

Chair in Race Relations
School of Humanities and Social
Sciences, Faculty of Arts and
Education, Deakin University
221 Burwood Highway,
Burwood, Victoria 3125

2nd October 2023
Michael Bradley
Managing Partner
Marque Lawyers

RE: *Faruqi v Hanson* – Federal Court of Australia proceedings no. NSD 372 of 2023

Dear Mr Bradley,

1. Thank you for your request to provide an expert opinion in relation to this matter. I acknowledge that I have read, and agree to be bound by, the Harmonised Expert Witness Code of Conduct. I have made all the inquiries which I believe are desirable and appropriate and that no matters of significance which I regard as relevant have, to my knowledge, been withheld from the Court.
2. I have been provided with the following documentation in relation to this case, which encompass the facts, and assumptions of facts, on which the opinions in the report are based:
3. Letter of instruction (dated 18 August 2023; appended below).
4. Schedule A: extracts of sections 18C and 18D of the Act.
5. Schedule B: the Harmonised Expert Witness Code of Conduct.
6. Schedule C:
 - a. the Expert Evidence Practice Note (GPN-EXPT) dated 25 October 2016, including the Harmonised Expert Witness Code of Conduct (Expert Practice Note).
 - b. Originating Application filed on behalf of Senator Faruqi on 3 May 2023, which includes Senator Faruqi's complaint to the AHRC on 27 September 2022 at pages 9-21.
 - c. Concise Statement filed on behalf of Senator Faruqi on 13 June 2023 (which includes Senator Faruqi's complaint to the Human Rights Commission as an annexure).

- d. Concise Response filed on behalf of Senator Hanson on 27 June 2023.
 - e. Notice of a Constitutional Matter under section 78B of the *Judiciary Act 1903*, filed by Senator Hanson on 27 June 2023.
 - f. Concise Reply filed on behalf of Senator Faruqi on 11 July 2023.
 - g. Explanatory memorandum to the *Racial Hatred Bill 1994* (Cth), which is the legislative Bill that inserted section 18C into the Act.
 - h. 27 September Hansard.
 - i. Report of the National Inquiry into Racist Violence in Australia, which was prepared by the Australian Human Rights and Equal Opportunity Commission in 1991.
 - j. A folder containing examples of the communications referred to at paragraph 18 in the letter of instruction.
 - k. A folder containing the 776 responses to the How Does It Make You Feel Form.
7. This statement made by me accurately sets out the evidence that I would be prepared, if necessary, to give in court as a witness. I have made all the inquiries which I believe are desirable and appropriate, and no matters of significance which I regard as relevant have, to my knowledge, been withheld from the court.
 8. My name is Yin Carl Paradies, of [REDACTED] I am an Alfred Deakin Professor of Race Relations at Deakin University. I hold a Bachelor of Science, in mathematics and computer science (Northern Territory University), a Master of Medical Statistics (University of Newcastle), a Master of Public Health (University of California, Berkeley) and a Doctor of Philosophy in social epidemiology (University of Melbourne).
 9. I have conducted research on the health, social and economic effects of racism as well as anti-racism theory, policy and practice for over 20 years. To date, I have authored 245 publications, delivered 292 presentations and been an investigator on more than 60 grants worth \$48 million, as well as an invited reviewer for 127 peer-reviewed journals. I also review grants for the Australian National Health and Medical Research Council, Australian Research Council, New Zealand Health Research Council, the United States National Science Foundation, New Zealand Marsden Fund Council, Ontario Research Fund, United States-Israel Binational Science Foundation, Swiss National Science Foundation and the Austrian Science Fund. Further details of my experience and track record are included in my curriculum vitae below.
 10. Below I provide an expert opinion on the questions you have asked:

11. *What are the likely health outcomes for people who experience racism? Please address this question at a population level and in terms of sequelae affecting individuals.*
12. Based on a large and consistent body of existing literature, it is clear that racism can result in both acute and chronic emotional and psychological impacts. In particular, racist conduct is a pernicious form of stress that can have significant consequences for immediate emotional and psychological health and can also result in long-term pathophysiological changes that affect both mental and physical health.
13. At the individual level, racism can cause immediate sequelae such as: shock, denial, anger, rage, frustration, fear, anxiety, guilt, shame, sadness, suppression, distress, disappointment, doubt, humiliation, helplessness, stress, confusion, contempt, amusement, disgust, powerlessness, rejection, withdrawal, panic, bodily pain, stomach-ache, headache, muscular tension, breathing difficulties, tremors, shaking, flashbacks, blurred vision, physical weakness, dizziness, vertigo, nausea, vomiting, constipation or diarrhea (Paradies 2006; 2015; 2017).
14. In the medium to long-term at a population level, racism has been linked to a range of mental and physical health outcomes, including: anxiety, depression, suicidality, high blood pressure, cardiovascular disease, diabetes, genetic damage, inflammation, poor immune functioning, preterm, low birthweight or small for gestational age, angina, arthritis, asthma, cancer, stroke, ear infection, gastrointestinal infection and disease, kidney and liver / gallbladder problems, neurological conditions, childhood illnesses, osteoporosis, Parkinson's disease, respiratory infection, rheumatism, scabies, sickle cell disease, sickle cell trait and skin infection, obesity, poor sleep quality and insufficient exercise, as well as maladaptive behaviours such as smoking, alcohol, and substance misuse, risky sexual behaviours and delays in seeking healthcare (Coimbra et al. 2022; Cottonham 2018; Cuevas et al. 2020; Lockwood et al. 2018; Paradies 2015; 2016; Pereira et al. 2022; Rudes et al. 2022; Samari et al. 2018; Selvarajah et al. 2022; van Daalen et al. 2022; Whitfield et al. 2023).
15. Racism is also a social determinant of health that shapes people's environments, resources and opportunities, driving diverse pathways leading to ill-health. Racism impacts jobs/careers, education, (in)formal networks, transport (Ge et al. 2020), recreation, housing (Galster et al. 2018) and access to health care. Racism also increases the likelihood of facing air pollution, limited access to green space, neighbourhood deprivation and violence and unhealthy food retail environments (Selvarajah et al. 2022).
16. Racism directly affects the body through activating the stress response, resulting in short-, medium- and long- term biological changes. Through mechanisms such as epigenetic changes, exposure to racism in one generation might propagate adverse health effects to subsequent generations (Selvarajah et al. 2022). For example, a recent study found that, in models adjusting for covariates, including socioeconomic status and health status, Māori mothers who experienced a racist physical attack during pregnancy had children, who at 4.5 years of age, had significantly shorter

telomere length than children of Māori mothers who did not report a racist physical attack during pregnancy (Thayer et al. 2023). Telomeres are structures made from DNA sequences and proteins found at the ends of chromosomes required for cell division. They cap and protect the end of chromosomes.

17. Generally, the impact of racism occurs through several key pathways (Brondolo et al. 2011, Gale et al. 2020; Harrell et al. 2011, James 2020 Pascoe and Richman 2009; Priest et al. 2013; Slopen et al. 2016; Williams and Mohammed 2009; Williams et al. 2019):
 - a. stress, fear, anxiety and other negative emotional states which have direct detrimental effects on emotional and psychological health as well as damaging physiological systems (including the neuroendocrine, endocrine and immune systems) and which indirectly impact emotional and psychological health;
 - b. negative self-evaluation and stereotypes which can be internalised (i.e., self-stereotyping and internalised racism) causing reduced psychological well-being and higher levels of depressive symptoms, poor self-worth, self-efficacy and self-esteem which, in turn, impact emotional and psychological health; including increased anxiety, reduced self-regulation, and impaired decision making;
 - c. increases in unhealthy behaviours which can impact on emotional and psychological health, such as smoking, drug and alcohol misuse, risky sexual behaviours as well as decreases in healthy behaviours such as sleep quality and sufficient exercise caused directly by stress or indirectly by reduced ability to self-regulate; and
 - d. hyper-vigilance, rumination and anticipatory anxiety about further experiences of racism which can also lead to emotional and psychological ill-health.
18. Activation of stress pathways is a key mechanism through which racism affects health. When we perceive threat or danger, three important biological systems activate to prepare for confronting or escaping from it in the fight-or-flight response. These systems are the neurological, endocrine, and immune systems via activation of the sympathetic nervous system, the hypothalamic-pituitary- adrenal (HPA) axis and inflammation. This results in generalised alertness, heightened heart rate and blood pressure as well as additional circulating energy through elevated blood glucose and fat breakdown, consequent to the effects of cortisol and noradrenaline. When this response occurs for an extended period (e.g., due to intermittent but ongoing experiences of racism), it is termed allostatic load, and gives rise to numerous direct and indirect physiological effects. Among markers of allostatic load are daily cortisol variations, fibrinogen, interleukin 6 and C reactive protein (indexing inflammation), blood pressure, heart rate, glycosylated haemoglobin, HDL cholesterol concentrations, neutrophil-to-lymphocyte ratio (Aronoff et al. 2022) and urinary

noradrenaline. Indirect measurements of stress exposure— such as body mass index, waist circumference, and insulin resistance—are not specific to allostatic load, but can result from unhealthy living conditions and behaviours due to racism-related stress (Selvarajah et al. 2022).

19. Racism is perceived as, and often is, a threat which activates these stress response pathways. Being exposed to racism regularly over the life course leads to chronic activation of an energy-consuming emergency response that results in physiological wear and tear as well as dysregulating at the cellular level (Selvarajah et al. 2022).
20. Epigenetics refers to the differential expression of genes as a response to environmental influences. Cumulative wear of the body among those experiencing racism has been associated with epigenetic ageing—when biological age exceeds chronological age—which in turn predicts coronary heart disease and diabetes among other age-related chronic illnesses, along with premature mortality. Beyond epigenetics, other relatively stable biological changes associated with chronic stress include faster telomere attrition—another marker of wear and tear—and changes in gut microbiota. Stress-induced biological alterations can be intergenerational—through either epigenetic mechanisms influenced by allostatic load or as a consequence of maternal stress responses during pregnancy. Maternal exposure to racism has been associated with foetal exposure to excess cortisol, foetal HPA axis activation, and greater risk of low birthweight. This type of foetal environment has been correlated with methylation of the glucocorticoid receptor gene and the NR3C1 gene promoter, both of which are involved in HPA axis dysregulation. These epigenetic alterations are precursors of cardiometabolic disease, such as high blood pressure, abdominal adiposity, and insulin resistance. The earlier exposure to racism occurs during the life course, the more it can affect development and long-term health (Selvarajah et al. 2022).
21. Evidence for the emotional and psychological impacts of racism is strongly demonstrated in a systematic review and meta-analysis which combined data from 293 studies on the relationship between racism and health published between 1983 and 2013. Across these studies, racism was statistically significantly associated with poorer mental health, including depression, anxiety and psychological stress (Paradies et al. 2015). A more recent systematic review and meta-analysis focused on relationships between racism and health outcomes among racial/ethnic minorities in the U.S., finding a statistically significant association between racial discrimination and mental health across 105 studies examined (Carter et al. 2017). In another study, 70% of the trauma symptomology outcomes examined across 28 studies were statistically significantly associated with racial discrimination (Kirkinis et al. 2021).
22. It has been shown in several studies that conscious worry about, and preparation in advance of, threatening events (i.e. hyper-vigilance) and an individual's attempt to manage the anticipatory responses and subsequent reactions to racist conduct can also lead to activation of subcortical emotional neural circuits (i.e., unconscious pathways leading to stress responses), conscious and pre-conscious emotion regulation (i.e., denying or suppressing existence of racism), perseverative cognitions

(i.e., continual worry leads to prolonged stress responses), and negative affective states stemming from racist cognitive schemata (e.g. negative thoughts and behaviours about your own race can lead to increased levels of detrimental emotions) (Harrell et al. 2011; Himmelstein et al. 2015). Anticipating racial discrimination can also lead to heightened negative emotional and psychological responses (Lindström 2008; Sawyer et al. 2012).

23. *If a person that shared any or some of the Group Attributes read the Hanson Tweet and/or was told words to the effect of “go back to where you came from”:*

a. are they likely to be negatively impacted? If so, to what extent?

24. The Hanson Tweet (as detailed in the letter of instruction) is a common form of racism which can be described as ‘go back to where you came from’. [REDACTED]
[REDACTED] his is supported by a 2011 study which surveyed 580 culturally and linguistically diverse (CALD) Victorian women from four local areas in Victoria, including both rural and urban communities which asked, among other questions, if someone had suggested “you do not belong in Australia, that you should ‘go home’ or ‘get out’ and so on”. Among the 35.2% (n=204) of Muslim women participants, 50% (compared to 36.4% of non-Muslim women) reported being told they don’t belong, that they should ‘go home’ or ‘get out’. Adjusting for local government area, education, age, country of birth, and duration of residence in Australia, Muslim women had 1.61 times the odds of being told being told that they do not belong in Australia and should go back to their country, compared to non-Muslim women. After experiencing this form of racism, 33.8% of Muslim women who were surveyed (compared to 24.2% of non-Muslim women) were above the threshold for high or very high psychological distress (Yeasmeen et al. 2023).
25. Even Indigenous Australians are often subject to this form of racism. Drawing from the same research project, in a survey among 755 Aboriginal Australians in four communities across Victoria in 2011, two-thirds of participants reported being told that they don’t belong, that they should ‘go home’ or ‘get out’ (Ferdinand et al. 2013).
26. Vicarious racism, also known as secondary racism or second-hand racism, refers to a form of racism experienced by individuals who are not directly targeted but, instead, witness, learn of after the fact, or indirectly encounter racism, directed at others. Vicarious racism has been associated with anxiety, depression, stress, trauma symptoms and other socioemotional and mental health outcomes (Barnett 2022; Batchelder 2019; Chae et al. 2021 Chrobot-Mason et al. 2013; Dhanani and LaPalme 2019; Di Marco et al. 2016; Heard-Garris et al. 2018; Russell et al. 2018).
27. A person who shared any or some of the Group Attributes and read the Hanson Tweet is likely to be negatively impacted via vicarious racism, with one or more of the immediate sequelae of racism listed above in (i) likely to ensue. That is: shock, denial,

anger, rage, frustration, fear, anxiety, guilt, shame, sadness, suppression, distress, disappointment, doubt, humiliation, helplessness, stress, confusion, contempt, amusement, disgust, powerlessness, rejection, withdrawal, panic, bodily pain, stomach-ache, headache, muscular tension, breathing difficulties, tremors, shaking, flashbacks, blurred vision, physical weakness, dizziness, vertigo, nausea, vomiting, constipation or diarrhea (Paradies 2006; 2015; 2017).

28. The extent to which they would be negatively impacted would depend on a number of factors, such as: their previous experiences of racism (especially this form of ‘go back to where you came from’ racism); the potential for, and history of exclusion from public life through racism of this kind; and other aspects of their life situation, including their overall and racism-related resilience, coping responses etc. As indicated in the study detailed above, being subject to this form of racism has been associated with clinically significant increases in psychological distress (Yeasmeen et al. 2023).

a. is the impact experienced by that person likely to be exacerbated when the publisher of the phrase “go back to where you came from,” is a colleague, a person with a significant public profile; and/or an elected public official?

29. A meta-analysis found that workplace discrimination (including, but not limited to racism) was statistically significantly associated with poor mental health (including psychological distress, depression, and anxiety) across 30 studies (Dhanani et al. 2018). This meta-analysis also found that interpersonal discrimination (i.e., negative behaviours that occur in everyday workplace social interactions) was at least equally harmful, and in many cases more harmful, than formal discrimination (i.e., decisions such as hiring, promotion, or compensation) (Dhanani et al. 2018).

30. Research on vicarious racism provides compelling evidence that awareness of racism predicts negative job attitudes and psychological strain for people of various racial backgrounds in the workplace (Chrobot-Mason et al. 2013). This is consistent with broader research on both the detrimental mental health impacts of vicarious workplace mistreatment (Dhanani and LaPalme 2019) and discriminatory work environments (Di Marco et al. 2016).

31. Racism is a function of power plus prejudice (Paradies 2006). People with significant public profiles have considerable power through the importance attached to fame in modern societies. Similarly, elected public officials also occupy positions of considerable power in representative democracies. Racism from those in positions of power is likely to have a heightened impact due to the increase threat (perceived or real) of abuse, harm, oppression, marginalisation, restriction, exclusion, ostracisation, disadvantage, deprivation etc. both directly from both the powerful perpetrator themselves and, more importantly, from the authorising effect of such racism through its influence on the general public; among whom there will be those who feel empowered to emulate, model and imitate such racism. This effect is clearly demonstrated in the abusive phone calls, emails, direct social media messages and abusive social media posts received by Senator Faruqi in the wake of the Hanson Tweet.

32. As such, the impact experienced, upon reading the Hanson Tweet, by a person who shared any or some of the Group Attributes is likely to be exacerbated when the publisher is a colleague, a person with a significant public profile; and/or an elected public official.

[REDACTED]

[REDACTED]

[REDACTED]

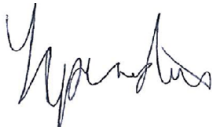
[REDACTED]

[REDACTED]

36. *Having regard to the harm outlined at [36] of the Concise Statement, in your experience, is this harm consistent with what you would expect a person who shares any of or some of the Group Attributes to suffer after becoming aware of the Hanson Tweet?*

37. Yes, in my experience, the harms outlined at [36] of the Concise Statement are consistent with what I would expect a person who shares any of or some of the Group Attributes to suffer after becoming aware of the Hanson Tweet.

Yours sincerely,



Alfred Deakin Professor Yin Paradies

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Curriculum Vitae

NAME Yin Paradies
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EDUCATION

2006 PhD (social epidemiology), University of Melbourne
2004 Master of Public Health, University of California, Berkeley
2001 Master of Medical Statistics, University of Newcastle
1998 Bachelor of Science (mathematics and computer science),
Northern Territory University

EMPLOYMENT

03/14- Professor and Chair in Race Relations, Deakin University
02/18-12/20 Indigenous Knowledges and Culture Coordinator, Deakin University
06/12-03/14 Associate Professor, Deakin University
06/12-12/18 Deputy Director Research, Alfred Deakin Institute for Citizenship and
Globalisation
01/10-06/12 Senior Research Fellow, University of Melbourne
7/06-12/09 Research Fellow, Menzies School of Health Research
5/00-2/02 Project Development Officer, Cooperative Research Centre for
Aboriginal and Tropical Health
1/99-5/00 Research Officer, National Centre for Aboriginal and Torres Strait
Islander Statistics, Australian Bureau of Statistics
5/95-1/99 Indigenous Cadet, National Centre for Aboriginal and Torres Strait
Islander Statistics, Australian Bureau of Statistics

TRACK RECORD

Professor Paradies is Chair in Race Relations at Deakin university. He conducts research on the health, social and economic effects of racism as well as anti-racism theory, policy and practice across diverse settings, including online, in workplaces, schools, universities, housing, the arts, sports and health. He also teaches and undertakes research in Indigenous knowledges and decolonisation. He has authored 248 publications, including 175 peer-reviewed articles, 22 book chapters and two monographs.

Prof. Paradies has delivered 292 presentations (82 international; 195 invited presentations), including 47 guest lectures and 28 keynotes. He is an investigator on 13 current, and 50 completed, grants (12 as lead investigator, 11 ARC and 8 NHMRC grants) with a combined worth of \$48 million as well as an invited reviewer for 127 journals. Prof. Paradies has assessed grants for the Australian National Health and Medical Research Council,

Australian Research Council, New Zealand Health Research Council, the United States National Science Foundation, New Zealand Marsden Fund Council, Ontario Research Fund, United States-Israel Binational Science Foundation, Swiss National Science Foundation and the Austrian Science Fund. He has served on the editorial boards of *Ethnic and Racial Studies*, the *Australian and New Zealand Journal of Public Health* and *Australian Aboriginal Studies*. He currently (co-) supervises 5 PhDs and has supervised 14 PhD students to completion.

As of October 2023, Prof. Paradies had 17,943 citations with a Google *h* index of 65. His work has been cited in the highest-ranking journals of several disciplines, including *Annual Review of Sociology*, *Ethnic and Racial Studies*, *International Journal of Epidemiology*, *Journal of General Internal Medicine*, *PloS ONE*, *Social Science & Medicine*, and *The Lancet*.

In 2011, Prof. Paradies received both a Victorian Young Tall Poppy Science award as well as the Melbourne School of Population Health's early-career researcher award. In 2010, he received the VicHealth Annual Award for Advocacy for the Building on Our Strengths Report. Prof. Paradies was named Scholar of the Year in the National Aboriginal and Islander Day Observance Committee (NAIDOC) Awards in 2007 and received the Chairman's Special Commendation at the Northern Territory Research and Innovation Awards in the same year. Prof. Paradies was also awarded the American-Australian Fulbright Postgraduate Award in 2003 as well as a Wellness Scholarship from 2003-2004 at the School of Public Health at the University of California, Berkeley. In 2002, he won the Australia Day Council's Science and Technology Award and overall Young Achiever of the Year Award in the Northern Territory Young Australian of the Year Awards. Prof. Paradies was accepted as a Fellow of the Academy of the Social Sciences in Australia in 2021.

Prof. Paradies published the first worldwide systematic review in the field of racism and health in a top-ranked epidemiological journal (*International J Epidemiology*: IF 9.176) in 2006 and has since been cited over 2,000 times (ranked #6 of all articles published in this journal during 2000-2015). Prof. Paradies co-authored the health and wellbeing chapter in the Macquarie Atlas of Indigenous Australia, named best textbook of the year in the 2006 Australian Awards for Excellence in Educational Publishing. Over 200,000 copies of the 1st and 2nd edition of *Working Together: Aboriginal and Torres Strait Islander Mental Health and Wellbeing Principles and Practice* (in which Prof. Paradies co-authored two chapters) have been distributed. He was also a contributing author on the first two editions of the Health and Welfare of Australia's Aboriginal and Torres Strait Islander Peoples, a report which, for the first time, comprehensively summarised the state of Indigenous health and wellbeing.

He is principal author of the first comprehensive multidisciplinary framework to reduce race-based discrimination and support diversity (*Building on our Strengths*). This framework was launched by the Victorian Deputy Premier in 2009 and has been downloaded tens of thousands of times. Prof. Paradies was key scientific advisor on VicHealth's Localities Embracing and Accepting Diversity (LEAD) program. The LEAD program is a 5-year multimillion-dollar program that is one of the largest evidence-based and evaluated anti-racism intervention worldwide. LEAD training has been delivered in schools, workplaces and to police while more general LEAD organisational resources have been utilised by local councils and for-profit businesses across Australia. School-based aspects of LEAD have been adopted in several schools internationally. Recommendations from a report on identification of Indigenous patients in general practice co-authored by Prof. Paradies have been implemented at a national level by the Royal Australia College of General Practitioners. He also developed the Indigenous cultural competency curriculum for the Royal Australasian College of Surgeons. His research on racism in the NSW rental market led the NSW Real Estate Institute to join the National anti-racism campaign and resulted in improved education for real estate agents on racism supported spearheaded by the NSW Minister for Better

Regulation. In 2013, he acted as an expert witness in the Federal test court case *Haile Michael & Ors vs. Konstantinidis* (the Chief Commissioner of Victoria Police, in which his testimony was directly responsible for the case being settled out of court and was instrumental in leading to a Victoria-wide inquiry focused on police racism and migrant youth, and a range of resulting recommendations for improving police practices. In 2018, he was an expert witness in the New South Wales coronial inquest into the death of Naomi Williams on behalf of the National Justice Project. In 2019, he was an expert witness in *Cottrell v Ross* case at the request of the Attorney-General of Victoria in relation to an offence of serious religious vilification in s 25(2) of the *Racial and Religious Vilification Act 2001*. In 2020, I was an expert witness in *Bajelis v Reserve Bank of Australia*; an unfair dismissal case that involved racist conduct, where I was asked to discuss both the health and workplace impacts of racism.

