

## Anti-Racism Toolkit

### Systemic Racism

Racism is a complex issue that appears in different shapes and forms. Some of the impacts of racism are obvious, but others are embedded within societal norms, making them harder to identify. This is referred to as systemic or institutional racism, where laws, policies, and practices privilege the dominant racial group while disadvantaging minority groups.

#### Systemic Racism in Australia

Systemic racism is driven by the structures that shape our society, rather than individual actions. In Australia, many legal, political, and economic systems were established under colonial rule and continue to reflect Western values, knowledge systems, and cultural norms. These frameworks influence key areas of life, including education, housing, employment, healthcare, and justice.

This causes non-Western groups to be inherently disadvantaged. For First Nations Peoples, systemic racism continues to ignore their distinct cultures, laws and political systems through the domination of Western culture. Governments have embedded laws and policies that limit self-determination for Indigenous peoples and create barriers to community led initiatives.

#### Examples of Systemic Racism

- Laws and constitutional frameworks affecting Aboriginal and Torres Strait Islander peoples
- Historical policies of dispossession and forced assimilation
- Disproportionate representation of First Nations peoples in the criminal justice system
- Overrepresentation of Indigenous children in out-of-home care and youth detention
- Barriers to employment and fair wages for Indigenous communities
- Limited representation of First Nations languages and cultures in education

**Meaningful change requires acknowledging these structural inequalities and addressing them at their source.**