



Embracing Diversity, Fostering Belonging: Tasmania's Multicultural Action Plan 2025-2029

Accessibility

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Phone: 131 450

Acknowledgement of Country

The Tasmanian Government acknowledges and pays respect to Tasmanian Aboriginal people and their families as the traditional owners and continuing custodians of Tasmania's land, sea and waterways. We recognise and value with deep respect the old people that shared their knowledge over many generations, and we pay our respects to Elders past and present.

Aboriginal people have welcomed people from other cultures onto their land with respectful sharing of stories and knowledge – and will continue to do so. New and enduring relationships will be strengthened by this Multicultural Action Plan.

The National Agreement on Closing the Gap 2020 cites important elements of transformation for Tasmania, including identifying and calling out institutional racism, discrimination and unconscious bias, and promoting cultural competence across services, programs and workplaces.

There are differences in how racism, discrimination and unconscious bias manifest and are experienced between Tasmanian Aboriginal people and culturally and linguistically diverse Tasmanians. Accordingly, there are differences in how these issues will be addressed across our communities.

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Appreciation

Statewide consultation has shaped the vision, outcomes and priorities in *Embracing Diversity, Fostering Belonging: Tasmania's Multicultural Action Plan 2025-2029* (the Plan).

The Tasmanian Government would like to thank the over 1,000 culturally and linguistically diverse Tasmanians who took time from their lives to share their valuable insights into what Tasmania's priorities should be to create a culturally inclusive place to live and stay.

We also thank the staff from service providers who shared insights into how to create more accessible and culturally inclusive services.

The Plan's development would not have been possible without the significant contribution by Tasmania's peak body, the Multicultural Council of Tasmania (MCOT), and key organisations – the Migrant Resource Centre Tasmania (MRC Tas), Welcome Cultural Services (WCS), the Culturally Diverse Alliance Tasmania (CDAT) and Citizen Tasmania.

We are grateful for the expertise these organisations have provided in shaping the Plan through the Multicultural Action Plan Working Group.

The Tasmanian Government would also like to thank Brand Tasmania for their time and generosity in supplying images for the Plan, and to photographers Jess Oakenfull, Fred + Hannah, Lisa Kuilenburg, Inside The Frame (Moss Geordi Halliday-Hall), Sam Shelley and Studio Hubert.

We welcome feedback on the Plan:
Email: multicultural@dpac.tas.gov.au

Acronyms

ABS – Australian Bureau of Statistics

AHRC – Australian Human Rights Commission

AIHW – Australian Institute of Health and Welfare

CDAT – Culturally Diverse Alliance of Tasmania

DECYP – Department for Education, Children and Young People, Tasmanian Government

DoH – Department of Health, Tasmanian Government

DoJ – Department of Justice, Tasmanian Government

DPAC – Department of Premier and Cabinet, Tasmanian Government

DPFEM – Department of Police, Fire and Emergency Management, Tasmanian Government

DSG – Department of State Growth, Tasmanian Government

EAL – English as an Additional Language

Homes Tas – Homes Tasmania, Tasmanian Government

LGAT – Local Government Association Tasmania

MCOT – Multicultural Council of Tasmania

MRC Tas – Migrant Resource Centre Tasmania

NAATI – National Accreditation Authority for Translators and Interpreters

NRE Tas – Department of Natural Resources and Environment, Tasmanian Government

OADC – Office of the Anti-Discrimination Commissioner Tasmania

SSMO – State Service Management Office, Tasmanian Government

TEC – Tasmanian Electoral Commission, Tasmanian Government

TFS – Tasmania Fire Service

TSS – Tasmanian State Service

WCS – Welcome Cultural Services

Minister's Foreword

As the Minister for Community Services, I am proud to present *Embracing Diversity, Fostering Belonging: Tasmania's Multicultural Action Plan 2025-2029*.



The Plan reflects our commitment to a harmonious, inclusive and respectful multicultural island where all Tasmanians belong, contribute, achieve and succeed.

Tasmania's rich cultural history is built on the contributions of individuals and communities from across the globe, and our Tasmanian communities are increasingly culturally and linguistically diverse.

At the time of the 2021 Census, 15.3 per cent of people living in Tasmania were born overseas, a total of 85,674 people. This is an increase from 12 per cent in 2016, and the top overseas countries of birth were England, China, Nepal, India and New Zealand.

Since 2021, families and individuals arriving in Tasmania through the Humanitarian Settlement Program have predominantly come from Southern and Central Asia, Sub-Saharan Africa and the Middle East.

The Plan outlines practical actions to ensure that all Tasmanians feel safe, are empowered to participate, and feel a sense of belonging. It focuses on the key issues Tasmanians told us are most important to them, including addressing racism and fostering social cohesion, encouraging social, civic, education and economic participation to ensure all Tasmanians have opportunities to fulfil their potential, and ensuring community needs are recognised and met through culturally inclusive and accessible services.

The Tasmanian Government has invested \$2 million over the next two years to support the needs of culturally and linguistically diverse Tasmanians. There will be an interim review of progress against the Plan's actions, with a newly established community-led advisory group to ensure the Plan's continued relevance, and to inform future focus areas to achieve these outcomes.

I would like to thank all community members and groups who contributed their insights, stories, and ideas to shape this Plan. Your voices are integral to ensuring its relevance and success.

I would also like to thank our dedicated community sector, including the Multicultural Council of Tasmania (MCOT), Migrant Resource Centre Tasmania (MRC Tas), Welcome Cultural Services (WCS), Culturally Diverse Alliance of Tasmania (CDAT) and Citizen Tasmania for facilitating community consultations to inform the Plan, and for their ongoing engagement and contribution to developing the Plan.

Together, we can celebrate the richness of Tasmania's cultural diversity and continue to build a state where everyone feels they belong.

Hon Roger Jaensch MP
Minister for Community Services



Introduction

Tasmania has always been culturally and linguistically diverse.

Embracing Diversity, Fostering Belonging: Tasmania's Multicultural Action Plan 2025-2029 focuses on addressing the needs of culturally and linguistically diverse Tasmanians, as defined by the Australian Bureau of Statistics:

Cultural and linguistic diversity

"Groups and individuals who differ according to religion, language and ethnicity and whose ancestry is other than Aboriginal or Torres Strait Islander, Anglo-Saxon or Anglo-Celtic." (ABS 2016 Census)

This ABS definition includes Tasmanian residents who were born in Australia, as well as Tasmanians who have migrated to our island.

The Plan focuses on addressing challenges and concerns that impact the experiences and life outcomes of Tasmanians due to their ethnicity and culture, preferred languages spoken at home, or settlement status.

It also aligns with the Australian Government's priorities for multiculturalism and addressing racism to foster socially cohesive communities.

Over 1,000 culturally and linguistically diverse Tasmanians participated in the consultations to inform the Plan.

They were clear that the Plan needs to address the systems and behaviour that currently shape how Tasmania's workplaces, education and communities think, behave and operate.

The consultation identified:

- Tasmania needs to apply a cultural lens to the policies, programs and services it provides; and
- Communities, education and workplaces need to understand what unconscious bias and racism is, what impact it has on culturally and linguistically diverse Tasmanians and understand how to create an island that is culturally safe and inclusive.

Only then will all Tasmanians feel they are fully recognised and accepted for who they are, feel they belong and are confident that they can flourish in our island state.

Embracing Diversity, Fostering Belonging: Tasmania's Multicultural Action Plan 2025-2029 supersedes *Our Multicultural Island: Tasmania's Multicultural Policy and Action Plan 2021-2023*.

The Plan provides a set of working terms in Appendix 1 to encourage a shared understanding. However, there is work to do to agree on how we talk about people, ideas and behaviour related to cultural and linguistic diversity. Community conversations about terminology will be held as part of implementing the Plan.

Tasmania's multiculturalism

- Tasmania's multiculturalism over time
- Who are culturally and linguistically diverse Tasmanians
- Data matters: understanding outcomes





William Cuffay. 1788 to 1870. Cuffay's father was an African Caribbean slave in St Kitts before gaining freedom and settling in Britain. Cuffay was transported to Tasmania in 1848 and received a conditional pardon in 1857. He was pivotal in the campaign for workers' rights and democratic reform in Australia.

William Paul Dowling, public domain, via Wikimedia Commons.

Tasmania's multiculturalism over time

Many cultures, languages and faiths have shaped the history of Australia. This diversity has both tested and shaped our society.

Australian Government, 2024, Towards Fairness: a multicultural Australia for all

Palawa/Pakana people are the original inhabitants of Tasmania, with a continuous presence for at least 40,000 years. The nine nations had their own ways of knowing, doing and sharing, adapting to the islands' environments with strong social and spiritual traditions.