Items on racism in the National Aboriginal and Torres Strait Islander Social and Health Surveys as well as those in the 2014 General Social Survey were based on Prof. Paradies' work. His work has informed and been cited in various seminal policy documents, including the: Victorian Equal Opportunity Review, Victorian Charter of Safety and Wellbeing for Aboriginal Children and Young People, Victorian Plan for Aboriginal Children and Young People (2010-2020), State of Victoria's Children 2009, 2009 Overcoming Indigenous Disadvantage Report, the Australian Social Inclusion Board's 2013 How Australia is faring report and the National Aboriginal and Torres Strait Islander Health Plan 2013-2023. The 2010 Australian Human Rights Commission shadow report to the United Nations on the International Convention on the Elimination of All Forms of Racial Discrimination recommended that the Australian Government adopt the Building on our Strengths Framework as part of its broader national preventative health agenda. Prof. Paradies was a key expert advisor to the Australian Human Rights Commission's National Anti-Racism Partnership and Strategy, the Victorian government's Anti-Racism and Anti-Discrimination Action Plan, a member of the Victorian Government's Anti-Racism Taskforce and Measures and a member of the Mechanisms for Preventing and Addressing Racism and Racial Discrimination in the Institutions of the United Nations System Advisory Group of Experts.

Prof. Paradies is key member of the Challenging Racism Project run by the University of Western Sydney that includes the largest-scale and most comprehensive data on race-related attitudes and experiences in Australia. This site is utilised regularly by all levels of government and community groups. For example, during two weeks in Feb 2011 when the latest project data was launched there were 30,000 site visits. Prof. Paradies was one of two academic experts providing input into the Identity exhibition opened in 2011 at the Victorian Immigration Museum that is visited by tens of thousands of people every year. Prof. Paradies was the key academic advisor on *beyondblue's* 2014 national campaign targeting racism against Indigenous Australians that was viewed by over 4 million people. He was CIA on the first ARC linkage project focused on bystander anti-racism, with the four short video vignettes produced from this project attracting over 12 million online views (one-third of whom reported an increased intention to take anti-racism action), with a reach of 27 million, nearly 500,000 likes, 150,000 shares and more than 23,000 comments. Prof. Paradies was part of the academic team that funded and developed the *Everyday Racism* mobile phone app that has been downloaded over 28,000 times, with 60% of users indicating that they had spoken up against racism since playing the game, and almost 98% saying they now understood the importance of taking anti-racist action. The app co-won the 2015 UN PEACEapp competition and was awarded second prize (out of 600 applications) in the 2014 United Nations Alliance of Civilizations (UNAOC) and BMW Group Intercultural Innovation Award.

Prof. Paradies co-developed the two-day professional development course *Race, Culture, Indigeneity and the Politics of Disadvantage* in 2003. This short course addressed the needs of professionals (primarily from the government and NGO sectors) working in Indigenous

affairs by providing conceptual tools from the social sciences that can assist in tackling the complex moral and political issues inherent to their work. It has been co-delivered by Prof. Paradies more than 15 times to over 500 participants from local state, territory and federal government, Oxfam, World Vision, Amnesty International, Red Cross, Engineers Without Borders, Puma, The International Women's Development Agency, divisions of general practice, specialist colleges and numerous Aboriginal organisations and peak bodies.

Prof. Paradies has served on various committees including Australian Institute of Health and Welfare Ethics Committee Expert Panel on Research involving or affecting Indigenous people; Foundation for Young Australians Racism Project Steering Committee; and the VicHealth Advisory Committee on Promoting Cultural Diversity and Reducing Discrimination. He was also a member of the American-Australian Fulbright Commission Victorian State Selection Committee (2010-13), the Collingwood Football Club's Expert Group on Anti-racism.

According to Open Syllabus Explorer, Prof Paradies' research has been used in syllabi at a number of universities including: Bangor University; Brown University; Carleton University; Deakin University; Duke University; Goldsmiths University of London; LaTrobe University; Keele University; Loyola University, Chicago; McMaster University; Murdoch University; New York University; Northern Arizona University; Oxford Brookes University; Rutgers University; Southern Cross University; St Francis Xavier University; University of British Columbia; University of California, Irvine; University of Florida; University of Massachusetts; University of Memphis; University of New Mexico; University of Ottawa; University of Pretoria; University of Queensland; University of South Carolina; University of Southern California; University of Western Sydney; and Umea University.

Prof. Paradies has published 14 articles in The Conversation which have attracted over 500,000 reads. His research has generated considerable media attention including TV coverage on ABC When will Australia have a Black Prime Ministers (28/04/2019; 350,000 viewers), ABC the Drum (27/08/19), (Channel 10 News (23/02/11), SBS documentary Is Australia Racist? (26/02/17) as well as on radio: Health report (05/07/07), Australia Talks (27/02/07), Away program (21/07/07), ABC Radio AM (07/04/03, 23/02/11), ABC news (07/04/03, 09/10/07, 22/04/08, 23/02/11, 10/05/2020), ABC World Today (25/03/10), ABC statewide drive Vic (23/02/11), ABC RN drive (02/04/2013, 28/01/14, 05/06/19), ABC Darwin (23/02/11, 09/03/12), ABC Brisbane Drive Radio (10/05/13), ABC Canberra Drive (09/08/2016, 09/11/2017), BBC World Service News and Current Affairs (25/03/10), SBS Radio (09/04/03, 28/09/09), SBS World News (05/06/11, 13/06/13), SBS Living Black (27/07/12, 20/03/14), FM Brisbane (11/07/08), Top FM (09/04/03, 19/06/06), HuffPost (28/10/19), National Indigenous Radio Service (09/04/03, 11/07/08, 26/11/09), National Indigenous TV (20/02/14), Koori Radio (09/02/10) and CAARMA (Central Australian) radio (19/06/06, 18/3/08, 23/02/11), 3CR (26/07/19), 3LO (02/08/09), 3AW (07/10/10, 23/02/11, 28/06/11, 06/04/16), 6PR Perth (28/06/11), Melbourne Talk Radio (28/06/2011), 2GB Sydney (23/02/11), 2SER Sydney (28/10/11, 10/08/16), Triple JJJ (07/10/10, 02/04/13) and 3BA FM Ballarat (24/02/11), Deakin Matters (26/11/12), ABC Goulburn Murray (27/11/12), 3GB (06/02/13), 702 ABC Sydney (30/05/13), Panorama news radio 90.7FM (27/05/13, 26/06/15) and National Indigenous Television (13/06/13), ABC WA Regional Drive Program (23/01/14), ABC Melbourne 774 (29/01/14), Geelong Pulse Drive (03/02/14), Radio Australia (05/02/14), Radio National (03/09/2017, 04/06/2020), Stop Everything! (01/02/2019), 5QTR FM (26/08/2018).

Prof. Paradies' research has also been quoted in The New York Times (14/09/2017), The Age (14/03/08, p.3, 19/11/09, p. 11, 23/02/11 p. 9, 14/05/12, 01/06/13, 08/12/14, 27/08/19), The Guardian (14/03/19, 27/08/19), BuzzFeed (14/03/19), The Voice, p. 2,15 (20/11/12), The Australian (01/06/13, 14/06/13), The Canberra Times (26/04/08, p.4, 15/02/17), Herald Sun (12/09/07, 23/02/11 p. 17, 06/04/16) Koori Mail (05/07/06, p. 36), Sydney Morning

Herald (06/02/10, 06/04/14, 11/05/2020), Ballarat Courier (23/02/11, 24/02/11, 25/02/11), Brimbank Weekly (01/03/11), Mx (21/05/13) as well as international media in the U.S., India and China. His four articles in the Conversation have been read over 20,000 times.

Prof. Paradies was named one of 40 lifetime superstars of Australian research in 2021.

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173. **Paradies Y**. Affirmative action and equity in Aboriginal and Torres Strait Islander health. *Medical Journal of Australia* 2005; 183 (5): 269-270.
174. **Paradies Y**. Anti-racism and Indigenous Australians. *Analyses of Social Issues and Public Policy* 2005; 5:1-28.
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Monographs

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2. Jakubowicz A, Dunn K, Mason G, **Paradies Y**, Bliuc A, Bahfen N, Atie R, Connelly K, Oboler A. 2017. Cyber Racism and Community Resilience. Palgrave McMillan, Cham.

Peer-reviewed book chapters

1. Joseph D and **Paradies Y**. In press. Indigenous music and cultural engagement: Listening with our ears and hearts. In Musical collaboration between Indigenous and

- non-Indigenous people in Australia: Exchanges in the third space, K. Barney (ed.). London: Routledge.
2. Alperhan Babacan, Rachael Jacobs, Alanna Kamp, **Yin Paradies**, Anton Piyarathne, Caroline Wang, Karen Zwi, Lisa Woodland and V. Hutton. 2021. Racism in Multicultural Responsiveness in Counselling and Psychology. Hutton Vicki. and Sisko, Susan. (eds.) Cham, Palgrave Macmillan.
 3. Ben J, Kelly D, **Paradies Y**. 2020. Contemporary anti-racism: a review of effective practice. The Routledge International Handbook of Contemporary Racisms, Solomos J (ed.).
 4. **Paradies Y**. Racism and Indigenous Health. In McQueen D. (ed.) Oxford Research Encyclopedia of Global Public Health. Oxford University Press, 2018.
 5. Bodkin-Andrews G, Lovelock R, **Paradies Y**, Denson N, Franklin C, Priest N. Not My Family: Understanding the Prevalence and Impact of Racism Beyond Individualistic Experiences. In Walter, M.L. Martin, K., Bodkin-Andrews, G. Indigenous Children Growing Up Strong: A Longitudinal Study of Aboriginal and Torres Strait Islander Families, (pp. 179-208). Palgrave Macmillan, U.K., 2017.
 6. Dandy J, Dunn K, Jetten J, **Paradies Y**, Robinson L, Ziaian T. Mutual Intercultural Relations in Australia. In Berry, J.W. Handbook of acculturation psychology (2nd ed.), Cambridge University Press, 2017.
 7. **Paradies Y**. Overcoming racism as a barrier to community development, chapter 11, pp. 169-185 in Kickett-Tucker C., Bessarab D., Wright M., and Coffin J., *Mia Mia Aboriginal Community Development: Fostering cultural security*. Cambridge University Press, Cambridge, U.K., 2017 (p. 169-185).
 8. **Paradies Y**. Attitudinal barriers to Reconciliation in Australia, in Clark T, de Costa R, Maddison S (eds.), *The limits of Settler Colonial Reconciliation: Non-Indigenous People and the Responsibility to Engage*. Springer, Singapore, 2016, chapter 7 (p. 103-118).
 9. **Paradies Y**, Bastos JL, Priest N. Prejudice, stigma, bias, discrimination and health. In Sibley C & Barlow F(eds.), *Cambridge Handbook of the Psychology of Prejudice*. Cambridge University Press, Cambridge, U.K., 2016 (p. 559-581).
 10. Dunn K, **Paradies Y**, Atie R, Priest N. The morbid effects associated with racism experienced by immigrants: findings from Australia. Chapter 15 in Renzaho A (ed), *Globalisation, Migration and Health*. Imperial College Press, London, U.K., 2016 (p. 509-531).
 11. **Paradies Y**. Beyond Black and White: Essentialism, Hybridity and Indigeneity. *Routledge Handbook of Indigenous Peoples' Rights*. Chapter 3 in Short D & Lennox C (eds), Routledge, 2016 (p. 24-33).
 12. Nelson J, MacDonald H, Dufty-Jones R, Dunn K and **Paradies Y**. Ethnic discrimination in private rental housing markets in Australia, Chapter 3 in Dufty-Jones, R., and Rogers, D., *Housing in Twenty-First Century Australia: People, Practices and Policies*. Aldershot, Ashgate, 2015 (p. 39-56).
 13. Dudgeon P, Wright M, **Paradies Y**, Garvey D and Walker I. Aboriginal Social, Cultural and Historical Contexts, Chapter 1 in Dudgeon P, Milroy H, Walker R

- (eds). *Working Together: Aboriginal and Torres Strait Islander Mental Health and Wellbeing Principles and Practice* (2nd edition). Commonwealth of Australia, 2014 (p. 3-24).
14. Zubrick S, Shepherd C, Dudgeon P, Gee G, **Paradies Y**, Scrine C and Walker R. Social Determinants of Social and Emotional Wellbeing, Chapter 6 in Dudgeon P, Milroy H, Walker R (eds). *Working Together: Aboriginal and Torres Strait Islander Mental Health and Wellbeing Principles and Practice* (2nd edition). Commonwealth of Australia, 2014 (p. 93-112).
 15. Nelson J, Dunn K, **Paradies Y**. Australian racism and anti-racism: links to morbidity and belonging. Chapter 11 in F. Mansouri & M. Lobo (Eds.), *Migration, Citizenship and Intercultural Relations: Looking Through the Lens of Social Inclusion?* Ashgate, 2011 (p. 159-176).
 16. **Paradies Y**. Beyond Black and White: Essentialism, Hybridity, and Indigeneity, Chapter 4 in Hart SM, Bruchac M Wobst HM (eds), *Indigenous Archaeologies: A Reader in Decolonization* 2010. Left Coast Press, (p. 43-50).
 17. **Paradies Y**. Psychosocial Stress and Health: A Conceptual Overview. In Columbus AM (ed), *Advances in Psychology Research*, 2010. Nova Science Publishers, 2010 (p. 163-176).
 18. Dudgeon P, Wright M, **Paradies Y**, Garvey G, Walker I. The Social, Cultural and Historical Context of Aboriginal and Torres Strait Islander Australians, Chapter 3 in Purdie N, Dudgeon P, Walker R (eds). *Working Together: Aboriginal and Torres Strait Islander Mental Health and Wellbeing Principles and Practice*. Commonwealth of Australia, 2010 (p. 25-42).
 19. Zubrick S, Dudgeon P, Gee G, Glaskin G, Kelly K, **Paradies Y**, Srine C, Walker R. Social Determinants of Aboriginal and Torres Strait Islander Social and Emotional Wellbeing, Chapter 6 in Purdie N, Dudgeon P, Walker (eds). *Working Together: Aboriginal and Torres Strait Islander Mental Health and Wellbeing Principles and Practice*. Commonwealth of Australia, 2010 (p. 75-90).
 20. **Paradies Y**, Forrest J, Dunn K, Pedersen, A, Webster K. More than Tolerance: Racism and the Health of Young Australians. In Mansouri F (ed), *Youth Identity and Migration: Culture, Values and Social Connectedness*. Common Ground Publishing, Altona, Victoria, 2009 (p. 207-226).
 21. **Paradies Y**. Chapter 4: Racism. In Carson B, Dunbar T, Chenhall R and Bailie R (eds), *Social Determinants of Indigenous Health*. Allen and Unwin, 2007 (p.65-86).
 22. Brady M, **Paradies Y**. Chapter 13: Health and Wellbeing. In B Arthur & F Murphy (eds), *Macquarie Atlas of Indigenous Australia: Culture and Society Through Space and Time*. Macquarie Library Pty Ltd, NSW Australia, 2005 (p. 156-171).

Other

1. Ben J, Elias A, Truong M, Mansouri F, Denson N, Paradies Y. 2021. Racism in Australia: filling data gaps. Melbourne, Australia, Centre for Resilient and Inclusive Societies Issues paper.
2. Priest N, Chong S, Truong M, Sharif M, Dunn K, **Paradies Y**, Nelson J, Alam O, Kavanagh A. 2019. Findings from the 2017 Speak Out Against Racism (SOAR)

student and staff surveys. Centre for Social Research and Methods Working Paper No. 3/2019.

3. **Paradies Y.** Racism and Health. In Quah SR & Cockerham WC. (eds), *The International Encyclopedia of Public Health*, 2nd edition. Oxford University Press, 2017 (p. 249-259).
4. **Paradies Y.** Racism and Health. In Quah SR (ed), *Reference Module in Biomedical Science*, 2016. Elsevier, Oxford, U.K.
5. **Paradies Y**, Williams, DR. Racism and Health. In Heggenhougen, K and Quah S (eds), *International Encyclopedia of Public Health*, vol. 5. Academic Press, San Diego, 2008 (p. 474-483).

Referred conference proceedings

1. Bodkin-Andrews G, **Paradies Y**, Parada R, Denson N, Priest N, Bansel P. Theory and research on bullying and racism from an Aboriginal Australian perspective. Australian Association for Research in Education 2012 Conference Proceedings.
2. Kowal E, Franklin H & **Paradies, Y.** Towards Reflexive Antiracism. In Riggs, D. and Due, C. (eds) *Directions and Intersections: Proceedings of the 2011 Australian Critical Race and Whiteness Studies Association and Indigenous Studies Research Network Joint Conference*, 2011 (p. 133-152).

Other journal articles

1. **Paradies Y**, Stevens M. Conceptual diagrams in public health research. *J Epidemiol Community Health* 2005; 59(12): 1012-1013.
2. Paradies Y. Confounding and Interaction in Epidemiology. *Australasian Epidemiologist* July 2005; 12(2) 23-25.
3. Bailie R, **Paradies Y.** Adapt or Die: Epidemiology and Indigenous Health Research. *Australasian Epidemiologist* April 2005; 12(1): 24-30.
4. **Paradies Y.** Discrimination, Stress and the Health of Indigenous Australians. *Australasian Epidemiologist* April 2002; 9(1) 39.

AWARDS

2021 Charles Darwin University Indigenous Alumni Award

2017 Research Mentoring Award – Deakin University Faculty of Arts and Education

2011 Victorian Young Tall Poppy Science Award – Australian Institute of Policy and Science

2011 Melbourne School of Population Health Early Career Award for Excellence in Research Achievement

2010 VicHealth Annual Award for Advocacy for the Building on Our Strengths Report

Scholar of the Year – 2007 National NAIDOC Awards

Chairman's Special Commendation – 2007 Northern Territory Research and Innovation Awards

Finalist in the 2004 inaugural Dr Ross Ingram Memorial Essay Competition held by the Medical Journal of Australia

2003-4 Wellness Scholarship – School of Public Health, University of California, Berkeley

2003 Department of Health & Community Services Studies Assistance Award

2003 American-Australian Fulbright Postgraduate Award

2002 Cooperative Research Centre for Aboriginal and Tropical Health Scholarship

2002 National Health and Medical Research Council Training Scholarship for Aboriginal Health Research

2002 Australia Day Council's Young Achiever of the Year Award in the Northern Territory Young Australian of the Year Awards

2002 Australia Day Council's Science and Technology Award Winner in the Northern Territory Young Australian of the Year Awards

Graduate of the Queen's Trust for Young Australians Indigenous Future Leaders' Program Brisbane, QLD, April 2000

Graduate of the Aboriginal Summer School for Excellence in Technology and Science, University of South Australia, January 1992

RESEARCH GRANTS

Current

1. Jamieson L, **Paradies Y**, Mackean T, Bastos J, Haag D, Poirier B, Leane C, Soares GH, Sethi S, Manuela J, Dodd Z, Santiago PR, Owen K, Bauer N. The mouth as an expression of racial injustice: Building the evidence to foster an anti-racist dental health system in Australia (2023-25). (MRF2025028 \$720,329).
2. Campaign A, **Paradies Y**, Bennett-Brook K, Peiris D, Porykali B, Hunter C, Kairuz C, Bourke E, Parry V, Angell B, Gray P. Improving social and emotional wellbeing of Aboriginal and Torres Strait Islander children through contemporary Indigenous/cultural dance, 2023-2027 (MRF2025985 \$978,478.70).
3. **Paradies Y**. Develop an anti-racism policy for Aboriginal and Torres Strait Islander Peoples in or accessing The National Scheme (2023). Australian Health Practitioners Regulation Agency (\$45,000).
4. **Paradies Y**. Managing Country Together Training Resources – Cultural Awareness (2023). Parks Victoria (\$30,000).
5. Dunn K, Kamp A, Kennedy T, Denson N, McGarty C, **Paradies Y**, Truong; M, Sharples R, Ben J. Online anti-racism for Australia (2023-2025). Australian Research Council Discovery grant (\$386,382).

6. Mackean T, Peiris D, **Paradies Y**, Mohamed J, Porykali B, Rogers K, Quilty S, Baum F. How can health districts and networks cultivate anti-racist hospitals? (2022-2026). NHMRC Synergy Grant (#2019247 \$5,000,000).
7. Hughes K, Moore V, Trevorrow E, Carty J, **Paradies Y**, Trounson J. Photography and Reconciliation: the Ngarrindjeri and the South Australian Museum (2021-2024). Australian Research Council linkage grant (LP200300726 \$442,578).
8. Hilario C, Pattison R, Agyapong V, Leatherdale S, **Paradies Y**, Scott S, Storey K. Investigating racism in youth mental health care: A mixed-methods youth-engaged study (2021-2024). Canadian Institutes of Health Research.
9. Garvey G, Brown A, Eades S, Anderson P et al. National First Nations Research Network (2021-2026). National Health and Medical Research Council (\$10,000,000).
10. Uink B, Bullen J, Bennett R, Martin G, Lin A, Woods J, Wright M, **Paradies Y**. Testing a new model for addressing covert racism faced by Indigenous youth (2021-2024). Australian Research Council Discovery Indigenous grant (IN210100051 \$584,000).
11. Miller P, Smith J, Livingston M, Guthridge S, Whyte C, Boffa J, **Paradies Y**, Griffiths K, Chikritzhs T, Room R, Mayshak R, Smith L, Stevens M, Paterson J, Ward J, Crane M, Thorn M, Scott D. Impacts of Banned Drinkers Register Re-introduction in Northern Territory (2019-2022). Australian Research Council linkage grant (LP180100701 \$1,191,949).
12. Dunn K, Mansouri F, McGarty C, Diallo T, Sharples R, Vergani M, **Paradies Y**, Elias A (2019-2020). Dissecting Islamophobia: understanding the varied racialisation of Islam using latent class analysis, and what it means for responding. Countering Violent Extremism Research Grants, Victorian Department of Justice and Community Safety (\$50,848).
13. Mansouri F, Akbarzadeh S, Barton G, Bliuc A, Collins P, Dellal H, Denson N, Dunn K, Elias A, Gerrand V, Grossman M, Halafoff A, Harris A, Johns A, Keddie A, Magee L, McGarty C, **Paradies Y**, Third A, Ungar M, Vergani M, Walton J, Whelan C (2019-2023). Centre for Resilient and Inclusive Societies (CRIS), Department of Premier and Cabinet, Victoria (\$3,196,087).
14. Kelaher M, **Paradies Y**, Gee G, Ritte R, Nicholson J, Brown S, Hegarty K, Armstrong G, Waters L (2019-2023). Responding to Aboriginal and Torres Strait Islander Family Aspirations to Foster Self-Determination and Social and Emotional Wellbeing. National Health and Medical Research Council Targeted call for research into Indigenous Social and Emotional Wellbeing (#1154619 \$1,924,345).
15. Jamieson L, **Paradies Y**, Roberts R, Hedges J, Venner K, Mitchell A, Dunbar T, Warren C, Kularatna S, Smithers L (2019-2022). A motivational interviewing intervention to improve social and emotional well-being among Aboriginal children. National Health and Medical Research Council Targeted call for research into Indigenous Social and Emotional Wellbeing (#1153662 \$898,097).
16. **Paradies Y**, Stead V, Balaton-Chrimes S (2018-2022). Beyond Recognition: Postcolonial Relationality Across Difference. Australian Research Council Discovery Indigenous grant (IN180100055 \$497,807).

