



APPA Australian Primary Principals Association  
*The national voice for primary principals*

# APPA ANTI-RACISM STATEMENT

## APPA VALUES – COLLEGIABILITY, CREDIBILITY, INTEGRITY, INDEPENDENCE, SUSTAINABILITY

At APPA we are committed to a just, equitable and reconciled Australia and to fostering an inclusive and equitable association where every individual is valued, respected, and empowered. We recognise the profound impact of systemic racism on individuals and communities and are dedicated to actively dismantling racism in all its forms. Our commitment to anti-racism is rooted in the following principles:

- 1. DIVERSITY AND INCLUSION:** We embrace the rich tapestry of backgrounds, perspectives, and experiences that our association members bring to our organisation. We celebrate diversity as a source of strength and innovation.
- 2. EQUITY:** We are committed to creating equitable opportunities for all members, irrespective of their race, ethnicity, gender, sexual orientation, disability, or other identities. We believe in fair treatment and access to resources for every individual.
- 3. EDUCATION AND AWARENESS:** We will continually educate ourselves and our members about the history and manifestations of racism and bias. We encourage open dialogue, self-reflection, and the pursuit of knowledge to address these issues.
- 4. ZERO TOLERANCE FOR DISCRIMINATION:** We have a zero-tolerance policy for racism, discrimination, or harassment in any form. Any such behaviour will be promptly addressed, and appropriate action will be taken.
- 5. INCLUSIVE LEADERSHIP:** Our leadership is committed to modelling anti-racist behaviours, championing diversity and inclusion, and ensuring our policies and practices reflect our commitment to equity.
- 6. COMMUNITY ENGAGEMENT:** We recognise our responsibility to the broader community and pledge to actively engage in efforts to combat racism and support social justice initiatives.
- 7. ACCOUNTABILITY:** We will regularly assess our progress, set measurable goals, and hold ourselves accountable for creating an association and workplace that is free from racism and where all employees can thrive.
- 8. RECONCILIATION:** We are committed to strengthening relationships between Aboriginal and Torres Strait Islander people for the benefit of all Australians. We understand the power we have as educators to change the rhetoric for First Nation learners.

This statement is not just words; it is a commitment to action. We invite all members to join us in this journey toward a more inclusive, equitable, and anti-racist community. Together, we can build a brighter future for our association and for our communities.

Angela Falkenberg  
APPA President

Date: 27 November, 2023

*Creating an anti-racist workplace is an ongoing process that requires sustained effort, education, and action at all levels of the organisation.*