



RACISM REPORT

2022



**ANU BIPOC
DEPARTMENT**

**The BIPOC Department
acknowledges the traditional
owners of the country and lands in
which this report was written, the
Ngunnawal and Ngambri peoples.
We pay our respect to their elders
past, present and future. We extend
that respect to all First Nations
people throughout the continent. We
acknowledge the land that we exist
upon is stolen Aboriginal land and
that sovereignty was never ceded.
Always was, always will be
Aboriginal land.**

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CONTENT WARNING

The following report is a continuation of the initial Racism Report that was published in 2021. To have a comprehensive understanding about the struggles that BIPOC students continue to face, it is highly recommended that you read the first report.

You can access the 2021 Racism Report here:

<https://anusa.com.au/pageassets/advocacy/bipocdept/BIPOC-RACISM-REPORT-1.pdf>

This report contains explicit incidents of, reference to and discussions of anti-immigration, antisemitism, Asian hate, bigotry, bullying, colonisation, colourism, cyberbullying, hate crimes, Islamophobia, genocide, nazism, prejudice, race, racial discrimination, racial fetishism, racial hypersexualisation, racial slurs, racial violence, racism, religious discrimination, segregation, stereotypes, terrorism, sexual assault, sexual harassment, white supremacy & xenophobia.

DEFINITIONS

Throughout this report the following definitions will be used as defined by ANUSA Constitution:

ANU means The Australian National University.

ANUSA means The Australian National University Students' Association Incorporated.

BIPOC means Bla(c)k, Indigenous and People of Colour. BIPOC refers to all students who self-identify as a member of one or more of these groups. This definition includes, but is not strictly limited to: mixed-race or multi-racial people, people who are white-passing (i.e. are perceived to be white due to skin colour and other identifying features), and are Aboriginal and/or Torres Strait Islander.

Indigenous Student has the meaning given by the Tjabal Indigenous Higher Education Centre.

International Student means an Undergraduate Student deemed to be an international student by the ANU Division of Student Administration.

The following definitions will be used as identified by the BIPOC Department for the purposes of this report:

Antisemitism means racism and bigotry against Jewish people.

Asian Hate means racism and bigotry against Asian people.

Autonomous means a space dedicated for a specific group.

Colourism means the discrimination of people due to the colour of their skin and the preferential ordering of whiteness to blackness.

Gaslighting means to manipulate someone by psychological means into doubting or questioning their own reality, memory or perceptions.

Islamophobia means racism against bigotry Islam or Muslim people.

Non-Autonomous means a space that is not dedicated for a specific group and is open to everyone.

Race means a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by society. This may include refers to a person's characteristics, such as bone structure, facial features, skin colour, hair texture, or eye colour.

Racism means prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.

RECOMMENDATIONS

The BIPOC Department continues to demand for ANU to implement the recommendations as explicitly marked in this Racism Report. As demonstrated in the official response, there has been no effective change other than **Recommendation #11** which is becoming a signatory of the Australian Human Rights Commission's campaign "Racism. It stops with me". We continue to ask that the ANU stays committed to effectively meeting all of the recommendations we have illustrated below.

- 1.**The ANU should hire a BIPOC Anti-racist specialist to design and implement the recommended changes.
- 2.**The ANU should publish a comprehensive, specific and explicit Anti-racism policy.
- 3.**The ANU should establish a dedicated Anti-Racism Unit under the Deputy- Vice Chancellor Student University Experience Portfolio. This should not be a volunteer committee or working group but a genuine division of the university targeted only at anti-racism. This division should be headed by a BIPOC person, and their team should be BIPOC staff. Failing this, the ANU should employ at least one BIPOC specialist, who is responsible for handling racism complaints.
- 4.**The ANU should establish a formalised anonymous online system to report racial discrimination that should be accessible university-wide. It should be mandatory for all ANU community members to report incidents using this system once made aware of them.

5.The ANU should also collect more widespread data on racism that includes but is not limited to sourcing information from residential halls, academic colleges, student associations and businesses on campus.

6.The ANU should provide access to the data collected on these incidents to the ANUSA BIPOC Department.

7.The ANU should release a yearly summary of the incidents that have been reported.

8.The ANU should create a formal procedure that should be followed University-wide when an incident of racism is reported that includes an acknowledgment of the complaint made directly to the person reporting it if they wish.

9.The ANU should distribute mandatory Anti-racism training for all staff.