Completed

1. Lambert S, **Paradies Y**, Whitburn B, George K. Open Textbooks and Social Justice: a national scoping study (2019-2020). National Centre for Student Equity in Higher Education (\$35,679).
2. Bamblett M, Salamone C, Pollet J, Watts L, Johnson G, Hunter S, Kelaher M, **Paradies Y**, Eades S, Wise S, La Brooy C, Luke J, Ewen S (2019-2020). Developing an Aboriginal health, wellbeing and safety research and evaluation framework. Department of Health and Human Services (\$2,188,163).
3. Kelaher M, Kowal E, Savarirayan R, Garvey G, Baynam G, Dawkins H, **Paradies Y**, Pearson G. (2016-20). Models and quality of genetic health services for Aboriginal and Torres Strait Islander people. Lowitja Institute (\$376,197).
4. Kelaher M, Kowal E, Savarirayan R, Garvey G, Baynam G, Dawkins H, **Paradies Y**, Pearson G, Jenkins M. (2015-19). Models and quality of genetic health services for Aboriginal and Torres Strait Islander people. National Health and Medical Research Council partnership grant GNT1114437 (\$359,480).
5. Priest N, Dunn K, **Paradies Y**, Nelson J, Pedersen A, Curry P, Mougllalis E, Stipanovic M, Thompson C, Nissim R. Standing up to racism and racial bullying among Australian school students (2015-18). Australian Research Council linkage grant (LP140100413 \$760,000).
6. Kelaher M, English D, **Paradies Y**, Kavanagh A. (2016-2017). Identifying critical success factors for mammographic screening for Indigenous women. Cancer Australia (\$167,980).
7. Rodrigues U, **Paradies Y**. (2016-17). Transnational news and multicultural Australia. Social Cohesion Research Grants Program. Victorian Department of Premier and Cabinet (\$40,000).
8. Shepherd S, Sivasubramaniam D, Willis-Esqueda C, **Paradies Y**, Sherwood J. (2016-2017). 'Still not getting it? – Are the cultural competency expectations of healthcare providers and minority patients aligned? Swinburne Research Development Grants Scheme (\$3,000).
9. **Paradies Y**, Kelly D, Ben J. (2018) Effective racism-reduction activities. *beyondblue* (\$7,000).
10. **Paradies Y**, Ben J, Kelly D. (2018). Scan and Analysis to Inform the Anti-Racism and Anti-Discrimination Action Plan. Victorian Department of Premier and Cabinet (\$22,579).
11. **Paradies Y**. Understanding and addressing racism in Australia (2014-18). Future Fellowship (FT130101148), Australian Research Council (\$828,682).
12. Liaw ST, Harris M, Jackson-Pulver L, Kelaher M, Furler J, Canalese R, Lau P, Wade V, **Paradies Y**. Improving Ways of Thinking and Ways of Doing Aboriginal and cross-cultural health in general practice (2014-17), NHMRC project grant G132652 (\$918,963).

13. Kowal E, **Paradies Y**, Fforde C. (2015-16). Reconciling biological and social Indigeneity in the genomic era. Australian Research Council (DP150102087), Deakin University (\$197,153).
14. Ogloff J, Shepherd S, **Paradies Y**, Pfeifer J. (2015). Aboriginal prisoners with cognitive impairment - Is this the highest risk group? Criminology Research Grant, Swinburne University (\$58,467).
15. Biddle N, Gray M, Hunt J, Bray R, **Paradies Y**, Priest N. The effectiveness of Narragunnawali: evaluating and supporting reconciliation in schools (2015). Reconciliation Australia (\$40,000).
16. Jakubowicz A, Mason A, Bliuc A-M, **Paradies Y**, Dunn K. Cyber-racism and Community Resilience (2012-15). Australian Research Council (LP120200115), University of Technology, Sydney (\$291,224).
17. Countering racism and promoting diversity through museums (2012-2015). **Paradies Y**, Priest N, Kowal E, Kelaher M, Mansouri F, McFadzean M, Meehan C, Sproul L. Australian Research Council (LP120100080), Deakin University (\$295,242).
18. An exploration of the frequency, outcomes, enablers and constraints of bystander anti-racism (2011-2015). **Paradies Y**, Dunn K, Guerin B, Pedersen A, Sharpe S, Hynes M. Australian Research Council (LP110200495), Deakin University (\$249,000).
19. Ethnic discrimination in the private rental housing market (2011-15). Dunn K, MacDonald H, **Paradies Y**, Duffy R. Australian Research Council Discovery (DP110103197), University of Western Sydney (\$442,000).
20. Fozdar F, **Paradies Y**, Edwards R, Caballero C, McGavin K. Mixed race in Australia (2015). UWA Research Collaboration Awards (\$15,000).
21. Mansouri F, Paradies Y, Ben-Mohse D. (2013-14). Research Collaboration Agreement. Kultour Pty Ltd (\$16,000).
22. Glow H, Kershaw A, Johanson K, **Paradies Y**. Arts About Us phase 2 evaluation (2013-15). Victorian Health Promotion Foundation (\$120,000).
23. Bodkin-Andrews G, Priest N, **Paradies Y**, Denson N, Parada R, Bansel P. Babera dariadya yewing (Echoes of a flawed truth): investigating theory and practice on the interplay between bullying and racism (2013-15). University of Western Sydney, (\$410,000; a broader project incorporating ARC Discovery Indigenous Award IN130100051).
24. Ben-Moshe D, Paradies Y, Halafoff A. Evaluation of the Regional Presence Project (2012-15). Centre for Multicultural Youth (\$100,360).
25. Intercultural understanding in primary and secondary schools (2011-15). Halse C, Mansouri F, Moss J, **Paradies Y**, Arber R, Cloonan A, Arrowsmith C, Priest N, Denson N. Together for Humanity Foundation, Deakin University (\$630,000; a broader project incorporating ARC-linkage LP120200319)
26. Addressing race-based discrimination in Australia: A cost-benefit analysis (2011-15). **Paradies Y** Kelaher M, Veerman L, Vos E and LaMontagne T. Australian Research

- Council (LP100200057), VicHealth, Australian Human Rights Commission, Deakin University (\$245,000).
27. Brice-Weller P & **Paradies Y**. All Together Now: Exit project (2013-2014). Attorney-General's Department Building Community Resilience Grants Program (\$72,857).
 28. Warr D, Paradies Y, Priest N, Walton J, Mann R, Aidani M, Gerrard J. Understanding place-based racism and fostering local interculturalism (2013-14). University of Melbourne Interdisciplinary seed grant (\$30,000).
 29. Indigenous Evaluative component of LEAD – Understanding and addressing racism against Aboriginal and Torres Strait Islander Australians through the LEAD program (2010-13). **Paradies Y**, Kelaheer M, Klocker N, Webster K, Priest N, Kowal E. Cooperative Research Centre for Aboriginal and Torres Strait Islander Health, University of Melbourne (\$352,000).
 30. Evaluating the Localities Embracing and Accepting Diversity Program (2010-13). Kelaheer M, **Paradies Y**, Ferdinand A and Klocker N. VicHealth, University of Melbourne (\$639,754).
 31. Brice-Weller P & **Paradies Y**. Building resilience to extremism: Planting a seed of doubt among young men (2012-13). Attorney-General's Department Building Community Resilience Grants Program (\$65,670).
 32. All Together Now One Parramatta (2012-13). Brice-Weller P, **Paradies Y**, Noble M, Hansen T. Department of Immigration and Citizenship Diversity and Social Cohesion Program (\$50,000). *Overall winner of the NSW 2013 Building Inclusive Communities Award.*
 33. Developing an intervention to promote effective racial socialisation strategies for parents and teachers (2010-12). Priest N, **Paradies Y**, White F, Davis E, Kowal E. VicHealth, University of Melbourne (\$199,742).
 34. McKenzie Fellowship: Understanding and preventing racism as a determinant of health (2010-12). **Paradies Y**. University of Melbourne (\$256,532).
 35. McCaughey Centre. VicHealth (2011-15). \$3,150,000. **Paradies Y** named as race-based discrimination program leader (\$610,000), Victorian Health Promotion Foundation.
 36. Intercultural Understanding Field Trial Evaluation (2011-12). **Paradies Y**, Priest N, Waters E, Wertheim E, Trinder M, Freeman E. Department of Education and Early Childhood Development (\$149,040).
 37. Department of Education and Early Childhood Development and University of Melbourne Research and Evaluation Partnership (2011-12). Various named investigators including **Paradies Y**. Department of Education and Early Childhood Development (\$1,500,000).
 38. Expanding Our Tools to Close the Gap: Towards Indigenous Genomic Health Research – Development activity 2011 (2011). Kowal E, **Paradies Y** and Anderson I. Cooperative Research Centre for Aboriginal and Torres Strait Islander Health (\$23,100).

39. Understanding the impact of racism on Indigenous child health (2009-2011). **Paradies Y** and Priest N. Victorian Health Promotion Foundation (\$107,201).
40. Evaluating practice to reduce discrimination affecting culturally and linguistically diverse communities (2008-11). Kelaher M, Warr D, **Paradies Y**, Anderson I and Wiseman J. Victorian Health Promotion Foundation (\$285,788).
41. Constructing appropriate anti-racism strategies for Australia (2008-11). Dunn K, Pedersen A, Forrest J, **Paradies Y** and Babacan H. Australian Research Council (LP0882860), University of Western Sydney (\$188,680).
42. Evidence-based reviews bystander, education and workplace anti-racism (2010). **Paradies Y**. VicHealth, University of Melbourne (\$36,000).
43. Development of a Monitoring and Evaluation Framework of the Commonwealth Package of Measures for Closing the Gap: Indigenous Chronic Disease (2010). Kurti L, Roberta R, Grealy, C, Kelaher M, Bailie R, **Paradies Y** and Cawcutt S, Olver K. Commonwealth Department of Health and Aging, University of Melbourne (\$560,000).
44. Improving the identification of Aboriginal and Torres Strait Islander people in General Practice (2009). Kelaher M, Anderson I, **Paradies Y** and Freemantle J. Australian Primary Health Care Research Institute, University of Melbourne (\$250,000).
45. The Economic Cost of Racism in Australia (2008-2009). **Paradies Y**, Chandrakumar L, Frere M. Social Justice Initiative, University of Melbourne (\$15,263).
46. Racism and Indigenous Health in Australia and New Zealand: Setting the Research Agenda (2007-08). **Paradies Y** and Anderson I. Cooperative Research Centre for Aboriginal Health, University of Melbourne (\$30,000).
47. Gunthorpe W, Sayers S, Cairney S and **Paradies Y**. Strong Souls Study (2006-08). National Health & Medical Research Council (#383500), Menzies School of Health Research (\$189,875).
48. Building capacity in policy relevant, quantitative, social analysis and research in Indigenous health (2004-09). Cunningham J, Anderson I, Bailie R, Lewis J and Barnes T. Named team investigator: **Paradies Y**. National Health & Medical Research Council (236220), Menzies School of Health Research & University of Melbourne (\$2,437,000).
49. Training Scholarship in Indigenous Health Research (2002-06). **Paradies Y**, Cunningham J and Anderson I. National Health & Medical Research Council, University of Melbourne (\$70,760).
50. Atlas of health-related Infrastructure in discrete Indigenous communities (2000-01). Bailie R, **Paradies Y** and Siciliano F. ATSIIC, Menzies School of Health Research (\$80,000).

Declined

1. **Paradies Y**. Tenured Professor (2015). Centre for Aboriginal Economic Policy Research, Australian National University.

2. **Paradies Y.** Tenured Professor and Chair of Indigenous Social Health (2014). School of Population and Global Health, University of Melbourne.
3. **Paradies Y.** R Douglas Wright Fellowship (2010). University of Melbourne (\$105,895).

Reports

1. Kevin Dunn, Rachel Sharples, Thierno Diallo, Alexia Derbas, Matteo Vergani, Craig McGarty, Fethi Mansouri, **Yin Paradies** and A. Elias. 2020. Understanding Victorians' varied attitudes towards Muslims. Sydney, Australia, Western Sydney University.
2. Kelaher M, Luke J, Ferdinand A, Chamravi D, Ewen S, **Paradies Y.** 2018. An Evaluation Framework to Improve Aboriginal and Torres Strait Islander Health. The Lowitja Institute.
3. Halse C, Mansouri F, Moss J, **Paradies Y** et al. 2016. Doing Diversity: Intercultural understanding in primary and secondary schools.
4. Glow H, **Paradies Y**, Johanson K, Kershaw A, Henry D. Arts About Us Phase II Program Evaluation. Victorian Health Promotion Foundation. Melbourne, Australia. Sept 2015.
5. Priest N, Ferdinand A, Perry R, **Paradies Y**, Kelaher M. Mental health impacts of racism and attitudes to diversity in Victorian schools. Victorian Health Promotion Foundation. Melbourne, Australia. June 2014.
6. Russell Z, Pennay D, Webster K, **Paradies Y.** Choosing to act: Bystander action to prevent race-based discrimination and support cultural diversity in the Victorian Community. Victorian Health Promotion Foundation. Melbourne, Australia. June 2013.
7. Ferdinand A, Kelaher M, **Paradies Y** 2013. Mental health impacts of racial discrimination in Victorian culturally and linguistically diverse communities. Victorian Health Promotion Foundation. Melbourne, Australia.
8. Ferdinand A, **Paradies Y**, Kelaher M. Mental Health Impacts of Racial Discrimination in Victorian Aboriginal Communities. Melbourne, Lowitja Institute. Feb 2013.
9. **Paradies Y.** Addressing racism as a determinant of Aboriginal and Torres Strait Islander health. Prepared for the National Aboriginal and Torres Strait Islander Health Equity Council. Sept 2012.
10. **Paradies Y.** Towards Safety and Quality: Confronting racism in the provision of public health services to Aboriginal and Torres Strait Islander people. Prepared for the Office of the SA Health & Community Services Complaints Commissioner. Jan 2013.
11. Walton J, **Paradies Y**, Priest N, Waters E, Wertheim E, Trinder M, Freeman E. 2012. *Intercultural Understanding field trial evaluation report* commissioned by the Victorian Department of Education and Early Childhood Development.

12. VicHealth. 2012. *Preventing race-based discrimination and supporting cultural diversity in the workplace* (An evidence review: summary report), Victorian Health Promotion Foundation, Melbourne.
13. Pennay D, **Paradies Y**. 2011. The role of bystander knowledge, attitudes and behaviours in preventing race-based discrimination: A technical report on the conduct and findings of VicHealth's Survey of Bystander Knowledge, Attitudes and Behaviours in Preventing Race-based Discrimination. The Social Research Centre, Melbourne.
14. Trenerry B, Franklin H, **Paradies Y**. 2012. *Preventing race-based discrimination and supporting cultural diversity*, Creating Healthy Workplaces evidence review series. Victorian Health Promotion Foundation (VicHealth), Carlton, Australia.
15. Trenerry B, **Paradies Y**. 2012. Racial diversity workplace tool. Victorian Health Promotion Foundation (VicHealth), Carlton, Australia.
16. Wallace A, Kurti L, Lopata T, Rintoul D, Cox Z, Benton M, Kelaher M, Bailie R, **Paradies Y**. 2010. *Indigenous Chronic Disease Package. Monitoring and Evaluation Framework. Volume 1-3*. Sydney: URBIS.
17. Trenerry B, Franklin H, **Paradies Y**. 2010. *Review of audit and assessment tools, programs and resources in workplace settings to prevent race-based discrimination and support diversity*. Victorian Health Promotion Foundation (VicHealth), Carlton, Australia.
18. Greco T, **Paradies Y**, Priest N. 2010. School-based audit tool: Assessing current school policies, procedures and practices that support diversity and address race-based discrimination. Victorian Health Promotion Foundation (VicHealth), Carlton, Australia.
19. Greco T, Priest N, **Paradies Y**. 2010. *Review of strategies and resources to address race-based discrimination and support diversity in schools*. Victorian Health Promotion Foundation (VicHealth), Carlton, Australia.
20. Kelaher M, Parry A, Day S, **Paradies Y**, Lawlor J, Solomon L. 2010. *Improving the Identification of Aboriginal and Torres Strait Islander People in Mainstream General Practice*. The Lowitja Institute, Melbourne.
21. Priest N, **Paradies Y**. 2009. *The impact of racism on parenting and the outcomes of Victorian Aboriginal children and young people*. Expert paper commissioned by the Victorian Department of Education and Early Childhood Development.
22. **Paradies Y**, Chandrakumar L, Klocker N, Webster K, Frere M, Berman G. 2009. *Building on our strengths: A framework to reduce race-based discrimination and support diversity in Victoria*. Melbourne, Victorian Health Promotion Foundation.
23. **Paradies Y**, Harris R, Anderson I. The Impact of Racism on Indigenous Health in Australia and Aotearoa: Towards a Research Agenda. 2008. Cooperative Research Centre for Aboriginal Health Discussion Paper No. 4.
24. **Paradies Y**. 2004. *A Review of Psychosocial Stress and Chronic Disease for 4th World Indigenous Peoples and African Americans*. Cooperative Centre for Aboriginal and Tropical Health, Darwin.

25. Kowal E, **Paradies Y.** 2003. *Race and Culture in Health Research: A Facilitated Discussion*, Cooperative Centre for Aboriginal and Tropical Health, Darwin.
26. Cunningham J, Condon J, **Paradies Y,** Barnes T, O'Dea K. 2003. *Feasibility Study for the Development of a Supplementary Behavioural Risk Factor Monitoring and Surveillance System for Particular Population Groups and/or Regions: Aboriginal and Torres Strait Islander Peoples, and Remote Regions.* La Trobe University, Bundoora, Victoria.
27. Bailie R, Siciliano F, Dane G, Bevan L, **Paradies Y,** Carson B. 2002. *Atlas of Health-related Infrastructure in discrete Indigenous communities.* ATSIIC, Melbourne.
28. Cunningham J, **Paradies Y.** 1997. *Occasional Paper: Mortality of Aboriginal and Torres Strait Islander Australians.* ABS cat. no. 3315.0. ABS, Canberra.
29. Australian Bureau of Statistics & Australian Institute of Health and Welfare. 1999. *The Health and Welfare of Australia's Aboriginal and Torres Strait Islander Peoples, 1999.* ABS cat. no. 4704.0, AIHW cat. no. IHW3. AGPS, Canberra (contributing author).
30. Beneforti M, **Paradies Y.** 1997. *Identification of Aboriginal and Torres Strait Islander People in CSDA-funded disability support services in South Australia and Victoria.* ABS, NT.
31. Australian Bureau of Statistics & Australian Institute of Health and Welfare. 1997. *The Health and Welfare of Australia's Aboriginal and Torres Strait Islander Peoples,* ABS cat. no. 4704.0, AIHW cat. no. IHW2. AGPS, Canberra (contributing author).

Book reviews

32. **Paradies Y.** (2016). Whither Indigeneity in Australia? *Postcolonial Studies* 19.
33. **Paradies Y.** (2006). Whitening race: Essays in social and cultural criticism. *Anthropological Forum* 16(2): 197-199.
34. **Paradies Y.** (2006). Aboriginal Health: Time to Listen. *Medical Journal of Australia* 184(10): 532.
35. **Paradies Y.** The Cultivation of Whiteness: Science, health and racial destiny in Australia. *Anthropological Forum* 2004:14(1) 86-7.

Other publications

36. Paradies Y. The impacts of racism on the health and wellbeing of Indigenous Australians. *Indigenous Psychological Services: Jilya* Issue 1, October 2016.
37. Ferdinand A, **Paradies Y,** Kelaher M. The Impact of Racism on Mental Health in Immigrant and Refugee Communities. *Australian mosaic* magazine (Winter edition). August 2012.
38. Brice-Weller P, **Paradies Y.** How should we discuss racism in Australia? *Right Now: Human Rights in Australia.* March 2012.
39. **Paradies Y.** Racism and the Health of Indigenous Australians. *Brotherhood Comment* August 2008.

40. **Paradies Y.** Racism makes me Sick. *LISTENup!* (a joint newsletter from ANTaR Vic and Reconciliation Vic) May 2008: 9.
41. Paradies Y, Berman G. Submission to the Victorian Equal Opportunities Review. Department of Justice, Victoria, May 2008.
42. **Paradies Y.** Discrimination against Indigenous people. *VicHealth Letter: Making the link between cultural discrimination and health* Winter 2007; 30: 8-9.
43. **Paradies Y.** Timeline of action: Focusing on positive actions against discrimination towards Indigenous Australians. *VicHealth Letter: Making the link between cultural discrimination and health* Winter 2007; 30: 14.
44. Plain language summary of *1995 National Health Survey: Aboriginal and Torres Strait Islander Results, Australia*, cat. No. 4806.0, ABS, Canberra, 1999 (Author).
45. Plain language summary of *The Health and Welfare of Australia's Aboriginal and Torres Strait Islander Peoples, 1999*. ABS cat. no. 4704.0, AIHW cat. no. IHW3. AGPS, Canberra, 1999 (Author).

