



# Anti-racism and Racial Justice

## ACFID Code of Conduct Topic Guide

This guide outlines the requirements in the ACFID Code of Conduct related to Anti-racism and Racial Justice. Additional guidance can be found in the online [Good Practice Toolkit](#).



### QUALITY PRINCIPLE 1: RIGHTS, JUSTICE AND SAFEGUARDING

Commitment 1.1 We respect and protect human rights, acknowledging power and resource inequities, systemic barriers and racism.

#### Compliance Indicators

#### Verifiers

1.1.2 Members demonstrate an organisational commitment to the pursuit of racial justice.

Policy, statement or guidance document which commits members to the pursuit of racial justice. .



### QUALITY PRINCIPLE 9: PEOPLE AND CULTURE

Commitment 9.2 We protect, value and support our people.

#### Compliance Indicators

#### Verifiers

9.2.3 Members protect the safety, security and well-being of staff and volunteers.

Governing body, senior leadership, staff and volunteers are aware of and have access to safe training in issues related to diversity and anti-racism.

Commitment 9.3 We manage our people effectively and fairly.

#### Compliance Indicators

#### Verifiers

9.3.1 Members are fair, transparent and non-discriminatory in their management of staff and volunteers.

Human resource policies and procedures which address equity, diversity and anti-racism.

Commitment 9.4 We enable our people to conduct themselves professionally and according to our stated values.

#### Compliance Indicators

#### Verifiers

9.4.1 Members specify the expectation of professional conduct of all staff and volunteers.

A documented code of conduct that specifies the values and expectations of professional conduct of all staff and volunteers. This must include reference to child safeguarding behaviours, prevention of sexual exploitation, abuse and harassment, transactional sex, anti-racism, and anti-bullying; and an obligation on staff and volunteers to report wrongdoing.

## Good Practice Indicators (not required for compliance)

### COMMITMENT 7.4

- Members seek out diversity and representation in their leadership and governing body, which reflects the Australian community and the communities they serve.
- Members report publicly on the diversity and representation of their leadership and governing body.

### COMMITMENT 9.2

- Periodic reviews are undertaken to assess the organisation's cultural safety.

### COMMITMENT 9.3

- Members seek out diversity and representation in their staff and volunteers, which reflects the Australian community and the communities they serve.
- Members report publicly on diversity and representation in their staff and volunteers.

### COMMITMENT 9.4

- A member of the senior leadership or governing body has responsibility for and oversight of the organisation's progress on diversity and anti-racism.

## Definitions

### Anti-racism

Anti-racism refers to everyday deliberate actions that aim to eradicate the racism that exists at interpersonal and systemic levels. It means actively standing up to and challenging racism. (Diversity Council Australia, Racism at Work: How Organisations Can Stand Up to and End Workplace Racism, Sydney, Diversity Council Australia, 2022)

### Cultural safety

Cultural safety is about creating a workplace where everyone can examine our own cultural identities and attitudes, and be open-minded and flexible in our attitudes towards people from cultures other than our own. A culturally safe workplace is committed to anti-racism and has a defined set of values and principles, and demonstrates behaviours, attitudes, policies, and structures that enable all workers to work effectively cross-culturally.

### Diversity

Understanding that each individual is unique, and recognising our individual differences. These can be along dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

### Racial Justice

The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. The pursuit of racial justice seeks to remove the racial hierarchies that deny justice to people of colour.

## ACFID Resources

[Yielding and Wielding Toolkit](#)

[Racial Justice Resource Library Guide](#)

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