10.The ANU should establish a mandatory Anti-racism wattle course available for all students.

11.The ANU should become a signatory of 'Racism. It stops with me'.

12.The ANU should acknowledge and apologise for the racism that has occurred to the BIPOC community.

13.The ANU should make a commitment to the hiring of BIPOC staff.

14.The ANU should make a commitment to the enrolling of BIPOC students.

15. The ANU should provide the BIPOC Department with an autonomous Safe Space on campus

16. The ANU should increase the SSAF allocation to ANUSA and other student-led organisations. This is due to the extensive unpaid labour performed by ANUSA Departments and Officers to combat racism on campus. ANUSA needs to be adequately funded so that student advocates can be adequately paid for their work.



**ANU BIPOC
DEPARTMENT**

THE UNIVERSITY'S RESPONSE TO THE 2021 RACISM REPORT

After the release of the first racism report, we were met by 11 months of silence and inaction until the ANU finally responded. Below we have provided a copy of their official response and our annotations to explain what has **actually** happened since.

11 August 2022

ANUSA President - sa.president@anu.edu.au

ANUSA BIPOC Officer - sa.bipoc@anu.edu.au

Dear ANUSA,

I write in response to the 2021 *Racism Report* received by my office.

I would like to acknowledge not only receipt of the report, but also the experiences of the BIPOC Officer and the individuals referenced in the report. We appreciate the courage, and dedication to change, shown by all contributors. ANU is committed to ensuring a safe and respectful campus for our students and staff. Racism has no place within our community.

We have now established a Student Safety and Wellbeing Team to provide free and confidential support for students with a range of concerns that may impact on a student's engagement and experience while at ANU. We are also establishing a Student Equity Team to support students from culturally and linguistically diverse backgrounds. Together these teams will provide greater support to students experiencing racism, and enable the University to undertake more preventative measures.

We have also been conducting a review of the University's Inclusion, Diversity, Equity and Access (IDEA) Framework to ensure ANU can realise its equity and inclusion vision as detailed in ANU 2025. The new Equity and Belonging Team will work with the new IDEA Governance Committee to identify and recommend priority areas for action to the University's Senior Management Group. This report will be a key input into those deliberations.

In the meantime I have looked into the Australian Human Rights Commission's National Anti-Racism campaign and am happy to report that we are starting the process of becoming a corporate supporter. This would include featuring the campaign logo on key websites, promoting and distributing information relating to the campaign and having events/programmes to reduce racism. I can also report that we are looking to develop a dedicated 'safe space' for students, consistent with your report.

I also note that Dr Karo Moret-Miranda and Dr Tania Colwell have been working with the BIPOC Officer to establish a conversation series with the aim of developing strategies to combat discrimination. I have asked Dr Moret-Miranda to share the key learnings with me after the series to further inform the work of the IDEA Governance Committee.

Finally I would like to stress that this response is not intended to conclude the conversation but rather to commend the quality of the report and to commit to a continued conversation about how we can work together to deliver the safe and supportive environment we expect at ANU.

We look forward to continuing this work with you.

Kind regards,

A handwritten signature in blue ink, appearing to read 'P.P. M. Anderson', with a long horizontal flourish extending to the right.

Professor Ian Anderson AO

Deputy Vice-Chancellor, Student and University Experience

11 August 2022

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ANUSA BIPOC Officer - sa.bipoc@anu.edu.au

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Professor Ian Anderson AO

Deputy Vice-Chancellor, Student and University Experience

Recommendation 12 asks for the ANU to apologise and acknowledge the racism that has occurred within the BIPOC community. There is no explicit apology within this official response.

The Student Safety and Wellbeing Team deals with primarily SASH-related incidents. There is no where on the website that explicitly states that SSWT deals with racism. Culturally and linguistically diverse is a reductive and colonial term. We are **Bla(c)k, Indigenous, People of Colour**.

IDEA was already being reviewed last year and this has not taken into account the Racism Report. They have provided insufficient action for actually helping BIPOC students.

This is related to Recommendation 11. Out of 14 recommendations, this has been the only change that has been made by the ANU since the 2021 Report.

The BIPOC Safe Space campaign was launched only this year by the Department. The BIPOC Officer Chanel Nguyen has been working on securing a space for the past year however, there has been insufficient confirmation or progress made with this project due to the ANU's incompetence.

