

English	Kirundi	File name
<p>Summary guide - In our own words African Australians: A review of human rights and social inclusion issues</p>	<p>Icegeranyo ngenderwako - Mu majambo yacu bwite Abanyafrika bafise akaranga ka Australia: Isubiramwo rijanye n'agateka ka zina muntu n'ingorane ku mibano.</p>	<p>Kirundi-File1.mp3</p>
<p>Introduction</p>	<p>Intangamarara</p>	<p>Kirundi-File2.mp3</p>
<p>African Australians have so much to contribute to the Australian society, but this can only happen when there is a sense of belonging, when people feel part of this country, when they call this country home. Community consultation, South Australia</p>	<p>Abanyafrika bafise akaranga ka Australia barafise vyinshi baterera mu miryango ya Australia, ibi bishoka gusa mu gihe bose biyumvamo ko igihugu ari icabo, ko ariho bazeye uburaro n'uburamuko. Umurwi w'ibiganiro, South Australia</p>	
<p>There is a long history of migration between Africa and Australia – however in recent years, it has accelerated.</p>	<p>Hariho kahise kanini k'inyambukira hagati ya Afrika na Australia - ariko muri iyi myaka, vyarongerekanye cane.</p>	
<p>In 2006, a total of 248,699 people born in Africa were living in Australia. This represents 5.6% of Australia's overseas-born population and around one per cent of the country's total population. Since then, around 50,000 more migrants born in Africa have arrived in Australia.</p>	<p>Mu mwaka w'i 2006, igitigiri c'abantu 248.699 bavukiye muri Afrika babaga muri Australia. Abo bangana n'ibice 5.6% vy'Abanyaustralia bavukiye hanze kandi kikangana hafi kimwe kw'ijana c'abanyagihugu bose ba Australia. Kuva ico gihe, abantu barenga 50,000 bavukiye muri Afrika barimukiye muri Australia.</p>	
<p>They come from nearly all countries on the African continent and represent a great diversity of cultures, religions and language groups.</p>	<p>Bavuye mu bihugu hafi ya vyose vy'umugabane w'Afrika kandi bahagarariye imico kama myinshi, amadini hamwe n'indimi zinyuranye.</p>	
<p>In December 2007, the former Race Discrimination Commissioner Tom Calma launched a project to build a national picture of the lives and experiences of African Australians.</p>	<p>Muri Kigarama 2007, uwahoze ajejwe Umurwi wo Kurwanya Ivangura ry'Amoko ariwe Tom Calma yatanguje umugambi wo kubaka ishusho nshasha ku Banyafrika bafise akaranga ka Australia.</p>	
<p>The aims of the project were to:</p>	<p>Imigambi mikuru mikuru yari iyi:</p>	
<ul style="list-style-type: none"> • identify what can help – and what can hinder – the settlement and integration experiences of African Australians 	<ul style="list-style-type: none"> • Kumenya icashobora gufasha - ikibagoye -mu kwimuka kwabo hamwe n'ukumenyerezwa kw'Abanyafrika bafise akaranga ka Australia 	
<ul style="list-style-type: none"> • suggest practical solutions to guide the development of policies, programs and services for African Australians, as well as broader community education initiatives 	<ul style="list-style-type: none"> • Gutanga ivyiyumvirro n'inyishu ngirakimazi kugira zishikane ku mabwiriza, imigambi n'ibikorwa ku Banyafrika bafise akaranga ka Australia, no kwigisha imiryango mu buryo burambuye 	
<ul style="list-style-type: none"> • address some of the stereotypes about African Australians that had been raised in public debate and media reporting. 	<ul style="list-style-type: none"> • Gutanga bumwe mu burorero ku Banyafrika bafise akaranga ka Australia bwavuzwe cane mu manama no mu binyamakuru. 	
<p>While this project is not the first to draw attention to</p>	<p>Naho uwu mugambi atari uwambere ushira ahabona</p>	

the challenges facing African Australians, it does – for the first time – consider these issues from the viewpoint of African Australians , from a national perspective and within a human rights context .	ingorane z'Abanyafrika bafise akaranga ka Australia, ariko - n'ubwambere – wemera izo ngorane wifashisha iviyumviro vy' Abanyafrika bafise akaranga ka Australia , uraba uherye ku mbono y'igihugu n'amategeko agenga agateka kazina muntu .	
Just as importantly, the project sought to gather their suggestions to bring about positive change. It also documents the many creative and successful initiatives that have been established by African Australian communities and other organisations to address specific challenges and promote social inclusion.	Mu bikuru bikuru, Uyu mugambi washathse gushika mu kwegeranya iviyumviro bizana ihinduka riboneka. Uregeranya kandi iviyumviro bishasha kandi vyubaka vyatanzwe n'Abanyafrika bafise akaranga ka Australia hamwe n'iyindi miryango n'imirwi kugira yerekane ingorane zihariye no guteza imbere imibano hagati yabo.	
About the project	Ivyerekeye uwo mugambi	Kirundi-File3.mp3
African Australians: Human rights and social inclusion issues was one of several projects undertaken by the Commission under its Community Partnerships for Human Rights program. It was largely funded by the Australian Government, as part of the National Action Plan to Build on Social Cohesion, Harmony and Security.	Abanyafrika bafise akaranga ka Australia : Ingorane zijanye n'agateka ka zina muntu n'imibano n'imwe mu migambi myinshi yizwe n' Umurwi mu gisata kijejwe Imibano mu Rutonde rw'Agateka Kazina Muntu. Uwo mugambi wafashijwe ahanini na leta ya Australia, mu Kigoro k'Igihugu mu Gutegura Umugambi Mukuru w'Imibanire Myiza, Ugufatanya n'Umutekano.	
The project was established with the following partner organisations, which contributed knowledge, expertise and financial resources:	Uwo mugambi washizweho hakurikijwe ugufatanya kw'imirwi ikurikira, yitanze muvyerekeye ubumenyi, ubuhinga n'ibijanye n'uburyo bw'amahera:	
<ul style="list-style-type: none"> • Adult Multicultural Education Services (Victoria) 	<ul style="list-style-type: none"> • Inyigisho z'Abakuze z'Imico Inyuranye (Victoria) 	
<ul style="list-style-type: none"> • Australian Red Cross 	<ul style="list-style-type: none"> • Umusaraba Utukura wo muri Australia. 	
<ul style="list-style-type: none"> • Diversity Health Institute 	<ul style="list-style-type: none"> • Ikigo Kijejwe Amagara y'Abantu 	
<ul style="list-style-type: none"> • Migrant Resource Centre of South Australia 	<ul style="list-style-type: none"> • Ikigo c'Abimukira ba South Australia 	
<ul style="list-style-type: none"> • Australian Government Department of Families, Housing, Community Services and Indigenous Affairs. 	<ul style="list-style-type: none"> • Ubushikiranangji bwa Australia Bujejwe Imiryango, Uburaro, Imibano mu Mirwi hamwe n'Abasangwabutaka. 	
Over the course of the project, the Settlement Council of Australia and the Australian Government Department of Immigration and Citizenship also joined as project partners.	Mu kwiga uyu mugambi, Akanama ka Australia kajejwe Uburaro hamwe n'Ubushikiranangji bujejwe Abinjira n'Abasohoka n'Ubwenegihugu barifataniye nk'abagize uwo mugambi.	
Representatives from each organisation were part of a project Steering Committee , which also included two African Australian community representatives.	Abahagarariye muri buri murwi bari mu bagize Isonga ry' Abayoborabikorwa , hakaba harimwo babiri b'Abanyafrika bafise akaranga ka Australia bahagarariye imiryango.	
The project also had significant input from the national Community Reference Group , made up of over 100 African Australian community members from around the country.	Uyu mugambi waronse intererano y'iviyumviro bivuye mu Murwi w'Akarorero , ugizwe n'abantu barenga 100 b'Abanyafrika bafise akaranga ka Australia bavuye mu mihingo itandukanye y'igihugu.	

