

English	Oromo	File name
<p>Summary guide - In our own words African Australians: A review of human rights and social inclusion issues</p>	<p>Ibsa Gabaabaa _Jecha Mataa Keenyaatiin Afrikaan Awustraaliyaanota: Gabaasa mirga dhala namaa fi Dhimoota Hirmaannaa hawaasummaa</p>	<p>Oro-File1.mp3</p>
<p>Introduction</p>	<p>Seensa</p>	<p>Oro-File2.mp3</p>
<p>African Australians have so much to contribute to the Australian society, but this can only happen when there is a sense of belonging, when people feel part of this country, when they call this country home. Community consultation, South Australia</p>	<p>Afrikaan awustraaliyaanonni hawaasa Awustraaliyaaf gumaacha guddaa gochuu danda’an ,kun kan ta’u garuu yeroo isaan biyyittiin biyya keenya jedhani, yeroo namoonni kun nuti qaama hawaasa kanaati jedhani. Gorsa Hawaasaa, Awustraaliyaa Kibbaa</p>	
<p>There is a long history of migration between Africa and Australia – however in recent years, it has accelerated.</p>	<p>Godaansi ummataa Afriikaaf fi Awustraaliyaa gidduu jiru seenaa bara dheeraa kan qabu dha_haa ta’u malee yeroo ammaa kana ittuma dabalaa jira.</p>	
<p>In 2006, a total of 248,699 people born in Africa were living in Australia. This represents 5.6% of Australia’s overseas-born population and around one per cent of the country’s total population. Since then, around 50,000 more migrants born in Africa have arrived in Australia.</p>	<p>Bara 2006 keessa baayyinni namoota Afriikaa keessatti dhalatanii Awustraaliyaa jiraatanii 248,699 ture. Kunis Awutraaliyaanota galaana gamatti dhalatan keessaa harki shan tuqaa jaha dhibba keessa ta’a(5.6%), baayyina ummata biyyattii keessaa immoo dhibbentaa tokko ta’a. Yeroo sana irraa egalee Afriikaa keessatti godaantonni dhalata gara 50,000 kan ta’an Awustraaliyaa seenaniiru.</p>	
<p>They come from nearly all countries on the African continent and represent a great diversity of cultures, religions and language groups.</p>	<p>Namoonni kun biyyoota Afriikaa hunda irraa kan dhufan yoo ta’an, gareewwan aadaa, ammantii fi afaanota garaa garaa qaban hedduu bakka bu’u.</p>	

<p>In December 2007, the former Race Discrimination Commissioner Tom Calma launched a project to build a national picture of the lives and experiences of African Australians.</p>	<p>Bara 2007, ji'a 'muddee keessa Koomishinari Loogii Sanyii duraanii, Tom Calma, pirojeektii jireenyaa fi muuxannoo Afriikaan Awustraaliyaanotaa agarsiisu sadarkaa biyyaalessaatti qopheessee ture.</p>	
<p>The aims of the project were to:</p>	<p>Kaayyoleen Projektichaa:</p>	
<ul style="list-style-type: none"> • identify what can help – and what can hinder – the settlement and integration experiences of African Australians 	<ul style="list-style-type: none"> • Afriikaan Awustraaliyaanonni akka isaan qubataniif fi hawaasa wajjin walitti makamaniif wantoota gargaaranii fi dhorkan addaan baasuuf 	
<ul style="list-style-type: none"> • suggest practical solutions to guide the development of policies, programs and services for African Australians, as well as broader community education initiatives 	<ul style="list-style-type: none"> • Afrikaan Awustraaliyaanotaaf, akkasumas hawaasa ballaaf, poolisiin, sagantaa fi tajaajilli akka qophaahuuf fala dhahuuf yaada dhiyeessuuf 	
<ul style="list-style-type: none"> • address some of the stereotypes about African Australians that had been raised in public debate and media reporting. 	<ul style="list-style-type: none"> • Ilaalcha dogonggoraa waa'e Afrikaan Awustraaliyaanotaa irratti falmii fi gabaasa midiyaa irratti ka'e irratti yaada laachuuf. 	
<p>While this project is not the first to draw attention to the challenges facing African Australians, it does – for the first time – consider these issues from the viewpoint of African Australians, from a national perspective and within a human rights context.</p>	<p>Pirojeektiin kun rakkolee Afriikaan Awustraaliyaanota mudataa jiran ifa baasuuf isa jalqabaa miti, garuu dhimma kana ija Afriikaan Awustraaliyaanotaatiin, sadarkaa biyyaalessaa fi haala mirga dhala namaan walqabateen, dhiyeessuudhaaf garuu pirojeektiin kun kan jalqabaati.</p>	
<p>Just as importantly, the project sought to gather their suggestions to bring about positive change. It also documents the many creative and successful initiatives that have been established by African Australian communities and other organisations to address specific challenges and promote social inclusion.</p>	<p>Akkusuma immoo, pirojeektiin kun furmaata argachuuf yaada isaanii walitti sassaabeera. Pirojektichi yaada furmaataa fi maloota rakkolee kana furan kan Afriikaan Awustraaliyaanotaan dhiyaataniif hawaasatti makamuuf fayyadan walitti qabeera.</p>	
<p>About the project</p>	<p>Waa'e Pirojektichaa</p>	<p>Oro-File3.mp3</p>

<p>African Australians: Human rights and social inclusion issues was one of several projects undertaken by the Commission under its Community Partnerships for Human Rights program. It was largely funded by the Australian Government, as part of the National Action Plan to Build on Social Cohesion, Harmony and Security.</p>	<p>Pirojeektii Afriikaan Awustraaliyaanota: Dhimmoota Mirga Dhala Namaa fi Hirmaannaa Hawaasaa pirojektoota Komishinichi sagantaa Hariiroo Hawaasaa Mirga Dhala Namaaf isaa jalatti raawataman keessaa isa tokko. Pirojektichi gargaarsa qarshii Mootummaa Awustraaliyaa irraa argataa kan ture yoo ta'u, Karoora Raawwii Hariiroo, Tokkummaa fi Nageenya Sadarkaa Biyyoolessaa ijaaruu jala ture.</p>	
<p>The project was established with the following partner organisations, which contributed knowledge, expertise and financial resources:</p>	<p>Pirojektiin kun deeggarsa beekumsaa, ogummaa fi qarshii dhaabbattoota armaan gadiin hundeeffame:</p>	
<ul style="list-style-type: none"> • Adult Multicultural Education Services (Victoria) 	<ul style="list-style-type: none"> • Tajaajila Barnoota Aadaa Garaa Garaa Ga'eessotaa(Victoria) 	
<ul style="list-style-type: none"> • Australian Red Cross 	<ul style="list-style-type: none"> • Fannoo Diimaa Awustraaliyaa 	
<ul style="list-style-type: none"> • Diversity Health Institute 	<ul style="list-style-type: none"> • Instiitiyuutii Daayarsiitii kan fayyaa 	
<ul style="list-style-type: none"> • Migrant Resource Centre of South Australia 	<ul style="list-style-type: none"> • Giddu gala Qabeenya Koolu Galtootaa Awustraaliyaa Kibbaa akkasumas 	
<ul style="list-style-type: none"> • Australian Government Department of Families, Housing, Community Services and Indigenous Affairs. 	<ul style="list-style-type: none"> • Qajeelcha Maatii, Mana Jireenyaa, Tajaajila Hawaasummaa fi Dhimma Biyya Keessaa Mootummaa Awustraaliyaa. 	
<p>Over the course of the project, the Settlement Council of Australia and the Australian Government Department of Immigration and Citizenship also joined as project partners.</p>	<p>Adeemsa Pirojektichaa keessatti Kaawunsiliin Qubachiisaa Awustraaliyaa fi Qajeelchi Koolu Galuu fi Lammummaa Mootummaa Awustraaliyaas akka deeggartoota pirojektiitti itti makamaniiru.</p>	
<p>Representatives from each organisation were part of a project Steering Committee, which also included two African Australian community representatives.</p>	<p>Bakka buutonni dhaabbattoota kanaa Koree Qindeessituu pirojektichaa keessa kan turan si'a ta'u, kunis bakka buutota hawaasa Afrikaan Awustraaliyaa lama ni dabalata.</p>	
<p>The project also had significant input from the national Community Reference Group, made up of over 100 African Australian community members from around</p>	<p>Pirojektiin kun gumaacha Garee Komiiniitii Riferansii biyyaalessaa kan ofkeessaa qabu si'a ta'u, kan miseensota hawaasa Afrikaan</p>	