British colonisation from 1803 changed the cultural and linguistic landscape of Tasmania, through introducing mainly British and Irish cultures and languages.

Waves of migration to Tasmania occurred during and after the colonial period. Throughout the 19th and early 20th century migrants settled from China, Germany, Scandinavia, Greek Islands and Italy, and predominantly European and Asian migrants arrived after World War II. More recently, refugees, asylum seekers, students and skilled migrants from across the globe call Tasmania home.

Today, Tasmania has a culturally and linguistically diverse population comprising of both long-term settled and recently arrived migrants and humanitarian entrants who may be citizens, permanent or temporary residents.

How Tasmania's multiculturalism developed

Pre-colonial and early colonial era

Palawa/Pakana people are the original people of Tasmania and ongoing custodians.

From 1803, Tasmania was established as a British penal colony. Convicts, primarily from England, Ireland, and Scotland arrived. Some convicts had culturally and linguistically diverse ancestries, such as William Cuffay (see p.8).

19th and early 20th century: early non-British migration

The 19th century: Germans and Scandinavians migrated to Tasmania.

The gold rush (1850s–1870s) attracted Chinese miners.

Italians and Greeks arrived in small numbers, mainly as fishermen and farmers.

Post-World War II immigration boom (1945–1970s)

Displaced persons from war-torn Europe, including Polish, Dutch, German, and Baltic migrants.

Central and Eastern European workers for the Hydro-Electric Scheme.

Late 20th century – present: Tasmania's modern multiculturalism

The Vietnam War (1955–1975) - Vietnamese refugee resettlement in Tasmania.

Refugees from conflicts in Sudan, Afghanistan, Syria, and Myanmar.

Increased migration from India, Nepal, China, Malaysia, the Philippines, and African nations.

Global migration related to education, skilled and seasonal workers.



Who are culturally and linguistically diverse Tasmanians?

Tasmanians are increasingly culturally and linguistically diverse.

Ancestry

In 2021 **121** Tasmanian ancestries that were not Anglo-Saxon / Celtic or Aboriginal.¹



Top 10 ancestries – Tasmanian community 2021²

German: 19,878

Chinese: 12,331

Dutch: 11,838

Italian: 8,460

Nepali: 6,715

Indian: 5,859

Polish: 4,130

Filipino: 3,389

Greek: 2,602

French: 2,284

New identities since 2016³

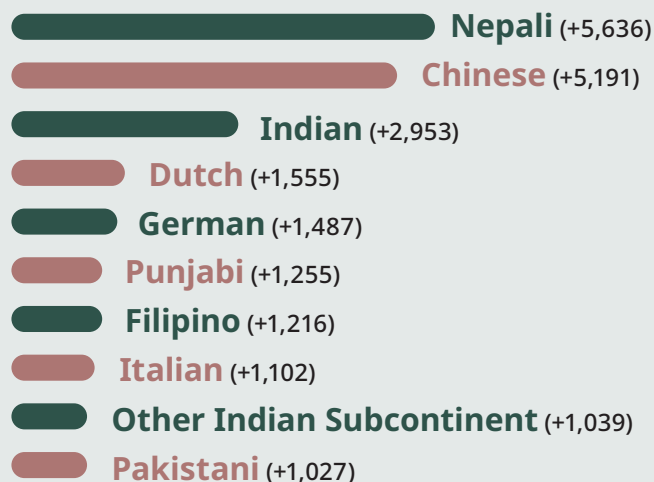


Sikh

Hazara

Nigerian

Largest increases in identities since 2016⁴



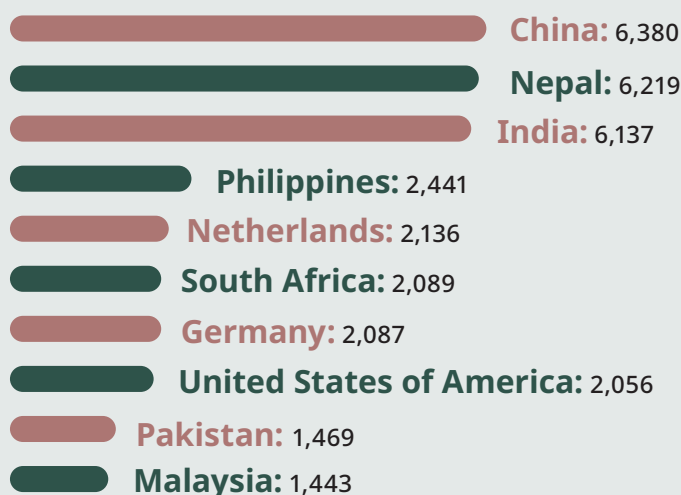
Migration

In 2021 **1 in 5**

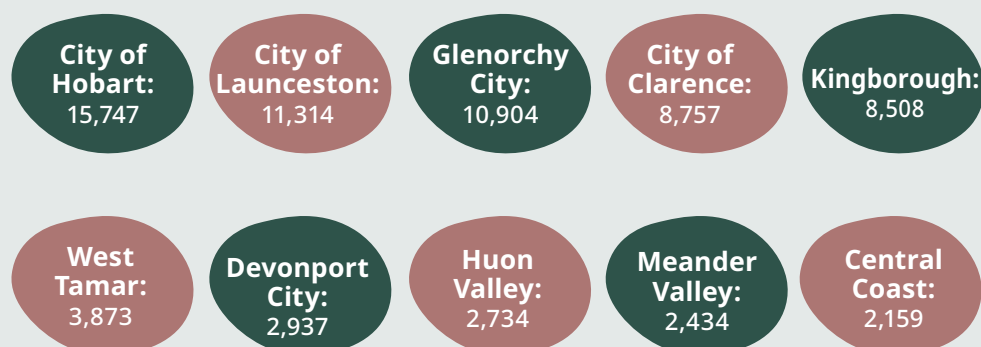
(over 85,500) Tasmanians were born overseas. This is around 25,000 more Tasmanians than in 2016.⁴



Top 10 places
Tasmanians
born overseas
come from⁵



Tasmanian local councils with the highest number of people born overseas⁶



Migration

In 2021 **55,233** Tasmanian residents held visas.⁷



Tasmanian Resident Visa Holders⁷

Over **29,000** Tasmanian residents had permanent visas, including over **3,800** humanitarian visa holders **26,000** had temporary visas including students and working holiday makers.

Biggest increases under the permanent visa stream since 2016⁸



Skilled = **154** per cent
Family = **47** per cent

Biggest changes under the temporary visa stream 2016 to 2021⁹



Students = **+6** per cent
Skilled = **-27** per cent
Working Holiday Maker = **-28** per cent

Humanitarian entrants in Tasmania¹⁰



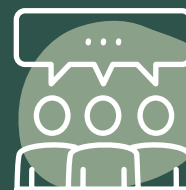
During 2024, **293** people on humanitarian visas arrived to settle in Tasmania.

They arrived from **Afghanistan, Iran, Ethiopia, Eritrea, Sudan, South Sudan, the Democratic Republic of the Congo, Kenya, Myanmar, Pakistan, Syria** and **Yemen**.

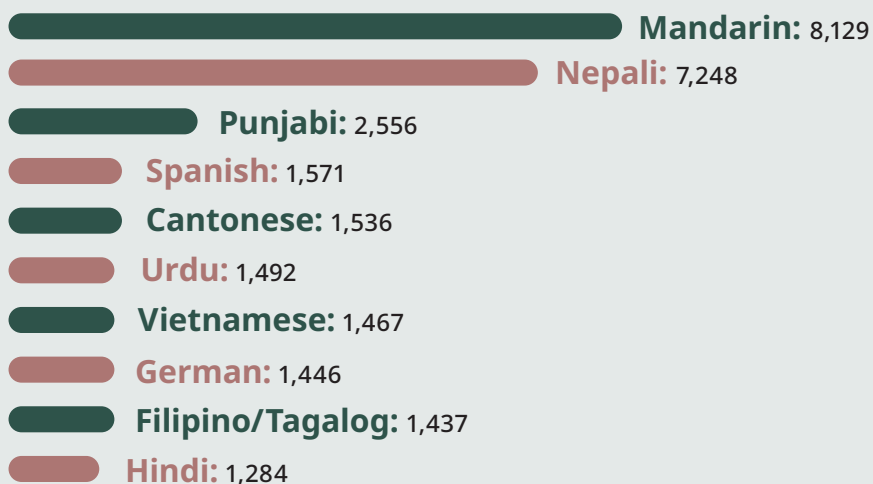
Languages spoken at home

In 2021, nearly **1 in 10**

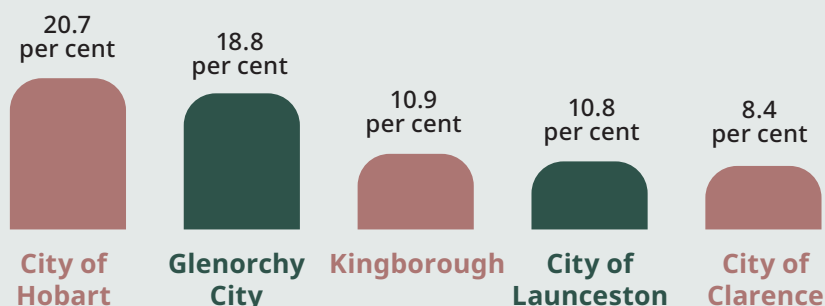
(over 48,500) Tasmanians used a language other than English at home. This is an increase of 21,000 more Tasmanians than in 2016.¹¹



