



# Embedding Racial Justice in a Wellbeing Economy

---

**Dr. Franka Vaughan** (VicHealth Postdoctoral Research Fellow)

Nossal Institute for Global Health, Melbourne  
School of Population and Global Health

The University of Melbourne

**3<sup>rd</sup> National Forum on Australia's Wellbeing  
21-23 Oct. 2025, Canberra & Virtual.**



## THE CONVERSATION

Academic rigour. Journalistic flair.

Search globally, research locally...

Arts • Culture • Books • Music • Business • Economy • Education • Environment • Energy • Health • Politics • Society • Science • Tech



# UNDERSTANDING REPORTING BARRIERS AND SUPPORT NEEDS FOR THOSE EXPERIENCING RACISM IN VICTORIA

Research report

Mario Peucker, Franka Vaughan, Jo Doley and Tom Clark

A research and community engagement project by Victoria University in partnership with the Ethnic Communities' Council of Victoria (ECCV) and the Islamic Council of Victoria (ICV), funded by the Victorian Health Promotion Foundation (VicHealth)

ETHNIC AND RACIAL STUDIES  
Reporting 10/10/2021 10:00 AM



OPEN ACCESS

## Speaking out against racism? Silence, agency and unheard voices among racialised communities in Australia

Mario Peucker, Franka Vaughan, Jo Doley and Tom Clark

Research for Sustainable Industries and Landcare (RSIL), Victoria University, Melbourne, Australia

**Abstract**  
Despite the persistence of racism and its impact on mental and physical health, racialised communities continue to be a focus of hate crime research. This study is motivated and underpinned by growing efforts to understand and address the barriers that impede racialised communities from reporting racism. This study examines a range of factors that influence reporting barriers and psychological factors of self-efficacy. However, there are emerging calls for a more holistic approach to racism where individual, structural, community support and wellbeing are all considered. The findings highlight the importance of racial reporting, agency and the role for alternative, community-driven approaches to addressing racism.





Australian Journal of Social Issues

WILEY

ORIGINAL ARTICLE [OPEN ACCESS](#)

## Navigating Whiteness in Australia's Anti-Racism Movement: A Duoethnographic Inquiry by Women of Colour Scholars

Franka Vaughan<sup>1</sup> | Aliah Razi<sup>2</sup>

<sup>1</sup>University of Melbourne, Melbourne, Victoria, Australia | <sup>2</sup>Monash University, Melbourne, Victoria, Australia

Correspondence: Franka Vaughan ([franka.v@unimelb.edu.au](mailto:franka.v@unimelb.edu.au))

Received: 30 September 2024 | Revised: 24 March 2025 | Accepted: 5 July 2025

Keywords: anti-racism | Australia | duoethnography | whiteness

### ABSTRACT

This paper applies Critical Race Theory (CRT) to explore how whiteness operates within Australia's anti-racism movement as a structuring force that shapes discourse, practice and policy. Despite the anti-racism movement offering crucial spaces for resistance and reform, it remains entangled in Australia's settler-colonial present and systemic racism that disproportionately affect Indigenous peoples and other Culturally and Racially Minoritised (CARM) communities. Structural forces, including the dominance of white institutional actors and the persistence of 'white associations' continue to set the terms of engagement, often constraining the transformative potential of anti-racism efforts. Drawing on duoethnography, this paper is grounded in a series of reflective conversations between two colleagues, both women of colour, working within anti-racism research and activism. Through these dialogues, we examine the tensions, exclusions and opportunities that arise within these spaces where whiteness continues to dominate. We challenge the marginalisation of CARM researchers, who are often treated as subjects rather than active participants in shaping research and policy. Our analysis highlights the need to centre racialised voices and promote community-led collaboration. Through this reflection, we seek to deepen understanding of how whiteness functions as a system of power within anti-racism and advocate for more equitable, inclusive approaches to racial justice in the Australian context.



Professor Ruth Jeanes (Monash University)  
Dr Franka Vaughan (Monash University, Victoria University)  
Professor Ramón Spaaij (Victoria University)  
Professor Karen Farquharson (University of Melbourne)  
Dr Muhammad Iqbal (Victoria University)  
Rob Hyatt (Koorie Heritage Trust)  
Soo-Lin Quek (Centre for Multicultural Youth)

January 2025



What does a fair Victoria (Australia) look like?

Who gets to decide what's fairness & wellbeing?

How do we design systems that center those most affected by inequity?



## Whatever happened to the Albanese government's wellbeing agenda?

Published: June 27, 2025 6:08am AEST

DaideAngelini/Shutterstock

 The Albanese government devoted time and energy in its first term to developing a wellbeing agenda for the economy and society.



It was a passion project of Treasurer Jim Chalmers, who wanted better ways to measure national welfare beyond traditional economic indicators such as growth, jobs and inflation.