the country.	Awustraaliyaanota addunyaa 100 irraa hundeeffame dha.	
The Commission released a Discussion Paper in March 2009, which called for submissions from African Australians, service providers, other stakeholders and the public. It was translated into 10 community languages and invited responses on five key issues: training and employment, education, health, housing and justice.	Komishiinichi ji'a 'bitootessa bara 2009 keessa Waraqaa Marii kan qopheesse si'a ta'u, hirmaannaa Afrikaan Awustraaliyaanotaa, Tajaajila kennitootaa, qooda qabdoota biro fi hawaasaa kan gaafatu dha. Gara Afaanota kudhanitiin hikamee kan dhiyaate si'a ta'u, dhimmoota shan irratti deebii kan gaafatu dha: isanis ,leenjii fi mindeeffama, barnoota, fayyaa, mana jireenyaa fi seera.	
During the project:	Yeroo pirojektii kana keessa:sadeen isaa,	
<ul style="list-style-type: none"> over 2,500 African Australians took part in 50 community meetings held around the country, including workshops conducted in regional locations in NSW, Victoria and SA 	<ul style="list-style-type: none"> Afriikaan Awustraaliyaanonni 2,500 walgahii hawaasaa shantamaan(50n) ol irratti qooda kan fudhatan yammuu ta'u, walgahiin guutuu biyyaatti gaggeeffame kun woorkishoopota iddoolee naannoo NSW, Victoria fi kibba Australia keessa tti gaggeeffaman ni dabalata. 	
<ul style="list-style-type: none"> representatives from over 150 government and non-government stakeholders and service providers participated in the consultations 	<ul style="list-style-type: none"> bakka buutonni qooda qabdoota mootummaa fi tajaajila kennitoota 150 irraa dhufan hirmaataniiru. 	
<ul style="list-style-type: none"> the Commission received over 100 submissions (written and oral). 	<ul style="list-style-type: none"> Komishinichi yaada dhibbaa(100n) ol ta'e(barreeffamaa fi afaan) sassaabeera 	
Focus groups heard first-hand from African communities, in particular, young African Australians, African Australian Muslim communities and African Australian Muslim women. In addition, there were forums to identify good practice approaches ; local government and community forums; multi-faith forums; an Indigenous and African communities forum; a policing and communities forum; a community arts forum; and a sporting organisations	Gareewwan irratti xiyyeeffatamu hawaasa Afrikaan Awustraaliyaanota irraa raga qabatamaa dhagahaaniiru, keessattuu, Afrikaan Awustraaliyaanota dargaggoota irraa, hawaasa musliimaa Afrikaan Awustraaliyaanota fi dubartoota musliima Afrikaan Awustraaliyaanota. Akkasumas, fooramoonni maloota muuxannoo gaarii addan baasan kan turan si'a ta', isaannis fooramoota mootummaa fi hawaasa naannoo; fooramoota amantaa garaa garaa; fooramii	

forum.	dhalattoota biyya keessaa fi Afriikaa; fooramii poolisii fi hawaasaa; fooramii aartii hawaasaa; fi fooramii dhaabbattoota ispoortii.	
A number of key principles informed the project, including the importance taking a 'strengths based' approach, being 'solutions focused' and promoting The First Voice of African Australian communities.	Oggantoonni garaa garaa pirojekticha kan hubachisiisan si'a ta'u, adeemsa cimina irratti hundaa'e hordofuu, furmaata irratti xiyyeeffachuu fi Sagalee Duraa ykn First Voice hawaasa Afriikaan Awustraaliyaanotaa beeksisuu of keesatti qabata.	
<p><i>There is so much that has been said about Africans in the last couple of years, but if you look at who is writing it, it is often done from the perspectives of everyone but African Australians ...</i></p> <p><i>What a difference it will make if it is our voices that appear and our voices that are listened to.</i></p> <p>Community leader, Victoria</p>	<p><i>Waa'ee Afriikaanotaa irratti wanti hedduu kan dubbatame si'a ta'u yoo garuu abbaa barreessaa jiru ilaalle ilaalcha Afriikaan Awustraaliyaanotaa osoo hin taane kan warra kanii dha....</i></p> <p><i>Osoo sagalee Kenya dhagahame ykn mullate ta'ee silaa jijjiirama guddaa fida ture.</i></p> <p>Hogganaa Hawaasaa, Victoria</p>	
The First Voice concept ¹ has its origins in the heritage conservation and museology; however it is now more widely applied as both a process and principle. The First Voice involves consultation on the basis of respect and equality, collaboration on the basis of ownership and participation, and action on the basis of substantive equality.	Yaanni ' First Voice ' buurqaan isaa kunuunsa aadaa fi 'museology'; ' haata'u malee amma kan caalaatti dinqisiifatamaa jiru si'a ta'u, adeemsa fi qajeelfama. Yaadni First Voice gorsa kabajaa fi walqixxummaa, harriiroo abbummaa fi hirmaannaa, fi gocha walqixxummaa kan dabalatu dha.	

¹ A Galla, 'The First Voice in Heritage Conservation', (2008) 3 *International Journal of Intangible Heritage* p 1.

<p>A central aspect of this project was the commitment to respecting The First Voice of African Australian communities, which was critical in identifying:</p>	<p>Yaadni ijoo pirojektii kanaa Sagalee Duraa (First Voice) Afriikaa Awustraaliyaanotaa si'a ta'u, waantota armaan gadii addaan baasuu keessatti murteessaa dha:</p>	
<ul style="list-style-type: none"> • the issues • what works and what is not working • achievements and contributions • preferred solutions and suggestions for progressing the issues. 	<ul style="list-style-type: none"> . dhimmoota kana . maaltu hojetaa jira, maaltu immoo hojetaa hin jiru . bu'aalee fi gumaacha . dhimmoota kana raawwachuuf furmaataa fi yaadota filataman. 	
<p>The project compendium provides a comprehensive record of the outcomes of the national consultation process, with strong emphasis on The First Voice of African Australian communities. Visit www.humanrights.gov.au/africanaus/compendium/</p>	<p>Sanadi pirojektichaa kan dhiyeessu buu'aalee adeemsa gorsa biyyoolessaa, keessattuu dhimma sagalee duraa Afriikaan Awustraaliyaanotaa. Kanaaf websaitii www.humanrights.gov.au/africanaus/compendium/daawwadhaa.</p>	
<p>Key issues</p>	<p>Dhimmoota ijoo</p>	<p>Oro-File4.mp3</p>
<p><i>The big problem is that, even if there is work or even if there is some houses, it is people and how they think about Africans, that is a bigger problem. We get told that we cannot be trusted, that we are lazy. This is much harder to fight than looking for houses.</i> Community consultation, South Australia</p>	<p><i>Rakkoon inni guddaa, hojiin ykn manni muraasi yoo jiraate iyyuu, wantichi waa'e namootaa fi isaa waa'e Afriikaan Awustraaliyaanota ija akkamiin ilaalu kan jedhu dha. Akka nuti isaan irraa dhageennetti nuti kan hin amanamne, kan hojii hin hojjenne ta'uu keenya. Kun mana barbaaduu caalaa hojii ulfaataa dha.</i> Gorsa Hawaasaa, Awustraaliyaa Kibbaa</p>	
<p>People who took part in the consultations and those who made submissions highlighted a number of barriers to the successful settlement and inclusion of African Australians, particularly because of 'visible</p>	<p>Namoonni gorsa kana irratti hirmaatanii fi namoonni galmaahan yaada kennaniin hawaasa keessatti hirmaachuuf waantoonni Afriikaan Awustraaliyaanotatti gufuu ta'aan jiraachuu</p>	

