

**FEATURE**

Celebrating  
all cultures  
and abilities

**FAITH TALK**

Nailing Greek  
myth to the cross

**MY STORY**

The journey of an  
African couple

# Harmony Week

Embracing diversity, equality, and our common humanity



# SALVOS

MAGAZINE





When Jesus said "Love your neighbour",  
he knew your neighbour would act, look,  
believe and love differently than you.

It's kind of the whole point.

- Author unknown



## The Salvation Army is about giving hope where it's needed most.

### What is The Salvation Army?

The Salvation Army, an international movement, is an evangelical part of the universal Christian Church.

### Vision Statement

Wherever there is hardship or injustice, Salvos will live, love and fight alongside others to transform Australia one life at a time with the love of Jesus.

### Mission Statement

The Salvation Army is a Christian movement dedicated to sharing the love of Jesus by:

- Caring for people
- Creating faith pathways
- Building healthy communities
- Working for justice

# Salvos Magazine

**Founders** William and Catherine Booth

**General** Brian Peddle

### Territorial Leaders

Commissioners Janine and Robert Donaldson

**Secretary for Communications and Editor-In-Chief**

Lieut-Colonel Neil Venables

**Publications Manager** Cheryl Tinker

**Assistant Editor** Simone Worthing

**Graphic Designer** Ryan Harrison

**Editorial phone** (03) 8541 4562

**Enquiry email** [salvosmagazine@salvationarmy.org.au](mailto:salvosmagazine@salvationarmy.org.au)

**All other Salvation Army enquiries** 13 72 58

**Press date** 7 March 2022

Printed and published for The Salvation Army by Commissioner Robert Donaldson at Focus Print Group, Rowville, Victoria

**Some photos in this magazine were taken prior to the COVID-19 pandemic.**



**Feature [4]**  
**Harmony Week**

**Faith Talk [10]**  
**Nailing Greek myth to the cross**



**My Story [12]**  
**The journey of an African couple**

## Our common humanity

Australia is currently celebrating Harmony Week (21-27 March). It's a week that focuses on inclusiveness, respect, and belonging for all Australians, regardless of cultural or linguistic background. Harmony Day falls on 21 March – the United Nations Day of Elimination of Racial Violence – which encourages these values for all people – something the world desperately needs.

Nationally and globally, it can be easy to be overwhelmed by the enormity of the challenges we face in making this happen. In this edition, our stories include steps we can all take to help bring about a world where everyone is accepted, respected, and included regardless of ethnicity, culture, gender, or ability, but because they are human.

Our story of Edward and Beola also illustrates how this can happen – when a nation takes in and cares for those who need help because they are human.

Jesus didn't discriminate. He went out of his way to include and love those that society looked down on or rejected, and he asks us to do the same.

Happy Harmony Day!

Simone Worthing **Assistant Editor**



[salvosmagazine.org.au](http://salvosmagazine.org.au)

# Harmony Week

Embracing diversity, equality, and our common humanity

Harmony Week 2022 runs from 21-27 March, focusing on the theme 'Everyone Belongs'.

Harmony Week is about inclusiveness, respect, and belonging for all Australians, regardless of cultural or linguistic background. It is a time to celebrate Australian multiculturalism and the integration of migrants into our community.

The first day of Harmony Week, 21 March, is the United Nations International Day for the Elimination of Racial Discrimination. This date is also recognised as Harmony Day.

The day aims to encourage people to participate in their community, respect cultural and religious diversity, and foster a sense of belonging for everyone. God loves all people and longs for every person to be valued, respected, and included.

Many Salvos churches, centres, and programs across Australia use Harmony Week to connect with their community in creative ways. Below are some suggestions on how you can get involved in Harmony Week.

## IDEAS FOR CELEBRATING HARMONY WEEK 2022

### 1. Share a meal

Invite your family or friends to a meal at your home, local community group or church. Ask everyone to bring a dish that means something to them and explain what it is and why they brought it. Invite one or two participants to share their stories.

### 2. Dedicate a get-together for Harmony Day

Hold a get-together in your local community and encourage people to dress in their cultural attire and share their stories. Celebrate diversity.

### 3. Check out local community events

A calendar of events can be found at [harmony.gov.au](http://harmony.gov.au). Consider volunteering your time or getting involved.

### Listen to stories

Invite someone from a Culturally and Linguistically Diverse (CALD) background to share their story at an event or in personal conversation.