<p>The Commission released a Discussion Paper in March 2009, which called for submissions from African Australians, service providers, other stakeholders and the public. It was translated into 10 community languages and invited responses on five key issues: training and employment, education, health, housing and justice.</p>	<p>Uwo murwi waratanze Urukaratasi rw'Ivyirwa muri Ntwarante 2009, unasaba Abanyafrika bafise akaranga ka Australia kugira ico batereye, ababajewe, abandi babifitemo uruhare hame n'abanyagihugu. Rwahinduwe mu ndimi 10 kandi rwahamagarira abantu kwishura ibibazo bitanu vy'ingenzi: Inyigisho n'akazi, amashure, amagara, uburaro n'ubutungane.</p>	
<p>During the project:</p>	<p>Mwishirwa mu ngiro ry'umugambi:</p>	
<ul style="list-style-type: none"> • over 2,500 African Australians took part in 50 community meetings held around the country, including workshops conducted in regional locations in NSW, Victoria and SA 	<ul style="list-style-type: none"> • Abanyafrika bafise akaranga ka Australia barenga 2,500 bagiyeye mu nama 50 y'imirwi yakoresheje mu gihugu cose, harimwo inyigisho zatangiye mu NSW, Victoria na SA 	
<ul style="list-style-type: none"> • representatives from over 150 government and non-government stakeholders and service providers participated in the consultations 	<ul style="list-style-type: none"> • Abahagariye abantu barenga 150 ba leta n'abigenga b'abagiraneza n'abajewe barakoraniye hamwe mu nama y'abahinga 	
<ul style="list-style-type: none"> • the Commission received over 100 submissions (written and oral). 	<ul style="list-style-type: none"> • Uyo murwi warashikirijwe ivyiyumviro birenga 100 (vyanditswe canke bivuzwe n'umunwa) 	
<p>Focus groups heard first-hand from African communities, in particular, young African Australians, African Australian Muslim communities and African Australian Muslim women. In addition, there were forums to identify good practice approaches; local government and community forums; multi-faith forums; an Indigenous and African communities forum; a policing and communities forum; a community arts forum; and a sporting organisations forum.</p>	<p>Imirwi y'isonga yarumvirije ubwayo intererano iva mu mirwi y'Abanyafrika, na cane cane urwaruka rw' Abanyafrika, umurwi w'Abayisilamu bava Afrika, hatibagiye n'abakenyezi b'abayisilamu kavukire muri Australia. Vyongeye, hari inama zo gutegura ingene vyoshikirizwa mu buryo bwiza; leta z'intara hamwe n'imirwi itandukanye, abanyamadini banyuranye, imirwi y' abasangwabutaka n'abahagarariye Abanyafrika, imirwi itegura amategeko ngenderwako, imirwi y'akaranga n'utugenegene, hamwe n'imirwi y'inkino.</p>	
<p>A number of key principles informed the project, including the importance taking a 'strengths based' approach, being 'solutions focused' and promoting The First Voice of African Australian communities.</p>	<p>Ivyiyumviro bihambaye vyashikirijwe uwo mugambi, birimo gufata imigambi 'yubatswe ku nguvu', no 'kurondera inyishu' no guha Ijwi ry'Intango ku mirwi y' Abanyafrika bafise akaranga ka Australia.</p>	
<p><i>There is so much that has been said about Africans in the last couple of years, but if you look at who is writing it, it is often done from the perspectives of everyone but African Australians ...</i> <i>What a difference it will make if it is our voices that appear and our voices that are listened to.</i> Community leader, Victoria</p>	<p><i>Hari vyinshi vyavuzwe kuvyerekeye Abanyafrika mu myaka iheze, ariko urebye uwavyanditse, kenshi mu ntumbero yiwe ntivyanditswe n'Abanyafrika bafite akaranga ka Australia... Mbega itandukaniro rizobaho niba ari amajwi yacu azoboneka kandi amajwi yacu akazokumvikana.</i> Uyoboye umurwi, Victoria</p>	
<p>The First Voice concept¹ has its origins in the heritage conservation and museology; however it is</p>	<p>Iciumviro c'Ijwi ry'intango¹ gifatiye mu kubika akaranga n'icirwa ciga ivy'abakera, naho ari uko, ico icyumviro</p>	

¹ A Galla, 'The First Voice in Heritage Conservation', (2008) 3 *International Journal of Intangible Heritage* p 1.

now more widely applied as both a process and principle. The First Voice involves consultation on the basis of respect and equality, collaboration on the basis of ownership and participation, and action on the basis of substantive equality.	kirakoreshwa cane mw'ishirwa mu ngiro ry'intumbero. Mu Ijwi ry'Intango harimo ubuhinga bwo kwubahana no kungana kw'abantu, ugufatanyana no gukorera hamwe, n'igikorwa co kwemera ukungana kwa bose.	
A central aspect of this project was the commitment to respecting The First Voice of African Australian communities, which was critical in identifying:	Ihuriro ry'ibice bigize uwo mugambi rifatiye ku kwubaha Ijwi ry'Intango ry'imirwi y'Abanyafrika bafise akaranga ka Australia, vyari bikenewe mu gushira ahabona ibi:	
<ul style="list-style-type: none"> • the issues • what works and what is not working • achievements and contributions • preferred solutions and suggestions for progressing the issues. 	<ul style="list-style-type: none"> • Ingorane • N'ibiki vyobafasha n'ibiki bitobafasha • Ivyo bashitseko n'intererano • Inyishu zibereye n'ivyiyumviro vyobafasha gutorera umuti ingorane. 	
The project compendium provides a comprehensive record of the outcomes of the national consultation process, with strong emphasis on The First Voice of African Australian communities. Visit www.humanrights.gov.au/africanaus/compendium/	Icegeranyo c'umugambi kiratanga ivyashitsweko n'umurwi w'abahinga, mu gutsidagiririza ibijanye n' Ijwi ry'Intango mu mirwi y'Abanyafrika bafise akaranga ka Australia. Raba kuruyu murongo: www.humanrights.gov.au/africanaus/compendium/	
Key issues	Ibibazo ngenderwako	Kirundi-File4.mp3
<i>The big problem is that, even if there is work or even if there is some houses, it is people and how they think about Africans, that is a bigger problem. We get told that we cannot be trusted, that we are lazy. This is much harder to fight than looking for houses.</i> Community consultation, South Australia	<i>Ingorane nyamukuru, nuko mugihe habonetse akazi canke habonetse amazu, ni abantu n'uburyo batekereza Abanyafrika, nico kibazo gikuru. Batubwirako ko tudabashobora kwizigirwa, ngo ko turi abanebwe. Ibi biragoye cane kubirwanya gusumba kurondera inzu.</i> Imirwi y'ibiganiro, South Australia.	
People who took part in the consultations and those who made submissions highlighted a number of barriers to the successful settlement and inclusion of African Australians, particularly because of 'visible difference'.	Abantu bafashije mu mirwi y'ibiganiro hamwe n'abandi batanze ivyiyumviro barashimitse ku nzitizi z'uburaro bwiza no kwinjizamo Abanyafrika bafise akaranga ka Australia, bafatiye ku 'bibatandukanya biboneka'.	
There was widespread agreement by community members, service providers and stakeholders that African Australians experience widespread discrimination – both direct and indirect – in relation to employment, housing, education, health services and in connection with the justice system.	Habayeho ivyumvikanyeko vyinshi vyakozwe n'abagize imirwi yo gufasha, n'ababajewe n'ababifitemo inyungu ko Abanyafrika bafise akaranga ka Australia bahuye n'ivangurwa ry'amoko riboneka n'iritaboneka ku bijanye n'akazi, uburaro, indero, amagara y'abantu, hamwe n'ibijanye n'ubutungane.	
Regardless of whether they arrived as migrants, refugees or humanitarian entrants, and whether they	Utaravye ko baje ari abimukira, impunzi, canke ko baje ari abagiraneza kumara igihe gito canke kuhaba burundu,	