difference'.	isaanii, keessattuu, biifaan adda ta'uu ibsaniiru.	
There was widespread agreement by community members, service providers and stakeholders that African Australians experience widespread discrimination – both direct and indirect – in relation to employment, housing, education, health services and in connection with the justice system.	Miseensota hawaasaa gidduutti waliigalteen kan uumame si'a ta'u, Afriikaan Awustraaliyaanota irratti loogiin karaa kallattii fi kallattii hin taaneen kan gahu yammuu ta'u, hojii, mana jireenyaa, barnoota, tajaajila fayyaa fi mala seeraan kan walqabatu dha.	
Regardless of whether they arrived as migrants, refugees or humanitarian entrants, and whether they had been here for a short time or their whole life, many said they experienced discrimination and prejudice as part of their everyday lives.	Namoonni kun akka godaantotaa, baqqattootaa ykn akka hojjetoota hojii gargaarsaa yoo dhufanis, yeroo gabaabaaf ykn umurii isaanii guutuu as haa jiraatanis, baayyeen isaanii loogii fi moggeeffamni guyyaa hunda isaan irra gahuu isaa ibsaniiru.	
In fact, many African Australians felt it was the key factor that undermined their rights as equal citizens:	Dhugaadhumatti, Afrikaan Awustraaliyaanonni baayyeen wantii kun wanta ijoo mirga lammummaa walqixaa kan isaan dhabsiisuu isaa dubbataniiru:	
<i>You start to feel that you have no place in this new land and you wonder what the experiences of your children will be as they grow up, and perhaps also find that the colour of their skin is the only reason that they will not be seen by some as belonging here. This is what I mostly fear.</i> Community consultation, NSW	<i>Hawaasa kana keessatti bakka hin qabu jettee yaaduu jalqabda, ijoolleen kee yeroo guddatanitti maaltu isaan mudata jettee yaadda, bifti gogaa isaanii bakki kun biyya isaanii akka hin taaneef sababa qofaa dha. Wanti kun kan baayyee na sodaachisu.</i> Marii Haawaasaa, NSW	
Stakeholders identified issues around the provision of services, especially service quality and service gaps, as major barriers to social inclusion for newly-arrived African refugees and humanitarian entrants.	Qooda qabdoonni dhiyeessa tajaajilaa addaan baasaniiru, keessattuu qulqullina fi qaawwa tajaajilaa, gufuu akka namoonni Afrikaan Awustraaliyaanota ta'an hawaasatti makamuu isaan dhorku ta'uu isaa addaan baasaniiru.	
In contrast, a major concern of community members was the 'appropriateness' of services offered to African Australians. A number said that culturally inappropriate services and interventions created confusion and tensions and, in some instances,	Faallaa kanaan, yaaddoon guddaa miseensota hawaasaa immoo Afriikaan Awustraaliyaanonni mirga tajaajila argachuu kan qaban ta'uu isaaniti. Tajaajiloonni aadaan fudhatama hin qabne hubatamuu kan didanii fi yaaddoo kan fidan maatii	

inadvertently undermined families.	gad kan qabanii ifa ta'uu isaaniiti.	
African Australians said that targeted education programs on the backgrounds, culture and diversity of their communities, and the pre-arrival experiences of refugees, would greatly assist service providers and others working with their communities.	Afriikaan Awustraaliyaanonni akka jedhanitti tajaajiloonni sagantaalee barnoota seenaa, aadaa fi adda addummaa, fi muuxannoon baqqaatotaa tajaajila kennitootaa fi qaamota hawaasa wajjin hojjetan biro kan gargaaru.	
More broadly, there was a need identified to involve African Australian communities as genuine partners in the development and delivery of programs and services.	Ballinaan immoo, hojiilee misoomaa fi tajaajila hawaasummaa irratti Afriikaan Awustraaliyaanota hirmaachisuuf fedhi kan jiru ta'uu isaati.	
Community members, service providers and stakeholders also made specific suggestions for improvements in the areas of training and employment, education, health, housing and the justice system .	Miseensonni hawaasaa, tajaajiltooti fi qooda qabdoonni akkasuma dhimmoota leenjii fi hojii, barnoota, fayyaa, mana jireenyaa fi mala seeraa irratti yaada kennaniiru.	
The consultations also highlighted a number of other important issues for African Australian communities, including the need to inform, educate and support communities to address issues of child protection and family violence .	Mariin kun dhimmoota Afriikaan Awustraaliyaanotaa kan biro kan akka gorsa hawaasaa dhimma eegumsa daa'immanii fi nageenya maatii ni dabalata.	
Training and employment	Leenjii fi mindeeffama	Oro-File5.mp3
African Australians who took part in the consultations brought with them considerable skills, qualifications and experience. They said they were eager to make a positive contribution to their new home.	Afriikaan Awustraaliyaanonni marii kana irratti hirmaatan ogummaa fi dandeettii qabaniin mana isaanii haarawaaf gumaachuu akka barbaadan ibsaniiru.	
However, many faced significant challenges when they seek suitable work and training opportunities.	Haa ta'u malee, baayyeen isaanii hojii fi carraa yeroo barbaadanitt gufataniiru.	
Community members said there was an urgent need to provide more targeted information about the vocational training programs and services available to them. They also noted the need for more intensive support during and after training, as well as training approaches that take account of their needs and	Miseensonni hawaasaa akka jedhanitti odeeffannoon leenjii isaanii kennamuu fi tajaajila irratti barbaachisaa dha. Akkasumas immoo yeroo leenjii fi leenjii booddee, fi wantoota mala leenjii feedhaa fi seenaa isaanii irratti hundaa'u kan	

backgrounds:	barbaachisu ta'uu isaati.	
<i>When you come from a place where the idea of 'training' is somewhat alien, and you learn through doing or oral discussion, then the approaches that are taken just don't seem to work.</i> African Australian settlement worker, Victoria	<i>Iddoo dhimmi leenjii adda ta'ee fi gochaa fi afaaniin ta'e irraa dhuftutti, maloonna hojii irra olan gatii kan qaban hin fakkaatan.</i> Hojjetaa Qubannaa Afriikaan Awustraaliyaanotaa, Victoria	
African Australians also said they needed greater support to understand and get the most out of employment service providers. They described the system as complex and overwhelming, with not enough time to help them develop employment pathways or find jobs that matched their skills, interest and experience.	Afriikaan AWustraaliyaanonni akka jedhanitti tajaajila hojii qaamota dhiyeessan irraa deeggarsa caaluu fi hubannoo argachuun isaanii barbaachisaa dha. Namoonni kun malli kun walxaxaa fi ajaa'ibsiisaa ta'uu isaa kan ibsan si'a ta'u, yeroo gahaa malee hojii barnootaa, muuxannoo fi fedha isaanii mijatu isaanii argama.	
Most community respondents said that front-line staff of employment service providers should receive training to help them better support African Australians, particularly those who are newly-arrived.	Namoonni hawaasa keessaa deebii kennan hedduun akka jedhanitti hojjettoonni hawaasummaa Afriikaan Awustraaliyaanota, warra haaraa dhufan, caalaatti tajaajiluuf leenjii argachuu qabu.	
They also said it was important that career advisors provided realistic information and that there were opportunities to get practical work experience in Australian workplaces.	Akkasumas ammo ogeessonni gorsaa odeeffannoo fi gorsa Awustraaliyaa keessa carraan hojii jiraachuu isaa irratti utuu isaanii kennanii gaarii ta'uu isaa dubbataniiru.	
Many African Australians said that prejudice was one of the greatest challenges to finding and securing employment:	Afriikaan Awustraaliyaanonni akka jedhanitt rakkoolee hojii argachuu irratti gufuu itti ta'aan keessaa looggiin rakkoo isa guddaa dha.	
<i>It was all fine until I turned up for the interview. They didn't expect to see a person with black skin. I knew the minute I sat down that I wasn't going to get the job. Well this was a year ago, and I have had that experience at least six times.</i> Community focus group, South Australia	<i>"Hangam intarviiwwudhaaf dhaqetti wanti hundu gaarii ture. Nama gogaa gurraacha qabu argina jedhanii hin yaanne turan. Yerooma gad ta'a san hojicha kana akka hin arganne qalbeeffadheera. Egaa kun wagga tokkoon dura si'a ta'u, yoo xiqqaate si'a ja'a haallii akkanaa na mudateera."</i> Garee Komiiniitii fokas, Awustraaliyaa Kibbaa	

<p>Community members believed that their accent or having an unfamiliar name caused difficulties in getting interviews. When they attended interviews, many community members felt that employers would be unwilling to give them a job because of visible difference. These barriers were perceived to be further compounded for Muslim African Australians, especially women who wear the hijab.</p>	<p>Miseensonni loqoda addaa ykn maqaa adda ta'e qabaachuun isaanii carraa hojii isaan dhabsiiseera.</p> <p>Intarviiwu irratti yeroo argamanitti, miseensonni baayyeen sababa adda addummaa mullatu kanaan hojii isaanii kennuuf namoonni kan hin feene ta'uu isaanii yaadu. Gufuun kun Afriikaan Awustraaliyaanota musliimaatti, keessattuu dubartoota hijaaba aguuggatanitti, itti hammaata.</p>	
<p>Women, particularly African Muslims, spoke of feeling generally more vulnerable to exploitation around workplace arrangements. Several women also spoke of their experiences of sexual harassment.</p>	<p>Dubartoonni, keessattuu Afriikaanonni muslimotaa, dhiibbaan bakka hojiitti isaan irra gahu baayyee itti dhagaahameera. Dubartoonni baayyeen hakuuccaan saalaa isaan irra gahuu isaa dubbataniiru.</p>	
<p>An additional challenge to employment was the difficulty of having overseas qualifications and experiences recognised by employers and professional bodies.</p>	<p>Rakkoon kan biro mindeeffamaan walqabatu ragaan barnootaa fi muuxannoon iddoo irraa dhufanii qaxartootaa fi ogeessota biratt fudhatama kan hin qabne ta'uu isaati</p>	
<p>Some community members said they felt ashamed that they could not find a job and parents worried about the effects on their children, especially the possibility of perpetuating intergenerational disadvantage.</p>	<p>Miseensonni hawaasaa tokko tokko akka jedhanitti hojii dhabuu isaaniitiin kan qaana'aanii fi ijoollee isaaniif kan yaadda'an si'a ta'aan, keessattuu hariiroo hawaasummaa keessatti rakkoolee uumamantu isaan yaaddessa.</p>	
<p>Consultations with community participants, service providers and stakeholders identified a number of strategies to better support African Australians to find and keep meaningful employment, including:</p>	<p>Marii hirmaattota hawaasaa, tajaajiltootaa fi qooda qabdoota wajjin taasifameen tarsiimowwan Afriikaan Awustraaliyaanota gargaaran, hojii isaanii argamsiisuu fi tursuuf olan hedduun addaan baafamaniiru, isaan keessaa:</p>	
<ul style="list-style-type: none"> • specific programs to provide information to new arrivals about the Australian work environment and what Australian employers expect 	<ul style="list-style-type: none"> • sagantaalee namoota harawaaf odeeffannoo kennuu fi wantoota mindeessitoonni Awustraaliyaa isaan irraa egan 	
<ul style="list-style-type: none"> • programs and initiatives to help employers better understand the assets and capabilities 	<ul style="list-style-type: none"> • Sagantaalee fi deeggarsa mindeessitoonni akka caalaatti waa'ee 	