### 4. Build relationships

Connect to culturally diverse communities by reaching out and building relationships - as an individual, family, community group, or church.

### 5. Reconnect with places you miss

If you are an Aboriginal or Torres Strait Islander person, put some time aside to spend on Country. You could also ask an Aunty, Uncle, Elder, or friend to welcome you onto their land and learn about their traditions and practices.

For people of other cultures, think about visiting a favourite restaurant, park, or friend's house that reminds you of your culture.

### 6. Learn

Read or engage on digital platforms to learn more about different cultures in Australia and the rich array of people who call Australia home.

## FACTS ABOUT DIVERSITY IN AUSTRALIA

- 86 per cent of Australians agree that multiculturalism has been good for Australia.
- Apart from English, the most spoken languages in Australia are Mandarin, Arabic, Cantonese, and Vietnamese.
- Nearly half (49 per cent) of Australians were born overseas or have at least one parent who was.
- More than six million Australians were born overseas. Nearly one in five have arrived since the start of 2012.
- 2.8 per cent of Australians identify as being of Aboriginal or Torres Strait Islander origin.
- In Australia, there are more than 250 Indigenous languages including 800 dialects. Each language is specific to a particular place and people.



## RESPONDING TO RACISM

### Responding at an individual level

- Honestly reflect on your own feelings, thoughts, and biases against people of different cultures and ethnicities.
- Take personal action against racism motivated by a respect for God's image in every person.
- Seek to influence the attitudes of others by expressly rejecting racial stereotypes, slurs, and jokes.
- Encourage family and friends to appreciate the diversity of cultures and ethnicities.
- Join in combined efforts to bring about justice for the victims of racism.

### Responding at a societal level

- Pursue goals of racial and economic justice. This could include efforts to achieve fair working conditions, adequate income, safe and secure housing, educational opportunities, and health care that is available to all.
- Be aware of the responsibility to promote racial justice and ethnic diversity in private and public sectors of life.
- Avoid and resist rhetoric that can contribute to ethnic stereotyping.
- Encourage all people - especially leaders - to recognise the negative effects of racism in society and commit to rid the world of this injustice.

*Paraphrased from The Salvation Army International Positional Statement on Racism.*

# A day in the life of ...

Celebrating people of all cultures and abilities

Over the coming months, *Salvos Magazine* will feature different people from all walks of life who are part of the varied work of the Salvos across the country. In conjunction with Harmony Week (21-27 March, which includes the United Nations International Day for the Elimination of Racial Discrimination on 21 March), and its theme 'Everyone belongs', below we feature Adrian Kistan, General Manager, Intercultural and All Abilities Team.

**Salvos Magazine:** Can you give us an overview of your role?

**Adrian Kistan:** My role is to give strategic direction to The Salvation Army's efforts to effectively engage and include people from underrepresented cohorts. Our remit specifically focuses on people living with a disability (All Abilities) and those from culturally diverse backgrounds, including refugees and people seeking asylum.

**SM:** What's the first thing you do when you arrive at work (even if that's at home)!

**AK:** I spend some time in prayer. I love to pray for each of my team members and all those we serve on the frontline. I also ask for God to direct our work and grant us his favour and blessing in all that we do. I then get on with all the tasks and activities of the day.

**SM:** What can a typical day involve for you?

**AK:** Meetings to further advance the work, whether that be through vision-casting to internal stakeholders or collaborating with national partners. I believe that the more conversations we have, the better-informed people become, and they will be more inspired to engage. I spend some time responding to various enquiries that seem to fill the inbox. I also like to try to spend some time each day listening to those with lived experience to stay connected to what we are trying to achieve.



Adrian, bottom right, with some of the Salvo runners he mentored for the Gold Coast Marathon in 2018.

PHOTO KIAN WORTHING PHOTOGRAPHY.

**SM:** What's the most challenging part of your work?

**AK:** The most challenging part of our work is the sheer breadth of the work and for us to not get overwhelmed by how big the opportunity is that it presents to us.

**SM:** What's the most rewarding?

**AK:** I am so blessed to have such a fantastic team. The team I work with are all passionate Jesus followers who believe wholeheartedly in the cause. They all have lived experience



PHOTO: CAZEIL CREATIVE

Adrian Kistan speaks at The Gathering, a Salvation Army multicultural conference in Sydney that celebrates diversity.

in this area, as well as having immense professional and practical experience. It is so rewarding working alongside fabulous people, knowing that we are partnering with God in Kingdom endeavours.