Dr. **Moret-Miranda** has confirmed that she has never had any form of contact with Professor Ian Anderson or with the IDEA Governance Committee on such matters. This conversation series is not an ANU-run or supported initiative but one that was already being run by the BIPOC Department, Dr Karo **Moret-Miranda** and Tania Colwell.

The Racism Report was released in September 2021. A "commitment to a continued conversation" is doubtful given the fact that this response has taken the ANU 11 months.

LETTER FROM THE OFFICER

The ANUSA BIPOC Department is an autonomous, non-political group that represents a community of support and solidarity for Black, Indigenous and People of Colour students. The BIPOC Department encompasses both an advocacy and social role. Since its establishment in 2016, our Department has run weekly collective meetings, anti-racism campaigns, facilitated panels alongside ANU academics for important discourse about race and racism, engaged in community building events and provided free creative workshops.

My role as BIPOC Officer is to represent BIPOC student interests in the ANUSA Student Representative Council as well as shape the activities of the BIPOC Department in collaboration with our executive and collective members. Since beginning my role as BIPOC Officer, I recognised how important community building was in ensuring all members of our community felt included and represented. Our department encompasses an incredibly important role of safeguarding the community wellbeing and belonging for all BIPOC students. The work that we have achieved within the Department, the community that we have built and continue to grow has become a place for collective healing where we have been able to talk about our experiences with racism without fear of discrimination or judgement.

For many of us who identify as BIPOC, racism continues to be pervasive within everyday lives and significantly, part of our life on campus - within residential halls, in the library, in the classroom, in social interactions. My continued effort this entire year to simply request an autonomous BIPOC Safe Space has involved numerous conversations, being directed to different people within ANU faculty to help my request. Despite the fact various Safe Spaces exist on campus for other ANUSA Department's such as Women's, Queer* and Disabilities, they have failed to provide the BIPOC Department with written confirmation and have achieved inadequate progress to actively secure us a Safe Space.

Additionally, what is deeply upsetting is that I remain unable to help the multitude of staff and students who have disclosed racist incidents. As exemplified within the initial 2021 Racism Report and the poor response from the University, there continues to be a severe lack of ANU-run resources for BIPOC. With the publication of this particular report, I have made the decision to exclude documenting incidents as I want to focus this conversation on ensuring that the ANU is held accountable for their silence and inaction. Despite voicing our concerns in the report and through rallying at the university, the ANU remains ill-equipped in dealing with incidents of racism. There remains no formal racism reporting procedure, no anti-racism policy, no mandatory anti-racism training, no anti-racism specialist, no dedicated support for BIPOC who experience racism and no acknowledgement of an existing culture of racism. The BIPOC Department also remains under-resourced and are constantly met with requests beyond our qualifications, capacity and pay-grade. As we do not have a PARSA equivalent entity, we have also catered to the needs of postgraduate members of the BIPOC community.

The complete lack of adequate anti-racism resources at the ANU has seen the BIPOC Department become used as a de facto consultant for all matters related to race and racism by all members of the ANU. This extends beyond the main purpose of the BIPOC Department to be a student body that serves the BIPOC community. The fact that such responsibilities rely on the abilities of a single student is completely inadequate for a premier tertiary institution in the nation. Despite my best efforts in working hard to try and support BIPOC students on my campus through the Department, I remain deeply affected by the situation at hand. Not only has this affected my abilities to actively engage in class as a student, it has taken a significant toll on my mental wellbeing. I have found it incredibly difficult to comprehend the disclosures of racist incidents in a way that does not have a re-traumatising impact on myself.

I've felt powerless in my ability to keep perpetrators of racism accountable and felt vulnerable in trying to help BIPOC students who have been affected by racism.

What Bla(c)k, Indigenous and People of Colour desperately need in order to feel supported and protected, is for the ANU to take an immediate and affirmative stance on anti-racism by meeting all of our recommendations of this report. Addressing and responding to racism at ANU is, first and foremost, the responsibility of ANU and its staff. The burden of addressing racism should not fall on students or student leaders.

To all of the BIPOC student and staff who may be reading this now please don't ever hesitate to confide in the BIPOC Department. Please know that our community will always be there to support you in any way possible. I would like to thank Dr. Karo Moret Miranda, Indigenous Department Officer Katchmirr Russell, the Women's Department Officer Avan Daruwalla, former BIPOC Officer and ANUSA Vice President Chido Nyakuengama, and my Department Executive Paria Najafzadeh, Dorcas Bugeme, Maria Alkhouri and Tisha Shah who have all graciously supported me throughout this difficult year. Without the strength, support and continued effort from our BIPOC community, I wouldn't have had the strength to write this report.