had been here for a short time or their whole life, many said they experienced discrimination and prejudice as part of their everyday lives.	benshi bemeje ko bagiriwe ivangura rifatiye ku bwoko canke ivyiyumviro bifatiye ku bwoko mu buzima bwabo bwa buri muni.	
In fact, many African Australians felt it was the key factor that undermined their rights as equal citizens:	Nkuko biri, benshi mu Banyafrika bafise akaranga ko muri Australia biyumvirako ari kimwe mu bintu vyacyinyije agateka kabo k'ukungana kw'abanyagihugu babo:	
<i>You start to feel that you have no place in this new land and you wonder what the experiences of your children will be as they grow up, and perhaps also find that the colour of their skin is the only reason that they will not be seen by some as belonging here. This is what I mostly fear.</i> Community consultation, NSW	<i>Utangura kwiyumvamo ko ata kibanza nagitoya ufise muri agataka gashasha ugaca wiyumvira ingene bizogendekera abana muri kazozo, nta nkeka iyo ngorane ifatiye kw'ivangura ry'urukoba ari yo ntambamyi nyamukuru ituma batabonwa nk'abanyagihugu nk'abandi. Iki nico kintera ubwoba cane.</i> Umurwi w'ibiganiro, NSW	
Stakeholders identified issues around the provision of services, especially service quality and service gaps, as major barriers to social inclusion for newly-arrived African refugees and humanitarian entrants.	Abafasha impunzi babonye ko ikibazo gifatiye ingene hamwe n'uburyo bafashwamwo, ingene ibikorwa bitandukanywa, na karangura ingene bafatwa mu bijanye n'imibano nk'impunzi nshasha canke abimukira.	
In contrast, a major concern of community members was the 'appropriateness' of services offered to African Australians. A number said that culturally inappropriate services and interventions created confusion and tensions and, in some instances, inadvertently undermined families.	Ikinyuranye nivyo, ingorane nyamukuru n'ukuntu abo bagize imirwi bikubirako imfashanyo zose zigenewe Abanyafrika bafise akaranga ka Australia. Benshi baravuzeko ko uko kwigungirako kw'ibikorwa hamwe n'ukwivanga vyatumye haba ukudatahura ibintu no guteza imidugararo mu miryango, ivyo navyo bikonona ukubana kw'abagize imiryango.	
African Australians said that targeted education programs on the backgrounds, culture and diversity of their communities, and the pre-arrival experiences of refugees, would greatly assist service providers and others working with their communities.	Abanyafrika bafise akaranga ka Australia bavuze ko kandi intonde z'inyigisho zo muri kahise, imico n'imigenzo yabo, hamwe n'ukuba baracyiye ubuhungiro vyari kubasha kworoshya ingene bakira impunzi hamwe n'ugukorana neza niyo mirwi.	
More broadly, there was a need identified to involve African Australian communities as genuine partners in the development and delivery of programs and services.	Mu buryo bwiya, haracariho kwerekana uruhara rw' Abanyafrika bafise akaranga ka Australia nk'abafasha mw'iterambere no mu gushira mu ngiro intonde zimwe n'ibikorwa bitandukanye.	
Community members, service providers and stakeholders also made specific suggestions for improvements in the areas of training and employment, education, health, housing and the justice system.	Imirwi y'impunzi, iy'abajejwe gufasha, n'abagiraneza bese baratanze ivyuyumviro vyiza vy'ingene hoba akarusho mu bisata vy'inyigisho, ubuzi, kwiga, amagara y'abantu, uburaro n'ubutungane.	
The consultations also highlighted a number of other important issues for African Australian communities, including the need to inform, educate and support communities to address issues of child protection and family violence.	Imirwi y'ibiganiro yarerekanye ko ingorane nyamukuru Abanyafrika bafise akaranga ka Australia bafise harimwo kandi uburyo baronka inkuru, inyigisho, no gufasha imiryango mu gushikiriza ibibazo bijane n'agateka k'umwana n'ugukubagurwa mu miryango.	

Training and employment	Ugucishwa ubwenge n'akazi	Kirundi-File5.mp3
African Australians who took part in the consultations brought with them considerable skills, qualifications and experience. They said they were eager to make a positive contribution to their new home.	Abanyafrika bafise akaranga ka Australia bitanze kujya mu biganiri barerekana ubuhinga bwinshi, ubumenyi n'ukumenyera mu vy'akazi. Baravuze ko banyotewe cane no kugira ico batereye mu gihugu cabo gishasha.	
However, many faced significant challenges when they seek suitable work and training opportunities.	Naho vyifashe uko, benshi bahuye n'ingorane zikomereye igihe barondera ubuzi bwiza canke mu guhabwa inyigisho.	
Community members said there was an urgent need to provide more targeted information about the vocational training programs and services available to them. They also noted the need for more intensive support during and after training, as well as training approaches that take account of their needs and backgrounds:	Abagize imirwi baravuze kandi ko hari inkenero yihutirwa mu kuronswa inkuru zitomoye ku bijanye n'inyigisho z'imyuga, n'imfashanyo bashobora guhabwa. Barongeye ko kandi hakenwe ugushigikirwa kudasanzwe mu gihe c'inyigisho no mu nyuma yaho, na cane cane kuraba gukaburirwa ubwenge mu bintu umuntu yamye akora akiri iwabo:	
<i>When you come from a place where the idea of 'training' is somewhat alien, and you learn through doing or oral discussion, then the approaches that are taken just don't seem to work.</i> African Australian settlement worker, Victoria	<i>Igihe wavuye ahantu aho icyumviro 'c'ugucishwa ubwenge' gisa naho kitazwi, ukamenya ibintu biciye mu kwigishwa ku munwa no mu kirere, uburyo bwose batanga izo nyigisho busa ari imfabusa.</i> Umukozi ajejwe kwakira impunzi z'Afrika, Victoria	
African Australians also said they needed greater support to understand and get the most out of employment service providers. They described the system as complex and overwhelming, with not enough time to help them develop employment pathways or find jobs that matched their skills, interest and experience.	abanyafrika bafise akaranga ka Australia baravuze ko kandi bakeneye ugufatwa mu mugongo gukomereye mu gutegeza no mu kuronka imfashanyo iva kubatanga akazi. Bemejeko ico gisata ari intamenwa, ko nta mwanya uhagije kubafasha kubaka intambwe z'akazi canke baronkeyo akazi gahura n'ivyo bize, ivyo bohitamo, n'ivyo bamenyereye gukora.	
Most community respondents said that front-line staff of employment service providers should receive training to help them better support African Australians, particularly those who are newly-arrived.	Benshi mu bagize ico basubiza bavuzeko baratomora ko benshi muri ico gisata kijejwe gushakira impunzi akazi bakwiye gukahirizwa ubwenge kugira bafashe Abanyafrika bafise akaranga ka Australia, cane cane abashasha.	
They also said it was important that career advisors provided realistic information and that there were opportunities to get practical work experience in Australian workplaces.	Baravuze kandi ko abajejwe guhanura ivyakazi bakwiye gutanga impanuro zishoboka kandi bagahabwa ukumenyerezwa mu bisata vy'akazi ko muri Australia.	
Many African Australians said that prejudice was one of the greatest challenges to finding and securing employment:	Benshi mu Abanyafrika bafise akaranga ka Australia bavuga ko ukuvangurwa ari intambanyi mu kuronka akazi no kukarambirako.	
<i>It was all fine until I turned up for the interview. They didn't expect to see a person with black skin. I knew the minute I sat down that I wasn't going to get the job. Well this was a year ago, and I have had that</i>	<i>Ibintu vyari bimeze neza gushika igihe nagomba gukora ikibazo c'akazi. Ntibari biteze ko haza kuza umuntu w'urukoba rwirabura. Naciye ndabimenya nkimara kwicara ko ntashobora kuronka ako kazi. Ivyo vyambayeko mu</i>	

<i>experience at least six times.</i> Community focus group, South Australia	<i>mwaka uheze, kandi bimaze kunshikira ibiringo bitandatu.</i> Umurwi wo guhimiriza, South Australia	
Community members believed that their accent or having an unfamiliar name caused difficulties in getting interviews. When they attended interviews, many community members felt that employers would be unwilling to give them a job because of visible difference. These barriers were perceived to be further compounded for Muslim African Australians, especially women who wear the hijab.	Imirwi y'impunzi iremera ko ingene bavuga icongereza canke kuba bafise amazina adasanzwe vyatumye bigorana mu gushika gukora ikibazo c'akazi. Mu gihe naho bagiye kugikora, benshi biboneye ko abakoresha ibibazo batari biteguye kubaha akazi kubera ibibatandukanya biboneka. Izi nzitizi zarabonetse ko ari izihambaye ku Bayisilamu b'Abanya australia, na cane cane abakenyezi bambara (hijab) bitwikira mu maso.	
Women, particularly African Muslims, spoke of feeling generally more vulnerable to exploitation around workplace arrangements. Several women also spoke of their experiences of sexual harassment.	Abakenyezi, na cane cane Abayisilamu bava muri Afrika bavuze ko biyumvisemo ko bakoreshwa nabi n'aho bakorera. Benshi muribo baremeje ko bakubaguwe mu bijanye n'ibitsina.	
An additional challenge to employment was the difficulty of having overseas qualifications and experiences recognised by employers and professional bodies.	Inyongera ku bijanye n'akazi n'ingorane z'impamyabushobozi z'inyamahanga n'imyaka bakoze bitigera vyemerwa n'abatanga akazi n'ibigo vy'akazi.	
Some community members said they felt ashamed that they could not find a job and parents worried about the effects on their children, especially the possibility of perpetuating intergenerational disadvantage.	Bamwe mu mpunzi bavugako bakozwe n'isoni no kubona badashora kuronka akazi, ivyo bitera umutima uhagaze abavyeyi kubera abana babo, cane cane ko vyozotera ugusumbana kwa abari mu kigero kimwe.	
Consultations with community participants, service providers and stakeholders identified a number of strategies to better support African Australians to find and keep meaningful employment, including:	Ibiganiro twagiranye hamwe n'imirwi y'abitavye inama, abafasha impunzi, hamwe n'abagiraneza bashize ahabona imigambi runaka mu gushigikira Abanyafrika bafise akaranga ka Australia mu kurondera akazi no kukagumaho igihe kirekire, bobonye ko harimwo:	
<ul style="list-style-type: none"> • specific programs to provide information to new arrivals about the Australian work environment and what Australian employers expect 	<ul style="list-style-type: none"> • Gushiraho intonde zijejwe gutanga inkuru ku mpunzi nshasha kubijanye n'ingene akazi kameze n'ico abakoresha biteze ku bakozi muri Australia. 	
<ul style="list-style-type: none"> • programs and initiatives to help employers better understand the assets and capabilities of African Australian migrants and refugees. 	<ul style="list-style-type: none"> • Iviyumviro n'intonde zifasha abakoresha kwumva neza akamaro n'ubushobozi kub'Abanyafrika bimukira muri Australia hamwe n'impunzi. 	
Education	Inyigisho	Kirundi-File6.mp3
Young African Australians who took part in the consultations said they wanted to learn and to succeed academically. Many wanted to complete tertiary studies and find employment in various professions.	Urwaruka rw' Abanyafrika bafise akaranga ka Australia baje mu biganiro baravuze ko bifuza kwiga no gutsinda mu mashure. Benshi bifuza kuja muri kaminuza no kuronka ubuzi butandukanye .	
<i>So many of us are getting through and achieving all</i>	<i>Benshi muri twebwe turabandanya kandi tugashika kuri</i>	

