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 wherever it occurs

- Teach students about racial behaviour and set clear expectations in terms of non-racism.
- Challenge racial attitudes conveyed in the community media and in popular culture.
- When you see racial 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 staffroom.
- Be consistent 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 migration and form your own opinion 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 values the perspectives of culturally and linguistically diverse communities.
- Find out about the culture 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 and 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 any group of students.
- Ensure written 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 students telling racist jokes, point out to them that they 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 see, read or hear on the radio about different groups of people – is it fair?
- Make up your own mind about issues such as Reconciliation and migration 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 behavior 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 behavior.
- Be open to other people’s beliefs and practices.
- Try to include people from different backgrounds in your circle of friends.
- Encourage your child to know their rights and responsibilities in relation to non-racism.

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, heritage and to value those of others.
- Encourage your child to use their first language.
- Encourage your child to participate in 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.