of African Australian migrants and refugees.	godaantotaa fi baqqaatota Afriikaan Awustraaliyaanotaa hubatan taasisan.	
Education	Barnoota	Oro-File6.mp3
Young African Australians who took part in the consultations said they wanted to learn and to succeed academically. Many wanted to complete tertiary studies and find employment in various professions.	Afriikaan Awustraaliyaanonni dargaggoo ta'aanii fi maricha irratti hirmaatan barnoota isaanii itti fufuuf fedha guddaa qabaachuu isaanii dubbataniiru. Baayyeen isaanii barnoota sadarkaa sadaffaa itti fufuu fi hojii garaa garaa argachuuf fedhii qabu.	
<i>So many of us are getting through and achieving all sorts of things. My brother is now a biochemist and my sister is a teacher. This really shows how determined we are.</i> Youth focus group, Victoria	<i>"Kanaafuu baayyeen keenya milkaa'aa jirra, wantoota hunda gochaa jirra. Obboleessi kiyya ogeessa 'biochemist' dha, obboleettiin kiyya immoo barsiistuu dha. Kun ammo murtii qabaachuu keenya mirkaneessa."</i> Garee 'Youth focus', Victoria	
However, many said they encountered prejudice and negative attitudes about their ability to succeed, with a number (especially girls) describing encounters with teachers who told them they "shouldn't aim too high".	Haa ta'u malee, baayyeen isaanii akka jedhanitti looggii fi ilaalchi dogoggoraa dandeetti qaban irratti kan isaan mudate s'a ta'u, baayyeen isaanii(keessattuu shamarran) barsiistonni isaanii hawwii guddaa qabaachuu hin qabdan jedhaniin.	
Newly-arrived students expressed frustration at being placed in classes to match their chronological age, rather than ones that reflected their educational attainment. And if their English-language skills were still developing, many young African Australians said they found the school curriculum very challenging.	Barattoonni dhiyeenatti dhufan akka jedhanitti kutaalee dandeettii isaanii qixxaatu keessatti ramadamuu osoo qabani kutaa umurii isaaniif ta'u keessatti ramadamuun isaanii haamilee cabseera Dandeettii Ingiliffaa fooyya'aa kan qabu taanaan daa'imman Afriikaan Awustraaliyaanota ta'aan barnooti itti cima.	
They also felt there was a lack of appropriate support at school, including a lack of people who could understand the background and culture of African Australians. Many said they struggled to feel as though they belonged. However, positive support and encouragement from teachers helped boost their confidence and feelings of acceptance:	Deeggarsi mana barnootaa yaraa dha kan jedhan si'a ta'u, kunis namoonni seenaa fi aadaa Afriikaan Awustraaliyaanotaa hubatan muraasa waan ta'eef. Baayyeen isaanii akka jedhanitti biyya keenya jedhanii amanuuf baayyee dhamahaaniiru. Haa ta'u malee, deeggarsi barsiisota isaanii ofitti amantaa fi ilaalcha	

	fudhatama qabaachuu isaanii gabbiseera.	
<i>It makes a big difference when the teacher says to you in front of the other students that you did very well in an assignment. It tells everyone else that you are intelligent.</i> Youth focus group, Tasmania	<i>Barsiisaan kee barattoota biro duratti yeroo inni hojii manaa haala gaariin hojjechuu kee sitti himutti jijjiirama guddaa fida. Kunis namoota biraatti beekaa ta'uu kee mullisa.</i> Garee Youth focus, Tasmania	
African Australian parents stressed that they wanted to establish positive ties with schools, which they saw as crucial to their children's educational progress. However, a number said they felt intimidated by the school environment and others experienced language barriers.	Maatiiwwaan Afriikaan Awustraaliyaanotaa cimsanii akka isaan dubbatanitti manneen barnootaa wajjin harriiroo cimaa uumuun misooma barnootaatiif murteessaa dha. Haa ta'u malee, baayyeen isaanii kan dubbatan manneen barnootaa keessatti dhiibbaan isaan irra gaheera, kan immoo dandeettiin afaanii gufuu isaanitti ta'eera.	
African Australian parents also shared very positive experiences and highlighted the importance of schools being open and welcoming, providing information and counselling services in their first language and being invited to run school-based events, including cultural information days for students and other parents.	Maatiiwwaan Afriikaan Awustiraaliyaanotaa akkasuma immoo manneen barnootaa haala gariin waan isaan simataniif, afaan dhalootaa isaaniin odeeffannoo fi gorsa waan dhiyeessaniif dinqisiifataniiru, kunis sagantaalee mana barnootaa irratti afeeramuu, guyyaa odeeffannoo aadaa fi kan biro maatii ni dabalata.	
Community members, service providers and educators said that developing a whole-of-sector approach was essential to ensure greater access to education and improved outcomes for African Australian students. They also provided a range of specific suggestions, including:	Miseensonni hawaasaa, tajaajiltoonni fi barsiistoonni akka jedhanitti mala hunduma hirmaachisutti fayyadamuun carraa barnootaa ballisuu fi bu'aa barattoota Afriikaan Awustraaliyaanotaa fooyyessuuf murteessaa dha. Yaada furmaataa isaan dhiyeessan keessaa:	
<ul style="list-style-type: none"> allowing students to stay in English language classes until they are ready to move on to mainstream schooling, and increasing resources for language support in primary and secondary schools 	<ul style="list-style-type: none"> barattoonni hanga isaan barnoota idileetti (mainstream) darbuuf beekumsaan gahaanitti kutaa afaan Ingiliffaa keessa isaan tursuu, qabeenya barnoota afaaniif olu manneen barnootaa sadarkaa tokkoffaa fi lammaffaatiif dabaluu. 	
<ul style="list-style-type: none"> providing transition programs to improve 	<ul style="list-style-type: none"> barattoota haaraaf sagantaa ceehumsaa 	

school readiness and orientation for new arrivals	qophaahina barnootaa fi orenteeshinii fooyyasan dhiyeessuu	
<ul style="list-style-type: none"> employing more teachers from African Australian backgrounds 	<ul style="list-style-type: none"> barsiisota Afriikaan Awustraaliyaanota baayyinaan mindeessu 	
<ul style="list-style-type: none"> holding more classes in informal community settings and providing more after-school tutoring programs. 	<ul style="list-style-type: none"> Barumsa baayyinaan mala idilee ykn(mainstream) hin taaneen gaggeessuu fi sagantaa barumsa dabalataa baayyinaan kennuufii. 	
A pressing need was identified for schools with refugee students to develop strategies to better connect and communicate with parents from African Australian communities, as well as programs to build greater understanding among teachers and educators about the needs and experiences of newly-arrived refugee students:	Manneen barnootaa baqqaatootaa keessatti yaadni irra daddeebi'ee ka'e maatii Afriikaan Awustraaliyaanotaa wajjin hariiroo fi quunnamtii cimaa uumuu, fi sagantaalee hubannoo barsiisotaa fi leenjistootaa waa'ee barbaachisummaa fi muuxannoo barattoota godaantota haaraa dhufan irratti uumuu:	
<i>It is important that schools use people within the community as the experts of their own culture. There is so much around that is delivered about us by people who are not us.</i> Community leader, Western Australia	<i>Manneen barnootaa miseensota hawaasichaatti dhimma bahaanii akka beektota aadaa isaanitti itti fayyadamuun isaanii barbaachisaa dha. Wantoonni namoota miseensa hawaasa keenyaa hin taaneen nuuf kennaman hedduu dha.</i> Hogganaa Hawaasaa, Awustraaliyaa Lixaa	
Health	Fayyaa	Oro-File7.mp3
African Australians who took part in the consultations highlighted a number of factors that undermined their physical and mental health, as well as their capacity to get the support they needed.	Afriikaan Awustraaliyaanonni maricha irratti hirmaatan wantoota fayyaa qaama isaanii fi sammuu isaanii irratti midhaa geessisanii fi deeggarsa isaan dhabsiisan ibsaniiru.	
These were often associated with the settlement process and included feelings of 'culture shock'; changes in food and diet; social isolation; language barriers; and a lack of culturally appropriate health services.	Kunis adeeemsa qubannaa wajjin kan walqabatu si'a ta'u, adda addummaa aadaa, jijjiirama nyaataa, hawaasa irraa moggeeffamuu, afaan wallaaluu, fi tajaajila fayyaa aadaan fudhatamaa ta'e dhabuu fa'a	