**SM:** How has COVID-19 affected your work?

**AK:** The cohort we engage with are very personable, and most of the expected interactions are done in person. The social distancing and isolation requirements that have come because of COVID-19 have made it very difficult to engage with people in their preferred way. We have had to adapt and seek out opportunities to engage more creatively – some of that has worked well and surprised us! We are most grateful to see us coming out the other side to allow for some more personal engagement.

**SM:** Why is Harmony Day and ending racial discrimination so important?

**AK:** As Salvos, we understand that our foundation of faith is based on the understanding that all people are created in the image of

God, and all are welcome in his Kingdom. Harmony Day is an opportunity to celebrate all these beautiful cultures as a reflection of God's creation. Racial Discrimination is not of God and diminishes what God has created – it has no place in our movement or our society.

**SM:** How do you see your work achieving the mission of the Salvos to transform lives?

**AK:** Our work is all about enabling our movement to see "all Australians" transformed by the love of Jesus. This is in a culturally diverse Australia where 49 per cent of the population are born overseas or have one parent born overseas, and one in five Aussies are living with a disability. Our team brings a lens to give focus and attention to these particular people groups so that they are not forgotten in our mission.



Scan here for more information on Salvation Army services.

# Flood appeal aims to raise \$10 million



An aerial shot of the Rocklea and Oxley areas of Brisbane that were inundated by the devastating floods.

Thousands of Aussies were displaced from their homes when damaging weather ravaged the east coast of Australia earlier this month. The Salvos launched a flood appeal to help fund relief efforts in affected areas.



Salvation Army Emergency Services (SAES) crews prepare meals for evacuees and first responders.

The appeal target of \$10 million, including \$1 million released from Red Shield Appeal funds, will directly support the estimated

18,000 homes impacted during these unprecedented floods.

The Salvation Army Emergency Services (SAES) deployed teams to assist at multiple evacuation centres across Queensland and NSW. SAES teams also supported first responders and evacuees with meals, and emotional and practical support.

After the initial emergency response phase, the Salvos will remain in communities for the long term to ensure people are supported through the recovery and rebuild phases of this disaster.

To donate to The Salvation Army Flood Appeal, please visit [salvationarmy.org.au](https://salvationarmy.org.au)

You can round up your purchase at any Woolworths checkout in NSW and Queensland or donate at any register throughout the country. You can also round up in-store purchases at any Myer retail outlet nationally.



# Relief operations continue for displaced Ukrainians

“In these moments, we are all Ukrainians.”

These are the words of a Salvos team member in Poland, who, when this magazine went to print on 7 March, was helping to care for the hundreds of thousands of displaced people from Ukraine pouring across the border in search of safety from the Ukraine-Russia conflict.

Emergency response teams across The Salvation Army’s global network are continuing to provide critical relief, strategic planning, and emotional support through conditions of extreme challenge and distress. Salvos teams in Eastern and Central Europe started relief operations as soon as the conflict began.

## MOLDOVA

Assistance is being offered to refugees including emergency accommodation, bedding, hot meals and drinks, access to Wi-Fi, and a 24/7 hotline for information and support. Teams have also been providing supplies for a children’s hospital across the border in Ukraine.

## POLAND

Salvos teams are providing relief parcels, information, and support at a shopping mall in southeast Poland and the railway station at Przemyśl, where trainloads of refugees have been arriving.

## ROMANIA

Emergency teams are working at border crossings providing food and hygiene items, as well as some transport and accommodation. They have also set up tents offering information about the real danger of human trafficking in current conditions.

## UKRAINE

Salvo churches and centres are supporting

internally displaced people with food, bedding, and essential items. Bandages are also being made for a hospital treating wounded soldiers.

## RUSSIA

Salvo teams are providing food, hygiene, and other relief items to displaced people in the southern parts of Russia.

Leadership and response teams in Slovakia and the Czech Republic are also preparing vital aid for the certain flow of displaced people to come.



Salvation Army personnel and volunteers from Romania at the border with Ukraine meet those fleeing the war with food, hot drinks, toys for children, and emotional support.

To donate and help provide immediate and long-term humanitarian aid for those impacted by the crisis in Ukraine, go through The Salvation Army World Service Office [bit.ly/3KgdORs](https://bit.ly/3KgdORs)

Or the Salvos International Headquarters [international-donations.raisely.com](https://international-donations.raisely.com)

Thanks to *Salvationist Magazine* and Salvation Army International Headquarters Communications.