<p><i>sorts of things. My brother is now a biochemist and my sister is a teacher. This really shows how determined we are.</i></p> <p>Youth focus group, Victoria</p>	<p><i>vyinshi. Musaza wanje ubu n'umuhinga mu binyabuzima naho mushiki wanje n'umwarimu. Ibi birerekana ingene dufise umurava.</i></p> <p>Umurwi wo guhimiriza w'urwaruka, Victoria</p>	
<p>However, many said they encountered prejudice and negative attitudes about their ability to succeed, with a number (especially girls) describing encounters with teachers who told them they “shouldn’t aim too high”.</p>	<p>Naho ari uko, benshi bavuze ko bigeze guhura n'ivangurwa hamwe kubonwa ko badashobora kumenya, (na cane cane abakobwa), benshi bavuze ko bahuye n'abarimu bababwira ko “badakwiye kwitega gushika kure”.</p>	
<p>Newly-arrived students expressed frustration at being placed in classes to match their chronological age, rather than ones that reflected their educational attainment. And if their English-language skills were still developing, many young African Australians said they found the school curriculum very challenging.</p>	<p>Abanyeshure bashasha baragize umwitwarariko kubera bashizwe mu mashure baravye n'imyaka yabo, aho kuraba ivyo bashoboye gushikako. Niba Icongereza cabo kikiriko kirongezwa, benshi mu Abanyafrika bafise akaranga ka Australia bavuze ko urutonde rw'ivyigwa rubatera ibibazo vyinshi.</p>	
<p>They also felt there was a lack of appropriate support at school, including a lack of people who could understand the background and culture of African Australians. Many said they struggled to feel as though they belonged. However, positive support and encouragement from teachers helped boost their confidence and feelings of acceptance:</p>	<p>Abanyeshure biyumvisemo kandi ko habura ugufatwa mu mugongo kw'ishure, na cane cane kutagira abantu bashobora kwumva kahise kabo hamwe n'imico yabo nk' Abanyafrika bafise akaranga ka Australia. Benshi bavuze ko bafise ingorane zo kutumva ko ari iwabo. Ariko, Imfashanyo hamwe n'indemesho iva ku barimu yarakabuye inyiyumvo yo kwemerwa no kwihagararako.</p>	
<p><i>It makes a big difference when the teacher says to you in front of the other students that you did very well in an assignment. It tells everyone else that you are intelligent.</i></p> <p>Youth focus group, Tasmania</p>	<p><i>Biradufasha cane iyo turonse umwigisha akuvuze neza imbere y'abandi banyeshure ko wakoze neza mu kibazo. Birerekana kuri bese ko uzi ubwenge.</i></p> <p>Umurwi wo guhimiriza w'urwaruka, Tasmania</p>	
<p>African Australian parents stressed that they wanted to establish positive ties with schools, which they saw as crucial to their children's educational progress. However, a number said they felt intimidated by the school environment and others experienced language barriers.</p>	<p>Abavyeyi b'Abanyafrika bafise akaranga ka Australia bamenyeshweje ko bifuzwa mu gukorana n'amashure, babonye ko ari ingirakamaro mw'iterambere ry'abana babo. Ariko benshi bavugaga ko batewe ubwoba n'ingene amashure akora hamwe n' ingorane y'ururimi.</p>	
<p>African Australian parents also shared very positive experiences and highlighted the importance of schools being open and welcoming, providing information and counselling services in their first language and being invited to run school-based events, including cultural information days for students and other parents.</p>	<p>Abavyeyi b' Abanyafrika bafise akaranga ka Australia barahanye ivyiyumviro vyubaka, baranerekana akamaro k'amashure mu kuba yuguruye anabakira, akabaha inkuru hamwe n'impanuro mu ndimi zabo na cane cane mu gutumirwa gukora ibikorwa, birimo ibijanye n'iminsi mikuru y'umuco ku bana n'abavyeyi.</p>	
<p>Community members, service providers and educators said that developing a whole-of-sector approach was essential to ensure greater access to education and improved outcomes for African</p>	<p>Abagize imirwi, abatanga imfashanyo, hamwe n'abigisha baravuze ko gushiraho umugambi mushya vyari ingirakamaro mu gutuma haba ukoronka intsinzi mu ndero hamwe n'akarusho mu bana b' Abanyafrika bafise akaranga</p>	

Australian students. They also provided a range of specific suggestions, including:	ka Australia. Baratanze kandi intererano yabo y'ivyiyumviro mfatirwako birimo:	
<ul style="list-style-type: none"> allowing students to stay in English language classes until they are ready to move on to mainstream schooling, and increasing resources for language support in primary and secondary schools 	<ul style="list-style-type: none"> Kwemerera abanyeshure kuguma mu mashure y'kongereza gushika aho bumva ko bashobora kwibako no kwongerereza ubumenyi mubijanye n'ururimi, ikaba imfashanyo nkenerwa mu mashuri mato n'ayisumbuye. 	
<ul style="list-style-type: none"> providing transition programs to improve school readiness and orientation for new arrivals 	<ul style="list-style-type: none"> Gutanga inyigisho z'imyimenyerezo kugira abana bashasha bashobore kuba bateguwe neza . 	
<ul style="list-style-type: none"> employing more teachers from African Australian backgrounds 	<ul style="list-style-type: none"> Gukoresha abigisha bafise akahise ko mu Banyafrika bafise akaranga ka Australia. 	
<ul style="list-style-type: none"> holding more classes in informal community settings and providing more after-school tutoring programs. 	<ul style="list-style-type: none"> Gushiraho amashure mu mirwi y'impunzi atanga kandi agafasha mu gutanga inyigisho z'inyongera. 	
A pressing need was identified for schools with refugee students to develop strategies to better connect and communicate with parents from African Australian communities, as well as programs to build greater understanding among teachers and educators about the needs and experiences of newly-arrived refugee students:	Inkenero zihutirwa zabonetse mu mashure yakiriye abana b'impunzi mu gushiraho imigambi mu guhuriza hamwe neza no kwumvikana n'abavyeyi b' Abanyafrika bafise akaranga ka Australia, no mu gutuma habaho umwumvikano hagati y'abigisha n'abarezi kubijanye n'ibikenewe n'akahise ku banyeshure bashasha:	
<i>It is important that schools use people within the community as the experts of their own culture. There is so much around that is delivered about us by people who are not us.</i> Community leader, Western Australia	<i>Nivy'ingirakamaro ko amashure akoresha abakoze bavuye mu mirwi itandukanye nk'abahinga mu muco w'iwabo. Hariho vyinshi bitari vyiza biva ku bantu batari abiwacu.</i> Uwuhagarariye umurwi, Western Australia	
Health	Amagara y'abantu	Kirundi-File7.mp3
African Australians who took part in the consultations highlighted a number of factors that undermined their physical and mental health, as well as their capacity to get the support they needed.	Abanyafrika bafise akaranga ka Australia baje mu biganiriro barashize ahabona ibintu bimwe bigira ico bikoze ku magara y'umubiri naya mu mutwe hamwe n'uburyo bashobora kuraba imfashanyo bakeneye.	
These were often associated with the settlement process and included feelings of 'culture shock'; changes in food and diet; social isolation; language barriers; and a lack of culturally appropriate health services.	Ibi kenshi biba bijyanye n'ingene bakirwa, hakubiyemwo 'Ihinduka ry'imico'; ihinduka ry'ivyo kurya no gufungura, ihinduka ry'imibano idasabana, ingorane mu rurimi; no kubura ukuvugwa nkuko vyakorwa mu mico y'iwabo	
Discrimination, prejudice and racism also had a significant impact on people's sense of well-being:	Ukuvangurwa bifatiye ku rukoba, ukwinubwa, no kunenwa bihindura vyinshi mu kubaho kwiza kw'abantu.	
<i>If every day you go out on the street and people stare at you, or you are told you cannot get a job because of your skin colour, or your children are told they will not be successful because they are African, then you get sick in your heart and your head.</i>	<i>Ibihe vyose umuntu ugiye hanze, abantu bagatangura ku muraba nkaho adasanzwe, canke ukabwirwa imbona nkubone kutoronka akazi kubera urukoba rwawe, canke abana bawe bakabwirwa ko batazomenya kuko bava muri Afrika, bica bituma urwara umutwe n'umutima.</i>	

