

## Equal Opportunity Training Video

### Notes for training

**Key personalities in this scene are:**

**Atong**– her friend



## Suspicion in Rental Market

Looking for rental accommodation can be difficult and this video is an example of day to day discrimination felt by some seeking rental accommodation.

### Questions:

**Question 1:** What is the connection between what you have seen and Equal Opportunity laws?

**Question 2:** Is it arguable the agent was telling Atong the truth?

**Question 3:** What 'standard' of proof would Atong need to demonstrate to show she was discriminated against unlawfully?

**Question 4:** What rights do agents have to determine who rents residential premises?

**Question 5:** If the agent's decision not to rent Atong the premises was based on generalisations, what were they?

**Question 6:** What difference would it make if Atong complained to the agent about what had happened?

**Ideas for training staff, managers (anyone in a supervisory position) or contact officers:****Real Estate Sector**

In small groups, unpack the key elements of this scene to determine:

- What are the issues presented in this scene?
- Assuming unlawful discrimination has occurred, why do you think the agent denied Atong the premises?
- Agents have the right to make sound business decisions regarding to whom to let premises - what does this mean?
- How can complaints of unlawful discrimination be prevented? Will these practices stand up if there is a complaint of unlawful discrimination?

**For audiences looking at discrimination**

As a large group, present the following questions for discussion - you may choose to record responses on a whiteboard:

- What does it mean to have a stereotypical view of someone?
- What views do you have about people who are different from you? (Consider stereotypes based on age or gender for example.)
- How do other people view people in your grouping?
- If it is true that not all stereotypical views about people in your grouping are accurate, how true are your views about people different from you?
- Assuming the real estate agent unlawfully discriminated against Atong, what might the agent's stereotypical views be?
- How can the real estate agent manage rental properties without unlawfully discriminating?
- Are you or your workgroup making decisions based on stereotypes - consider staff recruitment, treatment of customers, decisions on contractors.

## For people wishing to rent a flat or house

After a discussion about the Equal Opportunity Act present the following questions for discussion in small groups and allow at least one hour for the exercise:

- How real is what you have just seen?
- Imagine you are Atong, the Sudanese Australian woman who was refused the premises. If you decided to take action in response to what you have seen, what outcomes would you be looking to achieve?
- What 'tools' would you *already have* to achieve those outcomes?
- What tools would you *need* to achieve those outcomes?
- What things can you do as an individual in response to this type of discrimination?
- What legal avenues can you take in response to the unfair treatment?
- What could your friends/family/community do to help?
- Now that you have answered the above questions, what would be your plan of action?