# Jesus nailed Greek myth to the cross

An invitation to a completely new life

**WORDS** Phil Inglis

I have been reading Stephen Fry's *Mythos*, a 'modern collection of Greek myths' retold by the British writer, actor, and comedian.

I enjoyed this retelling of ancient stories from centuries before Christ was born. They are fabulous mashups of the best of marvel superhero movies and the worst of the daytime soap operas.

For the ancient Greeks and Romans, these stories of titans, gods, monsters, and men were the backdrop of life. They gave form to the spiritual life of people and the physical world they inhabited. In the world Jesus grew up in, these stories were woven into the cultural fabric of life.

“

**We are invited, through what Jesus Christ did, to become like adopted children of the Living God – forgiven, restored, accepted, affirmed, and loved.**

”

According to one ancient Greek myth (as retold by Mr Fry), human beings were created because Zeus was bored. Zeus felt that the earth was depressingly empty. So, he went to

his friend Prometheus and convinced him to make some statues out of mud. His idea was to create a new species that looked like miniature versions of the gods. These little things would be given the ability to act and move and to think for themselves so that they would behave like pets or playthings to amuse Zeus.

Prometheus searched for the best mud, added some of Zeus's spit, and formed the first men. When the statues were complete, Zeus had his daughter, Athena, breathe life into the men. When the little men started to move and talk, the gods were overjoyed!

Now, of course, we know that these stories are fantasy, but I wonder how many of us, at times, feel as though we are simply just 'playthings of the gods', or even God. I wonder how many of us, at times, feel as though we are being played with, strung along like puppets, suffering disease, conflict, famine, and war as if we are merely pawns in some great game.

I know all too well that when we suffer and struggle, it is easy to believe that God is perhaps "careless of our loneliness and pain" (*Someone Cares*, John Gowans).

## MEETING GOD

Two thousand years ago, we, humanity, actually met God face-to-face (or God met us, depending on your point of view). Jesus of Nazareth gave us a radically different understanding of God's attitude toward human beings.

One of the more disgusting stories of Jesus occurs when a bunch of people bring a blind



guy to him to be healed. Jesus leads the blind guy by the hand out of the town where Jesus then spits on his hands, makes some mud, then spreads the mud on the man's eyes. This results in the restoration of sight (an interesting and powerful miracle, particularly if performed in front of a non-Jewish believer in the Zeus and Prometheus story).

“

**Clearly, we are not mere playthings of God.**

”

Having proved his identity as God, Jesus willingly went to his death, a death of unimaginable suffering and humiliation, for us to be restored into the family of God. Clearly, we

are not mere playthings of God. Jesus's birth, life, death, resurrection, and ascension back to heaven is undeniable proof that, even though we suffer and struggle in life, even though we may feel like pawns or playthings of cosmic forces, nothing could be further from the truth.

God created humankind in his image, but far from being mere playthings for his amusement, we are invited, through what Jesus Christ did, to become like adopted children of the Living God – forgiven, restored, accepted, affirmed, and loved.

*Major Phil Inglis is the Online Faith Communities Development Officer for The Salvation Army Australia.*



Scan here for more on finding meaning.

# 'It's all about redemption'

African couple compare their journey to the Easter story

**WORDS** Naomi Singlehurst

**Over many dark years, Edward and his wife Beola experienced fear, hunger, loss, and uncertainty. They were forced to flee their country and lost many loved ones. Still, they held firm a path of hope, praying that God would redeem their situation. Today, Edward is an Australian citizen studying for ministry with the Salvos. He shares his story below.**

One of 13 children (six siblings and six step-siblings) from a middle-class family in Sierra Leone, Edward studied printing technology and social welfare at university. After completing his studies, he worked in a bank to save money to establish his own printing business. But life changed forever for Edward and Beola after the outbreak of civil war in 1991.

Told they were on a death list, the couple travelled by boat under cover of darkness to a landing spot just over the border in Guinea. From there, they walked for many weeks to a United Nations (UN) refugee camp, knowing there was every chance they might die or be killed along the way.

They were not alone. Over the next 10 years, many thousands of people would be massacred in Sierra Leone and millions forced to flee their homes for refugee camps in neighbouring countries.

## **MAINTAINING HOPE**

Edward and Beola lived in the UN camp for many years, together with thousands of other refugees, often in difficult, dangerous, and even deadly conditions.

Retelling his story, Edward says: "My faith in Jesus grew in those hard times. It was a time of no confidence, no promise. You just have to live one day at a time. The only thing you can do is pray and believe God's going to change it.