Top 10 languages spoken at home in Tasmania in 2021¹²



Tasmanian local councils with the highest speakers of languages other than English in 2021¹³



How many Tasmanians need **language services**?¹⁴



In 2021 over **5,000** (nearly 1 per cent) Tasmanians said they spoke English not well or not at all. This is **750** more Tasmanians than in 2016.

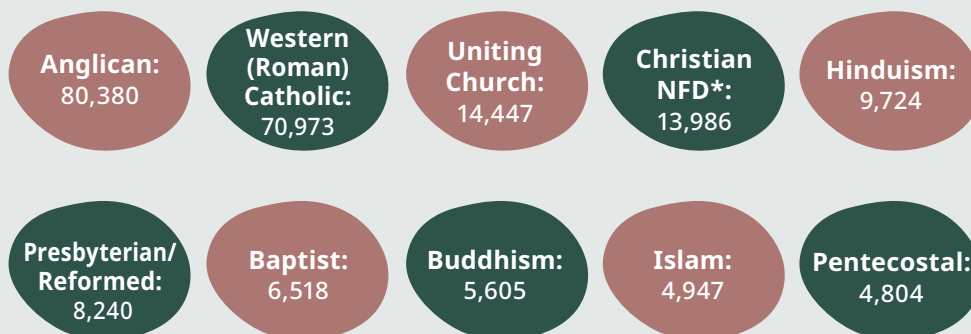
Faith

In 2021, **2 in 5**

(242,087) Tasmanians reported having a religious affiliation. This is a decrease of 26,579 since 2016.¹⁵



Most common religions practiced in Tasmania in 2021¹⁵



**Not further defined.*

Fastest growing religions practiced in Tasmania 2016-2021¹⁵



Hinduism (+7,170 persons)

Islam (+2,449 persons)

Buddhism (+1,556 persons)

Fastest declining religions practiced in Tasmania 2016-2021¹⁵



Anglican (-23,459 persons)

Western Roman Catholic (-8,444 persons)

Uniting Church (-4,894 persons)

The most recent data included in this Plan is mainly sourced from the 2021 Census. The next Census is planned for 2026, which will highlight how Tasmania's diversity has evolved over the five years before this Plan.

Data matters – understanding outcomes

The Plan focuses on how we support better outcomes for Tasmanians facing challenges due to their:

- Ethnicity or culture;
- English language proficiency (where English is not their first language); or
- Settlement status, if they are not an Australian citizen.

Understanding social, economic and health vulnerabilities faced by specific culturally and linguistically diverse Tasmanians, along with barriers to service use, is critical to planning and tailoring equitable services.

Like all Tasmanians, where we live, our income, education level and economic circumstances, genetic predispositions, our social support and relationships with family and friends can all impact on our access to services, our experiences and our outcomes.¹⁶

Globally, we also know that some diseases are more prevalent in populations with certain ancestries. In Australia, we know that ethnicity, settlement experiences and English language proficiency can help predict health risks and disease prevalence for certain communities.¹⁷

We also know that culturally and linguistically diverse Tasmanians are likely to experience additional structural barriers to positive outcomes. Exposure to systemic challenges, such as unconscious bias and racism, may:

- Make it even more difficult to access programs and services.
- Risk negatively impacting the self-worth, mental health, life choices, and outcomes for Tasmanians.
- Add to existing intergenerational trauma and trauma triggered by personal experiences and events.¹⁸

However, we cannot understand what we do not monitor.¹⁹ Understanding risks, experiences and outcomes for culturally and linguistically diverse Tasmanians is challenging as current state and national monitoring systems do not consistently capture data about ethnicity or culture, language use and proficiency, or settlement status.²⁰

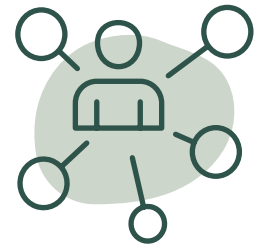
Only 47 per cent of participants in the 2024 Mapping Social Cohesion Report felt a sense of belonging to a great extent. Racism and under-recognition in policies and services - including invisibility in data - were key reasons.²¹

What Tasmanians told us

- Who informed the Plan?
- Priorities of culturally and linguistically diverse Tasmanians



Who informed the Plan



Tasmanians

Over **1,000** Tasmanians participated in the community consultations:

950

participants facilitated by MCOT, MRC Tas, and WCS.

150

participants facilitated by CDAT and Citizen Tasmania.

6

service providers contributed feedback on areas such as employment, housing and healthcare.

Consultations were completed through:

- Online surveys
- Discussions
- Workshops

Who were the participants?

- The greatest number of respondents were in the **25-44** age bracket.
- Just under **three-quarters** of respondents were based in the south of the state.
- Approximately **70 per cent** of respondents spoke a language additional to English, with the most common being Nepali.
- Just under **30 per cent** of respondents were skilled migrant workers, with half arriving between two and five years ago.
- Over **80 per cent** of humanitarian entrants who responded arrived as refugees.



Governance

From January 2024, the Action Plan has been guided by a Working Group, which includes representation from:

- Multicultural Council of Tasmania
- Migrant Resource Centre Tasmania
- Welcome Cultural Services
- Culturally Diverse Alliance of Tasmania
- Citizen Tasmania

Priorities of culturally and linguistically diverse Tasmanians



Key messages

Tasmanians were clear about their priorities for creating an inclusive island state.



Nothing about us without us

The governance of the Tasmanian Government's multicultural portfolio should include representation from culturally and linguistically diverse communities. There should be more Parliamentary focus on multicultural affairs, with culturally and linguistically diverse Tasmanians at the centre of the vision, the design and the delivery of policies, programs and services tailored to their needs.



To belong we need to feel safe

Racism and discrimination needs to be recognised and dealt with effectively within education, employment and communities. This will improve the quality of life, feelings of safety and wellbeing, and a sense of value and belonging for culturally and linguistically diverse Tasmanians.



We want to participate and feel we belong

Accessible language services and culturally inclusive education, workplaces, healthcare, and mental health and community services are essential to enable culturally and linguistically diverse Tasmanians to participate in Tasmanian life.



