



# MacKillop College

Werribee

## MacKillop College Anti-Racism Statement

MacKillop College recognises the Traditional Owners of the lands on which we educate and draw members of our community. We acknowledge that sovereignty of these lands was never ceded and we pay respect to elders past present and emerging, and all First Nations people of Australia.

Anti-racism involves actively working to break down and combat racist policies, practices, culture and ideas. Anti-racism is non-passive and therefore involves deliberate action to challenge prejudice and race-based discrimination experienced by individuals as well as institutional racism which exists in organisations, communities, and society. Anti-racism means equipping all members of the community with the skills to make MacKillop College and wider society a safer, more respectful, and equitable place.

As a diverse, multi-cultural and multi-faith community, MacKillop College draws on its Catholic ethos to strongly condemn racism and actively stand against it. In the ancient words of the First Testament, we are exhorted to “Make every effort to live in peace with everyone and to be holy, without holiness no one will see the Lord” (Hebrews 12:14) and in the words of Jesus, we must love our neighbours as ourselves (Mark 12:31). Our own patron, Mary MacKillop in writing to her sisters reminds us to “Do all you can to work in unity” (1882). These words remind us that racism is destructive and divisive and causes deep damage to the fabric of any community.

We are committed, therefore, to address racism by taking action and to respond to and prevent racism at MacKillop College. All members of the MacKillop College community will continue to skills and processes needed to actively engage in:

- Challenging prejudiced thinking including through the continued delivery of cultural safety and anti-racism training to staff and students
- Recognise the cultural load which is an extra burden placed on Aboriginal and Torres Strait Islander staff, students, parents and the community and provide appropriate support and adjustments to mitigate this
- Improving support structures that empower marginalised people
- Building awareness and education in an environment of grace and humility to continually work towards dismantling systemic inequalities
- Diversifying the racial and socioeconomic composition of the College School Advisory Council and those in positions of leadership.
- Creating a safe space for students to process and respond to experiences of racism and inequity
- Creating racial equity in our communications.

MacKillop College actively embraces and celebrates its diverse culture, religious and linguistic community and understands that diversity enriches all teaching and learning. We are committed to a diverse, inclusive and equitable community where all members are treated with fairness and respect. MacKillop is striving to ensure our community is free from racism.