<p>Discrimination, prejudice and racism also had a significant impact on people's sense of well-being:</p>	<p>Moggeeffamuun, ilaalchi dogonggoraa fi dhiphummaan nageenyaa namootaaf barbaachisoo dha.</p>	
<p><i>If every day you go out on the street and people stare at you, or you are told you cannot get a job because of your skin colour, or your children are told they will not be successful because they are African, then you get sick in your heart and your head.</i> Community consultation, NSW</p>	<p><i>Guyyaa hunda yeroo manaa baatanitti yoo namoonni ija isinitti babaasanii, ykn sababa bifa gogaa keessaniin hojii kan hin argatin ta'uun keessan yoo isinitti himame, ykn ijoolleen keessan Afriikaanota waan ta'anii dandeettii hin qabdan yoo jedhaman, egaa onnee fi mataan keessan ni dhukkufata.</i> Gorsaa Hawaasaa, NSW</p>	
<p>Community members, service providers and stakeholders raised specific issues in relation to the health needs of newly-arrived communities, women, young people and people with disabilities.</p>	<p>Miseenoonni hawaasaa, tajaajiltoonni fi qoda qabdoonni fedha tajaajila fayyaa irratti rakkoolee namoota haarawaaf, dubartoota, dargaggootaa fi namoota hidhinna qaamaa qaban mudatan ibsaniiru.</p>	
<p>Participants noted that health issues that were not properly identified or addressed in the first year of settlement, such as dental and oral health needs, often became more acute. In some cases, these problems could be exacerbated by language barriers, a cultural reluctance to discuss personal issues or a lack of understanding about how Australia's health system works:</p>	<p>Hirmaattonni akka jedhanitti rakkoolee wagga jalqabaa qubannaa irratti umamanii fi osoo xiyyeeffannaa hin argatin hafan, kan akka wallaansa fayyaa ilkaanii fi afaanii hamaa ta'uu danda'aniiru. Haala tokko tokko irratti wantoonni kun sababa rakkoo afaanii fi aadaa tajaajila fayyaa Awustraaliyaa wallaaluudhaan dhiibbaa geessisu.</p>	
<p><i>People in our communities worry that they may not properly understand what the doctor tells them or that they can't adequately explain the nature of their health complaint. And so anxiety wins out and they end up not going to see a health care professional at all.</i> Community leader, Queensland</p>	<p><i>Namoonni hawaasa keenya keessaa wanta dooktarri isaanitti himu waan hin beekneef, dhibee isaanii himachuu waan hin dandeenyeef kan yaadda'aan ta'uu isaanii dubbatu. Kanaafuu soda isaaniin moo'amanii osoo mana yaalaa hin dhaqin hafu.</i> Hogganaa Hawaasaa, Queensland</p>	
<p>A number of African Australians, especially women, gave examples when they failed to receive the medical care they needed, and felt that these</p>	<p>Afriikaan Awustraaliyaanonni hedduun akka dubbatanitti, keessattuu dubartoonni, wallaansa fayyaa osoo hin argatin hafuu isaanii himanii</p>	

problems often stemming from cultural assumptions, stereotypes or miscommunication on the part of health professionals.	sababni kanaas ilaalcha dogoggoraa fi ibsuu dadhabuu ogeessota fayyaan uumaman ta'uu dubbataniiru.	
Community members said they valued doctors and health professionals who listened to them, took the time to explain health issues and treatment options, organised appropriate interpreters when needed and showed respect for traditional methods of healing.	Miseensonni hawaasaa dooktaroota sirriitti isaan wallaananii fi isaan dhaggeeffata kan dinqsiifatan si'a ta'u, warra gaaffii fi deebii hordofanii isaan wallaanan akka fakkeenya gaariitti galateeffataniiru.	
A key area of discussion during all consultations was the need to support health professionals better understand the background, experiences and perspectives of African Australians so they can deliver more appropriate and effective health services.	Adeemsa marii keessatti dhimma ijoo kan ture ogeessonni fayyaa caalaatti akka hubataniif isaan deeggaruun kan barbaachisu si'a ta'u, muuxannoo fi ilaalcha Afriikaan Awustraaliyaanotaa hubachuun isaanii hojii isaaniif isaan gargaara..	
Bilingual health workers were seen as an important component in good medical care, as was the choice to see either male or female health practitioners.	ogeessonni fayyaa afaanota garaa garaa danda'aan akka qabiyyee bu'a qabeessaatti ilaalamaniiru, warri dhiiraas ta'e dubartoonni.	
Mental health issues were also highlighted in the consultations. Many community members said that being separated from other family members had a profound effect on their health and well-being, while others spoke about the impact of unemployment, a lack of stable housing and family conflict.	Dhibeen fayyaa sammuu maricha irratti ka'eera. Miseensonni hedduun akka dubbatanitti miseensota maatii irraa adda baafamuun isaanii fayyaa isaanii miidheera, warri kaan immoo rakkolee sababa hojii dhabuu, mana dhabuu fi walitti bu'iinsa maatiin dhufan kaasaniiru.	
The impact of torture and trauma was another factor that affected the physical and psychological health of some new arrivals.	Rakkoon dhukkubaa fi gidiraa wantoota irratti xiyyeeffatame keessaa tokkoo si'a ta'u, wantoota fayyaa qaamaa fi sammuu namoota reefuu dhufanii kan miidhu dha.	
The stigma associated with mental health was seen as a major barrier to seeking help, as was a lack of understanding about doctor confidentiality. One-on-one counselling was also not familiar to some cultures.	Sababa dhibee sammuu moddeeffamuun isaanii gargaarsa barbaaduu irratti gufuu guddaa kan isaanitti ta'uu, fi wanta dooktarri isaanitti himu icitiin qabuu irratti rakkoo fida. ogeessa fayyaa fi dhukkubsataa tokko gidduu tti mariin taasifamu aadaa tokko tokko keessatti baramaa miti.	
African Australians said that 'family inclusive' services and programs were the most effective in responding	Afriikaan Awustraaliyaanonni akka jedhanitti adeemsa tajaajila fayyaa maatii hirmaachisu	

to mental health issues. Several participants suggested that information about torture and trauma services should be disseminated more widely, as there was a general misunderstanding about their role and the services.	filatamaa fi bu'a qabeessa dha. Hirmaattonni hedduun akka dubbatanitti odeeffannoon waa'ee wallaansa dhiphinaa fi yaaddoo caalaatti ibsamuu qabu, kunis wantoota kana irratti ilaalchi dogongoraa waan mullatuufi.	
Housing	Mana Jireenyaa	Oro-File8.mp3
New migrant and refugee communities are among the most disadvantaged groups when it comes to finding accommodation to meet their basic needs. They face further challenges trying to secure affordable housing, especially in the private rental market, given Australia's current chronic shortage of properties.	Namoonni haarawaaf fi hawaasni baqqaatotaa qaamota rakkoon hidhina mana jireenyaa isaan mudatu keessatti argamu. Mana gatii gaarii qabu argachuu irratti rakkoo guddaatu isaan mudata, keessattuu mana kiraa dhuunfaa irratti, Awustraaliyaa keessatti hanqinni qabeenyaa sababa jiruuf kun ta'e.	
African Australians said that the six-month intensive support provided to newly-arrived refugees was too short and that the period of housing assistance should be extended to 12 months. This would better support families and individuals as they attempt to deal with a number of issues following their settlement:	Afriikaan Awustraaliyaanonni akka jedhanitti namoota haaraa dhufaniif tajaajilli ji'a ja'aaf qofa kennamu gabaabbaa ta'uu isaa fi wagga tokkoof dheerachuu kan qabu dha. Kunis maatii fi namoota wantoota garaa garaa raawwatan caalaatti kan deeggaru.	
<i>It's just a complete shock when you are out on your own trying to find somewhere for you and your family to rent. We are just not ready to do this after just six months, when we are also trying to learn the language, put our children into schools, trying to find work ...</i> Community consultation, Western Australia	<i>Yeroo mana gadhiistanii maatii keessanii fi isiniif mana ta'u barbaaddanitti kan guddaa nama dhiphisu dha. Nuti ji'a ja'aa qofa booddee wanta kana gochuu hin dandeenyu, nuti afaanicha barruu fi ijoollee keenya mana barumsaatti erguuf yaalaa jirra.</i> Gorsa Hawaasaa, Awustraaliyaa Bahaa	
Racial discrimination – both direct and indirect – was the most common barrier that African Australians said they faced when trying to find affordable and appropriate housing.	Moggeeffamuu sababa sanyiin dhufu- kallattiinis ta'e karaa kallattii malee_ mana jireenyaa argachuuf yeroo yaalanitti gufuu isa guddaa ta'uu isaa Afriikaan Awustraaliyaanonni dubbataniiru.	
Community members gave numerous examples of discriminatory practices of real estate agents and landlords, such as failing to supply details of vacant	Miseensonni hawaasaa daldaloota manaan fi abbootii qabeenyaatiin moggeeffamuu isaanii, sababoota akka odeeffannoo gahaa isaan	

