

Charles Darwin University Anti-Racism Statement

Charles Darwin University (CDU) acknowledges and respects the many Australian First Nations' traditional custodians of the lands on which our campuses and centres are located. We honour their enduring connection to Country and their role as the first educators and innovators. We extend our respect to ancestors, Elders and all First Nations peoples.

CDU is committed to upholding human rights and building an inclusive community where everyone is treated fairly and with dignity—regardless of where we are from, what we look like, how we think, or what we believe. No member of our community should experience discrimination based on race, ethnicity, religion, gender, gender identity, sexual orientation, age, disability, or any other attribute. We recognise racism as pernicious forms of individual and systemic discrimination that harm individuals and communities. We are committed to eliminating these injustices through research, education, policy, and action. Respect for human rights and cultural diversity is fundamental to our strength as an academic institution.

We pledge to:

- Maintain zero tolerance for racism, antisemitism, Islamophobia and all forms of discrimination.
- Centre the voices and knowledges of First Nations peoples and culturally diverse communities.
- Embed anti-racism education and cultural competence across our teaching, research, and leadership.
- Ensure inclusive policies, safe reporting mechanisms, and institutional accountability.
- Foster a culture of respect, equity, and belonging for all.

This statement reflects CDU's commitment to equity, diversity, and inclusion. We acknowledge there is more to do, and we invite every member of our community to share in this responsibility. Together, we can build a university free from racism—where everyone can thrive.