Auburn Salvos was home to Edward and Beola for many years.

"There was always some answer to prayer. In the middle of nowhere, something would happen. Not once, not twice, but so many times.

"[Now] our faith that something is going to happen through prayer is not doubtable. You pray and believe God will do something and you pray about things, and you see something happen. God definitely answers prayer!"

During their time at the camp, the couple began attending a church outside the camp. In one of many answers to prayer, they

happened to meet someone at church who told them Beola’s aunt had settled in Australia.

With this news, they began the long negotiation process with the UN and Australian Immigration. Ongoing support was also provided by Auburn Salvos in Sydney – a church with a large, multicultural congregation and ministry of support to refugees.



Edward and Beola now reach out to others in need.

**A NEW LIFE**

Beola contacted her aunt and applied to come to Australia. Finally, in 2009, Edward and Beola arrived in Sydney and were met at the airport by a group from Auburn Salvos.

Edward says the couple knew nothing about the Salvos, but: “[After we arrived in Australia] we came to church [at Auburn Salvos] on the following Sunday. It was so exciting and so emotional – people we had never met bringing us flowers ... [then] people came to the house with food ... that enlarged my heart.”

The couple soon dedicated their lives to serving God and caring for others, becoming members of the Salvos. Beola secured work in aged care, and Edward became a concierge at Auburn Salvos and then took on the role of assistant minister of the church.

In early 2022, after more than 12 years in Auburn, the couple moved to Melbourne to study full-time for Salvation Army leadership.

When asked about his journey so far, Edward says his story is like the story of Easter, which he says “is all about redemption”.

“I want people to see that God can bring you from nothing to something. That is our story. I was not born in Australia, and English is my second language, but here I am [in Australia]. Now I am studying, but I have been helping people, speaking to hundreds of people on a Sunday every week. I have been working with parliamentarians, community leaders, on television, magazines, videos talking about the work at Auburn Salvation Army.”

**EASTER HOPE**

Edward says that no matter how terrible the challenges, faith is important, and even if prayers are answered in unexpected ways, and in the midst of fear and suffering, there is always hope.

“

**I want people to see that God can bring you from nothing to something.**

”

He says: “My faith sustained me in that dark time. That was the only hope that we had. The best gift I can give anyone is to introduce them to Jesus. I say to people ‘come and taste and see what he can do’. This is not about rituals, not about formulas. Just [open your heart] and see what the Lord can do.”



Scan here for more on the need for community.

## Ricotta and spinach pockets



### Ingredients

2 muffin/cupcake tins, oil spray, 2 eggs, 250g chopped frozen spinach (defrosted with excess water squeezed out), 200g ricotta cheese,  $\frac{3}{4}$  cup grated tasty cheese,  $\frac{1}{2}$  tsp salt,  $\frac{1}{2}$  tsp pepper, 2 sheets puff pastry.

### Method

- Preheat oven to 180°C. Lightly spray muffin/cupcake tins with oil.
- In a mixing bowl, add one egg and lightly whisk with a fork. Add spinach, ricotta, cheese, salt, and pepper and combine well.
- Cut thawed pastry sheets into 9 even squares. Line each muffin hole with a pastry square (you will probably have a few left over).
- Divide the filling among the pastry cases. About one heaped teaspoon works well. Fold the four corners of the pastry over the filling to meet in the centre and press down to seal.
- Whisk the remaining egg in a small bowl and brush each pocket with egg wash.
- Cook for 15 to 20 minutes until golden brown.
- Serve these tasty pockets warm or cold.

## HAVE A LAUGH

How does a rabbi make coffee?  
Hebrews it!

Have you ever tried eating a clock?  
It's really time-consuming,  
especially if you go for seconds.



Why don't scientists trust atoms?  
Because they make  
up everything!

I tried to sue the airport for  
misplacing my luggage.  
I lost my case.

## SIGNING IN



PHOTO: STOCK / GETTY IMAGES

# Sudoku

Fill in the grid so that every row, every column and every 3x3 box contains the digits 1 to 9.

	2						5	
				7				
3	5	9	6	2	4			
	7		3				4	5
	9		4	1				3
		2			9			
9	3					2		
4		5						

# Tum-Tum

On which page of this week's *Salvos Magazine* is Tum-Tum hiding?



# Bible byte

How good and pleasant it is when God's people live together in unity!

