

Check Up

What are we doing about racism?



Aboriginal and Torres Strait Islander peoples experience racism stemming from ongoing settler-colonisation. This experience is unique to this population.

Like a health check up can help us track our health and wellbeing, this Check Up can help us track what we are doing and what more we could be doing to help eliminate racism against Aboriginal and Torres Strait Islander peoples. It is not an exhaustive list, but rather a series of prompts to help guide and track our ongoing efforts to eliminate racism.

Organisation Check Up

For each statement below, mark the point on the spectrum that best represents where you are currently in your journey. Please refer to the resources below for additional ideas, and revisit this Check Up at a later date to monitor how your responses have changed.

Acknowledging

- haven't thought about it 'til now this is how my org rolls
- My organisation has an acknowledgement of Country.
 - My organisation publicly states they are against racism.
 - My organisation publicly states that Aboriginal and Torres Strait Islander sovereignty was never ceded.
 - My organisation has policies against settler-colonial racism.
 - My organisation has a process and procedure for reporting interpersonal racism.
 - My organisation has a process and procedure for reporting structural racism.
 - My organisation has a process to consider the impacts of all policy on Aboriginal and Torres Strait Islander peoples.
 - My organisation uses trauma-informed practices across our work.

Listening

- haven't thought about it 'til now this is how my org rolls
- My organisation defers to Aboriginal and Torres Strait Islander peoples on issues affecting them.

- My organisation has an Aboriginal and Torres Strait Islander governance structure.
- My organisation compensates Aboriginal and Torres Strait Islander peoples and Elders for their governance and advice.
- My organisation has policies and procedures to facilitate relationships with Aboriginal and Torres Strait Islander communities.
- My organisation has policies and procedures to protect Aboriginal and Torres Strait Islander cultural and intellectual property and Indigenous Data Sovereignty.

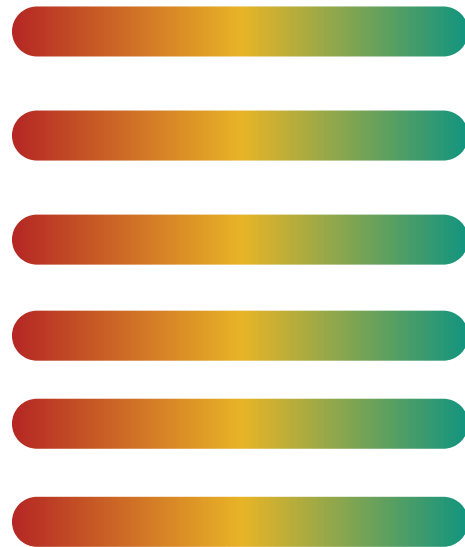


Taking Action

- My organisation has Aboriginal and Torres Strait Islander staff in leadership positions.
- My organisation prioritises recruitment, retention, and promotion of Aboriginal and Torres Strait Islander staff.
- My organisation prioritises purchasing from Aboriginal and Torres Strait Islander businesses.
- My organisation has disciplinary actions for racism.
- My organisation has a system for monitoring racism.
- My organisation invests in racism reduction and elimination.

haven't thought about it 'til now

this is how my org rolls



What next?

There are many things we must do to eliminate racism. The ideas and resources in this Check Up are just a place to start.



Scan this QR code to access the Check Up resources.

To continue with your ongoing learning, **review the resources**. Come back to the Check Up in the future to **monitor your organisation's progress** and **see which areas you can focus on next** in the journey to eliminate racism against Aboriginal and Torres Strait Islander peoples.



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