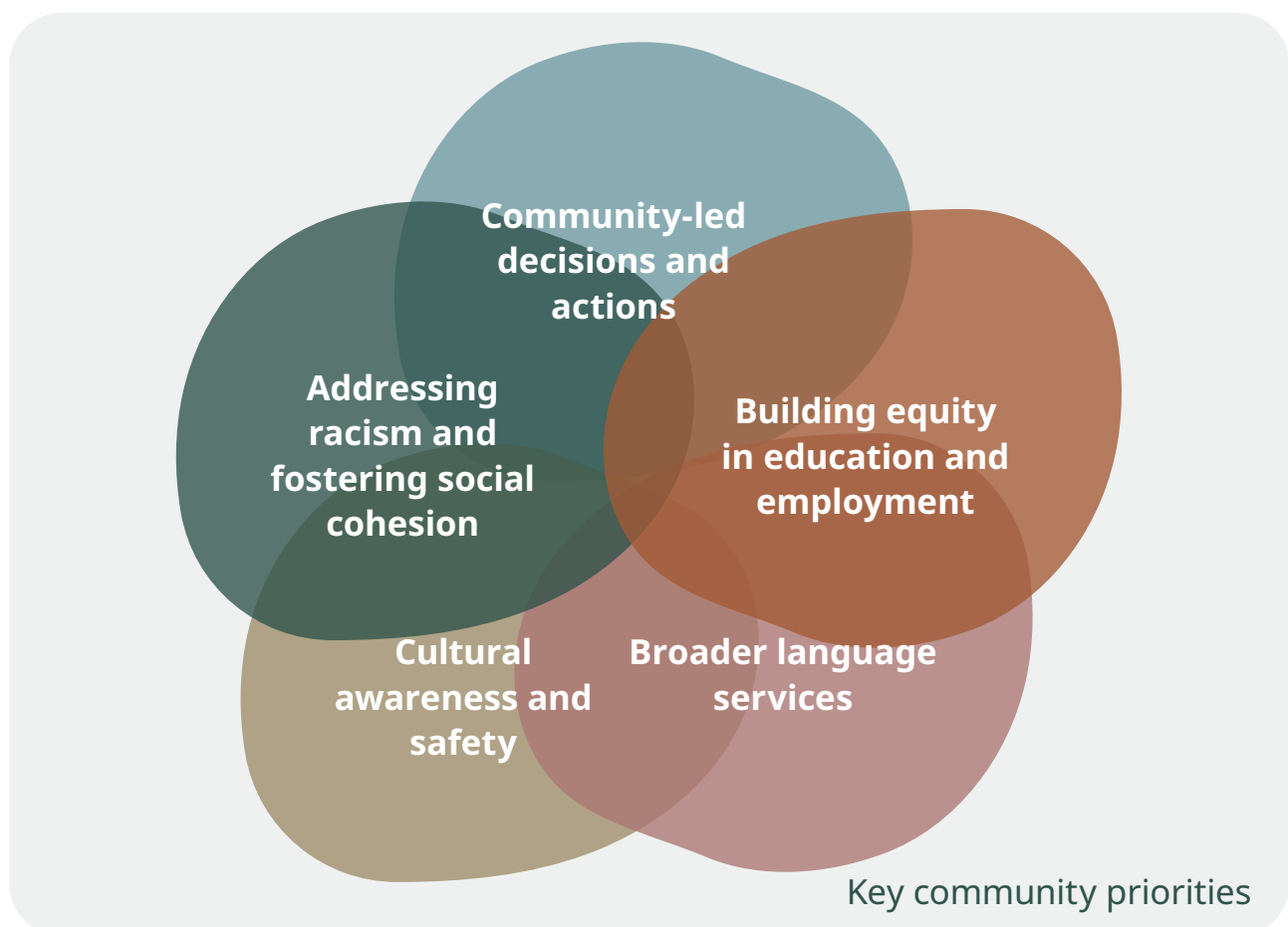
We can't be what we don't see

There is limited representation of culturally and linguistically diverse Tasmanians in various aspects of Tasmanian society, including leadership positions, media and Government services. This can create feelings of exclusion and marginalisation.



Key community priorities

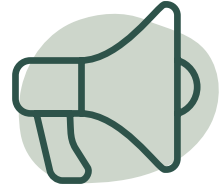
There are five key action areas communities told us to prioritise:



Community-led decisions and actions

What we heard

- Culturally and linguistically diverse Tasmanians want to be part of conversations and decisions on matters that impact their lives.
- Tasmanians want to understand how to hold safe conversations with decision makers and be listened to.
- With respectful acknowledgement of the need to prioritise and respond to the experiences and needs of Tasmania's Aboriginal people, culturally and linguistically diverse Tasmanians want to ensure decision makers understand the impacts of systemic barriers, such as racism and discrimination, on Tasmanians' experiences and outcomes.



Key priorities include:

- **A clear Ministerial focus on multicultural affairs:** either through a specifically appointed Ministerial position or a community-led advisory group.
- **A shared understanding of what we mean:** how we talk about communities, what social cohesion is, what cultural curiosity; awareness; competency; literacy; safety; and, inclusion are, as well as understanding racism and its impacts.
- **A shared understanding of issues, progress and outcomes for culturally and linguistically diverse Tasmanians:** through dialogue and through collecting meaningful data Tasmania needs to design and monitor policies and programs through the lenses of ethnicity, language use and settlement status, as well as through an intersectional lens.

"The Tasmanian Government can continue to encourage the involvement of migrants in social policies, consultations, employment etc."

Participant, consultations for the Multicultural Action Plan

Addressing racism and fostering social cohesion

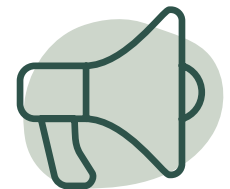
What is racism?

The Australian Human Rights Commission defines racism as:

“The process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others.”

We heard:

- Racism and discrimination are inhibiting quality of life, feelings of safety and wellbeing, equity, and a sense of value and belonging for culturally and linguistically diverse Tasmanians.
- Experiences are reported across education, employment, through interactions with Tasmania Police and the criminal justice system, in accessing services and in interactions within communities across Tasmania.
- Tasmania needs to improve social cohesion, cultural awareness and understanding of the impacts of racism and discrimination, to ensure that culturally and linguistically diverse Tasmanians can live safe, healthy and respected lives.
- There is a need to increase community understanding of anti-discrimination laws and how to report incidents. Culturally and linguistically diverse Tasmanians experiencing racism, racially motivated incidents and discrimination need to feel safe when they report incidents.
- Tasmania needs to improve access to appropriate supports for victims of racism.



“I think we really need more campaigns on inclusion, welcoming a diverse society and calling out racism. I’ve seen the bystander effect too often, and people are not being empowered to speak for themselves or others.”

Participant, consultations for the Multicultural Action Plan

What does racism look like?

Racism can take many forms, such as comments or jokes that cause offence or hurt, name-calling or verbal abuse, and harassment or intimidation. It also includes commentary online or in the media that increases hostility toward particular groups, and in its most serious form, physical abuse and violence.

Racism breaches the fundamental right of all Tasmanians to be treated with respect and dignity.²²

The 2024 *Mapping Social Cohesion Report* outlines that the sense of belonging and social justice of Australians is significantly below long-term averages.

One in three overseas-born Australians from non-English speaking backgrounds in the *Mapping Social Cohesion* survey reported that they experienced discrimination based on skin colour, ethnic origin or religion in the past 12 months.²³

This strain in social cohesion is evident in Tasmania. There have been numerous media reports and community complaints of racially motivated discrimination, abuse, harassment and violent attacks within the last two years.

Racism and discrimination have wide-ranging impacts on individuals and Tasmanian communities. It can lead to negative mental and physical health and well-being outcomes for individuals, and can create divisions and destroy community cohesion.

What is social cohesion?

There is no agreed definition in Australia.

The Scanlon Institute focuses on:

“The willingness of members to cooperate with each other to survive and prosper.”

Social cohesion requires anti-racism and preventing the negative racialisation and ‘othering’ of communities.²⁴

The Tasmanian Government is committed to nurturing an environment where cultural understanding, appreciation and respect flourish.

“Everyone is included, respected and valued regardless of nationality or religion, and most importantly, regardless of how long anyone has called Tasmania home.”

Participant, consultations for the Multicultural Action Plan

What we currently do



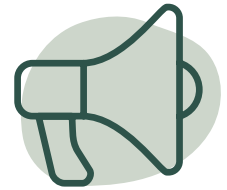
The Tasmanian Government is committed to combatting racism and discrimination to create an environment where everyone feels safe, has their potential nurtured to participate and achieve, and feels a sense of belonging. This includes:

- A proactive approach to working with communities, businesses and MCOT to respond to community safety concerns. The Tasmanian Government committed \$500,000 to addressing racism and fostering social cohesion during 2023-24.
- During 2023-24, MRC Tas was funded to immediately meet the statewide demand for additional counselling and psychosocial support services across Tasmania for communities affected by racial discrimination, abuse and harassment.
- In November 2024 the Social Cohesion Small Grants program was finalised, providing \$200,000 in funding to 13 community projects to address racism and foster social cohesion via localised initiatives throughout Tasmania.
- During 2024, the Department for Education, Children and Young People (DECYP) launched a new anti-racism program in trial schools.
- DECYP is also addressing bullying and discrimination in schools through several initiatives, including the Student Behaviour Management Policy and Procedures, the Safeguarding Framework, the School Health Nurse Program, and ensuring a School Support and Wellbeing Team is present in each school.
- The Minister for Justice and the Department of Justice (DoJ) monitor and respond to any legislative issues arising under the *Anti-Discrimination Act 1998*.
- Tasmania Police's intelligence gathering systems allow for the capture of data relating to issues-motivated groups, extremist groups, and hate-motivated activities (including religion and racism among others).