Community consultation, NSW	Umurwi w'ibiganiro, NSW	
Community members, service providers and stakeholders raised specific issues in relation to the health needs of newly-arrived communities, women, young people and people with disabilities.	Abagize imirwi, abashinzwe gufasha hamwe n'abagiraneza barerekanye ingorane ku bikenewe ku magara ku mpunzi nshasha, abakenyezi, urwaruka hamwe n'abamugaye.	
Participants noted that health issues that were not properly identified or addressed in the first year of settlement, such as dental and oral health needs, often became more acute. In some cases, these problems could be exacerbated by language barriers, a cultural reluctance to discuss personal issues or a lack of understanding about how Australia's health system works:	Abitavye ibiganiro barerekanye ko ibibazo bijanye n'amagara y'abantu bitavuzwe mu mwaka wa mbere wo gutuzwa, nk'ivya menyo cankemu vyo mu kanwa, akenshi vyabandanije bikomera. Mu bihe bimwe, izo ngorane zarushaho kubera ingorane y'ururimi, ingorane z'imico aho batagaragaza ibibazo vy'ive canke ku kukutamenya ingene igisata c'amagara y'abantu muri Australia gikora:	
<i>People in our communities worry that they may not properly understand what the doctor tells them or that they can't adequately explain the nature of their health complaint. And so anxiety wins out and they end up not going to see a health care professional at all.</i> Community leader, Queensland	<i>Abantu tuvahamwe baratewe inkeke no kutumva neza ivyo umuganga atubwira canke badashobora kuvuga neza imvo n'imvano y'ingorane z'amagara bafise. Nico gituma ubwoba butinda, ntibatinyuke kuja kuraba abajejwe amagara y'abantu.</i> Uyoboye umurwi, Queensland	
A number of African Australians, especially women, gave examples when they failed to receive the medical care they needed, and felt that these problems often stemming from cultural assumptions, stereotypes or miscommunication on the part of health professionals.	Igitigiri c'abanyafrika bafise akaranga ka Australia, cane cane abakenyezi, batanze akarorero kaho bataronka ukuvugwa bakeneye, bagaca bikeka ko vyoba biva ku kutabatahura mu mico, canke ukutumvikana bivuye kubajejwe kubavura.	
Community members said they valued doctors and health professionals who listened to them, took the time to explain health issues and treatment options, organised appropriate interpreters when needed and showed respect for traditional methods of healing.	Abagize imirwi bavuze ko abaganga hamwe n'abakozi bajejwe amagara y'abantu babumviririza neza, bagafata umwanya gusigura ingorane y'amagara n'ingene bovurwa, kandi bakarondera abahinduzi b'indimi bakwiye igihe bakenewe kandi berekanye kwubaha ubuvuzi gihanga bwo gukiza indwara.	
A key area of discussion during all consultations was the need to support health professionals better understand the background, experiences and perspectives of African Australians so they can deliver more appropriate and effective health services.	Ikintu cashimitsweko mu biganiro n'inkenero yo gufata mu mugongo n'abakora kwa muganga mu kumenya kahise kabo, ivyo bamenyereye n'ivyo biteze kub' Abanyafrika bafise akaranga ka Australia, ivyo bizotuma bibohereza kuvurwa neza nta kibazo.	
Bilingual health workers were seen as an important component in good medical care, as was the choice to see either male or female health practitioners.	Abakozi bo kwa muganga bavugaga indimi zibiri babonetse ko ari ingirakimazi mu kuvura neza, nkuko biri mu guhitamo ko bavugwa n'umukozi w'umugabo canke umugore.	
Mental health issues were also highlighted in the consultations. Many community members said that being separated from other family members had a	Ingwara zo mu mutwe nazo zaravuzwe mu biganiro. Abagize imirwi myinshi bavuze ko kubashira ukubiri n'imiryango yabo vyatumye batangura kugira ico bigize ku magara yabo	

profound effect on their health and well-being, while others spoke about the impact of unemployment, a lack of stable housing and family conflict.	n'ukubaho neza kwabo, mu gihe abandi bavuga ibijanye no kubura akazi, uburaro bwamaho, hamwe n'imivurungano mu miryango.	
The impact of torture and trauma was another factor that affected the physical and psychological health of some new arrivals.	Ingaruka mbi zo gukubagurwa no kugirirwa nabi navyo vyabaye ibintu bituma amagara y'umubiri no mu bwenge yononekara ku mpunzi nshasha.	
The stigma associated with mental health was seen as a major barrier to seeking help, as was a lack of understanding about doctor confidentiality. One-on-one counselling was also not familiar to some cultures.	Ukwikumira kujanye n'amagara y'ingwara zo mu mutwe kwabonekanye nk'ingorane nyamukuru ibuzaba abantu kurondera gufashwa no mu kutizigira abaganga babavura. Impanuro z'amaso ku yandi ntabwo zimenyerewe mu mico imwe n'imwe.	
African Australians said that 'family inclusive' services and programs were the most effective in responding to mental health issues. Several participants suggested that information about torture and trauma services should be disseminated more widely, as there was a general misunderstanding about their role and the services.	Abanyafrika bafise akaranga ka Australia bavuze kandi ko 'ugufashwa n'imiryango' hamwe n'izindi ntonde vyabaye ingirakamaro ku ngwara zifatiye ku magara yo mu mutwe. Abitavye inama benshi basavye ko inkuru z'ibisata biraba ugutotezwa no gukubagurwa zokwirakwizwa cane, kuko hari ukutumvikana ku bijanye n'akamaro no gufasha bitanga.	
Housing	Uburaro	Kirundi-File8.mp3
New migrant and refugee communities are among the most disadvantaged groups when it comes to finding accommodation to meet their basic needs. They face further challenges trying to secure affordable housing, especially in the private rental market, given Australia's current chronic shortage of properties.	Abimukira bashasha hamwe n'imirwi y'impunzi bari mu mirwi irenganywa mu bijanye no kubaronderera uburaro bujanye n'inkenero zabo. Barahura n'ingorane mu kurondera inzu zirihishwa make, na cane cane izo gukodesha, bivuye ko hama ibura ry'amazu y'uburaro muri Australia.	
African Australians said that the six-month intensive support provided to newly-arrived refugees was too short and that the period of housing assistance should be extended to 12 months. This would better support families and individuals as they attempt to deal with a number of issues following their settlement:	Abanyafrika bafise akaranga ka Australia bavuze ko amezi 6 y'intavanako bafashisha impunzi ari igihe gitoya cane ko cari gikwiye kuduzwa gushika ku mezi 12. Ivyo vyofasha cane imiryango hamwe n'abantu ku bwabo bagwa bavyuka kugira bashobore guhangana n'ingorane zikurikira kwimukira mu kindi gihugu:	
<i>It's just a complete shock when you are out on your own trying to find somewhere for you and your family to rent. We are just not ready to do this after just six months, when we are also trying to learn the language, put our children into schools, trying to find work ...</i> Community consultation, Western Australia	<i>Birababaje cane kubona uri wenyene kuronda aho ukodesha ngo ukika umusaya. Ntabwo tuba turitegura kubikora ubwacu nyuma y'amezi atandatu, na cane cane tuba tukiri mu kwiga ururimi, gushira abana kw'ishure, kugerageza kurondera akazi...</i> Umurwi w'ibiganiro, Western Australia	
Racial discrimination – both direct and indirect – was the most common barrier that African Australians said they faced when trying to find affordable and	Ivangura ry'amoko - riboneka n'iritaboneka ryabaye intambanyi. Abanyafrika bafise akaranga ka Australia bavuga ko bahuye naryo mu kurondera inzu za make kandi	