Thank you,
Chanel Nguyen (she/they)
ANU BIPOC Department Officer 2022



STATEMENT BY AVAN DARUWALLA **ANU Women's Department Officer**

When the first Racism Report was released in 2021 it was the first time that we saw genuine community attention and awareness of racism at the ANU. The Report demonstrated that racism at this university does not exist in a vacuum nor in isolated incidents – it is embedded in the underlying culture. The ANU allows racism and racist microaggressions to be treated as trivial, and reinforces racist rhetoric by endorsing academic and social cultures of minimising and undermining the lived experiences of BIPOC. As has become a pattern at this university, the Racism Report was a culmination of student advocacy and work including consultation and researched recommendations. This work was produced by students, rather than by the highly resourced, funded and expert staffed university. ANU's response to the Racism Report was completely insufficient, made few commitments to change and, came far too late, indicating the ongoing de-prioritisation of the safety and wellbeing of BIPOC students at ANU.

The BIPOC, Indigenous and International Students' Departments work incredibly hard to cultivate social communities and safe spaces for BIPOC students on campus. The BIPOC Department's work supporting and providing pastoral care for BIPOC students with complaints of racism and discrimination fills in for a major gap in ANU's lacking response to racism. I sincerely hope to see the ANU act on the BIPOC Department's ongoing advocacy for a safe space, anti-racism policy and dedicated anti-racism unit (amongst other items). The Department's work has widespread support and is incredibly important in cultivating a university that is safe, inclusive and welcoming to intersectionality oppressed and marginalised students.



STATEMENT BY DR KARO MORET-MIRANDA

In September 2021, some students from my African and Afro-descendant course approached me after class to inform me of an initiative they had carried out and that after sending it to the different institutional offices on campus, none had contacted or given any answer. A year ago, the BIPOC student community produced a report on the racist and discriminatory attacks that occurred on our campus. The Australian National University's Department of Black, Indigenous and Colored People (BIPOC) released its inaugural Report on Racism detailing incidents of racial discrimination and attacks reported by university students over eighteen months, from the December 1, 2020 until June 30, 2021.

What is striking is not only the content of this report, but its preparation. This report was prepared by ANUSA BIPOC, a community that identifies itself with these acronyms and is mostly undergraduate students. That our youngest students call us out and hold us accountable as an institution and academics in this way demonstrates courage, audacity and a revolutionary and necessary understanding of social justice in this university context. But without a doubt it also accounts for the ambivalence and how much remains to be done in university institutions that create spaces for research and demand education in social excellence, but at the same time have a hard time taking the pulse of the street.

The Report on Racism gave an exhaustive number of recommendations, specific and useful to define a problem that is no longer incipient. And the importance of specificity is critical because the specific problems that concern the BIPOC community in general: students, academics and administrative staff, have been diluted in recent years in more general proposals, inclusive but insufficient projects in which they have not addressed specific problems related to racist attacks.

Racism is often blurred in more general movements or initiatives on diversity or multiculturalism. In this regard, the recent SASH report from the ANUSA Women's Department suggests that students of color are more likely to experience sexual assault/discrimination than students who identify as white. Thus, to protect, educate, it is imperative to speak, discuss, communicate and above all fight against Racism and for Social Justice throughout the campus.

STATEMENT BY CHIDO NYAKUENGAMA

ANUSA Vice President & Former BIPOC Officer

Content Warning: Sexual Assault and Sexual Harassment

Last year, I was put into the most uncomfortable position of my life. I found myself the sole representative working on Anti-racism in a university that was full to the brim with racism.

I was untrained, young and a victim of racism myself and I was responsible for supporting a community of not only other BIPOC students at ANU but staff too. I wrote the report to try and let everyone at ANU know exactly what was happening here. When we released the report we received a significant outcry from many people who agreed with us, but also a wave of even further disclosures of racist incidents. I know that reading the report was not easy for many people, especially those whose experiences were within it. I want to express my thanks to the ANU BIPOC community who engaged with the report and those who could not. The experience of documenting trauma can be traumatic in itself and I want to acknowledge how enormous this task was for everyone involved and that the challenges are still ongoing for many.