Cultural awareness and safety

What we heard:

- The level of culturally responsive teaching and culturally safe support within the Tasmanian education system is not sufficient for families to navigate and succeed in the Tasmanian education system.
- Access to affordable, culturally safe and trauma-informed healthcare, mental health services and community services are vital for Tasmania's culturally and linguistically diverse communities to know their needs are recognised and addressed.
- Ensuring employers and specialist employment services are culturally inclusive, understand how to address discrimination, and support migrant Tasmanians to find meaningful employment to help them settle long-term in Tasmania.
- The lack of affordable, appropriate, secure and accessible housing options is undermining the wellbeing and settlement of culturally and linguistically diverse Tasmanians.



“Have places like the Multicultural Hub where people of diverse cultures can meet in a safe environment.”

Participant, consultations for the Multicultural Action Plan

What we mean: cultural awareness to cultural inclusion

Cultural awareness

Understanding differences and their impacts on people's access and outcomes.

Cultural sensitivity

Accepting cultural diversity as legitimate and understanding unconscious bias.

Cultural safety

Culturally appropriate environment designed with communities.

Cultural inclusion

Addressing and supporting individuals from diverse cultures, valuing their unique perspectives and contributions within a specific setting.



“At the moment Glenorchy City seems to be a place that provides well in terms of shops, support, advocacy and a range of medical services that provide multi-lingual medical staff. We need similar services in other Tasmanian communities.”

Participant, consultations for the Multicultural Action Plan

Culture plays a crucial role in shaping an individual's or a community's sense of identity, and is shaped by many intersecting factors including age, ability, ethnicity, sexual and gender diversity, religion, economic status, power and lived experience.

Cultural awareness and competency require a new way of thinking about culture. It means being open to new ideas that may conflict with the ideas, beliefs and values of your own culture, and being respectful and able to see these differences as equal. It also involves interacting with others in a way that is safe and supportive and being respectful of everyone's backgrounds, beliefs, values, customs, knowledge, lifestyle and social behaviours.

Cultural safety and inclusiveness require an understanding of how to recognise and address unconscious and conscious biases and discrimination in ways that create safe environments for people to address them. Providing appropriate and responsive access to language services is a critical part of this.

Providing culturally safe and inclusive education, training, workplaces, services and support is vital for culturally and linguistically diverse Tasmanians to feel empowered to access, participate and thrive in all areas of their lives. And they require the right approach for Tasmania and for specific environments.

“People from diverse cultures being able to celebrate their traditions alongside of the rest of the community – sharing and caring.”

Participant, consultations for the Multicultural Action Plan

What we currently do

- The Tasmanian Government is committed to improving cultural awareness, safety and inclusion across all domains of Tasmanian life so that everybody feels empowered to access the supports that they need to participate and thrive.
- DECYP has developed a staff induction and training program that incorporates best practices in diversity and inclusion and online cultural awareness and training courses are offered for all schools to opt in to.
- DECYP also offers onsite learning delivered by English as an Additional Language (EAL) advanced support teachers or social workers, and partnerships with non-government organisation subject matter experts.
- DECYP believe in the value of celebrating culturally significant days and events, as this can greatly enhance inclusion and foster a sense of belonging for staff from culturally and linguistically diverse backgrounds.
- In schools, culturally significant days are celebrated in various ways. School students dress up, make things, sing songs and have food to celebrate days and religious festivals from other countries.
- DECYP’s EAL Social Workers support school-based Social Workers by sharing information about culturally and linguistically diverse services in the local community and helping with external referrals to other services.



Language Services

“Information should be made readily available in different languages, more needs to be done for migrants who are looking to contribute to the community.”

Participant, consultations for the Multicultural Action Plan

What we heard:

- Improved usage of interpreting and translating services and bi-cultural workers within education, the judicial system and by many Tasmanian healthcare and service providers is required to ensure Tasmanian migrants, refugees and asylum seekers and humanitarian entrants can access and participate in Tasmanian life and successfully settle in the state.
- For migrants and humanitarian entrants for whom English is not their first language, access to appropriate translation and interpreting services is critical to being able to access services, education and employment, and to navigate social life and systems like healthcare, voting, civic engagement and the judicial system.
- Tasmania does not have a central system to monitor the demand for translation and interpreting services in Tasmania. We know from the National Accreditation Authority for Translators and Interpreters (NAATI) that:
 - The number of non-credentialed providers in the language services sector is increasing, impacting quality service provision and compliance with industry standards.
 - Government is one of the main purchasers of language services,²⁵ and can take the lead in procurement processes that ensure credentialed interpreters and translators and quality services.
 - Current demand for established and emerging language services is not being met by the workforce and supply needs to be supported to encourage new workers to join and remain in the industry.



Most requested languages for translation in Tasmanian services:

Nepali

Mandarin/
Simplified
Chinese

Farsi

Urdu

Tigrinya

Burmese

Arabic

Dari



What we currently do



- The Department of Premier and Cabinet and Department of Health work with the Tasmanian branch of NAATI to monitor local language services issues and needs.
- Through the *Lifting Literacy 3-Year Implementation Plan 2024-2026*, the Tasmanian Government is committed to improving literacy rates to achieve the aspirational goal of 100 per cent literacy, so that all Tasmanians have the right support to reach their full literacy potential.
- DECYP encourages all schools to use interpreters to engage with families as needed with the services provided at no cost to the school or the family:
- DECYP's EAL Service provides training to access and use interpreters. Staff are available to assist connecting schools with interpreters both face-to-face and via the Translating and Interpreting Service (TIS).
- DECYP supports students within mainstream school settings and provides an online learning class for EAL students in years 7 to 10 which helps facilitate conversational English with peers while having interpreters present.
- Libraries Tasmania enables adults to develop their English skills through services such as the Adult Literacy Service, 26TEN, free English Conversation Groups, and story based programs supporting early literacy foundations.
- Business Tasmania provides an interpreting service for clients contacting, and for advisory services including the Tasmanian Business Advice Service and New Business Support Pilot Program.

- Tasmania Police officers carry assistance cards and booklets in four languages (Arabic, Chinese, Farsi and Nepali), to assist Tasmanians who speak a language other than English.
- Driver training material is available on the Department of State Growth (DSG) website in a variety of languages. These languages were identified in collaboration with MRC Tas. Interpreters are available for driving assessments and knowledge tests.
- The multi-language Fishing in Tasmania brochure includes information in simplified Chinese, Malay, Hindi, Korean and Vietnamese. A secondary flyer has been produced to better engage with members of the Pacific Australia Labour Mobility (PALM) worker community. This flyer is accessible in Bislama (Vanuatu), Fijian, Samoan, Tetum (Timor Leste), Tok Pisin (PNG) and Tongan.

“From my experience working in different organisations within both the public and private sectors in Tasmania, I have had an opportunity to see how the interpreter system works. Quite often there are not enough translators available. Expanding this network and ensuring there are more translators from a variety of backgrounds with more language options available would help migrant access to services.”

Participant, consultations for the Multicultural Action Plan





Building equity in education and employment

What we heard

- There is limited representation of culturally and linguistically diverse Tasmanians in various aspects of Tasmanian society and systems including the parliamentary system, leadership positions, media and Government services. This can create feelings of exclusion and marginalisation.
- The lack of cultural diversity in key areas of life such as education and employment is limiting how culturally responsive, inclusive and safe these environments feel for young people, adults and families. There are very few 'role models' for younger culturally and linguistically diverse Tasmanians to aspire to and to motivate them to stay in Tasmania.
- This is leading culturally and linguistically diverse Tasmanians to feel that diversity in Tasmanian culture is not valued and promoted in key systems and services – only through cultural celebrations.
- There was a strong sense that valuing diversity and tackling discrimination is not a genuine priority.



“Creating training and employment opportunities and encouraging people to participate in decision making processes.”

Participant, consultations for the Multicultural Action Plan

What we currently do



- Cultural and linguistic diversity is one of the priority areas identified within the DoJ *Diversity, Equity and Inclusion Strategy*. DoJ currently has several measures that track diversity and inclusion within the DoJ workforce. Inclusion is also measured through employee surveys, such as the DoJ Employee Experience Survey and New Starter Surveys.
- The Department of Police, Fire and Emergency Management's (DPFEM) continuation of the Tasmania Police Career Development Program will ensure increasing representation of culturally and linguistically diverse Tasmanians in the Tasmania Police workforce.
- The Tasmania Police Career Development Program, run by recruiting services, is seeing increasing representation of culturally and linguistically diverse Tasmanians in successful applications to Tasmania Police.
- WorkSafe Tasmania's Industry Safety Advisory Service and Helpline provides advice, support and education to businesses to ensure compliance with work health and safety legislation, which may include requirements to provide inclusive and equitable workplaces.
- As part of the *Belonging at NRE Tas* Action Plan, the Department of Natural Resources and Environment Tasmania (NRE Tas) has a 'diversity calendar of significant dates' which notes dates that are recognised and/or celebrated within NRE Tas workplaces.