Invited keynote presentations

1. **Paradies Y.** Decolonising Modernity: Unveiling the veils of racism. Transforming Indigenous Education in practice: On, From, With and In Country, flowing with the TIDE. Brisbane, Australia, June 2023.
2. **Paradies Y.** Indigenous perspectives on decolonial societies. The Australian Sociological Association annual conference, Melbourne, Australia, December 2022.
3. **Paradies Y.** Cultural competence and cultural safety in healthcare. Critical Intensive Care Medicine Annual Scientific Meeting, Melbourne, Australia, June 2021.
4. **Paradies Y.** Cultural competence and cultural safety in healthcare. Royal Australian College of Physicians Congress, Perth, Australia, May 2021.
5. **Paradies Y.** Unconscious bias, decolonisation and Indigenous health. Royal Australasian College of Surgeons Annual Scientific Congress, Melbourne, Australia, May 2021.
6. **Paradies Y.** Aboriginal Australian and Traveller Mental Health - Addressing Racism and Discrimination. Pavee Point Traveller and Roma Centre, Dublin, Ireland, October 2020.
7. Elvidge E, **Paradies Y.** Addressing racism and enhancing cultural safety. Revisiting Aboriginal Wellbeing conference, Centre for Healthcare Knowledge & Innovation, Angourie, NSW, February 2020.
8. **Paradies Y.** Indigenous leadership. WATTLE women in leadership program, Melbourne, December 2019.
9. **Paradies Y.** Why Indigenous knowledges? Higher Education Research and Development Society of Australasia Indigenous Knowledges event, RMIT, Melbourne, November 2019.
10. **Paradies Y.** The Lucky Country beyond 2020: Pathways for Achieving Equitable and

Just Workplaces. Equal Employment Opportunity Network meeting, Melbourne, November 2019.

11. **Paradies Y.** Understanding and addressing racism in early years settings. VAEAI Victorian Koorie Early Years Conference, Melbourne, October 2019.
12. **Paradies Y.** Economic inclusion for health. HealthWest Forum: Economic Inclusion for Health. HealthWest Partnership, Melbourne, October 2019.
13. **Paradies Y.** Compassionate culturally competent healthcare for Indigenous people. Compassion in Mental Health, Bond University, Gold Coast, August 2019.
14. Priest N, **Paradies Y.** Anti-racism theory and practice with children and youth: learnings from recent Australian community-based studies. Racism and the health and wellbeing of children and youth - Understanding impacts, finding solutions, Melbourne, Jun 2014.
15. **Paradies Y.** Reconfiguring Anti-racism. Reconfiguring Anti-racism: Tolerance, Harmony, Inclusion or Justice?, Melbourne, Dec 2013.
16. **Paradies Y.** Racism, discrimination and the health of Indigenous peoples: what do we know? Heath Services, Racism and Indigenous Health: Gaining traction for systemic change, Adelaide, Nov 2013.
17. **Paradies Y.** Racism and poor mental health. 8th Annual Mental Health First Aid Instructor Conference, Melbourne, Oct 2013.
18. **Paradies Y.** Localities Embracing and Accepting Diversity, Research Policy Practice Exchange, Centre for Intervention and Prevention Science, Melbourne, May 2013.
19. **Paradies Y.** Racism, racial profiling and health. Public Forum: After the Race Discrimination Case, Flemington and Kensington Community Legal Centre, Melbourne, April 2013.
20. **Paradies Y.** Definitions, manifestations and impacts of racism for young Australians. Centre for Multicultural Youth Statewide Forum on Race Relations, Melbourne, April 2013.
21. **Paradies Y.** Understanding and addressing racism against Aboriginal Australians. The Seventh World Conference on the Promotion of Mental Health and Prevention of Mental and Behavioural Disorders, Perth, Oct 2012.
22. **Paradies Y.** Principles, strategies and nuances of anti-racism. Presented at Can We Talk? Owing Racism. Immigration Museum, Melbourne, Aug 2012.
23. **Paradies Y.** Towards anti-racism in Australia. Presented at Courage to Care Opening Exhibition. Weribee Westbourne Grammar School, Victoria, Aug 2012.
24. Paradies Y. Deakin University and the Department of Human Services 3rd Annual Peter Quail Oration: *Addressing racism in Australia*, Geelong, Mar 2009.
25. Paradies Y. *The Social Determinants of Indigenous Health*. Presented at the Inaugural Indigenous Health Summit, Melbourne, June 2008.

26. **Paradies Y.** *Exploring the Health Effects of Racism for Indigenous people.* Presented to the Rural Health Research Colloquium, Tamworth, May 2007.
27. Bailie R. and Paradies Y. *Adapt or Die: Epidemiology and Indigenous Health Research.* Presented to the Australasian Epidemiological Association Annual Scientific Meeting, Adelaide, SA, October 2004.

Other invited conference presentations

28. **Paradies Y.** Decoloniality: Unlearning the drivers of planetary and community ill-health, Australian Council for International Development, October 2022.
29. Bastos JL, **Paradies Y.** Addressing Racial Inequalities in Oral Health. 2nd International Centre for Oral Health Inequalities Research & Policy (ICOHIRP) Conference: Policy Solutions for Oral Health Inequalities, Adelaide September 2017.
30. Kelaher M, Ferdinand A, **Paradies Y**, Warr D. Using contact theory to promote positive intercultural contact among young people: findings from an intervention study. Prejudice: Antecedents, consequences and change 2014 Society of Australasian Social Psychologists, April 2014.
31. **Paradies Y.** Racism as a determinant of indigenous health and wellbeing. Moving Forward: Building Culturally Safe Organizations, Vancouver, March 2014.
32. **Paradies Y.** Towards culturally safe and non-discriminatory organizations. Moving Forward: Building Culturally Safe Organizations, Vancouver, March 2014.
33. **Paradies Y.** *Panel presentation.* Victoria's Multicultural Identity. Ethnic Communities' Council of Victoria State Conference. Melbourne Convention and Exhibition Centre, Nov 2012.
34. **Paradies Y.** *Value-adding or divided values: Quality assurance in Aboriginal Health research.* Congress Lowitja, Melbourne, Nov 2012.
35. **Paradies Y.** *Panel presentation.* Whose Country is it Anyway? Opportunities and Challenges for Visible Migrants and Refugees. University of Melbourne, Feb 2012.
36. Priest N, **Paradies Y.** *Understanding the impact of racism on Indigenous child and youth health.* AIATSIS National Indigenous Studies Conference, Canberra, Sept 2011.
37. Priest N, **Paradies Y.** *Understanding the impact of racism on Indigenous child and youth health.* AIATSIS National Indigenous Studies Conference, Canberra, Sept 2009.
38. **Paradies Y.** *Addressing racism through 'positive duties' legislation. Presented at the 4Rs Conference: Rights, Reconciliation, Respect, Responsibility, Sydney, Oct 2008.*
39. Chandrakumar L, **Paradies Y**, Berman, G and Frere M. *Developing an Anti-Racism Framework for Victoria.* Presented at the 4Rs Conference: Rights, Reconciliation, Respect, Responsibility, Sydney, Oct 2008.
40. Paradies Y. *Racism and Indigenous Health.* Presented at the Fulbright Symposium: Healthy People, Prosperous Country, Adelaide, July 2008.

41. **Paradies Y.** *Associations between self-reported racism and health for Indigenous Australians.* Presented at the WPA International Congress, Melbourne, Nov 2007.
42. Cunningham J. and **Paradies Y.** *Conceptualising and measuring socioeconomic position for Indigenous Australians.* Presented at Eight International Health Summer School 2002: Socioeconomic determinants of health: From measurement to policy, Brisbane, Qld, Nov 2002.

Guest lectures

1. **Paradies Y.** Indigenous perspectives on justice and equality. ASP214. Deakin University, May 2022.
- 2.
3. **Paradies Y.** Indigenous perspectives on justice and equality. ASP214. Deakin University, May 2021.
4. **Paradies Y.** Indigenous health. ASC206, Deakin University, May 2021.
5. **Paradies Y.** Racism and Indigenous people. IND201, Deakin University, April 2019.
6. **Paradies Y.** Racism and Indigenous people. IND201, Deakin University, December 2018.
7. **Paradies Y.** Racism, Media and Health. HSH31, Deakin University, July, 2018
8. **Paradies Y.** Racism and Indigenous people. IND201, Deakin University, April 2018.
9. **Paradies Y.** Racism and Indigenous Health. 1st year medical students, Deakin University, Geelong, March 2018.
10. **Paradies Y.** Indigenous Research. Graduate Diploma of Indigenous Research, Deakin University, Feb 2018.
11. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, May 2017.
12. **Paradies Y,** Priest N. Racism and Indigenous Health. 2nd year medical students, Deakin university, Oct 2016.
13. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, May 2016.
14. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, May 2015.
15. **Paradies Y.** Indigenous Australian identity. Intercultural communication, Deakin University, May 2014.
16. **Paradies Y.** Racism, integration and refugees in the city. Inclusive cities, University of Melbourne, Melbourne, May 2014.

17. **Paradies Y.** Beyond Black and White. Intercultural communication, Deakin University, Melbourne, May 2014.
18. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, April 2014.
19. **Paradies Y,** Priest N. Racism and Indigenous Health. 2nd year medical students, Deakin university, Geelong, Nov 2013.
20. **Paradies Y.** Beyond Black and White. Aboriginalities, University of Melbourne, Melbourne, Sept 2013.
21. Paradies Y. Racism and Aboriginal and Torres Strait Islander health. Aboriginal and Torres Strait Islander Health, James Cook University, Cairns, July 2013.
22. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, May 2013.
23. **Paradies Y,** Priest N. Racism and Indigenous Health. 2nd year medical students, Deakin university, Geelong, Oct 2012.
24. **Paradies Y,** Priest N. Applying social inclusion and the politics of recognition: to Indigeneity, racism, poverty and health in Australia. Social inclusion and the politics of recognition, University of Melbourne, Melbourne, Sept 2012.
25. Paradies Y. Racism and Aboriginal and Torres Strait Islander health. Aboriginal and Torres Strait Islander Health, James Cook University, Cairns, June 2012.
26. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, May 2012.
27. **Paradies Y.** Racism and Indigenous primary health care health. Royal Australian College of General Practitioners, Melbourne, May 2012.
28. **Paradies Y.** *Race, discrimination and health.* Social Determinants of Health, University of Melbourne, Melbourne, Apr 2012.
29. **Paradies Y.** Media, Racism and Health. Contemporary Health Issues, University of Melbourne, Melbourne, Sept 2011.
30. Priest N, **Paradies Y.** Applying social inclusion and the politics of recognition: On Indigeneity, racism, poverty and health in Australia. Social inclusion and the politics of recognition, University of Melbourne, Melbourne, Sept 2011.
31. **Paradies Y.** Racism and Mental Health. Critical Debates in Population Health, University of Melbourne, Melbourne, Aug 2011.
32. **Paradies Y.** Indigenous identity. Applied human rights and Indigenous peoples, RMIT, Melbourne, Aug 2011.

33. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, April 2011.
34. **Paradies Y,** Priest N. *Indigenous Wellbeing and Social Inclusion.* Indigenous Perspectives on Social Inclusion discourse workshop, Melbourne University, Melbourne, April 2011.
35. **Paradies Y.** *Race, discrimination and health.* Social Determinants of Health, University of Melbourne, Melbourne, Apr 2011.
36. **Paradies Y,** Priest N. Applying social inclusion and the politics of recognition: On Indigeneity, racism, poverty and health in Australia. Social inclusion and the politics of recognition, University of Melbourne, Melbourne, Oct 2010.
37. **Paradies Y.** *Addressing Racism in Australia.* Health Promotion Course, University of Melbourne, Melbourne, Sept 2010.
38. **Paradies Y.** Racism and Indigenous health. Racial literacy: Representations of Indigeneity and Whiteness in Australia, University of Melbourne, Melbourne, April 2010.
39. **Paradies Y.** *Race as a social determinant of health.* Social Determinants of Health, University of Melbourne, Melbourne, Apr 2010.
40. **Paradies Y.** *Race, ethnicity and Indigenous public health.* Critical Concepts in Ethnicity and Health, Wellington, Feb 2010.
41. **Paradies Y.** Applying social inclusion and the politics of recognition: On Indigeneity, racism, poverty and health in Australia. Social inclusion and the politics of recognition, University of Melbourne, Melbourne, Oct 2009.
42. **Paradies Y.** *Addressing Racism in Australia.* Health Promotion Course, University of Melbourne, Melbourne, Sept 2009.
43. Klocker N, **Paradies Y.** *Racism as a determinant of health,* Master of Psychiatry Program (Transcultural Mental Health Selective), University of Melbourne, August 2009.
44. **Paradies Y.** *Addressing Racism in Australia.* Health Promotion Course, University of Melbourne, Melbourne, Sept 2008.
45. **Paradies Y.** *The Impact of Racism on Indigenous Health.* Aboriginal Social and Emotional Wellbeing, University of Melbourne, Melbourne, July 2008.
46. **Paradies Y.** *Racism and Indigenous Health.* Principles and Practices in Public Health, Institute of Koori Education, Geelong, May 2008.
47. **Paradies Y.** *Racism and Health.* Social Determinants of Indigenous Health Short Course, Menzies School of Health Research, Darwin, NT, March 2004.
48. Cunningham J, **Paradies Y,** Cass A. *Socioeconomic Status – Theory and Measurement.* Inequality and Health: A Northern Australian perspective – Seminar Series, Darwin, NT, April 2002.

49. **Paradies Y**, O’Dea K, Cass A. The *socio-biological translation*. Inequality and Health: A Northern Australian perspective – Seminar Series, Darwin, NT, June 2002.

Other invited presentations

1. **Paradies Y**. Indigenous research perspectives, Graduate Certificate in Indigenous Research and Leadership, Melbourne University, Australia, June 2023.
2. **Paradies Y**. Indigenous research perspectives, Graduate Certificate in Indigenous Research and Leadership, Melbourne University, Australia, June 2022.
3. **Paradies Y**. Decolonising economies and societies, New Economy Network Australia (NENA) Building a Wellbeing Economy: Foundations for Learning and Practice, Brisbane, Australia, April 2022.
4. **Paradies Y**. Indigenous perspectives on decolonial futures, Tiriti-based futures + anti-racism, Auckland, New Zealand, March 2022.
5. **Paradies Y**. Decolonising anxiety to action, Anxiety to Action program, Melbourne, Australia, March 2022.
6. **Paradies Y**. Indigenous perspectives on land management and connection to Country, Permaculture Yarra Valley Regenerative Agriculture workshop, Warburton, Victoria, Australia, March 2022.
7. **Paradies Y**. Indigenous perspectives on decolonial futures, Middlebury’s Global Anti-Racism Series, Vermont, United States, March 2022.
8. **Paradies Y**. Racism and unconscious bias in healthcare. Royal Children’s Hospital, Melbourne, Australia, December 2021.
9. **Paradies Y**. How might we frame prosperity for Australia? Williamson Community Leadership Program, Leadership Victoria, September 2021.
10. **Paradies Y**. Contemplating Country, Being Human festival, The University of Melbourne, Melbourne, Australia, Nov 2021
11. **Paradies Y**. Decolonial perspectives on consensual non-monogamy, Non-Monogamies and Contemporary Intimacies Conference, Manchester Metropolitan University, United Kingdom, September 2021.
12. **Paradies Y**. Decolonising ourselves on a journey towards a regenerative world, Regenerative Brisbane, Brisbane, Australia, July 2021.
13. **Paradies Y**. Decolonial perspectives on climate action, Skills for climate action program, Melbourne, Australia, June 2021.
14. **Paradies Y**. Indigenous knowledges and pedagogies. Curio, Melbourne, Australia, May 2021.
15. **Paradies Y**. Decolonising ourselves, Reworlding gathering, Devon U.K., May 2021.
16. **Paradies Y**. Indigenous perspectives, Reworlding gathering, Devon U.K., May 2021.

17. **Paradies Y.** Transforming health through decolonisation. Institute for Health Transformation, Deakin University, March 2021.
18. **Paradies Y.** Indigenous cultural awareness, DUSA leadership conference, Deakin University, Feb 2021.
19. **Paradies Y.** Indigenous cultural competency, Extinction Rebellion Global Training support, November 2020.
20. **Paradies Y.** Indigenous cultural competency, Extinction Rebellion, Melbourne, October 2020.
21. **Paradies Y.** XR, Social Justice, Environmental Justice and Intersectionality. Extinction Rebellion Global Training Support, October 2020.
22. **Paradies Y.** What makes for a prosperous life? Williamson Community Leadership Program, Leadership Victoria, September 2020.
23. **Paradies Y.** An Aboriginal reflection on modernity and its discontents, Beyond Crisis Webinar Series, August 2020.
24. **Paradies Y.** Understanding and addressing racism as a fundamental determinant of health, Yale University, July 2020.
25. **Paradies Y.** Indigenous cultural competency, Extinction Rebellion, Melbourne, July 2020.
26. **Paradies Y.** Unconscious bias and white privilege, Victorian Department of Education and Training, Melbourne, July 2020.
27. **Paradies Y.** Decolonisation, Coalition of Everyone, Melbourne, May 2020.
28. **Paradies Y.** Indigenous cultural competency, Sholem Aleichem College, Melbourne, May 2020.
29. **Paradies Y.** Indigenous early career development, Swinburne University, Melbourne, May. 2020
30. **Paradies Y.** Indigenous cultural competency, Extinction Rebellion, Melbourne, May 2020.
31. **Paradies Y.** Implicit bias in healthcare, Australian Society of Otolaryngology Head & Neck Surgery, Sydney, March 2020.
32. **Paradies Y.** Indigenous cultural competency, Extinction Rebellion, Melbourne, November 2019.
33. **Paradies Y.** Indigenous cultural competency, Engineers without borders, Melbourne, November 2019.
34. **Paradies Y.** An Indigenous perspective on climate change. Envirucation Seminar Series, Soul Theatre Inc., Melbourne, November 2019.
35. **Paradies Y.** The challenge of cultural competence in health workplaces. Faculty of Health, University of Canberra, October 2019.

36. **Paradies Y.** Indigenous cultural competency, Extinction Rebellion, Melbourne, September 2019.
37. **Paradies Y.** Diversity week presentation. Albert Park College, Melbourne, September 2019.
38. **Paradies Y.** Indigenous reconciliation. Armed forces, Victoria Barracks, Melbourne, July 2019.
39. **Paradies Y.** Bystander anti-racism. Diversity and Inclusion, Deakin University, March 2019.
40. **Paradies Y.** The Uluru statement from the heart – What’s next? Deakin Alumni Office, Deakin University, March 2019.
41. **Paradies Y.** Racism in the Healthcare System. Division of Social Accountability, College of Medicine, University of Saskatchewan, March 2019.
42. **Paradies Y.** Racial, ethnic, cultural and religious difference in Australia. Human Rights Week presentation, Department of Premier and Cabinet. December 2018.
43. **Paradies Y & Bastos JL.** Racism and public health: Australian & Brazilian collaborations, the Latin America / Australia South–South Symposium, Deakin University, November 2018.
44. **Paradies Y.** Racism and healthcare. Monash Centre for Health Research and Implementation, Monash University, October 2018.
45. **Paradies Y.** Policy response to racism in Australia, DHHS Branch Meeting, August 2018.
46. **Paradies Y.** Understanding and addressing racism. Yarra Ranges Council, April 2018.
47. **Paradies Y.** Racism and Indigenous Health. Ontario Indigenous Cultural Safety Program Webinar Series, Feb 2018.
48. **Paradies Y.** Indigenous Leadership. Humanitarian Leadership Programme, Deakin University, Feb 2018.
49. **Paradies Y.** Understanding and addressing cyber-racism in Australia. Centre for Social Impact Swinburne Lunchtime Research Seminar, July 2017.
50. **Paradies Y.** Responding to racism in schools. Lotus Consulting, April 2017.
51. **Paradies Y.** Racism and Health. Social Interactions, Identity and Well-being Program of the Canadian Institute for Advanced Research, Brisbane, June 2016.
52. **Paradies Y.** Systemic racism overview. Lowitja Institute, Melbourne, March 2016.
53. **Paradies Y.** Intersections between racism, anti-racism and health. Yale University Department of Psychiatry Grand Rounds, New Haven, USA, December 2015.

54. **Paradies Y.** Understanding and addressing racism as a fundamental determinant of health. Internal medicine Section Faculty meetings, Yale School of Medicine Grand Rounds, New Haven, USA, December 2015.
55. **Paradies Y.** Racial attitudes, experiences and health. Social psychology speaker series, University of Massachusetts, Amherst, USA, December 2015.
56. **Paradies Y.** Anti-racism practice in medicine. U.S. Health Justice Collaborative, Yale University, New Haven, U.S.A., November 2015.
57. **Paradies Y.** Racism, health and Intergenerational Blood Pressure Study, The Consultation Centre, Yale University, New Haven, U.S.A., October 2015.
58. **Paradies Y.** Indigenous cultural competency in early childhood, Mount Scopus Memorial College, Melbourne, June 2015.
59. **Paradies Y.** Colonisation, racism and Indigenous health. Colonisation, Indigenous Health and History workshop, The Royal Swedish Academy of Letters, Stockholm, June 2015.
60. **Paradies Y.** Mixed-race Indigeneity in Australia. Mixed Race in Australia and the Region, University of Western Australia, Perth, June 2015.
61. **Paradies Y.** Community-level anti-racism interventions in Australia. Building social cohesion forum, Department of Social Services, Canberra, May 2015.
62. **Paradies Y,** Priest N. Racism, anti-racism and Indigenous Australians presented at the First Peoples, Second Class Treatment: Planning & Dissemination Meeting, Toronto, Canada, February 2015.
63. **Paradies Y.** Social Science Research, Ivanhoe Grammar, Melbourne, November 2014.
64. **Paradies Y.** Understanding and addressing racism in Australia. Jewish, Christian, Muslim Association of Australia, Melbourne, November 2014.
65. Walton, J, Priest, N, **Paradies Y.** (2014). Understanding and addressing racism: Children's experiences. *Count Me In Forum* for cohealth. Melbourne, October 2014.
66. **Paradies Y.** Racism and anti-racism in Australia, Univesidade Federal de Santa Catarina, Florianopolis, Brazil, October 2014.
67. **Paradies Y.** Understanding and reducing the health impacts of racism, Univesidade Federal de Santa Catarina, Florianopolis, Brazil, September 2014.
68. **Paradies Y.** How are Multicultural Youth Faring? Centre for Multicultural Youth, Wheeler Centre, Melbourne, September 2014.
69. **Paradies Y.** Workplace racism. Monitoring Workplace Racism Workshop, Hunter New England Health, Newcastle, May 2014.
70. **Paradies Y.** Addressing workplace racism. Monitoring Workplace Racism Workshop, Hunter New England Health, Newcastle, May 2014

71. **Paradies Y.** Implicit and explicit racism in healthcare. Mercy Hospital for Women, Melbourne, April 2014.
72. **Paradies Y.** Racism and Indigenous mental health, *beyondblue*, Melbourne March 2014.
73. **Paradies Y.** First conference, first paper and beyond- Giving Academic presentations and building your networks, Deakin University, Melbourne, March 2014.
74. **Paradies Y.** Are optometrists racist? Southern Regional Optometry Conference, Melbourne, March 2014.
75. **Paradies Y.** Understanding and addressing racism. Deakin University Student Association, Melbourne, Feb 2014.
76. **Paradies Y.** Racism as a social determinant of health in Australia, Racism and Culture as Social Determinants, Melbourne, Feb 2014.
77. **Paradies Y, Truong M.** Racism and cultural competency in Indigenous eye health, Brien Holden Vision Institute, Melbourne, Feb 2014.
78. **Paradies Y.** Racism and Indigenous Health. The Aspiration Initiative Victoria Camp, University of Melbourne, Jan 2014.
79. **Paradies Y.** A Culturally Respectful and Non-Discriminatory Health System. *Closing the Credibility Gap* symposium. University of Melbourne, Nov 2013.
80. **Paradies Y.** Diversity, Inclusion and Cultural Competence. Faculty Access and Equity Symposium, Deakin University, Oct 2013.
81. **Paradies Y.** Growing Research Groups through Collaboration. Emerging Research Leaders Forum, Deakin University, Oct 2013.
82. **Paradies Y.** Conversations about Race and Racism (Part 2). Intercultural Seminar Series. Deakin University, Oct 2013.
83. **Paradies Y.** Conversations about Race and Racism (Part 1). Intercultural Seminar Series. Deakin University, Sept 2013.
84. **Paradies Y.** Experiences of racism for Aboriginal and CALD Victorians. Victorian Health Promotion reducing race-based discrimination seminar, Melbourne, May 2012.
85. Ben J, **Paradies Y**, Priest N, Jamieson L. Associations between experiences of racism and oral health outcomes among pregnant Aboriginal women, Australian Centre for Population Oral Health, Adelaide, May 2012.
86. **Paradies Y.** Rights at the Round Table Forum. Arts Centre, Melbourne, Dec 2012.
87. **Paradies Y.** Tall Poppy award presentation. Quantum Victoria, Aug 2012.
88. **Paradies Y.** Racism and Indigenous wellbeing. Queensland University of Technology School of Public Health, Apr 2012.