properties or being denied housing due to their family size.	dhorkuu fi baayyina maatii isaaniin mana dhabuu isaanii dubbatu.	
They also said that there were very few houses available – either through public housing or in the private market – to accommodate large families, while unaffordable rent increases meant that some families were often forced to move every year:	Karaa mana muutummaas ta'e qabeenya dhuunfa maatii baayyeef kan ta'u manni muraasi qofti kan argamu ta'uu isaa ibsaniiru, gatiin guddachuu jechuun immoo maatiin tokko tokko yeroo yerootti mana haaraa barbaaddatu jechuudha.	
<i>This is having a disastrous effect on the families' sense of stability and on peace of mind. The impact on the children and their schooling is also significant.</i> Community consultation	<i>Maatiin sun tasgabbaa'ee akka hin qubanneef rakkoo cimaa kan itti ta'u si'a ta'u, nageenya sammuu isaan dhorka. Rakkoon inni ijoo isaanii fi barumsa isaanii irratti fidus guddaa dha.</i> Gorsa Hawaasaa	
In addition, many community members said that being on a long and uncertain waiting list for public housing contributed to feelings of stress and anxiety.	Kana malees, miseensonni akka jedhanitti mana mootummaa eggachuudhaaf yeroo dheeraa itti fudhachuun isaa dhiphinaa fi yaaddoof isaan saaxileera.	
Service providers and stakeholders noted that the combination of all these factors meant that newly-arrived refugees were at particular risk of homelessness.	tajaajila warri dhiyeessanii fi qooda qabdoonni akka jedhanitti wantoonni kun walitti eda'amanii namoonni harawa ta'aan mana akka dhaban isaan taasisa.	
Several community members also raised the specific issue of African Australian women fleeing domestic violence, and the need for accessible and culturally appropriate crisis accommodation services.	Miseensonni hedduunis akkasuma waa'e dubartoota Afriikaan Awustraaliyaanii reebichi mana keessatti isaan irra gahu, fi tajaajila aadaa isaanii ilaalcha keessa galche argachuu kaasaniiru.	
Providing tenancy education programs for African Australian communities was identified as an area of urgent need. These programs should provide practical information to improve their prospects for finding suitable housing, as well as provide information about their legal rights.	Afriikaan Awustraaliyaanotaaf tajaajila barnootaa dhiyeessuun furmaata hatattamaa kan barbaadu ta'uun isaa ibsameera. Sagantaaleen kun mana gaheenya qabuu argachuu fi mirga isaanii irratti odeeffannoo argachuuf kan isaan gargaaru ta'uu qaba.	
Service providers and stakeholders drew attention to initiatives that sought to develop cooperative	Tajaajila warri dhiyeessan fi qooda qabdoonni harriiroo abbootii daldala mana jireenyaa fi	

relationships with real estate agents and which had helped reduce instances of discrimination and misunderstanding involving African Australian families.	waldaalee gamtaa wajin uumuun barbaachisaa ta'uu isaa ibsanii, kunis mooggeeffamuu fi Afriikaan Awustraaliyaanota irratti hubannoo dogongoraa jiru hambisuuf kan gargaaru jedhaniiru.	
Some housing support agencies had established arrangements to act as guarantor for individuals applying for rental properties, overcoming the need for refugees or humanitarian entrants to provide a rental history.	Dhaabbattoonni mana jireenyaa tokko tokko akka jedhanitti mana kiraa dhiyeessuu, akka baqqaatotaatti tajaajila argachuu irratti akka wabii waliigaltee gargaaru mijeessaniiru.	
However, there was broad agreement that, in general, real estate agents lacked understanding about emerging African Australian communities. As a result, there was a need for targeted education initiatives for this group on anti-discrimination laws and also on the background and settlement experiences of these communities.	Haa ta'u malee, daldaltoonni mana jireenyaa waa'ee hawaasa Afriikaan Awustraaliyaanotaa irratti hubannoo gahaa kan hin qabne ta'uu isaanii irratti hundinuu waliigalaniiru. Kanaafuu, waa'ee seera farra mooggeeffamuu fi seenaa hawaasa kanaa irratti barumsi garee kanaaf kennamuu qaba.	
Engaging with the justice system	Mala Tajaajila Haqaa waliin hojjechuu	Oro-File9.mp3
Engaging with the legal system and relationships with law enforcement agencies emerged as areas of significant concern for African Australians.	Mala tajaajila seeraa fi seera qaamota raawwachiisan wajjin hojjechuun wantoota Afriikaan Awustraaliyaanonni yaadan keessaa tokko ta'ee argameera.	
Of particular concern was the relationship between young African Australians and the police, with many young people saying they felt they were being 'over policed'.	Keessattuu wantii yaadessaan inni tokko dargaggoota Afriikaan Awustraaliyaanotaa fi poolisii gidduu walitti dhufeenya jiru si'a ta'u, dargaggoonni hedduun poolisiin akka malee nu too'atan jedhaniiru.	
<i>I don't think there is a day where I haven't been asked to move on, or police have come over to us and asked us why we are hanging around. We do go around in big groups, but that is normal for us.</i> Youth focus group, NSW	<i>"Ani guyyaa hunda asii ka'ii deemina jedhama, ykn poolisiin gara keenya dhufee maaliif walduukaa taatanii deemtu nuun jedha. Baayyannee gareen sochoona, garuu kun nuuf wanta baramaa dha.</i> Garee 'Youth focus', NSW.	

Community members in all states and territories raised concerns about a perceived stereotyping of African Australians by police and law enforcement officials, which they felt had contributed to deteriorating relationships.	Bulchiinsotaa fi naannolee hunda keessatti qaamoonni hawaasaa kan isaan kaasan Afriikaan Awustraaliyaanota irratti ilaalchi dogoggoraa poolisii fi qaamota seera raawwachiisan gidduutti uumame walitti dhufeenya gaarii hin ta'in kanaaf sababa ta'eera.	
A number of initiatives were taking place to build trust and improve community interaction with police, especially with young African Australians. There was broad agreement that ongoing work in this area was crucial.	Poolisii fi hawaasa kana, keessattuu dargaggoota, gidduutti hariiroo nageenya qabu buusuuf yaaliin godhameera. Hojiin naannoo kanatti hojjetamu murteessaa ta'uun isaa irratti waliigalameera.	
Other areas of concern included:	Naannoleen murteessoo ta'aan kan biroon:	
<ul style="list-style-type: none"> a lack of understanding of Australia's laws and legal system, including the courts, which could be compounded by language barriers 	<ul style="list-style-type: none"> seera Awustraaliyaa fi mala haqaa, kan akka mana murtii irratti hubannoo dhabuu, sababa afaan wallaaluutiin caalaatti rakkoo ta'a. 	
<ul style="list-style-type: none"> underreporting as victims of crime, often due to a lack of confidence in the system 	<ul style="list-style-type: none"> yeroo yakki irratti raawwatamu sababa mala seeraa hin beekneef osoo hin gabaasin hafuu 	
<ul style="list-style-type: none"> difficulties accessing affordable legal assistance, leading to situations where people self-represent. 	<ul style="list-style-type: none"> Gargaarsa seeraa qarshii yaraatiin argachuu dhabuu, kunis ufumaan akka falmatan isaan taasisa 	
A key priority identified during the consultations was the importance of building legal 'literacy' among African Australian communities.	Yeroo mariii kanaa wanti guddaan ka'e Afriikaan Awustraaliyaanota waa'ee seeraa barsiisuun barbaachisaa ta'uu isaati.	
In particular, community members said that increasing their understanding of child protection laws and issues was a pressing concern. Many expressed frustration, dismay and despair at the impact that child protection interventions were having on their families.	Keessattuu miseensonni hawaasichaa tokko tokko akka jedhanitti kunuunsa daa'immanii fi dhimma seeraa irratti hubannoo isaanii gabbisuun murteessaa. Baayyeen isaanii malli kunuunsa daa'immanii wanta inni maatii isaanii irratti geessisaa jiruun mufachuu isaanii dubbataniiru.	
African Australians gave examples of what they felt were ill-informed assessments by child protection	Afriikaan Awustraaliyaanonni yeroo hojjettoonni deeggarsa daa'immanii xiinxala doggoggoraan	