I emailed the report to the Director of University Experience James Brann and the Deputy Vice-Chancellor of Student University Experience Ian Anderson on September 16 2021. The Department received the ANU's response in August 2022. In my opinion, the response is garbage. I believe there are two elements of the ANU's response that demonstrate how backward this institution's dealings with racism are. Firstly the ANU continues to promote Sexual Assault and Sexual Harassment services as Anti-racism services. As outlined in the report SASH at ANU and racism at ANU are two different things that require two different responses. Greater support for BIPOC survivors is needed at ANU but is not addressed by simply directing victims of racism to SASH response services.

I hope this approach won't continue at ANU but I imagine due to the unimaginably slow response to SASH of many, many years, this lame attempt to address racism will likely stick around. My second gripe is that the ANU continues to use the term Culturally and Linguistically Diverse (CALD). This is a deeply colonial and reductive term. The students who suffer racism on campus are Bla(c)k, Indigenous and People of Colour and that is what we have decided to call ourselves. I truly feel that the ANU can at least give BIPOC students the respect we deserve and not continue to use an othering euphemism when describing us.

What I found most interesting when the ANU community engaged with the report were attempts to determine incidents within the report as racist or not. Such as being explicitly "unacceptable" for ANU, such as the Neo-Nazi stickers, to "debatable", such as cardboard cutouts of Winston Churchill at market day. I wish I could redraw everyone's attention to the disclaimer, that we were strictly not categorising any incident within the report as racist or not racist. That was not the point and it still isn't. The point was to demonstrate what kinds of incidents are brought to students to deal with. Students, mostly volunteers, with no certifications, no authority and no power were presented with everything in the report because there's no ANU Anti-racism service. I would want to ask anyone at ANU from a first-year to Brian, do you think it's okay that students are left to deal with racism alone? We've come very far on other fronts of student activism, and I think especially of the Women's Department's decades-long campaigning on SASH at ANU. There was a time when the ANU did not provide the SASH services it has today, and when it was students alone who were speaking up. I know the Anti-racism fight on campus is decades behind, but it doesn't have to be. The ANU has learnt from its mistakes ignoring SASH for decades. I hope it doesn't continue to make the same mistake again and again as it has done.

I am embarrassed to go to ANU because of how we have been treated this last year. I think that ignoring BIPOC students suffering, ignoring the Nazis on campus and denying the olive branch that was the Racism Report are all very, very embarrassing things. I think the ANU should be embarrassed.

STATEMENT BY KATCHMIRR RUSSELL

Indigenous Department Officer

I have held the position of Indigenous Officer for the last two years. As my term comes to an end, somebody else will step up and take my place. I hold deep concern for the wellbeing of the next officer and all officers to come if their role in the university continues to be taken advantage of, ignored and disrespected.

We are students at this university: we come here to study, learn, grow and to empower ourselves for our futures. BIPOC students at this university often do not have the privilege of such a joyous experience; when you combine the racism from peers, from teachers and staff and then the institutional racism that is pervasive in both this university and all other academic institutions, BIPOC students are then not offered a space to learn and be empowered, they are left a space where they are burnt-out, sidelined and disrespected. Then, these same BIPOC students have to stand up and fight against the very same institution that allows and perpetuates racism and discrimination. Not being an anti-racist university means that it is a racist university. BIPOC students need to be safe on this campus and afforded the very same privilege of education that non-BIPOC students are awarded.

I have watched this university dance around 'racism' whilst Indigenous students, teachers and staff are forced to withstand the institutional betrayal and incessant racism that is so prevalent at this university; whilst so many non-Indigenous folk are not being educated on our peoples, cultures and histories and sitting in classrooms where racist teachers can get away with spouting their prejudices. How can I be surprised when students are still racist, when at every point they see leaders, professors, other students at this university getting away with it.

This university is so carried away with meeting quotas for Indigenous student enrolments and having Indigenous artworks in the schools and colleges, and yet they completely ignore making sure that Indigenous students are truly safe on campus once enrolled. Despite years of BIPOC students, teachers and staff highlighting the racism and discrimination problems at ANU, there is still no formal racism procedure, no accountability to the complaints and reports of discriminatory behaviour and racism, there is no following through. We handed solutions to the university on the silver platter that was the 2021 Racism Report.