Chalmers developed the Measuring What Matters framework to try to better align economic, social and environmental goals as

*part of a deliberate effort to put people and progress, fairness and opportunity at the very core of our thinking about our economy and our society.*

As Labor settles into its second term, what has happened to its wellbeing agenda? And how much was a poor consultation

### Authors

 **Kate Sollis**  
Research Fellow, University of Tasmania

 **Nicholas Drake**  
Research Fellow, School of Regulation and Global Governance, Research Affiliates School of Philosophy, Australian National University

 **Paul Campbell**  
Postdoctoral research fellow, Australian National University

### Disclosure statement

Kate Sollis is a consultant to the Wellbeing Government initiative at the Centre for Policy Development and President of the Bega Data Collective. She was previously employed at the Australian Bureau of Statistics

<https://theconversation.com/whatever-happened-to-the-albanese-governments-wellbeing-agenda-258580>

## WEAll News

How do we ensure that a  
Wellbeing Economy is  
inherently antiracist?

Tags: anti-oppression, Anti-Oppression Work,  
anti-racist, Antiracist, Policymakers



Racial justice =>> core  
infrastructure for a  
Wellbeing Economy

- How are we thinking about & embedding equity, structural change, **anti-racist policies & practices**, intersectionality and empowered communities at the core of our wellbeing economy?

# Racism @Uni

A national study for change



Australian Human Rights Commission

## Respect at Uni:

Study into antisemitism, Islamophobia, racism and the experience of First Nations People

INTERIM REPORT  
December 2024



Australian Human Rights Commission

## The National Anti-Racism Framework:

A roadmap to eliminating racism in Australia  
November 2024



humanrights.gov.au

VIC.GOV.AU

Menu Search

Home

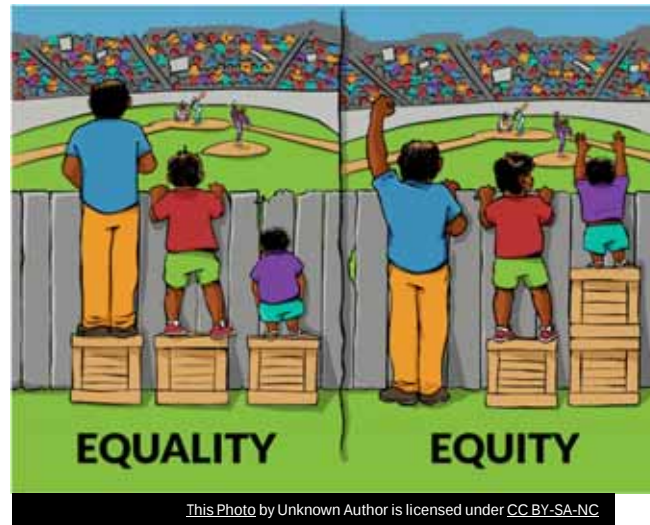
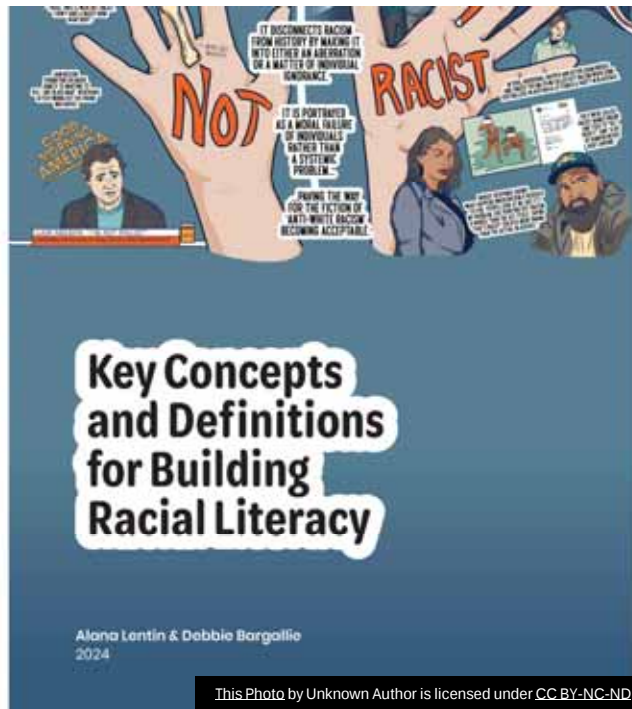
## Victoria's anti-racism strategy 2024-2029

This strategy is the Victorian Government's 5-year plan to tackle racism and discrimination so we can build a safer, fairer and more inclusive state.

A network diagram consisting of numerous nodes (colored blue, red, orange, green, yellow, and black) connected by thin blue lines. The nodes are arranged in a complex, interconnected web, with some clusters and some isolated nodes. The background is a solid light blue color.

# EvidenceMap® of cross-sectoral anti-racism interventions that adopts a systems approach

Framing anti-racism as a core driver of wellbeing



# Co-designed racial literacy in key sectors

---

Working  
towards a  
wellbeing  
economy that is  
inherently anti-  
racist ...

Embedding racial justice at every level of its design and implementation

Policies are co-designed with affected communities

Anti-racism becomes a measurable wellbeing outcome, with explicit goals to eliminate disparities in health, income, education, and justice.



# Thank you!

Franka Vaughan

Email: [vaughan.f@unimelb.edu.au](mailto:vaughan.f@unimelb.edu.au)

LinkedIn: [in/franka-vaughan/](https://www.linkedin.com/in/franka-vaughan/)