



G21 FREEDOM FROM DISCRIMINATION

What is Freedom from Discrimination?

Freedom from Discrimination is an internationally recognised human right. Discrimination is the process by which a member, or members, of a socially defined group are treated differently (especially unfairly) because of their membership of that group. Exposure to discrimination has been linked to the development of a range of mental and physical health problems (VicHealth, 2010). Freedom from discrimination is a determinant of mental and physical wellbeing (VicHealth, 2009).

What is the G21 Freedom from Discrimination Action Group?

G21 - Geelong Region Alliance is a formal alliance of government, business and community organisations working together to improve the lives of people within the Geelong region across five municipalities (Colac Otway, Golden Plains, Greater Geelong, Queenscliff and Surf Coast.)

The G21 Freedom from Discrimination Action Group was formed in May 2010 and sits within the G21 Health and Wellbeing Pillar. The work of the Action Group is contributing to the regional health priority of addressing mental health and wellbeing. The group takes a human rights approach where everyone has a right to be free from discrimination and the right to health.

The G21 Freedom from Discrimination Action Group is a partnership of organisations who are working to address discrimination and support the diversity of people within the G21 region. These organisations include G21, Barwon Health, Diversitat, City of Greater Geelong, Wathaurong Aboriginal Co-operative, Barwon Medicare Local, BATForce, Geelong Adolescent Sexuality Project (GASP), Department of Health, Department of Human Services and The Department of Justice.

Who is at risk of discrimination in the G21 region?

By consulting with local agencies, the G21 Freedom from Discrimination Action Group has identified the following populations who are at greatest risk of experiencing discrimination in the G21 region:

- Aboriginal and Torres Strait Islander People
- Culturally and Linguistically Diverse (CALD) people, and people from a refugee background
- People who have a disability
- People who are same sex attracted or gender questioning

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Why do we need to address discrimination?

- Discrimination impacts on people's health
- Discrimination prevents us from working effectively and impacts on our productivity
- Discrimination harms our whole community
- Discrimination is a violation of human rights
- Discrimination is against the law

How are we addressing discrimination in the G21 region?

The G21 Freedom From Discrimination Action Group aims to provide a strategic response to addressing discrimination and supporting diversity across the G21 region. A number of strategies have been developed in order to achieve this:

- The development of an anti-discrimination social marketing and media campaign.
- A community arts project whereby photographs are taken of community members displaying hand written messages which challenge discrimination and celebrate diversity. These images have been printed and displayed in a range of venues throughout Geelong, and will appear in a number of resources and campaigns developed by the G21 FFD Action Group.
- The development of an anti-discrimination resource pack, including a locally filmed short documentary "Know me, Know my Story", posters, postcards, information booklet and tip sheets.
- An anti-discrimination workforce development strategy to ensure that our local workforce is able to support all members of the community.