Psalm 133, verse 1

*New International Version*

**Quiz answers:** 1. Elimination of Racial Discrimination 2. Orange 3. 1999 4. English, Mandarin, Arabic, Cantonese, and Vietnamese. 5. More than 7.5 million  
**Tum-Tum:** is hiding in the tree on page 6.



# Quick quiz

1. Harmony Day (21 March) is held on which United Nations International Day?
2. What colour represents Harmony Day?
3. What year did Harmony Day begin?
4. What are the top five languages spoken in Australia?
5. Approximately how many people have migrated to Australia since 1945?

# DID YOU KNOW?

**Illegible handwriting is called griffonage.**

**An exclamation mark combined with a question mark is called an interrobang.**

**The 'na na na' and 'la la la', which don't have any meaning in the lyrics of a song, are called vocables.**

**The dot over an 'i' or 'j' is called a tittle.**

9	8	7	6	5	4	3	2	1
8	7	6	5	4	3	2	1	9
7	6	5	4	3	2	1	9	8
6	5	4	3	2	1	9	8	7
5	4	3	2	1	9	8	7	6
4	3	2	1	9	8	7	6	5
3	2	1	9	8	7	6	5	4
2	1	9	8	7	6	5	4	3
1	9	8	7	6	5	4	3	2
9	8	7	6	5	4	3	2	1
8	7	6	5	4	3	2	1	9
7	6	5	4	3	2	1	9	8
6	5	4	3	2	1	9	8	7
5	4	3	2	1	9	8	7	6
4	3	2	1	9	8	7	6	5
3	2	1	9	8	7	6	5	4
2	1	9	8	7	6	5	4	3
1	9	8	7	6	5	4	3	2

# Racism & discrimination



Racism can take many forms and includes prejudice, discrimination or hatred directed at someone because of their colour, ethnicity, or national origin. Racism can be overt (where disadvantage against a particular group is openly enacted or spoken about), covert (where it is subtle such as a 'joke' or when seemingly universal rules only actually affect one group), or structural (where processes or systems either purposely or inadvertently disadvantage a particular group).

Unfortunately, racism is a common occurrence in Australia. While legislation protects against discrimination based on race, many people experience racism daily. Aboriginal and Torres Strait Islander peoples, migrants, and refugees often experience racism at a higher rate than the general population. Racist attitudes and behaviours often become more pronounced and less veiled, according to topical and current affairs in Australian society. This can sometimes lead to an increase in racial discrimination against specific groups in society at a given time. Sadly, we have seen examples of this during the COVID-19 pandemic.

At the heart of racism is the failure to recognise that we are all inherently equal and valuable, so that is where we need to start addressing racism.



A recent study by the Australian Human Rights Commission identified that **20 per cent** of Australians have **experienced racism** in the form of race **hate talk** and about **5 per cent** have been **attacked** because of their race.



**7 in 10 students** report having **experienced racism** during their childhood.



In Australia, the **Racial Discrimination Act 1975** exists to bring equality between all people regardless of their race, colour, descent or place of origin.<sup>4</sup> It's against the law to discriminate on the basis of "age, disability, race, sex, intersex status, gender identity or sexual orientation in certain areas of public life".

This content is part of The Salvation Army Australia's Social Justice Stocktake report. To download the report, go to [salvationarmy.org.au/socialjusticestocktake](https://salvationarmy.org.au/socialjusticestocktake)

## What we can do?

### AS A NATION

» **We can ensure that the voice of culturally diverse peoples is not only heard but valued in policy formation.**

This might provide opportunities that focus on all-of-society cohesion, as well as ways to strengthen protections against racial discrimination.

### AS A STATE OR TERRITORY

» **We can address laws and policies that allow structural racism to remain.**

States and territories can undertake law reform where laws are implemented in a way that leads to racist outcomes (such as raising the age of criminal responsibility) and operational decisions that lead to disadvantage due to cultural background (such as the provision of enhanced medical facilities so Aboriginal women can give birth on Country where safe to do so). Valuing culturally diverse voices in the policy process would help determine where priority action needs to be taken.

### AS A COMMUNITY

» **We can examine whether our own structures lead to racial disadvantage.**

Some of the organisations we are involved with may have developed their rules and policies a long time ago, and it may be that they need a refresh. Involving people from diverse backgrounds in this reconsideration is a great way to avoid inadvertently perpetuating racism.

### AS INDIVIDUALS

» **We can challenge our own ideas and language around other cultures.**

We can also question when others use language that minimises or discriminates against another person.