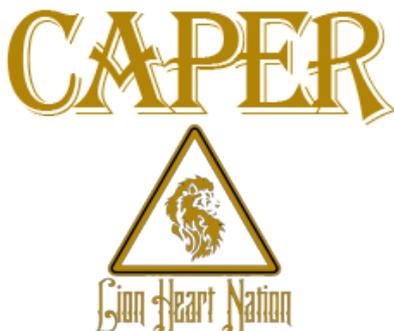


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Caper

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Morella
Community Centre
Growing With Our Community

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