appropriate housing.	zibakwiye.	
Community members gave numerous examples of discriminatory practices of real estate agents and landlords, such as failing to supply details of vacant properties or being denied housing due to their family size.	Imirwi y'impunzi yatanze uturorero twinshi mu buryo bakumiriye n'abagurisha amazu, abakodesha amazu, nk'akarorero mukudatanga amakuru y'inzu ziriho canke naho bakankirwa kubera igitigiri kigize'miryango yabo.	
They also said that there were very few houses available – either through public housing or in the private market – to accommodate large families, while unaffordable rent increases meant that some families were often forced to move every year:	Barabwiye kenshi ko amazu ari makeya cane, ufatiye ku mazu ya leta canke mu mazu y'abikorera utwabo - kugira bacumbikire imiryango minini mugihe ku miryango imwe, amazu adasiba kuduga igiciro gushika ubwo imiryango igomba kwimuka buri mwaka.	
<i>This is having a disastrous effect on the families' sense of stability and on peace of mind. The impact on the children and their schooling is also significant.</i> Community consultation	<i>Ibi birafise ingaruka mbi cane mu bwenge kuba badashobora kwumva bafise amahoro y'umutima yo kuguma hamwe. Ingaruka mbi yibonekeza cane ku bana no ku mashure yabo.</i> Umurwi w'ibiganiro	
In addition, many community members said that being on a long and uncertain waiting list for public housing contributed to feelings of stress and anxiety.	Vyongeye, Imirwi myinshi yavuzeko kumara umwanya uri ku rutonde rwo kurindira kugira uronke inzu y leta bitera umubabaro n'agahinda.	
Service providers and stakeholders noted that the combination of all these factors meant that newly-arrived refugees were at particular risk of homelessness.	Abafasha impunzi hamwe n'abagiraneza babonye ko izo ngorane zigiyeye hamwe zituma impunzi nshasha zishobora kuba mw'ibarabara mu buryo bworoshe.	
Several community members also raised the specific issue of African Australian women fleeing domestic violence, and the need for accessible and culturally appropriate crisis accommodation services.	Imirwi myinshi yaravuze ku ngorane ko Abanyafrika bafise akaranga ka Australia b'abakenyezi bava mu ngo bivuye mu gukubagurwa mu mihira yabo, bica biboneka ko hakenewe ikigo kidasanzwe co kwakira mwene abo bakenyezi.	
Providing tenancy education programs for African Australian communities was identified as an area of urgent need. These programs should provide practical information to improve their prospects for finding suitable housing, as well as provide information about their legal rights.	Gutanga indero ishimitse ku b'Abanyafrika bafise akaranga ka Australia yabonetse ko nayo iri muvuyo kwihutira. Uru rutonde rwofasha mu gutanga inkuru z'ingirakamaro kugira bashobore kuronka uburaro bwiza, no kubaronsa inkuru ku bijanye n'agateka kabo.	
Service providers and stakeholders drew attention to initiatives that sought to develop cooperative relationships with real estate agents and which had helped reduce instances of discrimination and misunderstanding involving African Australian families.	Abafasha impunzi hamwe n'abagiraneza bashimitse ku vyiyumviro vyo kurondera gushiraho imibano myiza hagati y'abafasha kugura amazu, biboneka ko vyagabanije ivangura rifatiye ku rukoba no kutiyumvamo imiryango y'Abanyafrika bafise akaranga ka Australia	
Some housing support agencies had established arrangements to act as guarantor for individuals applying for rental properties, overcoming the need for refugees or humanitarian entrants to provide a rental history.	Ibigo bimwe bijejwe uburaro vyarashizeho uburyo bwokumvikanisha mu gutanga ingwati ku bantu basaba gukodesha amazu, gutyo baca barorohereza impunzi hamwe n'imiryango y'abagiraneza mu gutanga kahise ku bijanye no gukodesha.	
However, there was broad agreement that, in	Ariko, hariho ivyumvikanyweko vyuko abagurisha	

<p>general, real estate agents lacked understanding about emerging African Australian communities. As a result, there was a need for targeted education initiatives for this group on anti-discrimination laws and also on the background and settlement experiences of these communities.</p>	<p>n'abakodesha amazu badafise inkuru nyazo zijanye n'abimukira b'Abanyafrika bafise akaranga ka Australia. Icacuyemwo, nuko hakwiye gutanga inyigisho z'abagurisha n'abakodesha ku mategeko yo kurwanya ivangura rifatiye ku rukoba no kuri kahise k'umuntu canke bakurikije aho wabanje kuba hose.</p>	
<p>Engaging with the justice system</p>	<p>Kwitura ubutungane</p>	<p>Kirundi-File9.mp3</p>
<p>Engaging with the legal system and relationships with law enforcement agencies emerged as areas of significant concern for African Australians.</p>	<p>Kwitura ubutungane n' ukugirana umubano mwiza n'ibigo vy'abajewe iyubahirizwa ry'amategeko vyabonetse ko ari ingorane nyinshi kub'Abanyafrika bafise akaranga ka Australia</p>	
<p>Of particular concern was the relationship between young African Australians and the police, with many young people saying they felt they were being 'over policed'.</p>	<p>Ingorane imwe idasanzwe yari hagati y'urwaruka rw' Abanyafrika bafise akaranga ka Australia hamwe n'abajewe gucungera umutekano, bakavuga ko bacungerewe bimwe birenze urugero.</p>	
<p><i>I don't think there is a day where I haven't been asked to move on, or police have come over to us and asked us why we are hanging around. We do go around in big groups, but that is normal for us.</i> Youth focus group, NSW</p>	<p><i>Ndiyumvira ko ata muni numwe wigeze undengana batasavye kuva aho ndi nkabandanya, canke abajewe umutekano bakatubaza igituma duhagaze ahantu kanaka. Nivyo turakunda kugenda turi umurwi munini, ariko n'ibisanzwe kuri twe.</i> Umurwi wo guhimiriza urwaruka, NSW</p>	
<p>Community members in all states and territories raised concerns about a perceived stereotyping of African Australians by police and law enforcement officials, which they felt had contributed to deteriorating relationships.</p>	<p>Imirwi yo mu ntara zose hamwe n'ibisagara bavuze ikibazo c'ukuntu abapolisi n'abajewe umutekano boba babakeka amababa, bakaba biyumvirako ko ari kimwe muvyatumye haba umubano utari mwiza.</p>	
<p>A number of initiatives were taking place to build trust and improve community interaction with police, especially with young African Australians. There was broad agreement that ongoing work in this area was crucial.</p>	<p>Ivyiyumviro vyinshi vyaratanzwe mu kugarura icizere no mu gutuma haba imibanire myiza n'abajewe umutekano hamwe n' Abanyafrika bafise akaranga ka Australia. Harabayeho umwumvikano munini ko gukomeza gukora muri iki gisata ariwo muti waco.</p>	
<p>Other areas of concern included:</p>	<p>Izindi ngorane zavuzwe harimwo kandi:</p>	
<ul style="list-style-type: none"> • a lack of understanding of Australia's laws and legal system, including the courts, which could be compounded by language barriers 	<ul style="list-style-type: none"> • Inkenero yo gutegeza amategeko yo muri Australia, hakubiyemo za sentare nazo zishobora gushikirwa nizo ngorane z'ukutamenya ururimi. 	
<ul style="list-style-type: none"> • underreporting as victims of crime, often due to a lack of confidence in the system 	<ul style="list-style-type: none"> • Kutamenyesha ababijewe ababakoreye ibintu bibi , bivuye mu kutizigira inzego zibijewe. 	
<ul style="list-style-type: none"> • difficulties accessing affordable legal assistance, leading to situations where people self-represent. 	<ul style="list-style-type: none"> • Kudashobora kuronka abababuranira bazimbutse, ibi bishikana abantu mu kwihagararira mu rubanza. 	
<p>A key priority identified during the consultations was the importance of building legal 'literacy' among</p>	<p>Icashoboye kubonwa muri ivyo biganirwa nuko ari nkenerwa ko haba ukwigishwa 'amategeko' mu miryango y'Abanyafrika</p>	