89. **Paradies Y.** What do we want to look like? Melbourne School of Population Health planning day, Mar 2012.
90. **Paradies Y.** Can racial discrimination hurt more than your feelings? (panel member) Victorian Health Promotion Foundation, Melbourne, Mar 2012.
91. **Paradies Y, Priest N.** Understanding and Addressing Racism in Australia. McCaughey Centre Seminar Series, University of Melbourne, Melbourne, Nov 2011.
92. Priest N. **Paradies Y.** Understanding and addressing racism as a determinant of child and youth health. Racism and child health workshop, University of Otago, Wellington, New Zealand, Oct 2011.
93. **Paradies Y.** Racism, mental health and cultural competence. Victorian Transcultural Psychiatry Unit Seminar Series, Melbourne, Aug 2011.
94. **Paradies Y.** Measuring interpersonal racism: An Indigenous Australian case study. Centre for Aboriginal Economic Policy Research Seminar Series, Canberra, Aug 2011.
95. **Paradies Y.** Understanding and Addressing Racism in Australia. Centre for Citizenship and Globalisation Seminar Series, Deakin University, Melbourne, July 2011.
96. **Paradies Y.** Understanding and combating racism and anti-semitism in Australia. Community seminar series on anti-semitism, Jewish Community Council of Victoria, Melbourne, April 2011.
97. Paradies Y. The Impact of Racism in Australia. Melbourne Free University Seminar Series, Melbourne, March 2011.
98. **Paradies Y, Priest N, Greco, T.** *Countering Religious Prejudice and Advancing Respect for Religious Diversity: Best Practice Educational Models.* Religion and Education in Multifaith Australia Forum, Monash University, Melbourne, Dec 2010.
99. **Paradies Y, Walker L.** Settings approach to anti-racism. Australia and New Zealand Race Relations Roundtable Meeting, Canberra, Nov 2010.
100. **Paradies Y.** Strategies for success: Planning your academic career. Faculty of Medicine, Dentistry and Health Sciences Equity and Staff Development Program Staff Development Forum, University of Melbourne, Melbourne, Jun 2010.
101. **Paradies Y, Trenerry B, Franklin H, Guerin P.** Towards *cultural competent organisations.* Presentation to the Executive of South Australian Health, Adelaide, May 2010.
102. **Paradies Y, Priest N.** *Racism and the Health of Indigenous Australians.* Combined University Centre for Rural Health, Geraldton, Mar 2010.
103. **Paradies Y, Priest N.** *Racism and the Health of Indigenous Australians,* Curtin University of Technology, Perth, Mar 2010.

104. **Paradies Y.** *Building on our strengths: A framework to reduce race-based discrimination and support diversity in Victoria.* Presented at the Department of Human Services/Department of Health Cultural Diversity Week Staff Event, Melbourne, Mar 2010.
105. Harper T, Webster K, **Paradies Y**, Gordon P. *Building on our strengths: A framework to reduce race-based discrimination and support diversity in Victoria.* Social Development Committee of the Victorian Cabinet, Melbourne, Feb 2010.
106. **Paradies Y.** The Journey after ASSETS. Aboriginal Summer School for Excellence in Technology and Science, Adelaide, Dec 2009.
107. **Paradies Y.** Understanding and Addressing Racism against Indigenous Australians, ChangeCourse, Oxfam Australia, Melbourne, Oct 2009.
108. **Paradies Y.** *Defining Racism and Cultural Competence.* Department of Human Services Positioning Aboriginal Services for the Future Joint Agency Working Group workshop on systemic racism and cultural competence workshop, Melbourne, Oct 2009.
109. **Paradies Y.** *Building a Model for Addressing Systemic Racism.* Department of Human Services Positioning Aboriginal Services for the Future Joint Agency Working Group workshop on systemic racism and cultural competence, Melbourne, Oct 2009.
110. **Paradies Y.** *Building on our strengths: A framework to reduce race-based discrimination and support diversity in Victoria.* Museum Victoria, Melbourne, Sept 2009.
111. **Paradies Y.** *Building on our strengths: A framework to reduce race-based discrimination and support diversity in Victoria.* Social Justice Initiative Seminar Series, Melbourne, Sep 2009.
112. Priest N, **Paradies Y**, Gibbs L, Davis E, Riggs E, Block K, Waters E. *Involving children and young people in research to promote their health and wellbeing.* Vice Chancellor's Steering Committee on Children's Rights, Participation and Citizenships, University of Melbourne, Jun 2009.
113. **Paradies Y.** *Conceptualising and Measuring Racism.* Murdoch Children's Research Institute Seminar Series, Melbourne, Aug 2009.
114. **Paradies Y.** The Impacts of *Racism.* Roundtable on Research on Racism Towards Indigenous Australians, Perth, Jun 2009.
115. **Paradies Y.** *Racism and Indigenous Health.* VACCHO/VAHS Public Health seminar, Melbourne, March 2009.
116. **Paradies Y.** Understanding and Preventing Systemic Racism in Victoria. Presented to senior executive staff of the Department of Human Services, Melbourne, Mar 2009.
117. **Paradies Y.** Chandrakumar L, Webster K. *A Framework to Combat Racial Discrimination in Victoria.* Invited Presentation to the VicHealth Indigenous Advisory Committee meeting, Melbourne, Sept 2008.

118. **Paradies Y.** *Racism and the Health of Indigenous Australians*. Presented at the Brotherhood of St Laurence Seminar Series, Melbourne, May 2008.
119. **Paradies Y.** *Racism and Indigenous Health*. Presented to the Prime Minister's Science, Engineering and Innovation Council, Canberra, Apr 2008.
120. **Paradies Y.** *The Impact of Racism on Indigenous Health: Towards a Research Agenda*. Presented at the McCaughey Centre Seminar Series, Melbourne, April 2008.
121. **Paradies Y.** *Racism and Indigenous Health*. Presented to the Board of the Sir Robert Menzies Memorial Foundation, Melbourne, Nov 2007.
122. **Paradies Y.** *Racism and the health of Indigenous Australians*. Charles Darwin University Public Lecture Series, Darwin, Oct 2007.
123. **Paradies Y.** and Cunningham J. *Self-reported racism and Indigenous Health*. Co-operative Research Centre for Aboriginal Health Research Showcase, Darwin, June 2006.
124. **Paradies Y.** *Beyond Black and White: Stereotyping, Diversity and Indigenous Australian Identity*. Lecture to the 2005 Fulbright-Hayes Delegation of the United States Department of Education, Darwin, July 2005.
125. **Paradies Y.** *Racism as a determinant of health*. Presented at the National Centre for Epidemiology and Population Health, Canberra, ACT, February 2003.
126. **Paradies Y.** *Racism as a social determinant of health*. Presented at the Eight International Health Summer School 2002: Socioeconomic determinants of health: From measurement to policy, Brisbane, Qld, November 2002.

Other conference presentations

1. Joyce C and **Paradies Y.** Sacredness of Country as First Nation's Honouring of Climate Apocalypses. *Apocalyptic Times: Spirituality in Global Revolt* University of Exeter (Digital Humanities Lab) Exeter, U.K. September 2023.
2. **Paradies Y.** Truth, treaty and voice. *First Nations Peoples: Truth, Treaty and Voice, Borderlands*, Melbourne Australia, September 2023.
3. Graham M and **Paradies Y.** Decolonising our thinkings, feelings and actions. *AELA Earth Laws series*, Melbourne, Australia, September 2023.
4. **Paradies Y.** Indigenous Perspectives on Decolonial Societies. *XX ISA World Congress of Sociology*, Melbourne, Australia, June 2023.
5. Joyce C. and **Paradies Y.** Decolonising the Study of Religion in Australia. *XX ISA World Congress of Sociology*, Melbourne, Australia, June 2023.
6. **Paradies Y.** Indigenous perspectives on decolonisation. *Preventative Health Conference*, Public Health Association of Australia, Brisbane, Australia, May 2022.

7. Piracha A, Dunn K, McGarty C, Sharples R, MacKenzie D, **Paradies Y**, Ben J. Discrimination in ride sharing service Uber: Evidence from Australia. Digital Geographies conference, July 2021.
8. A, Cullen J, Massy L, Savarirayan R, Baynam G, **Paradies Y**, Kelaher M. How is the National Disability Insurance Scheme working for Aboriginal and Torres Strait Islander people and communities? Health Services Research Association of Australia and New Zealand, Auckland, New Zealand, December 2019.
9. Ferdinand AS, Cullen J, Massy L, Townsend C, Savarirayan R, Baynam G, **Paradies Y**, Kelaher M. Understanding disability through the lens of Aboriginal and Torres Strait Islander people – challenges and opportunities, IUHPE World Conference, Rotorua, New Zealand, April 2019.
10. Oboler A, **Paradies Y**. Empowering Communities to Help Tackle Incitement. Crime Prevention and Communities Conference, Melbourne, June 2018.
11. **Paradies Y**. Whither standpoint theory in a post-truth world? Stranger in a Strange land: The social observer as analyst and critic, University of Technology Sydney, Sydney, Australia, December 2017.
12. Joshi, S, **Paradies Y**, Jatrana, S. Do health behaviors worsen with longer duration of residence? Evidence from an Australian longitudinal study. XXVIII IUSSP International Population Conference, Cape Town, South Africa, October 2017.
13. **Paradies Y**. Addressing racism as a social determinant of health in three countries. 15th World Congress on Public Health, Melbourne, April 2017.
14. **Paradies Y**. Emerging Areas in Racism And Health Research: Examples From New Zealand And Australia. 15th World Congress on Public Health, Melbourne, April 2017.
15. Fernando M, Almeida, S, **Paradies Y**. Ethnicity influence on employer's perception and recruitment decision making. Asia Pacific Researchers in Organization Studies and European Group for Organizational Studies Conference, Sydney, Dec, 2015.
16. Barlow-Stewart K, MacMillan J, Massey L, **Paradies Y**, Kowal E. Piloting a genetic literacy assessment tool for Indigenous Australians. *Human Genetics Society of Australasia Annual Scientific Meeting*, Perth, Aug 2015.
17. Barlow-Stewart K, MacMillan J, Massey L, **Paradies Y**, Kowal E. Piloting a genetic literacy assessment tool for Indigenous Australians. *International Machado Joseph Disease conference*, Cairns, Aug 2015.
18. Joshi S, Jatrana S, **Paradies Y**. Effect of nativity and age at arrival on smoking behaviour: Evidence from Australian national panel survey. *Population Health Congress*, 6-9 September 2015, Hobart, Australia.
19. Biddle N, Campbell P, **Paradies Y**. A behavioural model of Indigenous identification: Evidence from new data and implications for policy and planning. Australian Population Association 17TH Biennial Conference, Hobart, December 2014.
20. Walton J, Schorch P, Priest N, **Paradies Y**. Encountering the 'other': Interpreting student experiences of a multi-sensory museum exhibition. World Congress of Sociology, Yokohama, Japan, July 2014.

21. **Paradies Y**, Ferdinand A, Priest N, Kelaher M. Evaluation of complex place-based initiatives to address race-based discrimination: Localities Embracing and Accepting Diversity (LEAD). Imagining Social Equity Conference. Melbourne Social Equity Institute, University of Melbourne, Feb 2014.
22. Ferdinand A, **Paradies Y**, Kelaher M. Mediators and moderators of the relationship between racism and mental health in Aboriginal and CALD communities. Imagining Social Equity Conference. Melbourne Social Equity Institute, University of Melbourne, Feb 2014.
23. Priest N, Ferdinand A, **Paradies Y**, Kelaher M. Friendship, belonging and discrimination: Understandings and experiences of multiculturalism among Australian primary school children. Imagining Social Equity Conference. Melbourne Social Equity Institute, University of Melbourne, Feb 2014.
24. Ferdinand A, Kelaher M, **Paradies Y**, Warr D. Evaluating The Mental Health Impacts Of An Anti-Racism Intervention For Children And Young People. Reconfiguring Anti-racism: Tolerance, Harmony, Inclusion or Justice?, Melbourne, Dec 2013.
25. Walton J, Priest N, **Paradies Y**. Talking culture? Egalitarianism, Colour- Blindness and Racism in Australian Primary Schools. Reconfiguring Anti-racism: Tolerance, Harmony, Inclusion or Justice?, Melbourne, Dec 2013.
26. Habtegiorgis A, **Paradies Y**, Kelaher M, Shiell A. Is Upholding Human Rights Economically Viable?: Anti-Racism as a Case Study. Reconfiguring Anti-racism: Tolerance, Harmony, Inclusion or Justice?, Melbourne, Dec 2013.
27. Walton J, Priest N, **Paradies Y**, Kowal E, White F. Who is Australian? The influence of teacher approaches on children's conceptualisations of national identity. The Australian Sociological Association conference, Melbourne, Dec 2013.
28. Priest N, Walton J, **Paradies Y**, Ferdinand A, Perry R, Kelaher M. Friendship, belonging and discrimination: Understandings and experiences of multiculturalism among Australian primary school children. The Australian Sociological Association conference, Melbourne, Dec 2013.
29. **Paradies Y**, Russell Z. Combating racial discrimination through bystander action. Federation of Ethnic Communities' Councils of Australia Conference, Gold Coast, Nov 2013.
30. Cunningham J, **Paradies Y**. Patterns and correlates of self-reported racial discrimination among Indigenous adults, 2008-09. Public Health Association of Australia 42nd Annual Conference, Melbourne, Sept 2013.
31. Kelaher M, **Paradies Y**, Ferdinand A, Priest N, Rouhani L. Evaluation of a complex place-based initiative to address race-based discrimination. 21st IUHPE World Conference on Health Promotion, Pattaya, Thailand, August 2013.
32. Ferdinand A, **Paradies Y**, Kelaher M. Effective partnership development in an Australian place-based intervention to reduce race-based discrimination. 21st IUHPE World Conference on Health Promotion, Pattaya, Thailand, August 2013.
33. Ferdinand A, Kelaher M, **Paradies Y**, Warr D. Evaluating Mental Health Impacts of an anti-racism intervention for children and young people. Centre for Education For Racial Equality in Scotland (CERES) conference, Edinburgh, Scotland, June 2013.

34. Priest N, **Paradies Y**, Ferdinand A, Fox B, Kelaher M. Everyday lived experiences of racism and anti-racism among Australian school students. Centre for Education For Racial Equality in Scotland (CERES) conference, Edinburgh, Scotland, June 2013.
35. Walton J, Priest N, **Paradies Y**, White F, Kowal E, Fox B. You are not born racist are you?: Discussing racism and cultural diversity with primary-aged Australian children. Centre for Education For Racial Equality in Scotland (CERES) conference, Edinburgh, Scotland, June 2013.
36. Pedersen A, Stewart K, **Paradies Y**. Obstacles to bystander prejudice against refugees. 13th International Conference on Diversity in Organizations, Communities and Nations, Darwin, June 2013.
37. **Paradies Y**, Ferdinand A, Priest N, Kelaher M. Localities Embracing and Accepting Diversity (LEAD) program. 13th International Conference on Diversity in Organizations, Communities and Nations, Darwin, June 2013.
38. Ferdinand A, **Paradies Y**, Kelaher M. Experiences of racism and diversity among LEAD community participants. 13th International Conference on Diversity in Organizations, Communities and Nations, Darwin, June 2013.
39. Priest N, Ferdinand A, **Paradies Y**, Kelaher M. Experiences of racism and diversity among LEAD participants in educational settings. 13th International Conference on Diversity in Organizations, Communities and Nations, Darwin, June 2013.
40. Trenerry B, Dunn K, **Paradies Y**, Kowal E. Anti-racism in LEAD councils. 13th International Conference on Diversity in Organizations, Communities and Nations, Darwin, June 2013.
41. Walton J, Priest, N, **Paradies Y**. Contextual Complexities of Everyday Racism. Reclaiming Multiculturalism: Global Citizenship and Ethical Engagement with Diversity. Melbourne, Nov 2012.
42. Priest N, **Paradies Y**, Trenerry B, Truong M, Karlsen S, Kelly Y. A systematic review of studies examining the relationship between reported racism and health and wellbeing for children and young people (poster). Science of Eliminating Health Disparities Summit. Maryland, U.S. Nov 2012.
43. **Paradies Y**, Truong M, Priest N. A systematic review of the extent and measurement of healthcare provider racism. Science of Eliminating Health Disparities Summit. Maryland, U.S. Nov 2012.
44. Ferdinand A, **Paradies Y**, Kelaher M. Mediators and moderators of the relationship between racism and mental health in indigenous and other minority communities. Science of Eliminating Health Disparities Summit. Maryland, U.S. Nov 2012.
45. Kelaher M, **Paradies Y**, Ferdinand A, Priest N, Rouhani L. Evaluation of a complex place-based initiative to address race-based discrimination. Science of Eliminating Health Disparities Summit. Maryland, U.S. Nov 2012.
46. Ferdinand A, **Paradies Y**, Kelaher M. Effective partnership development in an Australian place-based intervention to reduce race-based discrimination (poster). Science of Eliminating Health Disparities Summit. Maryland, U.S. Nov 2012.

47. Walton J, **Paradies Y**, Priest N, Waters E, Wertheim E, Trinder M, Freeman E. Promoting intercultural understanding in Australian schools through local and global community engagement (Transcending Borders between Homes and Schools: Exploring Community Engagement and Collaboration in Culturally Diverse Contexts Panel). American Anthropological Association Annual Meeting. San Francisco, Nov 2012.
48. Ferdinand A, Kelaher M, **Paradies Y**, Priest N. Experiences of race-based discrimination and Aboriginal mental health in Victorian communities. The Seventh World Conference on the Promotion of Mental Health and Prevention of Mental and Behavioural Disorders, Perth, Oct 2012.
49. Walton, J, **Paradies Y**, Priest N, Waters E, Wertheim E, Trinder M, Freeman E. Strengthening and critically reflecting on cultural identity to promote intercultural understanding in Australian schools, Australian Anthropological Society Annual Meeting, Brisbane, Sept 2012.
50. Wertheim E, Freeman E, Trinder M, **Paradies Y**, Priest N, Walton J. Promoting positive relationships in schools by developing intercultural understanding and respect. Australian Psychological Society Annual Conference, Perth, Sept 2012.
51. Trenerry B, **Paradies Y**. Anti-racism in the workplace: a review of successful interventions. The third International Conference on Racisms in the New World: Realities of Culture, Colour and Identity, Cairns, Aug 2012.
52. Ferdinand A, Kelaher M, Priest N, **Paradies Y**. Complex place-based initiatives to address race-based discrimination. The third International Conference on Racisms in the New World: Realities of Culture, Colour and Identity, Cairns, Aug 2012.
53. Walton J, Priest, N, **Paradies Y**. Conceptualisations of Everyday Racism. The third International Conference on Racisms in the New World: Realities of Culture, Colour and Identity, Cairns, Aug 2012.
54. **Paradies Y**. Understanding and promoting bystander anti-racism in Australia. The third International Conference on Racisms in the New World: Realities of Culture, Colour and Identity, Cairns, Aug 2012.
55. Priest N, **Paradies Y**, Walton J. Understanding and addressing racism and promoting cultural diversity among children and young people. The third International Conference on Racisms in the New World: Realities of Culture, Colour and Identity, Cairns, Aug 2012.
56. McFadzean M, Priest N, **Paradies Y**, Kowal E, Kelaher M, Mansouri F, Meehan C, Sproul L. Social Interventions: Can Museums Really Make a Difference? Museums Australia National Conference 2012, Adelaide, Sept 2012.
57. Truong M, **Paradies Y**, Priest N, Gibbs L. Cultural competence in health care: A systematic review of the evidence. Population Health Congress, Adelaide, Sept 2012.
58. Ferdinand A, **Paradies Y**, Priest N, Kelaher M. Attitudes, experiences and responses to racism and diversity in Victorian communities (poster). Population Health Congress, Adelaide, Sept 2012.

59. Priest N, **Paradies Y**, Trenerry B, Truong M, Karlsen S, Kelly Y. A systematic review of studies examining the relationship between reported racism and health and wellbeing for children and young people. Population Health Congress, Adelaide, Sept 2012.
60. Kelaher M, **Paradies Y**, Warr D, Ferdinand A, Greco T, Lauridsen K. Organisational sustainability of pro-diversity interventions for young people. Presented at the Federation of Ethnic Communities' Councils of Australia, Adelaide, Nov 2011.
61. Ferdinand A, Kelaher M, **Paradies Y**. Attitudes, experiences and responses to race-based discrimination and diversity in Victorian communities. Poster presented at the Federation of Ethnic Communities' Councils of Australia, Adelaide, Nov 2011.
62. Kelaher M, **Paradies Y**, Warr D, Ferdinand A, Greco T, Lauridsen K. Evaluating the mental health impacts of an anti-racism intervention for children and young people. Presented at the International Society for Equity in Health Conference, Columbia, Sept 2011 (selected as one of the best 10 conference abstracts).
63. Paradies Y, Priest N, Truong M. *An international review of modalities for measuring healthcare provider discrimination, bias, stereotyping and prejudice*. Poster presented at The Science of Research on Discrimination and Health Conference. Bethesda, U.S. Feb 2011.
64. Pedersen A, **Paradies Y**, Dunn K, Hartley L. *Attitudes towards asylum seekers, Indigenous Australians and Muslim Australians: An intervention to increase positivity and bystander anti-prejudice action*. Presented at the 10th International Conference on Diversity in Organisations, Communities and Nations. Belfast, Northern Ireland. Jul 2010.
65. Trenerry B, **Paradies Y**. *Organisational audit/assessment to reduce racism and support diversity in the workplace*. Presented at the 10th International Conference on Diversity in Organisations, Communities and Nations. Belfast, Northern Ireland. Jul 2010.
66. Kelaher M, Ferdinand A, **Paradies Y**, Warr D. *Building Bridges for Social Inclusion in Multicultural Societies*. Poster presented at the International Union for Health Promotion and Education World Conference on Health Promotion, Geneva, July 2010.
67. **Paradies Y**. *Meeting the challenge of race-based discrimination: A psychological overview*. Presented at the XXth Congress of the International Association for Cross Cultural Psychology (IACCP), Melbourne, Vic, Jul 2010.
68. Franklin H, **Paradies Y**, Kowal E. Beyond basic cultural competence: the Reflexive Anti-racism Scale. Presented at the Diversity in Health Conference, Melbourne, Vic, June 2010.
69. Kelaher M, Ferdinand A, **Paradies Y**, Warr D. Building bridges for social inclusion in multi-cultural societies. Presented at the Diversity in Health Conference, Melbourne, Vic, June 2010.
70. **Paradies Y**, Klocker N, Webster K. *Building on our strengths: A framework to reduce race-based discrimination and support diversity in Victoria*. Presented at the International Conference on Migration, Citizenship and Intercultural Relations, Melbourne, Vic, Nov 2009.

