

# Different Forms of Racism

The table below lists quotes from case studies that each reflect one of the three different forms of racism - direct, indirect and institutional. How are they similar, and what are some of their key differences? Try writing your own list of real or imagined examples of each of the three forms in the relevant column:

Form of Racism	Case Study Quote	More Examples
<p><b>Direct (overt) racism</b></p>	<p>“I was waiting in the bakery and there were these non-Indigenous white people in front of me, and that’s ok, they were before me. Suddenly some more white people come in and I’m still waiting, waiting, waiting to be served...They were serving all the people who came in after me, and I said ‘Yoohoo! Am I invisible in here?’... It would have been 20 minutes or longer before I got served because nobody else was coming into that shop, and I’m 100% sure it’s because I’m Aboriginal and they would just serve anybody over me...”</p> <p><b>The experience of an Aboriginal man in Yorke Peninsula in 2009.</b></p>	

Form of Racism	Case Study Quote	More Examples
<p><b>Indirect (covert) racism</b></p>	<p>“I asked her ‘why aren’t you a GBM?’ (Government Business Manager) and she said, ‘I asked the current GBM how I apply to become a GBM and he said to me ‘You’ll never be employed, because you come from this community and they don’t want community members applying for the position on the basis that you could be part of one faction of the community and not look after all parts of the community’. I mean... that’s discrimination! It’s the very people who should be in the job that are being told ‘You need not apply’.”</p> <p><b>The experience of an educated Aboriginal woman on a remote community, who sought employment as a Government Business Manager (‘GBM’).</b></p>	

Form of Racism	Case Study Quote	More Examples
<p><b>Institutional (systemic) racism</b></p>	<p>“I had my second child at another hospital...he was above birth weight, a healthy baby... I’ve got no issues whatsoever...I know how to look after my child. I’m ready to go home – as I’m leaving with my bag she (the nurse) said, ‘What nationality are you?’ I said, ‘I’m Aboriginal’...She goes ‘Oh we’re allowed to keep you in here.’ I said, ‘For what reason?’ She goes, ‘Because you’re at risk.’ How am I at risk?... Without knowing my race, everything’s fine, and all of a sudden.”</p> <p><b>Respondent to Member Health Survey by National Congress of Australia’s First Peoples</b></p>	

This activity has been adapted from Reconciliation Australia’s State of Reconciliation Discussion Guide (2016) with permission. For more information and ideas around engaging with the race relations and wider dimensions of reconciliation, visit: [www.reconciliation.org.au/wp-content/uploads/2018/02/ra\\_online-discussion-guide\\_2017\\_finalversion.pdf](http://www.reconciliation.org.au/wp-content/uploads/2018/02/ra_online-discussion-guide_2017_finalversion.pdf)

1 - Flinders University, ‘Racism in Australia is Alive and Kicking’. Available at: [http://www.flinders.edu.au/medicine/fms/sites/social\\_health\\_sciences/documents/Racism\\_in\\_Australia\\_is\\_Alive\\_and\\_Kicking\\_POSTER\\_-\\_print\\_vers\[1\]-1.pdf](http://www.flinders.edu.au/medicine/fms/sites/social_health_sciences/documents/Racism_in_Australia_is_Alive_and_Kicking_POSTER_-_print_vers[1]-1.pdf)

2 - Fiona Allison, Melanie Schwartz and Chris Cunneen, ‘That’s discrimination! Indigenous peoples’ experiences of discrimination in the Northern Territory’ for Indigenous Legal Needs Project. Available at: [https://www.jcu.edu.au/\\_data/assets/pdf\\_file/0015/121245/finalLBversion.pdf](https://www.jcu.edu.au/_data/assets/pdf_file/0015/121245/finalLBversion.pdf)

3 - Respondent to Member Health Survey by National Congress of Australia’s First Peoples, presented by Scott Avery at AIATSIS National Indigenous Studies Conference, March 2014. Available at: <https://aiatsis.gov.au/>