Because of this failure from the university, I too, become the go to for consultations, complaints, disclosures and debriefs. This shouldn't be the job of any student, especially a student who is under-qualified and under-paid and someone who holds no true voice at this university because they never truly listen. It destroys me that I can't really do anything with the complaints that I receive; that I can write a formal complaint and submit it to every relevant person at this university and that nothing will happen. I feel guilty, I feel like I'm letting students down, whilst I too am getting let down, whilst it shouldn't even be my job. The toll that this role takes on me, my mental health, my studies is huge: having to confront personal racism, the institutional racism, to carry the racism dealt to our communities here at the university and more broadly against my peoples. All this, whilst I am still a full-time student at this university, facing this discrimination in and out of the classroom myself.

This shouldn't have to be me, this shouldn't have to be any Indigenous student in the future who steps into the role of Officer, or any previous officers. These shouldn't have to be the experiences of anyone. The university needs to listen. To hear our perspectives and experiences and actually do something. To implement the changes we have been asking for, to follow through on the recommendations of the Racism Report. To be an anti-racist university and make this a safe learning and living environment for all students, especially BIPOC students, and especially Aboriginal and Torres Strait Islander students.

STATEMENT BY AARFA KHAN

International Students Department Officer

I am writing in my position as Officer of the International Students' Department to comment on BIPOC Department's Racism Report and the general outlook of ANU towards this issue.

Firstly, I commend the BIPOC Department and all other stakeholders who contributed to the Racism Report in 2021 and brought the issue of racism at ANU to the forefront of their advocacy campaigns. Nevertheless, it is appalling to see that this report, which serves as one of the keystones to racism awareness initiatives on campus, was brought together by students themselves in the 75th year of establishment of a leading university in Australia.

The document, that alludes to several incidents of racism and provides insights to the ANU's response on this subject, is a work of student leaders who are understaffed, inadequately funded, overworked, not professionally equipped to take disclosures and like their peers, pay ginormous amounts in fees to get a holistic and positive education experience. Yet, the university does not have a dedicated Anti-Racism Unit for students, nor does it have any formal reporting and response mechanisms to acts of racism. This goes to show that racism at ANU has become systemic and widely normalised, rather something that students from marginalised communities are expected to live with in their time on campus.

In my 4 years of study at ANU, 2 years as Senior Resident at a student hall and primarily in my term as the ANUSA International Officer, I have come across numerous students, especially from the international and BIPOC community, who have faced and witnessed instances of racism. The universal theme of dialogue has unfortunately been one of individuals feeling unsupported in making disclosures, unsafe in calling out perpetrators, alienated in social and academic settings, and eventually treating such acts as trivial.

Despite BIPOC Department's continued efforts to advocate for a safe space, a solid anti-racism policy framework and the outpouring of student support to its work in this sphere, it is unfortunate to witness the lack of genuine intention and initiative that ANU authorities have shown in response to the racism report. The creation of the Student Safety and Wellbeing team, as deemed to be the university's prime approach to tackle the problem of racism on campus, is poorly targeted and has no exclusive assistance channels for students belonging to BIPOC, international and other marginalised communities. Moreover, there is a sheer lack of effort in ensuring that ANU staff and students are educated on issues surrounding cultural sensitivity and are trained in practising cultural humility.

It is the University's responsibility that an adequate amount of information is provided to students so that they feel reassured and protected while reporting incidents of racism. It is also the University's responsibility to ensure that robust action is taken in response to any incidents reported.

In spite of this, ANU authorities continue to turn a blind eye to the problems of racism on campus. This is absolutely shocking and unacceptable! It is my Department's sincere wish that the ANU wakes up and understands that the need of the hour is to acknowledge that there is a prevalent racist culture on campus, and serious measures need to be taken to address it. How else would any student from a marginalised group ever feel safe and included at this university! Now is the time to act on your promises of student welfare, now is the time to act on your promise of providing the "best" university experience in Australia. ANU, Take. Action. Now!

THE UNIVERSITY

On the ANU Website, there is a page titled: **Reporting incidents of discrimination and racism**. Despite highlighting the issues with this website in the last report, the contents of the page have remained unchanged as shown below;

“As expressed in Our values, the ANU community is inclusive, open and respectful. In other words, we do not discriminate and we do not accept discriminatory behaviour. If you should experience or witness such behaviours on campus or in the community we want you to know whom you can talk to about this, how you can be supported, and the ways that you can report these behaviours.”