71. Ferdinand A, Warr D Kelaher M, **Paradies Y**. *Building Bridges for social inclusion in multi-cultural societies*. Presented at the International Conference on Migration, Citizenship and Intercultural Relations, Melbourne, Vic, Nov 2009.
72. **Paradies Y**, Klocker N, Webster K, Turnbull D. *Localities Embracing and Accepting Diversity (LEAD)*. Presented at the 2009 Federation of Ethnic Communities' Councils of Australia Conference, Strengthening Multiculturalism and. Building Social Inclusion, Shepparton, Vic, Oct 2009.
73. **Paradies Y**, Klocker N. Addressing racism as a determinant of health. Presented at the Public Health Association of Australian Annual Conference, Canberra, ACT, Sept 2009.
74. **Paradies Y**. The Impact of Racism on Indigenous Health in Australia and Aotearoa: Towards a Research Agenda. Presented at the 5th World Conference on the Promotion of Mental Health and the Prevention of Mental and Behavioural Disorders, Melbourne, Vic, Sept 2008.
75. **Paradies Y**. Racism and the health of Indigenous Australians. Presented at the National Conference on Racism in a Global Context, Perth, WA, Nov 2007.
76. **Paradies Y**. *Racialized genetics and the study of complex diseases: The thrifty genotype revisited*. Australian Diabetes Education Association NT Branch Conference, April 2007.
77. **Paradies Y**, Cunningham J. The Measure of Indigenous Racism Experiences (MIRE) Instrument. Presented at the International Society for Equity in Health International Conference, Adelaide, SA, Sept 2006.
78. **Paradies Y**, Cunningham J. *Associations between self-reported racism and health for Indigenous people in the DRUID study*. Presented at the Australasian Epidemiological Association Annual Scientific Meeting, University of Melbourne, Melbourne, Vic, Sept 2006.
79. **Paradies Y**. *Beyond Black and White: Essentialism, Hybridity and Indigeneity*. Presented at the Whiteness and Horizons of Race Conference, Brisbane, Qld, Dec 2005.
80. **Paradies Y**. *Racism, stress and the Health of Indigenous Australians*. Presented at the 2nd Annual New Voices in Indigenous Research Conference, Berkeley, California, April 2004.
81. **Paradies Y**. *Stress and Chronic Disease for Indigenous Peoples*. Presented at the Uncharted Territory: A Conference exploring the links between chronic disease, mental health, and alcohol and other drugs, Darwin, NT, May 2003.
82. **Paradies Y**. *Exploring experiences of racism for Indigenous Australians (workshop presentation)*. Presented at the 4th Annual Indigenous Researchers' Forum, Perth, WA, Nov 2002.
83. **Paradies Y**. *Racism as a social determinant of health*. Presented at the Annual Scientific Meeting of the Northern Territory Branches of the Royal Australian College of Physicians and the Faculty of Public Health Medicine, Darwin, NT, Nov 2002.

84. **Paradies Y.** *Towards a Critical Epidemiology.* Presented at the Australasian Epidemiological Association Annual Scientific Meeting, Wellington, NZ, Sept 2002.
85. **Paradies Y.** *Feasibility of Establishing a residential life skills program for Indigenous youth in urban centres of the Northern Territory.* Presented at the Australian and New Zealand Adolescent Health Conference, Melbourne, Vic, March 2002.
86. **Paradies Y.** *Discrimination, stress and the health of Indigenous Australians.* Presented at the Combined Annual Scientific Meeting of the Northern Territory Branches of the Royal Australian College of Physicians and the Australasian Faculty of Public Health Medicine, Darwin, NT, Nov 2001.
87. **Paradies Y.** *Discrimination, stress and the health of Indigenous Australians.* Presented at the 3rd Indigenous Researchers' Forum, Melbourne, Vic, Sept 2001.
88. **Paradies Y.,** Huppatz S, Wansey J, and Barnes T. *Population estimates for remote-area Indigenous communities.* Presented at the Australian Population Association 10th biennial conference, Melbourne, Vic, Dec 2000.
89. **Paradies Y** and Cunningham J. *Placing Indigenous life expectancy in an international context.* *Australasian Epidemiologist* 1999; 6(3):18. Presented at the Australasian Epidemiological Association annual conference, Darwin, NT, Oct 1999.
90. **Paradies Y.** *The Health and Welfare of Australia's Aboriginal and Torres Strait Islander Peoples 1999.* Presented at the 3rd Aboriginal Health Workers Conference, Cairns, Queensland, Oct 1999.

Other non-invited presentations

91. **Paradies Y.** Racism and the Health of Indigenous Australians. CIPHER Annual Learning Conference Showcase, Canberra, Oct, 2008.
92. **Paradies Y,** Cunningham J. *The DRUID study: Exploring the health effects of racism for Indigenous people.* Presented at the Health Services and Research Seminar Series, Menzies School of Health Research, Darwin, NT, July, 2006.
93. **Paradies Y,** Montoya MJ and Fullerton SM. *Racialised genetics and the study of complex diseases, The Thrifty Genotype revisited.* Presented at the Health Services and Research Seminar Series, Menzies School of Health Research, Darwin, NT, Nov, 2005.
94. **Paradies Y.** *Beyond Black and White: Essentialism, Hybridity and Indigenous Australian Identity.* Indigenous Research Association Lecture, Charles Darwin University, Oct, 2005.
95. **Paradies Y.** *Tikadars, Inaw and Smallpox: Vaccination and indigenous peoples in the 19th century.* Presented at the Health Services and Research Seminar Series, Menzies School of Health Research, Darwin, NT, Aug, 2004.
96. **Paradies Y,** Kowal, E. *Race and Culture in Health Research.* Presented at the Health Services and Research Seminar Series, Menzies School of Health Research, Darwin, NT, June, 2003.

97. **Paradies Y.** *Epidemiological Rigor Mortis: Resurrection? Resignation?* Presented at the Health Services and Research Seminar Series, Menzies School of Health Research, Darwin, NT, Sept, 2002.

CURRENT PhD STUDENT SUPERVISION

2023- Dihan Wijewickrama (decolonial studies)
2022- Julie-Anne Christian (Indigenous studies)
2021- Alex Crocetti (public health)
2017- Matthew Lloyd (Indigenous studies)

PAST STUDENT SUPERVISION:

2020-23 Davita Coronel (animal studies)
2020-23 Elizabeth Doery (psychology)
2020-23 Angie Sassano (Indigenous studies)
2016-22 Ayuba Issaka (public health)
2015-20 Jehonathan Ben - Doctor of Philosophy (anthropology)
2019-20 Alice Bellette - Doctor of Philosophy (literary studies)
2015-20 Elissa Elvidge - Doctor of Philosophy (public health)
2014-19 Angeline Ferdinand - Doctor of Philosophy (public health)
2014-18 Karen Connelly - Doctor of Philosophy (sociology)
2014-18 David Kelly - Doctor of Philosophy (social science)
2012-17 Kerrie Doyle – Doctor of Philosophy (Aboriginal studies)
2017 Adam Seet - Doctor of Philosophy (sociology)
2013-17 Brandi Fox – Doctor of Philosophy (education)
2016-17 Ainslee Hooper – Master of Arts (anthropology)
2011-16 Mandy Truong – Doctor of Philosophy (public health)
2009-16 Brigid Trenerry – Doctor of Philosophy (social science)
2013-16 Suresh Joshi – Doctor of Philosophy (demography)
2009-16 Graham Gee – masters/ Doctor of Philosophy (clinical psychology)
2014-15 Carla Bernardo - Doctor of Philosophy (public health)

2012-15	Amanuel Elias – Doctor of Philosophy (economics)
2012	Karee Stewart – honours (community psychology)
2011	Kaitlin Lauridsen (health promotion; international placement)
2009-10	Hayley Franklin – honours (development studies)
2007-8	Michael O'Brien – advanced medical science

PEER REVIEWING

JOURNAL ARTICLES

2018	Advances in Life Course Research
2014,15	AlterNative
2017	Applied Geography
2007,21	American Journal of Epidemiology
2008	American Journal of Human Biology
2014,15,16,19	American Journal of Orthopsychiatry
2017	American Psychologist
2020	Annals of Tourism Research
2018	Australian Psychologist
2016,20	Australian Aboriginal Studies
2022	Australian Journal of Environmental Education
2012,20	Australian Journal of Labour Economics
2017,18	Australian Journal of Primary Health
2014,16,19	Australian Journal of Social Issues
2011	Australian Indigenous Law Review
2003,11,13,15	Australian & New Zealand Journal of Public Health
2014	Australian Community Psychologist
2021	Australian Population Studies
2011	Australian Psychologist
2018	Behavioral Medicine
2015,18	BMC Health Services Research
2014	BMC International Health and Human Rights
2017	BMC Medical Education
2009,19	BMC Public Health
2020	BMJ Open
2019	British Journal of Sociology
2022	Canadian Journal of Diabetes
2015	Canadian Journal of Public Health
2017,18	Child Development
2017	Children
2020	Clinical and Experimental Psychology
2017	Comprehensive Results in Social Psychology
2013,16,21	Critical Public Health
2017	Cultural Diversity and Ethnic Minority Psychology
2018	Cyberpsychology
2004	Drug and Alcohol Review
2011	Du Bois Review
2018	Economies
2015	Equality, Diversity and Inclusion: An international journal
2015	Ethnicities

2020	Ethnicity and Disease
2007,8,9,12-14	Ethnicity and Health
2008,12-14,19,20,21	Ethnic and Racial Studies
2016	European Health Psychology Society
2020	European Journal of Social Psychology
2020	Frontiers in Communication
2021	Frontiers in Public Health
2021	Geoforum
2011	Health Bulletin
2019	Health and Place
2015	Health Education Research
2018	Health Promotion International
2021	Health Research Policy and Systems
2008,12,18	Health Sociology Review
2012,17	International Journal for Quality in Healthcare
2014,21	International Journal of Environmental Research and Public Health
2017	International Regional Science Review
2020	Journal of American College Health
2015	Journal of African Studies and Development
2015,17,18	Journal of Australian Studies
2008	Journal of Behavioral Medicine
2008	Journal of Community and Applied Social Psychology
2012	Journal of Epidemiology and Community Health
2019	Journal of Genocide Research
2014	Journal of Health and Social Behavior
2015	Journal of Health Psychology
2018	Journal of Health Services Research and Policy
2012	Journal of Immigrant and Minority Health
2016	Journal of International Migration and Integration
2007	Journal of Muslim Mental Health
2017,18	Journal of Pacific Rim Psychology
2021	Journal of Pain and Symptom Management
2019	Journal of Racial and Ethnic Health Disparities
2014	Journal of Sociology
2020	Journal of the American Medical Association
2013	Journal of the World Universities Forum
2014	Journal of Youth Studies
2022	JMIR Research Protocols
2019	Language, Culture and Curriculum
2012,13	Mai Journal: a NZ Journal of Indigenous Scholarship
2018	Media and Communication
2012	Medical Anthropology Quarterly
2018	Medical Care
2007,8,13,20	Medical Journal of Australia
2021	New Solutions: A Journal of Environmental and Occupational Health Policy
2007,16,17,21	Pediatrics
2013,14,19	PLOS ONE
2020	Proceedings of the National Academy of Sciences
2016	Psychological Reports
2018	Public Health
2017	Public Health Reports
2014	Race, Ethnicity and Education
2011	Rural and Remote Health

2021	SAGE Open
2020	Social and Cultural Geography
2007	Social and Personality Psychology Compass
2018	Social Forces
2019	Social Identities: Journal for the Study of Race, Nation and Culture
2013	Social Inclusion
2020	Social Policy and Administration
2018	Social Problems
2016	Social Psychiatry and Psychiatric Epidemiology
2005,7-9,11-20	Social Science and Medicine
2018	Social Sciences
2015	Social Science Research
2022	Societies
2014	Sociological Forum
2019	Sociology Compass
2015	Sociology of Race and Ethnicity
2022	Systems Research and Behavioral Science
2013	Teaching Education
2011,13,16,17	The Australian Journal of Indigenous Education
2012	The Canadian Journal of Psychiatry
2018	The Economic and Labour Relations Review
2019	The Health Education Journal
2016	The International Journal of Human Rights
2013	The International Journal of Organizational Diversity
2015	The International Journal of Public Health
2016,18	The Lancet
2014	The Sociological Quarterly
2014	Tobacco Control
2010,13	Transcultural Psychiatry
2014	Urban Studies
2015	University of New South Wales Law Journal
2019	Women and Birth
2017	World Medical & Health Policy

GRANTS/FELLOWSHIPS

2017	Ontario Research Fund
2017	Cure Kids New Zealand
2014	United States-Israel Binational Science Foundation
2012	Cooperative Research Centre for Aboriginal Health
2011	Australian Institute of Aboriginal and Torres Strait Islander Studies
2005,9-11,13,16	Australian National Health & Medical Research Council
2011,13-16	Australian Research Council
2011	Centre for Aboriginal Economic and Policy Research
2011	Cooperative Research Centre for Remote Economic Participation
2007, 18	New Zealand Health Research Council
2018	Swiss National Science Foundation

PHD THESIS EXAMINATION (total: 25)

2020	The University of Sydney
2020	University of Canterbury

2020	University of Toronto
2019	Royal Melbourne Institute of Technology
2019,20	Flinders University
2017,21,23	The Australian National University
2017,18	The University of New South Wales
2017	Swinburne University of Technology
2017	Queensland University of Technology
2017	Charles Darwin University
2016	The University of Auckland
2015	The University of Queensland
2015,19,21	Curtin University
2014	Australian Catholic University
2013,20	University of Western Australia
2012	University of Waikato
2021	Monash University
2022	University of Manitoba

PROMOTION ASSESSMENTS

2018	Portland State University (associate professor)
2018	Southern Illinois University (full professor)
2017	University of Minnesota (full professor)

ROLES

2022-	Reconciliation Australia RAP elevate expert panel – member
2021-	Academy of the Social Sciences in Australia – Fellow
2021-	Regen Melbourne Advisory Board – Member
2022-25	CSIRO Indigenous Advisory Group – member
2022	Journal of Australian Studies John Barrett Prize Judging Panel – Member
2021-2022	Measures and Mechanisms for Preventing and Addressing Racism and Racial Discrimination in the Institutions of the United Nations System Advisory Group of Experts – Member
2021-2022	Victorian Government’s Anti-Racism Taskforce – Member
2021-	Australian Bureau of Statistics Aboriginal and Torres Strait Islander Demographic Statistics Expert Advisory Group – Member
2021-22	Diversity Council Australia’s Eradicating Racism at Work: The Cost of Workplace Racism and How Organisations Can Responsibly Respond – Expert Panel member
2021-	Centre for Humanitarian Leadership – Affiliate

2021-22	Collingwood Football Club Expert Group on Anti-Racism – Member
2020-21	New South Wales Ministry of Health Advisory Committee for an Interview Study on Aboriginal Peoples' Experiences of Hospital Care – Member
2020-21	Australian Bureau of Statistics Indigenous life expectancy methodology review panel – Member
2020	Gari Yala survey expert panel – Member
2020-	Deakin University Human Research Ethics Committee – Member
2019-	International Advisory Board for the Routledge Encyclopedia of Race and Racism – Member
2019-	Australian Institute of Health and Welfare Indigenous Statistical and Information Advisory Group – Chair
2011-	Australian Aboriginal Studies – Editorial Advisory Board Member
2010-	Australian New Zealand Journal of Public Health – Editorial Board Member
2019-2023	Assessing the Disability Needs of Indigenous Prisoners Project Research Reference Sub-Committee – Member
2019-2023	Centre for Forensic Behavioural Science Culture, psychology and law lab – external affiliate
2019-2023	Pindi Pindi Centre for Research Excellence in Aboriginal Wellbeing – Member
2019-2023	NSW Aboriginal Patient Experience Survey Program Advisory Committee – Member
2010-	All Together Now (anti-racism NGO) – Board Member
2018-2023	Ethnic and Racial Studies – Editorial Advisory Board Member
2019-23	Journal of Australian Studies – Editorial Board Member
2020-2022	Whitehorse Reconciliation Advisory Committee – Member
2018-20	Deakin University Academic Board – Professorial member
2017	50 years of naming institutional racism: realising racial equity or intensifying injustices? Alfred Deakin Institute for Citizenship and Globalisation, Deakin University – Organising Committee Chair
2017	Conference Program Advisory Committee for the 2nd National Advancing Community Cohesion Conference
2017-18	Australian Bureau of Statistics Aboriginal and Torres Strait Islander Statistical and Technical Advisory Group

2016	Aboriginal Affairs NSW OCHRE Evaluation Steering Committee – Ethical practice advisor
2015	Yale University School of Medicine – Visiting Professor
2014	Federal University of Santa Catarina, Brazil – Visiting Professor
2014	Centre for Aboriginal Economic Policy Research – Visiting Professor
2014	Deakin University NHMRC Grant Review Experts – Member
2013-16	<i>beyondblue</i> Advisory Group on the impact of discrimination on the social and emotional wellbeing of Aboriginal and Torres Strait Islander people – Member
2013	Reconfiguring Anti-racism international conference, Centre for Citizenship and Globalisation, Deakin University – Organising Committee Chair
2013-14	Deakin University Faculty of Arts and Education Human Ethics Advisory Group – Member
2012-16	Darebin City Council Anti-Racism Strategy steering committee – member
2012-16	Australian Human Rights Commission’s National Anti-Racism Partnership and Strategy – Expert advisor
2011-13	Resisting Racism in Victoria Advisory Committee – Member
2013-15	All Together Now (anti-racism NGO) – Expert Reference Group Member
2010-13	Australian-American Fulbright Commission Victorian State Selection Committee – Member
2010-12	University of Melbourne Equal Opportunity Observer for confirmation and promotion panels
2008-11	Advisor on the New Zealand Ministry of Health Racism and health Project
2008-11	University of Melbourne Social Justice Seminar Series – Co--convener
2008-11	Australian Institute of Health and Welfare Ethics Committee Expert Panel on Research involving or affecting Indigenous people – Member
2008-12	University of Melbourne School of Population Health Human Ethics Advisory Group – Member
2012	The University of Melbourne Staff Equity Group – co-opted member
2010-12	<i>Everyone Wins</i> VicHealth Advisory group – member

2010	Sub-domain Co-ordinator (Indigenous Health) for the Public Health, Epidemiology and Health Services Domain, Faculty of Medicine, Dentistry and Health Sciences, University of Melbourne
2016	National Health and Medical Research Council project grants – External Assessor
2010,12	National Health and Medical Research Council People Support Schemes – External Assessor
2010	National Health and Medical Research Council Grant Review Panel for Indigenous Health – Member
2008-9	Australian Institute of Health and Welfare Indigenous Mortality Data Advisory Group – Member
2007-9	Foundation for Young Australians Racism Project Steering Committee – Founding Member
2007-9	Australasian Mortality Data Interest Group – Indigenous representative
2008-9	VicHealth Advisory Committee on Promoting Cultural Diversity and Reducing Discrimination – Member
2007-8	The 5 th World Conference on the Promotion of Mental Health and the Prevention of Mental and Behavioural Disorders – International Scientific Committee Member
2006-8	Steering Committee of the Improving identification of Indigenous people in health data collections project – Representative of the Health Advisory Committee of the NHMRC
2005-6	Technical Advisory Panel of the Indigenous Burden of Disease Study – Indigenous representative
2004-6	Australasian Epidemiological Association – Student Representative
2003-4	School of Public Health, University of California at Berkeley – Interdisciplinary Seminar Class Representative
2003-18	Diabetes and Related conditions in Urban Indigenous people in the Darwin region (DRUID) study Indigenous Steering Committee – Member
2002-6	Australian Institute of Health & Welfare Youth Information Advisory Group – Indigenous Representative
2002	Menzies School of Health Research – Postgraduate Student Representative
2002-9	US CDC Racism and Health Workgroup – Member
2001-2	Darwin Region Epidemiology Group – Convenor
2001	Newcastle University Postgraduate Students' Association – External Advisor to the Executive

TEACHING & COURSE DEVELOPMENT

2020,21	IND721 Standpoint theory in Indigenous research – Unit Chair	
2020,21	IND722 Indigenous research: Ways of valuing and being – Unit Chair	
2021	IND723 Indigenous research: Ways of knowing and doing – Unit Chair	
2020	IND724 Indigenous knowledge modalities in research – Lecturer	
2020	IND725 Theories and debates in Indigenous knowledges: Sites of struggle – Lecturer	
2020	IND726 Designing an Indigenous research project – Lecturer	
2021	IND728 Research project B – Unit Chair	
2011	Localities Embracing and Accepting Diversity anti-racism training course (sole academic advisor)	
2009	VicHealth’s reducing race-based discrimination and supporting diversity for health short course (co-developer and co-facilitator)	
2009	Social Determinants of Health (School of Population Health, University of Melbourne Master’s course (co-developer)	
2007-12	Academy of the Social Sciences of Australia Summer School for Indigenous Postgraduate Students – Presenter	
2005	Social Determinants of Indigenous Health – Co-facilitator	
2003-15	Race, Culture, Indigeneity and the Politics of Disadvantage Unit co-developer and co-facilitator	–
2003,7	Introductory Biostatistics – Co-lecturer	
2003	Introduction to Health Information & Health Research Co-lecturer	–
2002	Demography for Planning in the NT – Unit Coordinator	
2002	Introduction to Epidemiology – Private tutor	
2001	Introduction to Biostatistics – Private tutor	
2000	Introduction to Health Information & Health Research –Teaching assistant	

Our reference MB/14217
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18 August 2023

Yin Paradies
Professor and Chair in Race Relations
Deakin University

By email: yin.paradies@deakin.edu.au

Dear Mr Paradies

***Faruqi v Hanson* – Federal Court of Australia proceedings no. NSD 372 of 2023**
Letter of instruction for preparation of expert evidence

1. We act for Senator Mehreen Faruqi in relation to the above Federal Court of Australia proceedings which allege a breach of section 18C of the *Racial Discrimination Act 1975* (Cth).
2. The proceedings have been set down for hearing between 29 April 2024 to 3 May 2024.
3. Thank you for agreeing to act as an independent expert in the proceedings. We confirm that Senator Faruqi's expert evidence is due to be filed and served on 30 September 2023.

