



ELECTRONIC ATTACHMENTS

for

BUSINESS PAPER

6:30PM TUESDAY, 3 SEPTEMBER 2024

C0924 Item 4. Post Exhibition - Anti-Racism Strategy

Attachment 2: Engagement outcomes report

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**Anti-Racism Strategy
Engagement Outcomes Report**
4 June – 12 July 2024 (engagement dates)

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Summary

From 4 June – 12 July 2024, the community was invited to provide feedback on the draft Anti-Racism Strategy.

During the engagement period 758 people visited the Your Say Inner West project page.

126 participants downloaded the draft Anti-Racism Strategy.

Of the 20 participants completed the online survey. 40% of respondents supported the draft Anti-Racism Strategy. In addition, one submission and one supportive email were received.

Promotion and engagement methods

Promotion method	Stakeholders engaged
Project page on Your Say Inner West	758 people viewed the project page 126 downloads of the draft document
Engagement method	Stakeholders engaged
Online quick poll	20 people responded to the quick poll. 8 people (40%) supported the draft Strategy, 10 people (50%) did not support, and 2 (10%) were unsure.
Direct contact from residents	1 supportive email from an individual



Written Submission	1 from Inner West Multicultural Network not supporting but making recommendations to improve the Strategy.
Social media engagement	<p>Facebook: 863 people viewed Council posts and 15 people engaged with comments on these posts.</p> <p>Instagram: 1,234 people viewed Council Instagram posts and 28 people engaged.</p> <p>Council paid engagement on Instagram and Facebook reached 12,606 users.</p>

Summary of feedback from Inner West Multicultural Network

Proposed amendment	Council response
Reviewing Inner West Council's Multicultural Policy	New action included at 4.15
Include a definition of Anti-Racism and a framework	A definition is added to section 2. The Australia Human Rights Commission is recommending further national work on definitions and a framework Incorporate the framework as national work proceeds
Mandatory Anti-Racism training for all staff	New action included at 4.1
Acknowledgement and support for staff experiences of racism	New actions included at 4.1 and 4.2 Existing actions address this need (4.6, 4.7, 4.8, 4.9, 4.12, 4.13, 4.14) In addition, Council provides an Employee Assistance Program
Recognise intersectionality	Action 1.2 amended
Emphasise importance of strong community partnerships and active involvement in decision making	Included in action 2.1, no change recommended
A section that includes the history and impacts of colonisation	Included in section 3, no change recommended
Set measurable goals	Included for each action, no change recommended
Establish accountability mechanisms	Included for each action, no change recommended



Additional resources and funding be allocated	The necessary funding is included in existing Council budgets, no change recommended
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Other feedback

<p>Excited to see this draft strategy, important work.</p> <ul style="list-style-type: none"> -Should mention UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples) -How Council will address systemic racism - especially internally within council? -How does council ensure its staff, processes and programs are not inadvertently perpetuating racism? (i.e. staff bias, processes) 	<p>Australian human rights law gives effect to the international conventions, no change recommended</p> <p>New action included at 4.1 on mandatory Anti-Racism training for all staff</p> <p>Council will review and update its relevant policies (Actions 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, 4.8, 4.9, 4.12, 4.13, 4.15)</p>
<p>This Strategy is very vague and feels tokenistic. To truly make an impact and effect lasting change, we believe a holistic approach is necessary—one that demonstrates unwavering commitment from the Council. Unfortunately, the existing strategy lacks evidence of such commitment, both within and beyond the organisation. This Strategy needs a lot more work."</p>	<p>No change recommended</p>
<p>The draft was comprehensive. It was great that Council consulted with the communities through various means of communication and also people from diverse backgrounds and demographics.</p>	<p>No change recommended</p>
<p>A complete waste of council resources money, time and effort.</p>	<p>No change recommended</p>
<p>I don't think it is possible to stop racism.</p>	<p>No change recommended</p>
<p>The best way to fight against racism is to stop obsessing over it. You are</p>	<p>No change recommended</p>



making it a thing by constantly bringing it up all the time.	
In my view the entire exercise is a total waste of Council resources and the initial engagement report was extremely spurious in concluding that racism is a significant issue in the Inner West and I assume a bigger issue that what is generally experienced across our nation.	No change recommended
This is not a local government issue.	No change recommended
Verbal abuse should not be tolerated.	No change recommended
An important issue, however I feel this plan will do little and there are more pressing issues that would benefit from council resources.	No change recommended
I think this Anti-Racism Strategy is divisive. It should be a Community Standards Strategy which includes things like, all people in our community will be treated equally and with respect,	No change recommended
Very proud to have a council who supports being anti-racist.	No change recommended
I support this great initiative	No change recommended
The Inner West is a vibrant, multi-cultural area. Developing an understanding of what constitutes racism and working to combat it through education is a vital part of ensuring the ongoing cultural growth of not just the Inner West, but NSW and the rest of Australia.	No change recommended