"People from different cultural backgrounds could share [the] same opportunities on employment, education, healthcare, etc, and there are less discriminations regarding backgrounds."

Participant, consultations for the Multicultural Action Plan

The Framework

- Framework
- Actions
- Monitoring and evaluation
- Governance



Framework

The Plan sets out the Tasmanian Government's vision, outcomes and actions for the next five years.

It focuses on addressing the key challenges Tasmanians told us impact on their experiences and outcomes due to ethnicity and culture, language spoken at home or proficiency with English language and settlement status.

These priorities have shaped the Tasmanian Government's vision, outcomes and actions and how progress will be monitored.



Our vision

What we
want to see

A harmonious, inclusive and respectful multicultural island where all Tasmanians belong, and are enabled to contribute and achieve.

Our priority themes

We feel safe

We participate

We belong

How will
we know
we're achieving
our vision?

Our outcomes

Racism in all forms is reduced.

Culturally and linguistically diverse Tasmanians feel safe from racially motivated violence.

Culturally and linguistically diverse Tasmanians feel their potential is nurtured and harnessed to contribute and achieve.

Culturally and linguistically diverse Tasmanians feel they are recognised and valued, and that their needs are met through culturally safe and accessible services.

Our focus areas

What should
we do to
achieve this?

Addressing racism and fostering social cohesion, and safety.

Social, cultural and civic participation.

Education (early years to tertiary) and training.

Economic participation.

Information Services.

Children, young people and families.

Health and wellbeing.

Housing.

Our enablers

What will
help us to
achieve this?

Governance and consultation: Community-led design, implementation, and review.

Data and evaluation: Strong understanding of our communities and impact: data, monitoring, reporting, planning.

Language and terminology: Accessible language services and respectful terminology across all programs and services.

Inclusion and equity: Cultural awareness and safety and an intersectional lens for programs, services, and workforce development.

Strategic alignment and resourcing: Responsive policies, programs and services across levels of government that are planned, timed and resourced.

Our vision

A harmonious, inclusive and respectful multicultural island where all Tasmanians belong, and are enabled to contribute and achieve.

Outcomes

Our priority themes, outcomes and focus areas have been informed by what we heard Tasmanians need to feel safe around Tasmania, feel that they are enabled to participate in Tasmanian life, and feel that they genuinely belong.

Our priority themes	We feel safe	We participate	We belong
	OUTCOME 1: Racism in all forms is reduced.	OUTCOME 3: Culturally and linguistically diverse Tasmanians feel their potential is nurtured and harnessed to contribute and achieve.	OUTCOME 4: Culturally and linguistically diverse Tasmanians feel they are recognised and valued, and that their needs are met through culturally safe and accessible services.
Our outcomes	OUTCOME 2: Culturally and linguistically diverse Tasmanians feel safe from racially motivated violence.		



Actions

Summary

Our priority actions for the next five years will contribute to outcomes across all three of our themes.

Under each theme, we have summarised our actions, described how we will undertake each action and over what period, and indicated the lead Tasmanian Government Agency.

***“A multicultural community embraces diversity and inclusion, respecting and accepting different cultures.”** Participant, consultations for the Multicultural Action Plan*

Short-term actions

Short-term actions will be delivered in years one and two of the Plan.

Medium-term actions

Medium-term actions will commence from year three of the Plan and will be informed by progress in the first two years.

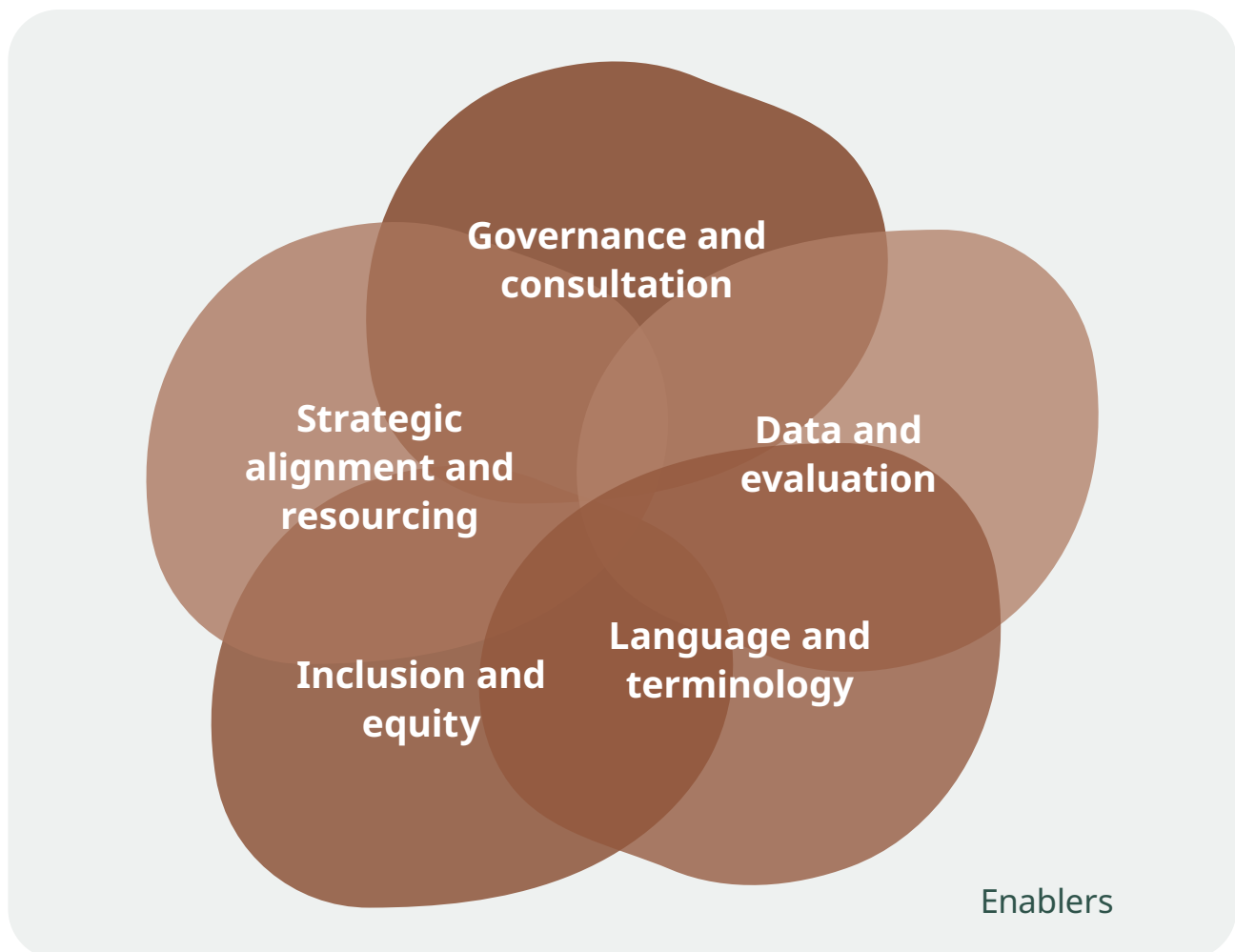
Refreshed actions

There will be an interim review of progress against the actions to ensure the Plan’s ongoing relevancy, and to inform future focus areas.

Enablers: to help us achieve our vision

There are enablers that will help us deliver our actions and achieve outcomes across all focus areas.

These enablers form the foundations for creating a culturally safe Tasmania. They address the main structural inhibitors that culturally and linguistically diverse Tasmanians identified as holding them back across all areas of life:



Enablers – actions summary

We will implement enablers through the actions listed below. They will help deliver outcomes for culturally and linguistically diverse Tasmanians across the breadth of the Plan.

Focus Area	No#	Action	Lead Agency
Governance and consultation	1.	Establish a Ministerial Multicultural Advisory Group (Advisory Group).	DPAC
Data and evaluation	2.	Review and develop meaningful data categories to understand and monitor how culture and ethnicity, language proficiency and settlement status impact on outcomes for Tasmanians.	DPAC
	3.	Explore opportunities to monitor and report on Tasmanian Government initiatives in relation to culture and ethnicity, language service needs and settlement status.	DPAC
Language and terminology	4.	In consultation with the Advisory Group, develop a shared understanding of the language and terminology we use about cultural and linguistic diversity in Tasmania.	DPAC
	5.	Review and update the Tasmanian Government Language Service Guidelines.	DPAC
	6.	The needs for interpreting and translation services are considered across information, services and programs provided by the Tasmanian Government.	DPAC/All Tasmanian Government agencies
Inclusion and equity	7.	Design and develop appropriate resources to promote cultural safety within communities, government agencies, programs and services, organisations and businesses.	DPAC/ All Tasmanian Government agencies
	8.	Consider structural intersectional challenges for culturally and linguistically diverse Tasmanians.	DPAC
Strategic alignment and resourcing	9.	Tasmanian Government strategies and action plans consider the needs of Tasmanians in relation to culture and ethnicity, language service needs and settlement status.	DPAC/All Tasmanian Government agencies



Enablers – actions

Governance and consultation

Action 1: Establish a Ministerial Multicultural Advisory Group.