Background to the proceedings

4. The proceedings were commenced by Senator Faruqi against another Senator, Pauline Hanson, on 3 May 2023. The proceedings were commenced under the [Racial Discrimination Act 1975 \(Cth\)](#) (Act).
5. The proceedings relate to the below Tweet which was published by Senator Hanson to her public-facing Twitter account @PaulineHansonOz on 9 September last year, and which directed Senator Faruqi to "pack [her] bags and piss off back to Pakistan" ([Hanson Tweet](#)). Senator Faruqi immigrated to Australia from Lahore, Pakistan in 1992.



Faruqi motion to Senate in response to the Hanson Tweet¹

6. On 27 September 2022, in response to the Hanson Tweet, Senator Faruqi moved the Senate to, amongst other things, censure Senator Hanson for “*her divisive, anti-migrant, and racist statement telling Senator Faruqi to ‘piss off back to Pakistan’, which does not reflect the opinions of the Australian Senate or the Australian people*” (**Faruqi Motion**).²
7. In response to the Faruqi Motion, Senator Hanson denied that the Hanson Tweet was racist, instead referring to it as “*criticism*”.³ Senator Hanson also confirmed to the Senate that she refused to retract the Hanson Tweet and stated that Senator Faruqi “*can go and do what I’ve said. I make the offer, also, to take her to the airport.*”⁴
8. Senators Wong and Birmingham moved the Senate to amend the Faruqi Motion to (amongst other things) remove the proposed censure of Senator Hanson, replacing it with a general call on Senators to “*engage in debates and commentary respectfully, and to refrain from inflammatory and divisive comments, both inside and outside the [Senate] chamber at all times.*”⁵ The amended version of the Faruqi Motion was agreed to by the Senate.⁶

¹ Paragraphs 6 to 8 of this letter have been included for the purpose of providing general background in relation to the Senator Faruqi’s court proceedings only. The statements referred in these paragraphs by Senators and/or those which are included in the Senate Office Hansard from 27 September 2022 which has been included as part of your briefed materials at Schedule C, document no. 8 (**27 September Hansard**) are subject to parliamentary privilege. They should not form part of your analysis and cannot be used for the purposes of: (1) questioning or relying on the truth, motive, intention, good faith or credibility of the parties to the proceeding or anything which forms part of the proceedings; or (2) drawing any inferences or conclusions as to anything which forms part of these proceedings.

² The terms of the Censure Motion are included in full at page 45 of the 27 September Hansard. The response of individual senators in the Senate, including Senators Wong and Birmingham to the Censure Motion are included at pages 45-52 of the 27 September Hansard.

³ Schedule C, document no. 8, 27 September Hansard, page 48, 50-51.

⁴ Schedule C, document no. 8, 27 September Hansard, page 51.

⁵ Schedule C, document no. 8, 27 September Hansard, page 47.

⁶ Schedule C, document no. 8, 27 September Hansard, page 52.

Faruqi complaint to the Australian Human Rights Commission

9. On 27 September 2022, Senator Faruqi made a complaint to the Australian Human Rights Commission (**AHRC**) in an attempt to engage Senator Hanson in a conciliation process for the purpose of resolving matters relating to the Hanson Tweet.⁷
10. Senator Hanson declined to participate in the AHRC conciliation process.
11. As a result of Senator Hanson's lack of engagement in the AHRC conciliation process, Senator Faruqi's complaint to the AHRC was terminated on 8 March 2023 pursuant to section 46PH(1B)(b) of the *Australian Human Rights Commission Act 1986* (Cth) (**AHRC Act**) on the basis that the delegate of the President of the AHRC was satisfied that there was no reasonable prospect of the matter being settled by conciliation.

Court proceedings

12. On 3 May 2023, Senator Faruqi commenced proceedings no. NSD 372 of 2023 in the Federal Court of Australia. It is a requirement under section 46PO of the AHRC Act that the AHRC process be concluded prior to proceedings being commenced in relation to alleged breaches of the Act.
13. At paragraph [3] of the Originating Application filed by Senator Faruqi on 3 May 2023,⁸ Senator Faruqi alleges that the Hanson Tweet is unlawful under section 18C of the Act on the following basis.⁹
 - (a) The publication of the Hanson Tweet was:
 - (i) reasonably likely in all the circumstances to, and did, offend, insult, humiliate and intimidate Senator Faruqi;¹⁰ and
 - (ii) reasonably likely in all the circumstances to insult, humiliate and intimidate other people that share any of the attributes outlined in [10] of the Concise Statement

⁷ Senator Faruqi's complaint to the AHRC is annexed to Senator Faruqi's Originating Application dated 8 March 2023, which is included as part of your briefed materials at Schedule C, document no. 2.

⁸ See Schedule C, document no. 2.

⁹ Section 18C of the Act has been extracted in full at Schedule A to this letter.

¹⁰ Schedule C, document no. 3, Concise Statement [11]-[16] and [36]-[37].

(Group Attributes)¹¹ to differing degrees depending on their lived experience of racism and discrimination.¹²

- (b) The publication of the Hanson Tweet was done because of race, colour or national or ethnic origin of Senator Faruqi, and other people that share any of the Group Attributes.¹³
14. At [36] of the Concise Statement, Senator Faruqi outlines the alleged harm she and people that share any of the Group Attributes (or some of them) have suffered as a result of the Hanson Tweet.
15. Part of Senator Faruqi's position in the proceedings is that the words used in the Hanson Tweet are a variation of the phrase "go back to where you came from".¹⁴
16. At paragraph [6] of Senator Hanson's Concise Response dated 27 June 2023,¹⁵ Senator Hanson denies that the publication of the Hanson Tweet contravenes section 18C of the Act. Senator Hanson relies on, amongst other things, a defence under section 18D of the Act.¹⁶ We have set out this provision in full at Schedule A to this letter of instruction.
17. At paragraph [39] of Senator Hanson's Concise Response dated 27 June 2023, Senator Hanson pleads an alternative defence that sections 18C and 18D of the Act are invalid on the basis that they infringe the implied freedom of political communication which has been held by the High Court of Australia to exist in the Australian Constitution. Broadly, and by way of background, the implied freedom of political communication is a protection which restricts Australia's laws from interfering with free communication about government and political matters, where those laws do not serve a legitimate end.
18. Following the publication of the Hanson Tweet, Senator Faruqi received abusive phone calls, emails and direct messages on social media and was also the subject of abusive social media posts¹⁷. Examples of these communications have been included at Schedule C, document no. 10 of this letter of instruction.

¹¹ The Group Attributes are: persons of colour; migrants to Australia; persons with migrant heritage born in Australia; persons who by virtue of their appearance have been incorrectly identified as migrants; Muslim people; persons with visible signs or expressions of religion; persons who have been told to "go back to where they came from" or variations of that phrase due to their race, colour national or ethnic origin; and/or persons who have experienced racism.

¹² Schedule C, document no. 3, Concise Statement, [17] and [36]; Senator Faruqi published an online form for the purpose of collecting responses from the Australian as to the impact that the Hanson Tweet had on them. Further details with respect to this form are outlined at paragraphs **Error! Reference source not found.** to **Error! Reference source not found.** below.

¹³ Schedule C, document no. 3, Concise Statement, [18]-[33].

¹⁴ Schedule C, document no. 3, Concise Statement [10(g)] and [15].

¹⁵ See Schedule C, document no. 4.

¹⁶ Schedule C, document no. 4, Senator Hanson's Concise Response, [38].

¹⁷ Schedule C, document no. 3, Concise Statement, [37].

Senator Faruqi's 'How Does It Make You Feel?' form

19. On 20 June 2023, Senator Faruqi's legal representatives published a Microsoft Form entitled 'How Does It Make You Feel?' (**How Does It Make You Feel Form**) on the Marque Lawyers website.¹⁸ The How Does It Make You Feel Form was subsequently shared by Senator Faruqi and Marque Lawyers on their various social media accounts.
20. The purpose of the How Does It Make You Feel Form was to collect evidence from the Australian public, including those who share any of the Group Attributes, as to the impact and effect of the Hanson Tweet.
21. To date, there have been 776 responses to the How Does It Make You Feel Form.¹⁹
22. From our analysis of the responses to the How Does It Make You Feel Form, we have identified the following.
 - (a) 494 participants that responded to the How Does It Make You Feel Form indicated that they identify with one or more of the Group Attributes. Of these:
 - (i) 434 participants indicated that they experienced one or more of "offence," "insult," "humiliation" and/or "intimidation" as a result of the Hanson Tweet; and
 - (ii) a further 25 participants indicated that they experienced some other form of negative impact and or emotion as a result of the Hanson Tweet, but did not indicate that they experienced "offence," "insult," "humiliation" and/or "intimidation".
 - (b) 650 participants that responded to the How Does It Make You Feel Form indicated that they experienced one or more of "offence," "insult," "humiliation" and/or "intimidation" as a result of the Hanson Tweet.

Background on Senator Faruqi

23. As explained at paragraph 5 above, Senator Faruqi immigrated to Australia from Lahore, Pakistan in 1992. Following the completion of her studies at the University of New South Wales, Senator Faruqi worked as a professional engineer and academic for a number of years.

¹⁸ The How Does It Make You Feel Form can be accessed via the following link;

<https://forms.office.com/pages/responsepage.aspx?id=-bTKAhLnjUixXiATaTlzSaXdteXvPqpOkzVjnYz0mdhURU0yRIILWDVJWVUxvVZTUIZTTU5SNDhZQy4u>

¹⁹ Copies of the responses received in respect of the How Does It Make You Feel Form (and which are numbered 2-777) are included at Schedule C, document no. 11 to this brief. The first response (numbered 1) was a test response conducted by Marque Lawyers' IT department, and has not been included as part of your briefed materials.

24. In 2013, Senator Faruqi became a Member of the New South Wales Legislative Council, and continued in this position until 2018.
25. In 2018, Senator Faruqi was subsequently chosen by the Parliament of New South Wales to represent the State in the Australian Senate. Senator Faruqi continues to hold the position of Senator following her successful re-election in 2019. She was the first Muslim woman Senator in Australian history.
26. Of the Group Attributes²⁰, Senator Faruqi identifies with the following.
 - (a) She is a person of colour.
 - (b) She is a migrant to Australia.
 - (c) She is a Muslim person.
 - (d) She is a person who has been told to “go back to where they came from” or variations of that phrase due to her race, colour, national or ethnic origin and/or religious background.
 - (e) She has experienced racism.

Background on Senator Hanson

27. Senator Hanson was elected as a Member of Parliament in 1996, and continued in this position until 1998. Senator Hanson presently sits as a Senator following her successful election to the Senate in 2016 and re-election in 2022.
28. Senator Hanson has been the subject of extensive media coverage over the course of her career.
29. Since 1996, Senator Hanson has had a significant public platform. As at today’s date:
 - (a) Senator Hanson’s official Twitter profile, @paulinehansonoz, has over 104,400 followers on Twitter;²¹
 - (b) Senator Hanson’s public Facebook page entitled ‘Pauline Hanson’s Please Explain’ has over 479,000 followers;²² and
 - (c) Senator Hanson’s Instagram profile @senatorpaulinehanson has over 63,800 followers.²³

²⁰ Schedule C, document no. 3, Concise Statement, [10].

²¹ This profile can be accessed via the following link; <https://twitter.com/PaulineHansonOz/status/1682118959959777283>.

²² This page can be accessed via the following link; <https://www.facebook.com/PaulineHansonAu>.

²³ This profile can be accessed via the following link; <https://www.instagram.com/senatorpaulinehanson/?hl=cs>.

Instructions

30. We are instructed to brief you to:
- (a) review the materials at Schedules A, B and C of this letter of instruction; and
 - (b) prepare an expert report providing your opinion which falls within your expertise on the following questions.
 - (i) What are the likely health outcomes for people who experience racism? Please address this question at a population level and in terms of sequelae affecting individuals.
 - (ii) If a person that shared any or some of the Group Attributes read the Hanson Tweet and/or was told words to the effect of “go back to where you came from:”
 - (A) are they likely to be negatively impacted? If so, to what extent?
 - (B) is the impact experienced by that person likely to be exacerbated when the publisher of the phrase “go back to where you came from,” is a colleague, a person with a significant public profile; and/or an elected public official?
 - (iii) Having regard to the material included at Schedule C, document no. 11, being the 776 responses to the How Does It Make You Feel Form:
 - (A) what are your observations and/or comments about the impact of the Hanson Tweet on people that share any or some of the Group Attributes?
 - (B) to what extent does this material support your responses to the questions posed at paragraphs [30(b)(ii)] and [30(b)(iii)] above?
 - (iv) Having regard to the harm outlined at [36] of the Concise Statement, in your experience, is this harm consistent with what you would expect a person who shares any of or some of the Group Attributes to suffer after becoming aware of the Hanson Tweet?
31. We request that you set out your opinion in relation to the above in a written report with numbered paragraphs.
32. Your expert report must include the following:
- (a) your name and address;
 - (b) your training, study and experience and also attach a detailed curriculum vitae to the report;
 - (c) the facts, and assumptions of facts, on which the opinions in the report are based (a copy of this letter should be annexed to your expert report);

- (d) your reasons for each opinion expressed;
 - (e) if applicable, that a particular issue falls outside your field of expertise;
 - (f) any literature or other materials used in support of your opinions, and the reasons for using this literature or other materials; and
 - (g) any examinations, tests or other investigations on which you have relied, including details of the qualifications of the person who carried them out;
 - (h) the extent to which any opinion which you express involves the acceptance of another person's opinion, the identification of that other person and the opinion expressed by that other person;
 - (i) a declaration that you have made all the inquiries which you believe are desirable and appropriate, and that no matters of significance which you regard as relevant have, to your knowledge, been withheld from the court.
 - (j) any qualifications on an opinion expressed in the report without which the report is or may be incomplete or inaccurate;
 - (k) whether any opinion expressed in the report is not a concluded opinion because of insufficient research or insufficient data or for any other reason; and
 - (l) where the report is lengthy or complex, a brief summary of the report at the beginning of the report.
33. If, when preparing your report you require additional factual information to express an opinion in respect of the question, please also make this clear in the body of your report.
34. If this matter proceeds to trial, you may be required to attend Court and give evidence. If you are required to attend Court, we will contact you to discuss your availability and make the necessary arrangements.

Relevant documents

35. You are briefed with the materials identified at Schedules A, B, C to this letter.
- (a) Schedule A: extracts of sections 18C and 18D of the Act.
 - (b) Schedule B: the Harmonised Expert Witness Code of Conduct.
 - (c) Schedule C:
 - (i) the Expert Evidence Practice Note (GPN-EXPT) dated 25 October 2016, including the Harmonised Expert Witness Code of Conduct (**Expert Practice Note**).

- (ii) Originating Application filed on behalf of Senator Faruqi on 3 May 2023, which includes Senator Hanson's complaint to the AHRC on 27 September 2022 at pages 9-21.
- (iii) Concise Statement filed on behalf of Senator Faruqi on 13 June 2023 (which includes Senator Faruqi's complaint to the Human Rights Commission as an annexure).
- (iv) Concise Response filed on behalf of Senator Hanson on 27 June 2023.
- (v) Notice of a Constitutional Matter under section 78B of the *Judiciary Act 1903*, filed by Senator Hanson on 27 June 2023.
- (vi) Concise Reply filed on behalf of Senator Faruqi on 11 July 2023.
- (vii) Explanatory memorandum to the *Racial Hatred Bill 1994* (Cth), which is the legislative Bill that inserted section 18C into the Act.
- (viii) 27 September Hansard.
- (ix) Report of the National Inquiry into Racist Violence in Australia, which was prepared by the Australian Human Rights and Equal Opportunity Commission in 1991.
- (x) A folder containing examples of the communications referred to at paragraph 18 above.
- (xi) A folder containing the 776 responses to the How Does It Make You Feel Form.²⁴

36. You can access and download the material referred to in Schedule C of this letter via [this Dropbox link](#).

Harmonised Expert Witness Code of Conduct

- 37. Any expert who produces an expert report for the purposes of court proceedings has a duty to the Court. That duty takes precedence over any duty to the party instructing the expert and/or the party responsible for the expert's fees.
- 38. Your report, and any evidence that you later give in proceedings relating to this matter must adhere to the requirements of the Harmonised Expert Witness Code of Conduct found in Annexure A to the Expert Practice Note. For ease, a copy of the Harmonised Expert Witness Code of Conduct is included at Schedule B to this letter. Please ensure you review the Harmonised Expert Witness Code of Conduct.

²⁴ Each of the responses to the How Does It Make You Feel Form are separately numbered from 2 to 777. Any reference to an individual response to the How Does It Make You Feel Form should be identified by that number in your expert report.

39. Your report must also contain a statement confirming that you have read and agree to be bound by the current Harmonised Expert Witness Code of Conduct.
40. Please do not hesitate to contact us with any questions or concerns.

Yours sincerely



Michael Bradley
Managing Partner

Schedule A
Extracts from *Racial Discrimination Act 1975 (Cth)*

1. Section 18C Offensive behaviour because of race, colour or national or ethnic origin

(1) *It is unlawful for a person to do an act, otherwise than in private, if:*

- (a) *the act is reasonably likely, in all the circumstances, to offend, insult, humiliate or intimidate another person or a group of people; and*
- (b) *the act is done because of the race, colour or national or ethnic origin of the other person or of some or all of the people in the group.*

Note: Subsection (1) makes certain acts unlawful. Section 46P of the Australian Human Rights Commission Act 1986 allows people to make complaints to the Australian Human Rights Commission about unlawful acts. However, an unlawful act is not necessarily a criminal offence. Section 26 says that this Act does not make it an offence to do an act that is unlawful because of this Part, unless Part IV expressly says that the act is an offence.

(2) *For the purposes of subsection (1), an act is taken not to be done in private if it:*

- (c) *causes words, sounds, images or writing to be communicated to the public; or*
- (d) *is done in a public place; or*
- (e) *is done in the sight or hearing of people who are in a public place.*

(3) *In this section: **public place** includes any place to which the public have access as of right or by invitation, whether express or implied and whether or not a charge is made for admission to the place.*

2. Section 18D Exemptions

Section 18C does not render unlawful anything said or done reasonably and in good faith:

- (a) *in the performance, exhibition or distribution of an artistic work; or*
- (b) *in the course of any statement, publication, discussion or debate made or held for any genuine academic, artistic or scientific purpose or any other genuine purpose in the public interest; or*
- (c) *in making or publishing:*
 - (i) *a fair and accurate report of any event or matter of public interest; or*
 - (ii) *a fair comment on any event or matter of public interest if the comment is an expression of a genuine belief held by the person making the comment.*

Schedule B
Harmonised Expert Witness Code of Conduct

1. APPLICATION OF CODE

- 1.1 This Code of Conduct applies to any expert witness engaged or appointed:
- (a) to provide an expert's report for use as evidence in proceedings or proposed proceedings; or
 - (b) to give opinion evidence in proceedings or proposed proceedings.

2. GENERAL DUTIES TO THE COURT

- 2.1 An expert witness is not an advocate for a party and has a paramount duty, overriding any duty to the party to the proceedings or other person retaining the expert witness, to assist the Court impartially on matters relevant to the area of expertise of the witness.

3. CONTENT OF REPORT

- 3.1 Every report prepared by an expert witness for use in Court shall clearly state the opinion or opinions of the expert and shall state, specify or provide:
- (a) the name and address of the expert;
 - (b) an acknowledgment that the expert has read this code and agrees to be bound by it;
 - (c) the qualifications of the expert to prepare the report;
 - (d) the assumptions and material facts on which each opinion expressed in the report is based [a letter of instructions may be annexed];
 - (e) the reasons for and any literature or other materials utilised in support of such opinion;
 - (f) (if applicable) that a particular question, issue or matter falls outside the expert's field of expertise;
 - (g) any examinations, tests or other investigations on which the expert has relied, identifying the person who carried them out and that person's qualifications;
 - (h) the extent to which any opinion which the expert has expressed involves the acceptance of another person's opinion, the identification of that other person and the opinion expressed by that other person;
 - (i) a declaration that the expert has made all the inquiries which the expert believes are desirable and appropriate (save for any matters identified explicitly in the report), and that no matters of significance which the expert regards as relevant have, to the knowledge of the expert, been withheld from the Court;

- (j) any qualifications on an opinion expressed in the report without which the report is or may be incomplete or inaccurate;
- (k) whether any opinion expressed in the report is not a concluded opinion because of insufficient research or insufficient data or for any other reason; and
- (l) where the report is lengthy or complex, a brief summary of the report at the beginning of the report.

4. SUPPLEMENTARY REPORT FOLLOWING CHANGE OF OPINION

- 4.1 Where an expert witness has provided to a party (or that party's legal representative) a report for use in Court, and the expert thereafter changes his or her opinion on a material matter, the expert shall forthwith provide to the party (or that party's legal representative) a supplementary report which shall state, specify or provide the information referred to in paragraphs (a), (d), (e), (g), (h), (i), (j), (k) and (l) of clause 3 of this code and, if applicable, paragraph (f) of that clause.
- 4.2 In any subsequent report (whether prepared in accordance with clause 4 or not) the expert may refer to material contained in the earlier report without repeating it.

5. DUTY TO COMPLY WITH THE COURT'S DIRECTIONS

- 5.1 If directed to do so by the Court, an expert witness shall:
 - (a) confer with any other expert witness;
 - (b) provide the Court with a joint-report specifying (as the case requires) matters agreed and matters not agreed and the reasons for the experts not agreeing; and
 - (c) abide in a timely way by any direction of the Court.

6. CONFERENCE OF EXPERTS

- 6.1 Each expert witness shall:
 - (a) exercise his or her independent judgment in relation to every conference in which the expert participates pursuant to a direction of the Court and in relation to each report thereafter provided, and shall not act on any instruction or request to withhold or avoid agreement; and
 - (b) endeavour to reach agreement with the other expert witness (or witnesses) on any issue in dispute between them, or failing agreement, endeavour to identify and clarify the basis of disagreement on the issues which are in dispute.

Schedule C
Index of briefed material

No.	Document	Date
1.	Expert Evidence Practice Note (GPN-EXPT)	25 October 2016
2.	Originating Application, filed by Senator Faruqi	3 May 2023
3.	Concise Statement, filed by Senator Faruqi	13 June 2023
4.	Concise Response, filed by Senator Hanson	27 June 2023
5.	Notice of a Constitutional Matter under section 78B of the Judiciary Act, 1903, filed by Senator Hanson	27 June 2023
6.	Concise Reply, filed by Senator Faruqi	11 July 2023
7.	Explanatory memorandum to the <i>Racial Hatred Bill 1994</i> (Cth)	Undated
8.	27 September Hansard	Undated
9.	Report of the National Inquiry into Racist Violence in Australia	1991
10.	Material sent to Senator Faruqi following publication of the Hanson Tweet, including call logs, emails, social media posts, direct messages on social media and voice messages (see Index included at Annexure A)	Various – see Annexure A
11.	776 responses, numbered from 2 to 777, received in respect of the How Does It Make You Feel Form ²⁵	Various

²⁵ Each of the responses to the How Does It Make You Feel Form are separately numbered from 2 to 777. Any reference to an individual response to the How Does It Make You Feel Form should be identified by that number in your expert report.