workers and wanted to know more about how decisions were made and what scope existed to challenge those decisions.	hojjetanii fi wanta murtii kennuu irratti hojii irra olan caalaatti hubachuu barbaadan irratti yaada kennaniiru.	
<i>I don't need parenting classes. I need to understand the law and also how some of my culture may be misunderstood.</i> Community focus group, Northern Territory	<i>Waa'ee maatii kunuunsuu irratti barumsi akka naaf kennamu hin barbaadu. Ani waa'e seeraa fi aadaan kiyya akkamiin akka faalla'ee hubatamun beekuu fedha.</i> Garee 'Community focus'	
The need for child protection agencies to develop culturally sensitive approaches to assessment and intervention was also strongly emphasised by a majority of community participants.	Kunuunsa daa'immanii irratti ejansoonni maloota aadaa ilaalcha keessa galchan qopheeffachuu kan qaban ta'uu isaanii qaamonni himaattota marii hawaasaa hedduun dubbataniiru.	
A number of African Australian communities also expressed deep concern about family violence, which many viewed as a growing problem.	Afriikaan Awustraaliyaanonni hedduun waa'ee reebicha maatiikeessatti uumamuu kan kaasan si'a ta'u, rakkoon kun akka guddataa jiru ta'uu isaa baayyeen isaanii ni amanu.	
Some said that they felt uncertain about reporting family violence because of a fear of police and law enforcement agencies, as well as a fear that children or women may be removed from the family home.	Baayyeen isaanii akka jedhanitti rakkoon akkanaa yeroo maatii keessatti uumamutti gabaasuu ni sodaatu, kunis poolisii fi qaamota seera raawwachiisan waan sodaataniif, akkasumas daa'imni ykn durbi sun mana irraa fagaatti jedhanii waan sodaataniif.	
The majority of respondents expressed the view that African-specific organisations should be equipped to play a more significant role in responding to family violence:	Harki caalaan namoota yaada kennanii kan ibsan dhaabbattoonni Afriikaa irratti xiyyeeffatan gahee olaanaa bahuu akka dandaa'aniif sirriitti ciminaan guutamuu qabu.	
<i>Issues around family violence are issues that the community is trying to openly address, but wanting to do it in a way that is culturally appropriate.</i> Community focus group, Tasmania	<i>Dhimmoonni nageenyi maatii boora'uu dhimma hawaasichi irratti mar'iachuu barbaadu si'a ta'u, garuu haala aadaan fudhatamaa ta'een hojjetamuu qaba.</i> Garee 'Community focus', Tasmania	
Community education was viewed as being more effective than legal options, while collaboration	Barnootni hawaasaa adeemsa seeraa caalaa bu'a qabeessa ta'uun isaa itti amanama, qindoominni	

between mainstream providers and community representatives was necessary to develop effective and culturally appropriate responses.	qaamota seeraa fi hoggantoota hawaasaa gidduutti uumamu immoo deebii fi bu'aa aadaa biratti fudhatama argatu jabeessuuf gargaara.	
Emerging issues	Dhimmoota xiyyeeffannoo	Oro-File10.mp3
During the community consultations and through the public submissions, African Australians drew attention to a number of other issues that they believed were crucial in supporting the settlement and integration of newly-arrived communities, strengthening families and promoting social inclusion.	Marii hawaasaa irrattii fi yeroo hawaasni yaada kennutti, Afriikaan Awustraaliyaanonni kan isaan irratti xiyyeeffatan dhimmoota kan biro namoota haarawaaf qubachiisuuf gargaaranii fi hariiroo hawaasummaa cimsu jedhanii itti amanan, akkasumas wantoota jireenya maatii fooyyessan.	
Community members said it was vital to:	Qaamonni hawaasaa akka jedhanitti kun kan inni barbaachisu:	
<ul style="list-style-type: none"> respect and preserve African cultures, heritage and values, including maintaining first languages and promoting involvement in creative arts 	Tuqaan 1fffa-aadaa, dudhaa fi eenyummaa Afriikaan Awustraaliyaanotaa kabajuu fi kunuunsuuf, kunis afaan dhalootaatti fayyadamuu fi artii beeksisuu kan dabalatu dha.	
<ul style="list-style-type: none"> ensure that individuals and communities did not experience discrimination or harassment because of their religion and expressions of their faith 	<ul style="list-style-type: none"> 2ffaa-namoonnii fi hawaasichi sababa amantii fi amantiin walqabateen dhiibbaan akka irra hin geenyeeff 	
<ul style="list-style-type: none"> address intergenerational tensions within African Australian families and communities, often brought about by changing family dynamics during the settlement process 	<ul style="list-style-type: none"> 3ffaa-dhiphina maatiiwwanii fi hawaasa Afriikaan Awustraaliyaanota keessatti uumamu irratti xiyyeeffachuu, yeroo maatiin qubattutti kan raawwatamu dha. 	
<ul style="list-style-type: none"> support young African Australians as they seek to reconcile their traditional cultures with the values and expectations held by other young Australians 	<ul style="list-style-type: none"> 4ffa-Afriikaan Awustraaliyaanonni dargaggoo ta'aan aadaa isaanii wantoota hirriyyoonni isaanii biyya Awustraaliyaa isaan irraa eegan wajjin akka walsimsiisaniif isaan deeggaruu 	
<ul style="list-style-type: none"> support women and men to build positive gender relations to deal with changing 	<ul style="list-style-type: none"> 5ffa-dhiironnii fi dubartoonni gahee isaan maatii Awustraaliyaa keessatti qaban 	

household roles and expectations of life in Australia	maal akka ta'e hubachuu akka dandaa'aniif isaan deeggaruu.	
<ul style="list-style-type: none"> make public transport more affordable and accessible, especially for the growing number of African Australian families settling in regional and rural centres. 	<ul style="list-style-type: none"> 6ffa-Geejiba uummata gatii gaariin dhiyeessuu fi mijeessuu, keessattuu Afriikaan Awustraaliyaanota naannolee fi iddoo baadiyyaa keessa baayyinaan qubataniif. 	
Many community members expressed particular concern about the way mainstream media perpetuated negative stereotypes and perceptions of African Australians:	Miseensonni hawaasichaa baayyeen akka jedhanitti haalli midiyaan waa'ee Afriikaan Awustraaliyaanotaa xureessee itti dhiyeessu isaan yaaddesseera	
<p><i>All I hear now in the newspapers is that we are criminals and that we are gangs and we should go home. Politicians should be very careful about what they say because they are very powerful.</i></p> <p>Community focus group</p>	<p><i>Ani gaazexoota irraa kanan dhagahu nuti yakkamtoota ta'uu keenyaa fi seera kan hin kabajnee fi gara biyyaatti deebi'uu kan qabnu ta'uu keenya dha. Namoonni hojii siyyaasaa hojjetan wanta cimaa ta'eef wanta dubbatan irratti of eeggachuu qabu.</i></p> <p>Garee Cmmunity focus</p>	
This was seen by many as a major hurdle to acceptance and inclusion in the broader Australian community, as well as a 'trigger' for incidents of physical and verbal abuse of African Australians.	Namoonni baayyee wanti kun hawaasa ballaa Awustraaliyaa biratti fudhatama nuuf argamsiisa jedhanii yaadu, akkasumas immoo Afriikaan Awustraaliyaanonni akka qaamaan miidhamanii arrabsamanii sababa ta'eera.	
Several community leaders stressed the need for African Australians to become better informed about how the Australian media works and to engage with it constructively. A key focus was to promote the many positive contributions that African Australians make to the social, economic and cultural life of the country.	Hoggantoonni hawaasaa baayyeen kan isaan dubbatan Afriikaan Awustraaliyaanonni haala miidiyaaleen Awustraaliyaa ittiin hojjetan akka hubatanii fi akka waan bu'aa irraa argatanitti ilaaluu kan qaban ta'uu isaaniiti. Wanti ijoon irratti xiyyeeffatamuu qabu Afriikaan Awustraaliyaanonni gumaacha isaan diinagdee, aadaa, fi hawaasummaaf godhan caalaatti beeksisuu dha.	
Discussion about the role of sport also featured in many consultations. It was seen as a way of promoting social inclusion and improving	Marii garaa garaa irratti dhimmi ispoortis kan ka'e si'a ta'u, hariiroo hawaasa giddutti uumuuf kan gargaaru ta'uun isaa fi walitti dhufeenya	