- DPAC will work with communities and stakeholders to establish a Ministerial Multicultural Advisory Group (Advisory Group) that reflects the diversity of the Tasmanian community.
- The Advisory Group will enable a community-led approach to inform policy, programs and services, and to monitor actions within the Plan.

Timeframe: Short-term

Data and evaluation

Action 2: Review and develop meaningful data categories to understand and monitor how culture and ethnicity, language proficiency and settlement status impact on outcomes for Tasmanians.

- DPAC will work with the Advisory Group to agree on meaningful data categories that will inform planning, targeted policies and programs and equity initiatives based on culture, ethnicity, language proficiency and settlement status.
- SSMO will review questions in the Tasmanian State Service employee survey and consider categories of data requested in the Employee Self Service (ESS) platform to inform future planning.

Timeframe: Short- to medium-term

Action 3: Explore opportunities to monitor and report on Tasmanian Government initiatives in relation to culture and ethnicity, language service needs and settlement status.

- DPAC will work across the Tasmanian State Service to support and foster an understanding of how to effectively target policies, programs and services based on culture, ethnicity, language needs and settlement status.
- DPAC will explore how data on culture, ethnicity, language service needs and settlement status can be used to report on the Tasmanian Government Wellbeing Framework domain outcomes.
- NRE Tas will apply a multicultural lens to policy development.

Timeframe: Short- to medium-term

Language and terminology

Action 4: In consultation with the Ministerial Advisory Group, develop a shared understanding of the language and terminology we use about cultural and linguistic diversity in Tasmania.

- DPAC will work with the Advisory Group to consult and develop respectful and inclusive terminology to describe our communities and what we mean by key concepts like multiculturalism, cultural safety, curiosity, awareness, literacy, competency, racism and anti-racism and social cohesion.
- NRE Tas will review the *Belonging Action Plan* in 2025 and will investigate specific actions to help employees further their inclusive language knowledge especially for those who regularly interact with the public; for example, employees within the Tasmanian Parks and Wildlife Service and Biosecurity Tasmania.

Timeframe: Short- to medium-term

Action 5: Review and update the Tasmanian Government Language Service Guidelines.

- DPAC will work with communities, language service providers, support services and Tasmanian Government Agencies to review and update the Tasmanian Government Language Service Guidelines to ensure they are fit for purpose and can respond to the current and emerging language service needs within our state.

Timeframe: Short-term

“Achieving a truly multicultural community is a continuous process without a clear endpoint. However, there are key indicators of progress.”

Participant, consultations for the Multicultural Action Plan



Action 6: The needs for interpreting and translation services are considered across information, services and programs provided by the Tasmanian Government.

- DPAC will work with the Advisory Group and stakeholders to monitor the workforce and accreditation needs relating to interpreting and translation services. This will include a review of the former Interpreter Training Scholarship program and consideration of establishing a refreshed program.
- DPFEM will explore options to expand resources of the TFS, State Emergency Service and Tasmania Police into a wider variety of languages.
- DECYP will continue to encourage all schools to use interpreters to engage with families as needed. This service is available at no cost to the school or the family.
- DECYP will continue to provide EAL Service training for staff to access and use interpreters.
- NRE Tas will expand languages available on fishing rulers.
- The Royal Tasmanian Botanical Gardens will explore ways to create an accessible and inclusive space that enables all visitors to comfortably experience the botanical collections on display.
- WorkSafe Tasmania will consider options for translation and development of WorkSafe guidance material on rights in the workplace into further languages.
- DoH's Statewide Mental Health Services will increase mental health related resources available in other languages. DoH will continue to provide interpreting and translation services in accordance with Multicultural Language Service Guidelines for Tasmanian Government Agencies.
- NRE Tas will explore ways to ensure interpreting and translation options are available across all services, including engagement with Biosecurity Tasmania.
- DSG will explore possible installation of multi-language signage at driver assessment centres and will continue to work with MRC Tas to understand current issues related to the Driver Training program, with the aim of enhancing driver training material for various cultural groups.

Timeframe: Short- to medium-term

"Integration and coexistence are sought after, and policies and institutions support diversity and intercultural understanding. While challenges remain, striving for these principles brings communities closer to multiculturalism."

Participant, consultations for the Multicultural Action Plan

Inclusion and equity

Action 7: Design and develop appropriate resources to promote cultural safety within communities, government agencies, programs and services, organisations and businesses.

- DPAC will work with the Advisory Group to evaluate and develop resources, training and initiatives that develop cultural safety and address the nature and impacts of discriminatory behaviour in communities, workplaces and service delivery.
- DPAC will work with the Advisory Group on what resources and training are appropriate for different audiences in different settings.
- NRE Tas will continue to roll out employee Respectful Workplace Training and cultural safety training to promote cultural safety.
- DPFEM will continue to provide mandatory workplace diversity and inclusion training for all its employees.
- DECYP will continue to offer schools online cultural awareness and training courses for all schools to opt in to. DECYP also offers onsite learning delivered by EAL advanced support teachers or social workers, and partnerships with NGO subject matter experts.
- DECYP will continue to focus on incorporating a diversity and inclusion lens to all work including an emphasis on recruitment, induction, training and fostering diversity in leadership roles.

Timeframe: Short- to medium-term

Action 8: Consider structural intersectional challenges for culturally and linguistically diverse Tasmanians.

- DPAC will support community-informed and led policy, programs and services across Tasmanian Government initiatives that consider culture and ethnicity alongside structural intersectional challenges such as gender, sexuality, age and living with disability.

Timeframe: Short- to medium-term



Strategic alignment and resourcing

Action 9: Tasmanian Government strategies and action plans consider the needs of Tasmanians in relation to culture and ethnicity, language service needs and settlement status.

- The Tasmanian Government will support the development of community-informed and led policy, programs, services and initiatives that are adequately resourced and that consider culture and ethnicity, language service needs and settlement status.
- DPAC will explore the needs of culturally and linguistically diverse Tasmanians in relation to new strategies and action plans including keeping children safe, family and sexual violence, literacy, volunteering, LGBTIQ+, carers and food resilience.
- NRE Tas will make services more accessible for culturally and linguistically diverse people to have their say.

Timeframe: Short- to medium-term

“[Multiculturalism] encourages cultural exchange and collaboration, values language diversity, and promotes equal opportunities and social equity.”

Participant, consultations for the Multicultural Action Plan

We feel safe

This theme addresses the primary concern that Tasmanians told us needs attention. In alignment with the National Anti-Racism Framework, these actions work together to reduce racism and its impacts in all its forms - structural, institutional and interpersonal, and to support victims.

Outcomes

Our outcomes	OUTCOME 1:	OUTCOME 2:
	Racism in all forms is reduced.	Culturally and linguistically diverse Tasmanians feel safe from racially motivated violence.
Our focus areas	Addressing racism and fostering social cohesion, and safety.	

Achieving these outcomes includes four approaches:

Prevention			Response
Structural change	Awareness raising	Capacity building	Support



We feel safe – actions summary

Focus Area	No#	Action	Lead Agency
Addressing racism and fostering social cohesion, and safety	10.	Ensure Tasmanian legislation and policies address harassment, bullying, violence and crime motivated by prejudice and racism.	DoJ / DECYP
	11.	Develop systems that can monitor and record hate-related criminal incidents to inform current and future responses.	DPFEM
	12.	Develop awareness about what can be raised as a civil or criminal matter around discrimination and racism, and how to report incidents as a victim or witness to racially motivated incidents.	DoJ
	13.	Build the capacity of Tasmanians to develop and operate businesses safely and without fear of racially motivated vandalism and violence.	DPFEM
	14.	Address racism and foster social cohesion through community-led local initiatives.	DPAC
	15.	Invest in therapeutic support services that support victims of racism.	DPAC

These actions align with:

National Multicultural Framework Review, *Towards Fairness – A multicultural Australia for all.*

The AHRC *National Anti-Racism Framework.*

The National Agreement on Closing the Gap 2020, Priority Reform 3 - Transformation of Government.