ANU Wellbeing and Support Line Dean of Students

ANUSA

PARSA

Respectful Relationships Unit (RRU)

Australian Federal Police Link

Australian Human Rights Commission

The BIPOC Department finds the following issue with the page:

1. There is no explicit process to follow.
2. There are 7 links to other pages.
3. There is no incident reporting form.
4. There is no way to anonymously report.
5. The terms used included “difficult situations”, “matters that are troubling students”, “discriminatory behaviour”, “such behaviours” instead of explicitly stating racist incidents or racism.
6. There is no clarification of the types of incidents that can happen to BIPOC and that can be reported.
7. There is no reference to BIPOC at all.
8. There is no statement stating explicitly that the ANU is an anti-racist place or that racism is unacceptable at the ANU.

- 9.**The ANU Value reference of “We are inclusive, open and respectful, reflecting the diversity of our nation” does not say we are anti-racist and do not accept racism.
- 10.**The ANU Wellbeing and Support Line is a 24-hour telephone and text counselling support service available to ANU students experiencing situational stress, emotional difficulties and mental health concerns. This service is not tailored to BIPOC experiencing racism.
- 11.**The Dean of students acts as an impartial neutral intermediary between students and the academic or administrative areas of the University. This service is useful to students but is not the most accessible service as immediate help is not provided, it is not an option to report anonymously, to book an appointment you have to email, phone or go into the office and appointments are only for 3 hours periods 2 days a week.
- 12.**ANUSA serves student interests at ANU, this can be through the legal and student assistance services. However, it is the BIPOC Department that is dedicated to supporting BIPOC students and this is not mentioned.
- 13.**There has never been an equivalent to the BIPOC Department in PARSA. PARSA staff provide academic, financial, and legal services but BIPOC student-led racial advocacy is non-existent at this point in time. The BIPOC Department has historically been catering to all postgraduate members of the BIPOC community as a result of this but continues to be under-resourced.
- 14.**The RRU works to prevent and respond to sexual assault and sexual harassment (SASH) on campus. The page lists the RRU can “support students through the provision of information and advice, and a space to debrief following an incident.”. Racism and SASH are very different things that require different disclosure and support procedures as well as actors to perform those procedures.
- 15.**The Australian Federal Police can only act on a very small proportion of racist incidents, those being hate crimes. As well as this, many BIPOC have a racial-based distrust of police and choose to avoid them, even in instances of violent racial crime.
- 16.**The Australian Human Rights Commission can also only act on a very small proportion of racist incidents. As well as this, many BIPOC are not aware of how they can be protected by the commission.

GROUP OF EIGHT

When comparing ANU to other Group of Eight Universities, there is a stark lack of Anti-racist support services available to BIPOC community members. The following chart is based upon data collected from each university's official website and seeks to illustrate this situation.

	Diversity and Inclusion Unit for Staff	Signatory of Racism. It Stops with me	Anti-Racist Policy	Diversity and Inclusion Unit for Students	Procedure for Reporting Racism	Dedicated Anti-Racism Unit
The University of Western Australia	✓	✓	✓	✓	✓	✗
Monash University	✓	✓	✓	✓	✓	✗
The University of Queensland	✓	✓	✓	✓	✓	✗
UNSW Sydney	✓	✓	✓	✓	✓	✓
The University of Melbourne	✓	✓	✗	✓	✗	✓
The University of Sydney	✓	✓	✗	✗	✗	✗
The University of Adelaide	✓	✗	✗	✗	✓	✗
Australian National University	✓	✓	✗	✗	✗	✗

WHAT YOU CAN DO

Please if you see anything, report it if possible. The BIPOC Department only knows what is told to us. We know so often that BIPOC internalise their experiences simply to survive in racist environments. If something has happened to you or someone you know please feel free to tell us at anytime. Our anonymous reporting surveys are linked on our social media accounts.

You can email the BIPOC Officer directly at sa.bipoc@anu.edu.au

You can email the Indigenous Officer directly at
sa.indigenous@anu.edu.au

You can email the International Student Officer directly at
sa.international@anu.edu.au

You can email ANUSA admin to organise an appointment with the ANUSA Legal Service at sa.admin@anu.edu.au

You can email the ANUSA Student Assistance Team directly at
sa.assistance@anu.edu.au

SUPPORT

If this report has caused you distress please use any of the following services for immediate assistance:

ANU Uni Safe 02 6125 2249

**ANU 24HR Wellbeing Support Line
1300 050 327 or SMS to 0488 884 170**

ANU Counselling 02 6178 0455

**Access Mental Health (ACT)
1800 629 354**

Lifeline 13 11 14

Emergency Services 000