

# RACISM HIDES IN EVERYDAY SYSTEMS

## UNSEEN

- Rules and policies don't consider different cultural backgrounds.
- Leadership teams lack lived experience of racism.
- Racism and discrimination go unrecognised or unaddressed.

## UNHEARD

- Reporting systems are unclear or dismissive.
- People feel silenced, monitored or censored.
- In some workplaces, people lose their jobs because of racism.

## UNSAFE

- People feel pressure to fit in.
- People fear retribution for reporting racism.
- Workplace policies are not inclusive.

**Change the  
system. Change  
the story.**

## LISTEN

- Listen to people who experience racism about what needs to change.
- Have regular, structured conversations about racism.
- Make reporting processes transparent, timely and safe.

## LEARN

- Learn what workplace racism looks like and how it affects people.
- Regularly review rules and policies for hidden racism.
- Use the tools at [humanrights.gov.au](https://humanrights.gov.au)

## LEAD

- Lead anti-racism from the top and act when racism occurs.
- Act on racism in workplace rules, policies and decisions.
- Create leadership pathways for people with lived experience of racism.



Australian  
Human Rights  
Commission

Seen  
& Heard