Annexure A

Index of material sent to Senator Faruqi following publication of the Hanson Tweet including call logs, emails, social media posts, direct messages on social media and voice messages

Call logs and voice messages		
A.	Excerpt Call and Mail Log Spreadsheet	12 September 2022 – 21 March 2023
B.	Voice message from Anonymous A	Undated
C.	Voice message from Anonymous B	Undated
D.	Voice message from Anonymous C	Undated
E.	Voice message from Anonymous D	Undated
Emails		
F.	Email from Wayne Aigner to Senator Mehreen Faruqi	9 September 2022
G.	Email from R Aspey to Senator Mehreen Faruqi	9 September 2022
H.	Email from Jason Bendeich to Senator Mehreen Faruqi	9 September 2022
I.	Email from Peter Bishop to Senator Mehreen Faruqi	9 September 2022
J.	Email from Bronwyn Borradaile to Senator Mehreen Faruqi	9 September 2022
K.	Email from Italo Corsello to Senator Mehreen Faruqi	9 September 2022
L.	Email from Paul Craft to Senator Mehreen Faruqi	9 September 2022
M.	Email from Mary Craig to Senator Mehreen Faruqi	9 September 2022
N.	Email from Garry Duffield to Senator Mehreen Faruqi	9 September 2022
O.	Email from Trevor Ellis to Senator Mehreen Faruqi	9 September 2022
P.	Email from David Hopkins to Senator Mehreen Faruqi	9 September 2022
Q.	Further email from David Hopkins to Senator Mehreen Faruqi	9 September 2022
R.	Email from John Howson to Senator Mehreen Faruqi	9 September 2022
S.	Email from Karl Hubmer to Senator Mehreen Faruqi	9 September 2022
T.	Email from Barbara Jenkins to Senator Mehreen Faruqi	9 September 2022
U.	Email from Roy Jones to Senator Mehreen Faruqi	9 September 2022
V.	Email from Steven Leoni to Senator Mehreen Faruqi	9 September 2022
W.	Email from Pat Lynch to Senator Mehreen Faruqi	9 September 2022
X.	Email from Rusty Marsh to Senator Mehreen Faruqi	9 September 2022
Y.	Email from Glenn McNeil to Senator Mehreen Faruqi	9 September 2022

Z.	Email from Jason Menio to Senator Mehreen Faruqi	9 September 2022
AA.	Email from Peter Nisbet to Senator Mehreen Faruqi	9 September 2022
AB.	Email from Brian & Mararet to Senator Mehreen Faruqi	9 September 2022
AC.	Email from Carol Pountney to Senator Mehreen Faruqi	9 September 2022
AD.	Email from Adam Redman to Senator Mehreen Faruqi	9 September 2022
AE.	Email from Michael Scott to Senator Mehreen Faruqi	9 September 2022
AF.	Email from James Swail to Senator Mehreen Faruqi	9 September 2022
AG.	Email from Tedsmithzip to Senator Mehreen Faruqi	9 September 2022
AH.	Email from Julien Wiener to Senator Mehreen Faruqi	9 September 2022
AI.	Email from xu150 to Senator Mehreen Faruqi	9 September 2022
AJ.	Further email from xu150 to Senator Mehreen Faruqi	9 September 2022
AK.	Email from James Angel to Senator Mehreen Faruqi	10 September 2022
AL.	Email from Graham Anna to Senator Mehreen Faruqi	10 September 2022
AM.	Email from Roger Armnaud to Senator Mehreen Faruqi	10 September 2022
AN.	Email from Ken Brookes to Senator Mehreen Faruqi	10 September 2022
AO.	Email from Marie Bezzina to Senator Mehreen Faruqi	10 September 2022
AP.	Email from check book to Senator Mehreen Faruqi	10 September 2022
AQ.	Email from ballyboruma to Senator Mehreen Faruqi	10 September 2022
AR.	Email from Michael Buss to Senator Mehreen Faruqi	10 September 2022
AS.	Email from Scott Campbell to Senator Mehreen Faruqi	10 September 2022
AT.	Email from R Cassidy to Senator Mehreen Faruqi	10 September 2022
AU.	Email from John Douglas to Senator Mehreen Faruqi	10 September 2022
AV.	Email from Paul Foster to Senator Mehreen Faruqi	10 September 2022
AW.	Email from Andrew Francis to Senator Mehreen Faruqi	10 September 2022
AX.	Email from Kevin Franklin to Senator Mehreen Faruqi	10 September 2022
AY.	Further email from Kevin Franklin to Senator Mehreen Faruqi	10 September 2022
AZ.	Email from Dan Graham to Senator Mehreen Faruqi	10 September 2022
BA.	Further email from Dan Graham to Senator Mehreen Faruqi	10 September 2022
BB.	Email from Peter Groessler to Senator Mehreen Faruqi	10 September 2022
BC.	Email from Peter & Tessa to Senator Mehreen Faruqi	10 September 2022

BD.	Email from Jan Hasnie to Senator Mehreen Faruqi	10 September 2022
BE.	Email from Keith Holmes to Senator Mehreen Faruqi	10 September 2022
BF.	Email from Helen Lambert to Senator Mehreen Faruqi	10 September 2022
BG.	Email from Peter Lee to Senator Mehreen Faruqi	10 September 2022
BH.	Email from Jon Mansfield to Senator Mehreen Faruqi	10 September 2022
BI.	Email from Alex Morovich to Senator Mehreen Faruqi	10 September 2022
BJ.	Email from Alistair Morrice to Senator Mehreen Faruqi	10 September 2022
BK.	Email from Sean Mulroy to Senator Mehreen Faruqi	10 September 2022
BL.	Email from Anthony Proctor to Senator Mehreen Faruqi	10 September 2022
BM.	Email from Daisy Rose to Senator Mehreen Faruqi	10 September 2022
BN.	Email from Melanie Ryan to Senator Mehreen Faruqi & Ors	10 September 2022
BO.	Email from Claire Sewell to Senator Mehreen Faruqi	10 September 2022
BP.	Email from Tatsushige Shigure to Senator Mehreen Faruqi	10 September 2022
BQ.	Email from Pete Sneddon to Senator Mehreen Faruqi	10 September 2022
BR.	Email from Ken Swepr to Senator Mehreen Faruqi	10 September 2022
BS.	Email from George Taylor to Senator Mehreen Faruqi	10 September 2022
BT.	Email from Mark Taylor to Senator Mehreen Faruqi	10 September 2022
BU.	Email from Bob Turlington to Senator Mehreen Faruqi	10 September 2022
BV.	Email from Chris Turnbull to Senator Mehreen Faruqi	10 September 2022
BW.	Email from Greg Venticinique to Senator Mehreen Faruqi	10 September 2022
BX.	Email from Marc Wapengo to Senator Mehreen Faruqi	10 September 2022
BY.	Email from Lorenzo Ward to Senator Mehreen Faruqi	10 September 2022
BZ.	Email from Nigel Blackworth to Senator Mehreen Faruqi	10 September 2022
CA.	Email from borod to Senator Mehreen Faruqi	11 September 2022
CB.	Email from Jeff Caines to Senator Mehreen Faruqi	11 September 2022
CC.	Email from Meg Cole to Senator Mehreen Faruqi	11 September 2022
CD.	Email from Brian Dooley to Senator Mehreen Faruqi	11 September 2022
CE.	Email from Chris Hayes to Senator Mehreen Faruqi	11 September 2022
CF.	Email from John Horton to Senator Mehreen Faruqi	11 September 2022
CG.	Email from Julianne Woolley to Senator Mehreen Faruqi	11 September 2022

CH.	Email from Ken McDonald to Senator Mehreen Faruqi	11 September 2022
CI.	Email from Brian Nathan to Senator Mehreen Faruqi	11 September 2022
CJ.	Email from David Smith to Senator Mehreen Faruqi	11 September 2022
CK.	Email from Paul Springer to Senator Mehreen Faruqi	11 September 2022
CL.	Email from Steve Squires to Senator Mehreen Faruqi	11 September 2022
CM.	Email from Barry Taylor to Senator Mehreen Faruqi	11 September 2022
CN.	Email from Cheryl Thelan to Senator Mehreen Faruqi & Ors	11 September 2022
CO.	Email from Melissa Wolf to Senator Mehreen Faruqi	11 September 2022
CP.	Email from Kevin Beinke to Senator Mehreen Faruqi	12 September 2022
CQ.	Email from Ruairidh Boyd to Senator Mehreen Faruqi & Ors	12 September 2022
CR.	Email from Pauline Clayton to Senator Mehreen Faruqi	12 September 2022
CS.	Email from Phillip Duff to Senator Mehreen Faruqi	12 September 2022
CT.	Email from David Hammond to Senator Mehreen Faruqi	12 September 2022
CU.	Email from Ian Horseman to Senator Mehreen Faruqi	12 September 2022
CV.	Email from Eckard Huebl to Senator Mehreen Faruqi	12 September 2022
CW.	Email from Gaila Ivoska to Senator Mehreen Faruqi	12 September 2022
CX.	Email from Lui Lipari to Senator Mehreen Faruqi	12 September 2022
CY.	Email from Peter Loughnan to Senator Mehreen Faruqi	12 September 2022
CZ.	Email from Margaret Milne to Senator Mehreen Faruqi	12 September 2022
DA.	Email from Brian Nathan to Senator Mehreen Faruqi	12 September 2022
DB.	Further email from Brian Nathan to Senator Mehreen Faruqi	12 September 2022
DC.	Email from John O'Dell to Senator Mehreen Faruqi	12 September 2022
DD.	Email from Anthony Norman Parker to Senator Mehreen Faruqi	12 September 2022
DE.	Email from Wayne Cook to Senator Mehreen Faruqi	13 September 2022
DF.	Email from Mary Craig to Senator Mehreen Faruqi & Ors	13 September 2022
DG.	Email from Malcolm Edwards to Senator Mehreen Faruqi	13 September 2022
DH.	Email from Mel Hawk to Senator Mehreen Faruqi	13 September 2022
DI.	Email from Carole Rutter to Senator Mehreen Faruqi	13 September 2022
DJ.	Email from John Williams to Senator Mehreen Faruqi	13 September 2022
DK.	Email from Sim Kho to Senator Mehreen Faruqi	14 September 2022

DL.	Email from Anthony Reid to Senator Mehreen Faruqi	15 September 2022
DM.	Email from Asif Realname to Senator Mehreen Faruqi	15 September 2022
DN.	Email from Peter Bruce to Senator Mehreen Faruqi	15 September 2022
DO.	Email from Jeff Caines to Senator Mehreen Faruqi & Ors	15 September 2022
DP.	Email from Dean Ryan to Senator Mehreen Faruqi	15 September 2022
DQ.	Email from Kevin Drinnen to Senator Mehreen Faruqi	15 September 2022
DR.	Email from Kevin Franklin to Senator Mehreen Faruqi	15 September 2022
DS.	Email from Brian Gosnell to Senator Mehreen Faruqi	15 September 2022
DT.	Email from Marcel Hunt to Senator Mehreen Faruqi	15 September 2022
DU.	Email from Martin James to Senator Mehreen Faruqi	15 September 2022
DV.	Email from Janisinc to Senator Mehreen Faruqi	15 September 2022
DW.	Email from Jack Kelly to Senator Mehreen Faruqi	15 September 2022
DX.	Email from Michelle Larkin to Senator Mehreen Faruqi	15 September 2022
DY.	Email from Pat Martin to Senator Mehreen Faruqi	15 September 2022
DZ.	Email from Brian Nathan to Senator Mehreen Faruqi	15 September 2022
EA.	Email from Peter Shead to Senator Mehreen Faruqi	15 September 2022
EB.	Email from Robert Thornton to Senator Mehreen Faruqi	15 September 2022
EC.	Email from Margaret Tidey to Senator Mehreen Faruqi	15 September 2022
ED.	Email from Julien Wiener to Senator Mehreen Faruqi	15 September 2022
EE.	Email from Adrian Adair to Senator Mehreen Faruqi	16 September 2022
EF.	Email from Dean Van Den Broek to Senator Mehreen Faruqi	16 September 2022
EG.	Email from Ken Brookes to Senator Mehreen Faruqi	16 September 2022
EH.	Email from Butross to Senator Mehreen Faruqi	16 September 2022
EI.	Email from Robin Kay-Riley to Senator Mehreen Faruqi	16 September 2022
EJ.	Email from Allan Kingsley to Senator Mehreen Faruqi	16 September 2022
EK.	Email from Jason Menio to Senator Mehreen Faruqi	16 September 2022
EL.	Email from Richard Rhodes to Senator Mehreen Faruqi	16 September 2022
EM.	Email from Bert Rybarczyk to Senator Mehreen Faruqi	16 September 2022
EN.	Email from Roger Middleton to Senator Mehreen Faruqi	17 September 2022
EO.	Email from Lyn Rollason to Senator Mehreen Faruqi	17 September 2022

EP.	Email from Daniel Salomoni to Senator Mehreen Faruqi	17 September 2022
EQ.	Email from Dave Atfield to Senator Mehreen Faruqi	18 September 2022
ER.	Email from Tom Wright to Senator Mehreen Faruqi	18 September 2022
ES.	Email from Richard Farrell to Senator Mehreen Faruqi	24 September 2022
ET.	Email from LTA72 to Senator Mehreen Faruqi	27 September 2022
EU.	Email from Ron Moore to Senator Mehreen Faruqi	27 September 2022
EV.	Email from Brian Nathan to Senator Mehreen Faruqi	27 September 2022
EW.	Email from Brendon Small to Senator Mehreen Faruqi	27 September 2022
EX.	Email from Stuart Allen to Senator Mehreen Faruqi	28 September 2022
EY.	Email from Phillip Daniel to Senator Mehreen Faruqi	28 September 2022
EZ.	Email from Ron Danko to Senator Mehreen Faruqi	28 September 2022
FA.	Email from Greg Fitzgerald to Senator Mehreen Faruqi & Ors	28 September 2022
FB.	Email from gunmat to Senator Mehreen Faruqi	28 September 2022
FC.	Email from Jason Hateley to Senator Mehreen Faruqi	28 September 2022
FD.	Email from Trevor Longley to Senator Mehreen Faruqi	28 September 2022
FE.	Email from Aaron Makker to Senator Mehreen Faruqi and Pauline Hanson	28 September 2022
FF.	Email from Roger Middleton to Senator Mehreen Faruqi	28 September 2022
FG.	Email from Peter Robinson to Senator Mehreen Faruqi	28 September 2022
FH.	Email from Mohamed Saleh to Senator Mehreen Faruqi	28 September 2022
FI.	Email from Tony Thorp to Senator Mehreen Faruqi	28 September 2022
FJ.	Email from Troy9170 to Senator Mehreen Faruqi	28 September 2022
FK.	Email from Jack Zero to Senator Mehreen Faruqi	28 September 2022
FL.	Email from Harry Blade to Senator Mehreen Faruqi	29 September 2022
FM.	Email from Rodney Rodwell to Senator Mehreen Faruqi	29 September 2022
FN.	Email from Cheryl Thelan to Senator Mehreen Faruqi & Ors	29 September 2022
FO.	Email from Richard Farrell to Senator Mehreen Faruqi	2 October 2022
FP.	Further email from Richard Farrell to Senator Mehreen Faruqi	2 October 2022
FQ.	Email from Michael Gray to Senator Mehreen Faruqi	7 October 2022
FR.	Email from Lindsay Lake to Senator Mehreen Faruqi	8 October 2022

FS.	Email from Phillip Servaes to Senator Mehreen Faruqi	11 October 2022
FT.	Email from Aaron Makker to Senator Mehreen Faruqi & Ors	19 October 2022
FU.	Email from Danny Johnson to Senator Mehreen Faruqi	22 October 2022
FV.	Email from Harry Blade to Senator Mehreen Faruqi	3 May 2023
FW.	Email from Jared Corbin to Senator Mehreen Faruqi	3 May 2023
FX.	Email from Jack Kelly to Senator Mehreen Faruqi	3 May 2023
FY.	Email from Michael O'Shea to Senator Mehreen Faruqi	3 May 2023
FZ.	Email from Waspy to Senator Mehreen Faruqi	3 May 2023
GA.	Email from Jack Wheeler to Senator Mehreen Faruqi and Senator Pauline Hanson	3 May 2023
GB.	Email from Michael Bennett to Senator Mehreen Faruqi	4 May 2023
GC.	Email from Danny to Senator Mehreen Faruqi	4 May 2023
GD.	Email from Geoff Leahy to Senator Mehreen Faruqi	4 May 2023
GE.	Email from DamnItJanet to Senator Mehreen Faruqi	4 May 2023
GF.	Email from Chris Wise to Senator Mehreen Faruqi	4 May 2023
GG.	Email from James Cole to Senator Mehreen Faruqi	5 May 2023
GH.	Email from Colleen Green to Senator Mehreen Faruqi	5 May 2023
GI.	Email from Harry to Senator Mehreen Faruqi	5 May 2023
GJ.	Email from Michelle Knott to Senator Mehreen Faruqi	5 May 2023
GK.	Email from Lees Delage to Senator Mehreen Faruqi	5 May 2023
GL.	Email from Mac MacGregor to Senator Mehreen Faruqi	5 May 2023
GM.	Email from Peter Wargent to Senator Mehreen Faruqi	5 May 2023
GN.	Email from Dave Atfield to Senator Mehreen Faruqi	7 May 2023
GO.	Email from Michael Dean to Senator Mehreen Faruqi	7 May 2023
GP.	Email from RJ to Senator Mehreen Faruqi	8 May 2023
GQ.	Email from Eric Boxer to Senator Mehreen Faruqi	10 May 2023
GR.	Email from Jack Wheeler to Senator Mehreen Faruqi	11 May 2023
GS.	Email from Michael Bennett to Senator Mehreen Faruqi	15 May 2023
GT.	Email from Michael Bennett to Senator Mehreen Faruqi	15 May 2023
GU.	Email from Diana Pokula to Senator Mehreen Faruqi	1 June 2023

GV.	Email from Bill Johnstone to Senator Mehreen Faruqi	10 June 2023
GW.	Email from Julian Le Bas to Senator Mehreen Faruqi	14 June 2023
GX.	Email from Julian Le Bas to Senator Mehreen Faruqi	14 June 2023
GY.	Email from Kevin Bliss to Senator Mehreen Faruqi and Ors	15 June 2023
Social Media		
<i>Facebook</i>		
GZ.	243 comments responding to post published by Facebook page entitled Pauline Hanson's Please Explain which shared a link to an article published by The Guardian entitled 'Mehreen Faruqi considering human rights commission complaint over Pauline Hanson Tweet.' This Facebook post can be accessed via the following link; https://www.facebook.com/PaulineHansonAu/posts/pfbid02Zh62duB62ezF6pEKcGNsEtJZjGL4GWj7r7ZwKDgWEZbYtT2ivuoTZ3AMbshwxdjFI	15 September 2022
HA.	50 comments responding to post published by Facebook page entitled Pauline Hanson's Please Explain which shared a link to a television interview between Pauline Hanson and Alan Jones from 15 September 2022. This Facebook post can be accessed via the following link. https://www.facebook.com/PaulineHansonAu/posts/pfbid0XhSAHGApUhC3Pi16VfznEiJp82dbA1Gg1Knk2xRpgShhP2KbF6V5L57k5vD7gdgFI	19 September 2022
HB.	27 comments responding to post published by Facebook page entitled Pauline Hanson's Please Explain which can be accessed via the following link: https://www.facebook.com/profile/100044505936566/search/?q=greens%20are%20trying%20to%20silence%20me	4 May 2023
<i>Instagram</i>		
HC.	Direct message sent from the Instagram account '@stevenb227' to Senator Faruqi	4 May 2023
HD.	Direct message sent from the Instagram account '@Grimmdogmillionaire' to Senator Faruqi	4 May 2023
HE.	Direct message sent from the Instagram account '@doratheaa23' to Senator Faruqi	5 May 2023
HF.	Direct message sent from Adam Gambell via the Instagram account '@gambellator' to Senator Faruqi	5 May 2023

HG.	Direct message sent from Shaun M Gill via the Instagram account '@shaunmgill' to Senator Faruqi	Undated
HH.	Direct message sent from the Instagram account '@Too_many_projectsss' to Senator Faruqi	Undated
HI.	Direct message sent from Cam Schroder via the Instagram account '@cam_schroder' to Senator Faruqi	Undated
<i>Twitter</i>		
HJ.	46 comments responding to Tweet published by @paulinehansonoz on 9 September 2022. This Tweet can be accessed via the following link: https://twitter.com/PaulineHansonOz/status/1568118251640750083	9 September 2022
HK.	18 Quote Tweets responding to Tweet published by @paulinehansonoz on 9 September 2022. This Tweet can be accessed via the following link: https://twitter.com/PaulineHansonOz/status/1568118251640750083	9 September 2022
HL.	10 comments responding to Tweet published by @marquelawyers on 3 May 2023 which shared a link to an article published by the Sydney Morning Herald entitled 'Hanson sued for alleged racist tweet telling Greens senator to 'piss off back to Pakistan.' This Tweet can be accessed via the following link: https://twitter.com/marquelawyers/status/1653686603628290048	3 May 2023
HM.	8 comments responding to Tweet published by @marquelawyers on 3 May 2023. This tweet can be accessed via the following link: https://twitter.com/marquelawyers/status/1653687444632481792	3 May 2023
HN.	16 comments responding to Tweet published by @paulinehansonoz on 4 May 2023 This Tweet can be accessed via the following link: https://twitter.com/PaulineHansonOz/status/1654027274671517701	4 May 2023
HO.	5 comments responding to Tweet published by @marquelawyers on 20 June 2023. This Tweet can be accessed via the following link:	20 June 2023

	https://twitter.com/marquelawyers/status/1671056024877387776 .	
<i>Miscellaneous social media comments</i>		
HP.	101 miscellaneous comments published to social media.	Various
Other		
HQ.	Television interview between Pauline Hanson and Alan Jones which was published to Facebook video in which Mr Jones states “go back to Pakistan and join hands with the Taliban”.	15 September 2023

Schedule of References – Expert Report of Yin Paradies dated 2 October 2023

Number	Reference	Page numbers
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9.	Chrobot-Mason, D., et al. (2013). "Second hand smoke: ambient racial harassment at work." <i>Journal of Managerial Psychology</i> 28(5): 470-491.	551-572
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14.	Dhanani, L. Y. & M. L. LaPalme (2019). "It's not personal: A review and theoretical integration of research on vicarious workplace mistreatment." <i>Journal of Management</i> 45(6): 2322-2351.	711-740
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