relationships, especially between young African Australians and the police:	fooyyeessuuf, keessattuu dargaggoota Afriikaan Awustraaliyaanota gidduutti:	
<i>In Sudan, if the police come to talk to you, you're in trouble. But here I am playing football with them and even beating them.</i> Youth focus group	<i>Sudaan keessatti yoo poolisoonni si haasofsiisuuf gara kee yoo dhufan rakkootu si mudata; asitti garuu isaan wajjin kubbaa taphachaa fi isaaniin walfalmaan jira</i> Garee Youth focus	
Young people said that playing sport helped them build a sense of belonging, form friendships, develop new skills and access other forms of support, such as homework assistance.	Dargaggoonni akka jedhanitti ispoortiin akka isaan lammii biyya kanaatti of lakkaa'an isaan gargaareera, hiriyyaa qabaachuuf, ogummaa harawaa akka horataniif, fi akka deeggarsa kan biro akka hojii manaafaa argachuuf isaan gargaareera,	
Next steps	Sadarkaa itti aanu	Oro-File11.mp3
After hearing directly from African Australians through In our own words , the Commission has identified a number of ways to move forward.	Afriikaan Awustraaliyaanota irraa karaa In our own words erga dhagaahamee booda komishiinichi karaa gara fuulla duraatti tarkaanfachisiisan adda baaseera,	
The First Voice	Sagalee Duraa(First Voice)	
Projects such as this cannot be done 'to communities' - they need to be done in partnership with communities, from the beginning. The methodology behind In our own words used an innovative and inclusive model from the outset.	Pirojektoonni akkanaa hawaasaaf kan hojjetaman osoo hin taane hawaasa wajjin kan hojjetaman, jalqaba irraa kaasee, Malli hojimaataa In our own words wantoota bu'aa kalaqa sammuu ta'aanitti fayyadameera,	
Citizen-driven change and policy	Jijjiramaa fi himaammata lammiilee hirmaachise	
While it is acknowledged that the national consultations did not reach all African Australians, the project was designed to include a fair representation across communities. This has produced an enhanced project and final resources.	Mariin nashinaal konsalteeshinii Afriikaan Awustraaliyaanota hunda kan hin geenye ta'uun isaa itti amanameera, pirojektichi hawaasa biros ni dabalata, Kunis bu'aa fi qarshii olaanaa argamsiiseera	

A solid evidence-base	Bu'uura madda raga cimaa	
This project has created a reliable evidence base which enables policy makers across government and non-government spheres to develop more responsive policy and programs and properly target service delivery models.	Pirojektiin kun qaamota mootummaa fi qaamota mootummaa kan hin ta'in seeraa fi poolisii baasaniif madda raga qabatamaa fi moodeela isaaniif kan ta'e si'a ta'u, sagantaa qopheessuufis isaan gargaara,	
A focus on best practice	Muuxannoo gaarii irratti xiyyeeffachuu	
People from culturally, linguistically and religiously diverse communities contribute to Australia in social, economic and cultural terms. Gathering information about initiatives that have worked well and understanding the success factors has been a central part of this project.	Uummattoonni aadaa, afaan fi amantii garaa garaa qaban hawaasa Awustraaliyaaf karaa aadaa, hawaasummaa fi diinagdee ni gumaachu, Pirojektii kana keessatti dhimmi ijoo odeeffannoo bu'a qabeessa walitti qabuu fi dhimma milkaa'inaa hubachuu ture,	
Priority areas of action	Bakka Dursa argatu	
African Australians have identified areas require urgent action include:	Afriikaan Awustraaliyaanonni dhimmoota furmaata atattamaa barbaadan adda baasaniiru:	
<ul style="list-style-type: none"> racism and discrimination 	<ul style="list-style-type: none"> 1ffa-dhiphummaa fi moggeeffama 	
<ul style="list-style-type: none"> child protection and family violence 	<ul style="list-style-type: none"> 2ffa-kunuunsa daa'immanii fi walitti bu'iinsa maatii 	
<ul style="list-style-type: none"> increasing legal 'literacy', particularly in and around family law. 	<ul style="list-style-type: none"> 3ffa-Beekumsa seeraa guddisuu, keessattuu seeraa maatii irratti, 	
Holistic and integrated response	Deebii gaarii fi waliigalaa	
Collective responsiveness lies at the heart of progressing issues for African Australians. An integrated approach to issues that across government and non-government sectors can seek to develop individual-focused policy, programs and service with better outcomes for citizens.	Itti gaafatamummaan waliinii dhimmoota fooyya'iinsa Afriikaan Awustraaliyaanotaa keessatti dhimma bu'uuraati, Malli itti gaafatama waliinii qaamonni mootummaa fi miti mootummaa dhimmoota garaa garaa irratti poolisii, sagantaalee fi tajaajila lammiwwaniif bu'aa olaanaa argamsiisan qopheessuuf gargaara,	
Learning from the National Human Rights	Gabaasa Human Rights Consultation	

Consultation Report	Biyyoolessa irraa Barachuu	
There is a critical need to improve cross-cultural competence and awareness for all Australians. A logical place to begin is with public servants, who can then lead by example. Communities such as African Australians would then be supported by enhanced programs and services that are more culturally-appropriate and responsive to their needs.	Awustraaliyaanota hundaaf hubannoo guddisuun barbaachisaa dha, Bakki irraa jalqabamuu qabu tajaajila hawaasaa si'a ta'u, kunis fakkeenya gaarii ta'a, Hawaasni akka Afriikaan Awustraaliyaanotaa sagantaalee deeggarsa kennan fi tajaajila gaarii argachuu danda'u, kunis aadaa kan fudhatama qabuu fi bu'aa gaarii ni ta'a,	
Learning from the past	Isa darbe irraa barachuu	
All waves of migrants through Australia's history, including African communities, have experienced discrimination and everyday forms of racism. We need to learn from the past and commit to combating racism and discrimination head on. The Commission plays an important role on this front and a collaborative approach is required.	Godaantonni hundi Awustraaliyaa keessa jiran, Afriikaan Awustraaliyaanota dabalatee guyyaa hunda ni moggeeffamu, Nuti isa darbe irraa barachuu fi kutannoo qabaachuu qabna, Koomiishinichi as irratti dura bu'ee fi qindaahee hojjechuu qaba,	
Future work of the Commission	Hojii fuula duraa Koomishiinichaa	
The Commission has two priority focus areas which will form the basis of its future activities:	Pirojektichi dhimmoota lama kan hojii isaa fuula duraa karaa qabsiisan irratti xiyyeeffata:	
<ul style="list-style-type: none"> • violence, harassment and bullying in the community 	<ul style="list-style-type: none"> • 1ffa-yakka, dhiibbaa fi soodaa hawaasa keessa jiru 	
<ul style="list-style-type: none"> • know your rights: promoting community understanding of human rights and responsibilities 	<ul style="list-style-type: none"> • 2ffa-mirga ofii beekuu: hawaasa gidduutti hubannoo mirga dhala namaa fi itti gaafatamummaa guddisuu 	
Project review	Keessa deebii Pirojektii	
It is hoped that within 12 months after the release of In our own words , the Commission will report back to the Australian Government. Input from African Australians will be sought.	Akka abdatamutti Koomiishinichi erga In our own words gadi dhiisamee ji'a 12 booda gara Mootummaa Awustraaliyaatti gabaasa godha, ragaan hawaasa irraa argamu ni barbaadama,	

Find out more	Odeeffannoo dabalataaf	
This guide to <i>In our own words</i> is only a summary. It has been translated into several community languages and plain English.	Ragaan kun gabaasa gabaabaa In our own words dha Ragaan kun afaanota hawaasa garaa garaa fi Ingliffaan ni argama,	
The Commission's website includes a wide range of information about the project, the national consultations and public submissions, as well as many examples of good practice approaches to supporting and assisting African Australian communities. A literature review and three background papers are also available.	Web saayitiin Komishiinicha odeeffannoo garaa garaa pirojekticha ni qaba, marii biyyoolessaa, yaada hawaasaa, akkasumas fakkeenya mala muuxannoo gaarii hawaasa Afriikaan Awustraaliyaanota deeggaranii fi gargaaran qaba, Barruleen qorannoo fi ragaalee akkasuma jira,	
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