

# Responsibilities of members of the school community

## TEACHERS AND OTHER SCHOOL STAFF

### Know your rights and responsibilities

- Reflect on your own opinions and views on Australian identity.
- Be aware of your own rights and responsibilities in relation to racial discrimination.

### Challenge racism whenever it occurs

- Teach students what racist behaviour is and set clear expectations in terms of non-racist behaviour.
- Challenge racist attitudes conveyed in the community, media and in popular culture.
- When you see racist behaviour deal with it immediately wherever and whenever it occurs.
- Teach students about their rights and responsibilities in relation to racial discrimination.
- Encourage students to report racist behaviour.

### Be a positive role model

- Model inclusive, positive, non-racist behaviour in the classroom, playground and staff room.
- Be consistent and fair in applying school policies and procedures.
- Foster sensitivity to other people's practices and beliefs.
- Share information about your own cultural background.

### Assess your own attitudes, behaviour and training needs

- Identify your own training needs in relation to education to counter racism, cultural understanding and inclusive teaching practice.
- Be open to staff development opportunities which aim to increase cross-cultural understanding.
- Obtain factual information about racism and its effects.
- Consider debates on topical issues such as Reconciliation and immigration and form your own opinions based on the facts.
- Evaluate your own teaching practice and

teaching and learning materials for bias and sensitivity.

### Recognise and value cultural diversity

- Establish classroom practices that reflect and value the perspectives of culturally and linguistically diverse communities.
- Find out about the cultural and language backgrounds of the students in your school.
- Treat students as individuals – don't make assumptions based on stereotypes of particular groups.
- Learn to pronounce students' names correctly.
- Encourage students to express their own cultural identity or identities and maintain their home language.
- Allow students to use their first language.
- Discuss the importance of Reconciliation and cultural diversity.

### Create an inclusive learning environment

- Seek out, use and share learning resources which include the perspectives of culturally and linguistically diverse communities.
- Incorporate material which challenges racist attitudes and facilitates cultural understanding into teaching and learning activities where appropriate.
- Make sure students from all backgrounds feel confident to participate in class.
- Seek language support for students who need it.
- Encourage positive interaction between students of different backgrounds.
- Make sure assessment tasks do not discriminate against some groups of students.
- Ensure verbal instructions are easily understood by all students.
- Recognise Aboriginal English as an acceptable variation of Australian English.
- Refer to all students and groups living in Australia as 'Australian'.

### Encourage the involvement of parents and community members from all backgrounds

- Encourage parents and caregivers from all communities to participate in school activities.
- Make use of translations, interpreters and language support staff.
- Seek feedback from parents and caregivers in relation to the effectiveness of classroom activities and their child's progress.

## STUDENTS

### Know your rights and responsibilities

- Be aware of your own rights and responsibilities in relation to racial discrimination.
- Think about your own behaviour to make sure that you don't discriminate against others.

### Take a firm stand against racism

- Don't accept racist opinions, challenge them.
- Refuse to participate in racist behaviour.
- If you hear other students telling a racist joke, point out to them that it might hurt other people's feelings.
- Tell teachers if you see students bullying others or calling them racist names.
- Report to teachers any racist material you find.

### Learn about other cultures and share what you know

- Find out about other cultures and languages.
- Be proud of your own culture and home language.
- Learn about the cultures of others in your school and share information about your own culture.
- Try to include students from different backgrounds in classroom and playground activities.
- Share with your family and friends what you know about cultural diversity and racism.
- Join in activities that celebrate cultural diversity and Reconciliation.

### Form your own opinions

- Think about what you read, see on television and hear on the radio about different groups of people – is it fair?
- Make up your own mind about issues such as Reconciliation and immigration and base your opinion on the facts.
- Challenge stereotypes about different groups of people.

## PARENTS, CAREGIVERS AND COMMUNITY

### Know your rights and responsibilities

- Reflect on your own attitudes and behaviour towards people from different backgrounds.
- Ask for information in a language you understand.
- Ensure you have information about school policies, curriculum and school activities.

### Be a positive role model

- Take a firm stand against racism.
- Model inclusive, positive behaviour.
- Be open to other people's beliefs and practices.
- Try to include people from different backgrounds in your circle of friends.
- Ensure your child knows their rights and responsibilities in relation to non-racist behaviour.
- Encourage your child to challenge racist behaviour and attitudes.
- Encourage your child to be interested in other cultures and languages.
- Encourage your child to be proud of their own background and heritage and to value those of others.
- Encourage your child to use their first language.
- Encourage your child to practise speaking, reading and writing Standard Australian English.

### Get involved in school activities

- Be willing to participate in school activities.
- Become involved in school meetings, planning and decision making processes.
- Join in activities designed to counter racism and celebrate cultural diversity.