African Australian communities.	bafise akaranga ka Australia.	
In particular, community members said that increasing their understanding of child protection laws and issues was a pressing concern. Many expressed frustration, dismay and despair at the impact that child protection interventions were having on their families.	Mu buryo budasanzwe, abagize imirwi bavuze ko igihe bokwongereza ubumenyi mu mategeko yo kurinda umwana n'ingorane vyoba ngirakimazi. Benshi barerekanye ugushavura, ukwihebura, ukwiyumva nabi mu ngorane zivuye mu gukingira agateka k'ibibondo bafise mu miryango.	
African Australians gave examples of what they felt were ill-informed assessments by child protection workers and wanted to know more about how decisions were made and what scope existed to challenge those decisions.	Abanyafrika bafise akaranga ka Australia batanze akarorero ko baguye mu gahundwe igihe babwirwa n'umukozi ajejwe gukingira agateka k'abana kubijanye n'ingingo zafashwe n'ubushobozi bafise zijanye n'izo ngingo.	
<i>I don't need parenting classes. I need to understand the law and also how some of my culture may be misunderstood.</i> Community focus group, Northern Territory	<i>Ntabwo nkeneye na gato ishure ryibijanye no kurera abana. Ndakeneye gutegera amategeko no kumenya ingene umuco wanje utafatwa uko atari.</i> Umurwi wo guhimiriza, Northern Territory	
The need for child protection agencies to develop culturally sensitive approaches to assessment and intervention was also strongly emphasised by a majority of community participants.	Inkenero yuko ibigo vyo gukingira abana vyoshira inyigisho zifatiye ku mucu mu kugira itohoza no mu gutabara warashimitswe ko cane na benshi mu baje mi biganiri	
A number of African Australian communities also expressed deep concern about family violence, which many viewed as a growing problem.	Igitigiri c'imirwi y'Abanyafrika bafise akaranga ka Australia barerekanye umwitwarariko kubijanye n'ugukubagurwa mu miryango, iyo benshi babonye nk'ingorane ibandanya ikura.	
Some said that they felt uncertain about reporting family violence because of a fear of police and law enforcement agencies, as well as a fear that children or women may be removed from the family home.	Bamwe bavuze ko batari bazi neza ibijanye no gutanga inkuru igihe habaye ikubagurwa mu muryango, kubera ugutinye abapolisi n'abajejwe umutekano canke ko abakenyezi babo canke abana babo bashobora gukurwa mu muryango.	
The majority of respondents expressed the view that African-specific organisations should be equipped to play a more significant role in responding to family violence:	Benshi mu bishuye kuri ico kibazo babona ko ingene imiryango y'Abanyafrika yagomembye kugira uruhare rudasanzwe mu gutatura amatate yadutse mu miryango:	
<i>Issues around family violence are issues that the community is trying to openly address, but wanting to do it in a way that is culturally appropriate.</i> Community focus group, Tasmania	<i>Ingorane kubijanye n'ugukubagurwa mu muryango n'ingorane imirwi ishaka gushira ahabona, ariko ikabikora mu buryo umuco uvyemera.</i> Umurwi wo guhimiriza, Tasmania	
Community education was viewed as being more effective than legal options, while collaboration between mainstream providers and community representatives was necessary to develop effective and culturally appropriate responses.	Inyigisho z'imirwi zabonetse ko ari ingirakimazi gusumba guca mu mategeko, mu gihe ugukorerera hamwe hagati y'abakira impunzi n'abazihagarariye bikenewe mu gushira imigambi itomoye kandi yubahiriza imico.	
Emerging issues	Ingorane nshasha	Kirundi-File10.mp3

During the community consultations and through the public submissions, African Australians drew attention to a number of other issues that they believed were crucial in supporting the settlement and integration of newly-arrived communities, strengthening families and promoting social inclusion.	Mu gihe c'ibiganiro no mugushikiriza ivyiyumviro, Abanyafrika bafise akaranga ka Australia baravye izindi ngorane biyumvira ko zikomeye mu gushigikira uguhabwa ubuhungiro no kumenyerezwa kw'impunzi nshasha, mu gukomeza imiryango, no gushikiramo imibano.	
Community members said it was vital to:	Abagize imirwi bavuze ko ari ivy'ingirakamaro ku:	
<ul style="list-style-type: none"> respect and preserve African cultures, heritage and values, including maintaining first languages and promoting involvement in creative arts 	<ul style="list-style-type: none"> Kwubahiriza no gukingira umuco w'Abanyafrika, umurage hamwe n'ibindi bintu vy'agaciro, hakubiyemo: kugerageza kugumana ururimi rwabo rwambere, guhimiriza kugumana akaranga n'utugenegene twabo 	
<ul style="list-style-type: none"> ensure that individuals and communities did not experience discrimination or harassment because of their religion and expressions of their faith 	<ul style="list-style-type: none"> Gukora ku buryo abantu ubwabo, imirwi y'impunzi itigera ivangurwa canke igakubagurwa kubera idini n'ukwemera kwabo 	
<ul style="list-style-type: none"> address intergenerational tensions within African Australian families and communities, often brought about by changing family dynamics during the settlement process 	<ul style="list-style-type: none"> Kumenyesha urwaruka uko rukurikirana ibibazo biri hagati y' Abanyafrika bafise akaranga ka Australia mu miryango, kenshi na kenshi bizanwa n'ihinduka ry'imiryango mu gihe co gutuzwa mu gihugu gisha 	
<ul style="list-style-type: none"> support young African Australians as they seek to reconcile their traditional cultures with the values and expectations held by other young Australians 	<ul style="list-style-type: none"> Gushigikira imirwi y'Abanyafrika bafise akaranga ka Australia b'urwaruka mu gihe barimo barondera gusubiza hamwe imico yabo n'akaranga bifiswe n'urundi rwaruka rwo muri Australia 	
<ul style="list-style-type: none"> support women and men to build positive gender relations to deal with changing household roles and expectations of life in Australia 	<ul style="list-style-type: none"> Gushigikira abagore hamwe n'abagabo kwubaka imigenderanire myiza mubijanye no guhindura imyanya mu rugo n'ivyo bifuzwa gushikako mu buzima bwo muri Australia 	
<ul style="list-style-type: none"> make public transport more affordable and accessible, especially for the growing number of African Australian families settling in regional and rural centres. 	<ul style="list-style-type: none"> Kworohereza ukunguruzwa rusange no gukwirakwizwa hose, na cane cane ko hari iyongerekana riboneka ry' Abanyafrika bafise akaranga ka Australia ku miryango iba mu mihingo ya kure canke mu bisagara vyo hagati mu gihugu. 	
Many community members expressed particular concern about the way mainstream media perpetuated negative stereotypes and perceptions of African Australians:	Abagize imirwi benshi barongeye kuvyura ingorane babona ko ibakomereye ijanye n'ibinyamakuru biguma bishikiriza uturorero tubi tw' Abanyafrika bafise akaranga ka Australia.	
<i>All I hear now in the newspapers is that we are criminals and that we are gangs and we should go home. Politicians should be very careful about what they say because they are very powerful.</i> Community focus group	<i>Ico numvise nuko ibinyamakuru vyose vyandika ko turi abicanyi kandi ko twagize imirwi y'intagondwa, ko dukwiye gusubizwa iwacu. Abanyapolitike bari bakwiye kuvyitwaramo neza mu vyo bavuga kubera bafise inguvu nyinshi.</i> Umurwi wo guhimiriza	

This was seen by many as a major hurdle to acceptance and inclusion in the broader Australian community, as well as a 'trigger' for incidents of physical and verbal abuse of African Australians.	Ibi vyabonywe na benshi nk'ibigoye cane kwemerwa na bose mu murwi w'Abanyaaustralia, vyabaye 'nk'imbarutso' ku vyama vyashitse haba mu majambo no ku mubiri bigirirwa Abanyafrika bafise akaranga ka Australia	
Several community leaders stressed the need for African Australians to become better informed about how the Australian media works and to engage with it constructively. A key focus was to promote the many positive contributions that African Australians make to the social, economic and cultural life of the country.	Abayobora imirwi y'impunzi baratsindagirije inkenero zuko Abanyafrika bafise akaranga ka Australia bahabwa inkuru z'ingene ibinyamakuru vyo muri Australia bikora nuko bavuyitwaramo neza. Ikintu nyamukuru cari ugukwirakwiza ivyiyumviro vyubaka ko Abanyafrika bafise akaranga ka Australia botuma imibano, ubutunzi n'imico kama y'igihugu itezwa imbere.	
Discussion about the role of sport also featured in many consultations. It was seen as a way of promoting social inclusion and improving relationships, especially between young African Australians and the police:	Ibiganiri kubijanywe n'intererano ya siporo no kwintonora vyaravuzwe cane muri ivyo biganiri. Vyabonetse ko bifasha mu mibano myiza, ugushira hamwe na cane cane hagati y'urwaruka rw' Abanyafrika bafise akaranga ka Australia n'abajejwe umutekano.	
<i>In Sudan, if the police come to talk to you, you're in trouble. But here I am playing football with them and even beating them.</i> Youth focus group	Muri Sudan, iyo abajejwe umutekano baje kukuvugisha, uba uri mu ngorane zidasanzwe. Ariko ngaha, ndakina nabo umupira, rimwe na rimwe tukabatsinda. Umurwi wo guhimiriza.	
Young people said that playing sport helped them build a sense of belonging, form friendships, develop new skills and access other forms of support, such as homework assistance.	Urwaruka rwinshi ruvugako gukina no kwintonora imitsi vyabafashije kumvamo ko ari igihugu cabo, kuharonkera incuti, kunguka gukora ibintu bishasha, bashikira izindi nzira zo kubashigikira, nko kuronka ababafasha gukora ibikorwa vy'ishure vyo muhira.	
Next steps	Intambwe zikurikira	Kirundi-File11.mp3
After hearing directly from African Australians through In our own words , the Commission has identified a number of ways to move forward.	Hamaje kwumvirizwa amajambo ava mu Banyafrika bafise akaranga ka Australia biciye ku mugambi witwa Mu majambo yacu bwite , Umurwi wabonye inzira zitandukanye mukuja imbere.	
The First Voice	Ijwi ry'Intango	
Projects such as this cannot be done 'to communities' - they need to be done in partnership with communities, from the beginning. The methodology behind In our own words used an innovative and inclusive model from the outset.	Umugambi nkuyu ntushobora gushirwa mu ngiro n'impunzi ubwazo - bisabwa ko bafatanywe n'iyindi mirwi, kuva ku ntango. Uburyo bw' umugambi Mu majambo yacu bwite bwakoreshejwe ivyiyumviro hamwe n'uburyo bw'akarorero buva hanze.	
Citizen-driven change and policy	Ihinduka n'amategeko biva k'umunyagihugu	
While it is acknowledged that the national consultations did not reach all African Australians, the project was designed to include a fair representation across communities. This has produced an enhanced project and final resources.	Naho bizwi ko ibi biganiri bitashikiriye aba Banyafrika bose bafise akaranga ka Australia, uyu mugambi wateguwe kugira abahagarariye imirwi itandukanye. Ibi vyarafashije kugera ku mugambi no kuronka isoko nyaryo.	

A solid evidence-base	Icemeza gikomeye-intango	
This project has created a reliable evidence base which enables policy makers across government and non-government spheres to develop more responsive policy and programs and properly target service delivery models.	Uyu mugambi warashizeho igikuramazinda gituma agashiraho amategeko muri leta no mu mashirahamwe y'abigenga bashiraho amabwirizwa hamwe n'intonde zifasha no mu buryo buraba cane cane ibikorwa vy'intangakarorero.	
A focus on best practice	Gutsindagiririza mu gukora ibikorwa vyiza	
People from culturally, linguistically and religiously diverse communities contribute to Australia in social, economic and cultural terms. Gathering information about initiatives that have worked well and understanding the success factors has been a central part of this project.	Abantu bava mu mico, mu ndimi no mu madini atandukanye arafise ico aterera muri Australia haba mu mibano, mu butunzi, mu mico n'akaranga. Kwegeranya inkuru kubijanye n'imigambi yoba yaragize ikimazi vyabaye igikorwa nyamukuru muri uwo mugambi.	
Priority areas of action	Ivyo gushira imbere	
African Australians have identified areas require urgent action include:	Abanyafrika bafise akaranga ka Australia barabonye ibisata bikeneye igikorwa cihutirwa mu bijanye:	
<ul style="list-style-type: none"> • racism and discrimination • child protection and family violence • increasing legal 'literacy', particularly in and around family law. 	<ul style="list-style-type: none"> • Amacakubiri no gukumirwa bivuye ku rukoba • Gukingira abana n'ugukubagurwa mu miryango • Kwongerereza 'inyigisho', zijanye na cane cane n'amategeko agenga imiryango. 	
Holistic and integrated response	Icokorwa muri rusange kandi gishitse	
Collective responsiveness lies at the heart of progressing issues for African Australians. An integrated approach to issues that across government and non-government sectors can seek to develop individual-focused policy, programs and service with better outcomes for citizens.	Inyishu rusange ifatiye ku muzi w'iterambere ry'ingorane Abanyafrika bafise akaranga ka Australia bafise. Ukuronderera hame gutorera umuti izo ngorane biciye muri leta no mu mashirahamwe yigenga birashobora guca mu gushiraho intonde hamwe n'ibikorwa vyotuma haboneka akarusho keza ku banyagihugu	
Learning from the National Human Rights Consultation Report	Kwigira ku Biganiro vy'Igihugu ku Bijanye n'Agateka ka Zina Muntu	
There is a critical need to improve cross-cultural competence and awareness for all Australians. A logical place to begin is with public servants, who can then lead by example. Communities such as African Australians would then be supported by enhanced programs and services that are more culturally-appropriate and responsive to their needs.	Hariho inkenero idasanzwe mu kurondera akarusho ku ruvungitirane rw'imico n'ukumenyeshwa kuba Australia bose. Ahantu hambere hakwiye gutangurirwako ni mu bakozi ba leta, bo bashobora gutanga akarorero keza. Imirwi nkiy' Abanyafrika bafise akaranga ka Australia izoshora gushigikirwa n'inyigisho hamwe n'ibikorwa bifatiye na cane cane ku mico n'akaranga vyiza hamwe n'inyishu zivyo bakeneye.	
Learning from the past	Kwigira ku kahise	
All waves of migrants through Australia's history, including African communities, have experienced discrimination and everyday forms of racism. We need to learn from the past and commit to	Imirwi yose y'abimukira muri kahise ka Australia, ushizemo imirwi iva muri Afrika yarahuye n'ivangurwa hamwe n'amacakubiri ashingiyeye ku rukoba ya buri muni. Turakwiye kwigira kuri kahise hanyuma tugafata imigambi yo kurwanya	

combating racism and discrimination head on. The Commission plays an important role on this front and a collaborative approach is required.	n'imbaraga amacakubiri hamwe n'ivangura rifatiye ku rukoba. Umurwi ufise uruhare aha, mu kuronderera hamwe inyishu zikwiye gutangura gukorwa.	
Future work of the Commission	Ibikorwa vyo muri kazoza vy'uyu Murwi	
The Commission has two priority focus areas which will form the basis of its future activities:	Umurwi wo gutegura ibiganiro ufise ibisata bibiri vy'intango arivyo bizotanga ishimikiro ry'ibikorwa vyo muri kazoza:	
<ul style="list-style-type: none"> • violence, harassment and bullying in the community 	<ul style="list-style-type: none"> • Ugukubagurwa, ukubwirwa amajambo mabi no gutukwa bivuye mu mirwi. 	
<ul style="list-style-type: none"> • know your rights: promoting community understanding of human rights and responsibilities 	<ul style="list-style-type: none"> • Kumenya uburenganzira bwawe: kwamamaza mu mirwi ibijanye no gutahura agateka ka zina muntu hamwe nibitegerezwa gukorwa. 	
Project review	Isubiramwo ry'umugambi	
It is hoped that within 12 months after the release of <i>In our own words</i> , the Commission will report back to the Australian Government. Input from African Australians will be sought.	Turi n'icizere ko mu mezi 12 dusohoye uyu mugambi Mu majambo yacu bwite , uyu Murwi uzoshikiriza icegeranyo kuri leta. Ivyiyumviro biva mu Abanyafrika bafise akaranga ka Australia bizokenerwa cane.	
Find out more	Inyongera	
This guide to <i>In our own words</i> is only a summary. It has been translated into several community languages and plain English.	Iyi nyandiko mfatiro yitwa Mu majambo yacu bwite n'icegeranyo gusa. Yarasiguwe mu ndimi nyinshi z'imirwi iboneka kandi mu congereza	
The Commission's website includes a wide range of information about the project, the national consultations and public submissions, as well as many examples of good practice approaches to supporting and assisting African Australian communities. A literature review and three background papers are also available.	Umurongo wa interneti w'uyu Murwi hashizwemo n'amakuru menshi avuga kur'uyu mugambi, umurwi w'igihugu w'ibiganiro, n'ivyiyumviro bivuye mu banyagihugu, ufatiye ku karorero k'ibintu vyiza vyoshirwa mu ngiro , kugira bafate mu mugongo ba nashigikire imirwi y' Abanyafrika bafise akaranga ka Australia. Inyandiko zisubira uyu mugambi , hamwe n'inyandiko zitatu zo muri kahise nazo zirashobora kuboneka.	
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