We feel safe – actions

Addressing racism and fostering social cohesion, and safety

Action 10: Ensure Tasmanian legislation and policies address harassment, bullying, violence and crime motivated by prejudice and racism.

- DoJ will continue exploring options to expand 11B of the Sentencing Act (as per the Sentencing Advisory Council Report's recommendations) to include other attributes that may be the subject of prejudice-motivated offending.
- DoJ will also continue to consider advice from the Anti-Discrimination Commissioner which identifies legislative areas for further review and reform.
- DECYP will continue conducting a substantial legislative review of several relevant acts, including the *Youth Justice Act 1997*, the *Teachers Registration Act 1992* and the *Children, Young People and Their Families Act 1997*. Core tenets of these reviews are to ensure modernisation and that international human rights of children are protected, inclusive of cultural safety.

Timeframe: Short- to medium-term

Action 11: Develop systems that can monitor and record hate-related criminal incidents to inform current and future responses.

- DPFEM will refine data capture relating to prejudice-motivated offending.

Timeframe: Short- to medium-term

“By appreciating and learning from one another, we can foster a deeper understanding of our global community.”

Participant, consultations for the Multicultural Action Plan

Action 12: Develop awareness about what can be raised as a civil or criminal matter around discrimination and racism and how to report incidents as a victim or witness to racially motivated incidents.

- DoJ will work with the Office of the Anti-Discrimination Commissioner (OADC) and the Advisory Group to develop increased safety for reporting and increased avenues for reporting discrimination and other prohibited conduct (such as victimisation) in the workplace.
- DoJ will explore increased collaboration between Tasmania Police and OADC to deliver a joint initiative, in partnership with key stakeholders, relating to addressing racism in Tasmania through legal mechanisms.
- There will also be increased public awareness campaigns addressing that discrimination, victimisation and other prohibited conduct is unlawful.
- OADC will create a Community Reporting Tool to report racism, similar to that developed by the Victorian Equal Opportunity and Human Rights Commission. The OADC complaint and report forms will be translated into different languages.
- DPFEM will develop a three-year Tasmania Police Community Engagement Strategy.
- DECYP will continue to uphold the rights of children and young people in all that the Agency does, particularly the right to an education, to influence decisions that affect them and to be safe from harm.

Timeframe: Short- to medium-term

Action 13: Build the capacity of Tasmanians to develop and operate businesses safely and without fear of racially motivated vandalism and violence.

- DPAC will work with the Advisory Group to review and respond to the needs of Tasmanian businesses.
- Tasmania Police will continue to develop positive relationships with local councils and businesses to support safe communities, including the business community.

Timeframe: Short- to medium-term

"We become more compassionate, more empathetic, and more open-minded individuals. It's through multiculturalism that we can truly create a world that celebrates the beauty of our differences and cherishes the common threads that connect us all." Participant, consultations for the Multicultural Action Plan

Action 14: Address racism and foster social cohesion through community-led local initiatives.

- DPAC will work with the Advisory Group to regularly review priorities for initiatives that address racism and foster social cohesion at a local and state level.
- DPAC will assess initiatives funded under the Social Cohesion Small Grants Program, including demand through the application process, to inform future initiatives.

Timeframe: Short- to medium-term

Action 15: Invest in therapeutic support services that support victims of racism.

- The Tasmanian Government will work with the Advisory Group to develop programs that support victim-survivors of racism.

Timeframe: Short-term

"People from different backgrounds live and work happily together, sharing cultures and supporting each other to progress and contribute to a better community." Participant, consultations for the Multicultural Action Plan

We participate

This priority focuses on addressing structural inhibitors faced by Tasmanians due to their ethnicity, language proficiency or migration status, so they can participate in all aspects of life and achieve their goals. This includes participating in recreational activities, civic and democratic engagement, engaging in education and training that nurtures their interests and talents and maximising employment and business opportunities.

Outcomes

Our outcomes

OUTCOME 3:

Culturally and linguistically diverse Tasmanians feel their potential is nurtured and harnessed to contribute and achieve.

Our focus areas

Social, cultural and civic participation.

Education (early years to tertiary) and training.

Economic participation.

“We have a diversified workforce that represents the fabric of the Australian community.” Participant, consultations for the Multicultural Action Plan



We participate – actions summary

Focus Area	No #	Action	Lead Agency
Social, cultural and civic participation	16.	Build awareness of democratic structures, civic governance and voting processes amongst Tasmanian migrant communities.	DoJ
	17.	Invest in arts and culture capacity building for culturally and linguistically diverse Tasmanians, including dedicated arts and culture spaces for communities to express and share narratives.	DPAC / DSG
	18.	Invest in arts and social events that encourage cultural exchange and promote social cohesion.	DPAC
	19.	Support access to social, recreational and sports activities for migrants and refugees in Tasmania.	NRE Tas
	20.	Provide water safety education and swimming lessons for migrants and refugees in Tasmania.	DSG
Education (early years to tertiary) and training	21.	Ensure access to literacy development and language courses for refugees and migrants.	DPAC / DECYP
Economic participation	22.	Review and consider equity initiatives targeted towards increasing cultural diversity in Tasmanian Government agencies and monitor their progress.	DPAC
	23.	Continue to develop culturally inclusive and safe Tasmanian workplaces.	DPAC
	24.	Engage with industry and employers to develop and disseminate resources that support employers to engage visa holders and recognise migrant skills.	DSG
	25.	Build the capacity of Tasmanians from culturally and linguistically diverse families to develop and grow businesses.	DSG
	26.	Provide specialist training and work pathways for young people.	DECYP / DSG / NRE Tas

We participate – actions

Social, cultural and civic participation

Action 16: Build awareness of democratic structures, civic governance and voting processes amongst Tasmanian migrant communities.

- Following the Tasmanian Electoral Commission's (TEC) 2023 organisational review, DoJ will recruit an Education and Engagement Officer who will work with the Accessibility and Inclusion Coordinator to engage with relevant stakeholders to improve accessibility and engagement with Tasmanian communities.
- TEC will work with stakeholders to develop communication and engagement strategies to improve participation within migrant and multicultural Tasmanian communities.
- Tasmanian Government schools will continue to deliver the Australian Curriculum which contains content on democratic structures, civic governance and voting processes.
- DECYP will continue to promote the National Schools Constitutional Convention as an avenue for Tasmanian Government students to participate in civic and citizenship processes at a national level, and encourage participation in the annual What Matters? Writing Competition.

Timeframe: Short-term

"An environment in which people feel comfortable expressing their cultural heritage and learning about those of other people, through conversations, public events and the arts." Participant, consultations for the Multicultural Action Plan

Action 17: Invest in arts and culture capacity building for culturally and linguistically diverse Tasmanians, including dedicated arts and culture spaces for communities to express and share narratives.

- DPAC will work with MCOT and the Glenorchy City Council to ensure southern Tasmania has a thriving Multicultural Hub to host events and gatherings for newly arrived and established culturally diverse communities.
- The Tasmanian Government will liaise with the Advisory Group to identify further opportunities to build capacity, talent and spaces.
- DSG will consider additional support options needed for multicultural community organisations to access information, apply for, and engage with grants and initiatives within arts and cultural development.

Timeframe: Short-term



Action 18: Invest in arts and social events that encourage cultural exchange and promote social cohesion.

- DPAC will administer grants for established cultural festivals, Estia, Festa Italia, Chinese New Year and Diwali.
- DPAC will establish and deliver the Multicultural Community Festivals Small Grants Program providing \$80,000 over two years to support new and emerging communities to celebrate cultural events.

Timeframe: Short-term

Action 19: Support access to social, recreational and sports activities for migrants and refugees in Tasmania.

- Administered by NRE Tas, the *Tasmanian Recreational Sea Fishing Strategy 2021-2030* has an action to refresh the Fish Care Program to better engage priority audiences including culturally and linguistically diverse fishers.

Timeframe: Short-term

Action 20: Provide water safety education and swimming lessons for migrants and refugees in Tasmania.

- DSG will explore funding options to provide water safety education and swimming lessons for migrants and refugees in Tasmania.
- DECYP will continue to deliver the Swimming and Water Safety Program to Tasmanian Government School students.

Timeframe: Short-term

Education (early years to tertiary) and training

Action 21: Ensure access to literacy development and language courses for refugees and migrants.

- Action 12 of the *Lifting Literacy Implementation Plan 2024-2026* is to support culturally and linguistically diverse learners of all ages through schools, libraries and TasTAFE by offering targeted opportunities for literacy development and access to reading related activities in community languages.
- DECYP will continue to provide existing services and programs that support conversational English language acquisition in schools and libraries.

Timeframe: Short- to medium-term

Economic participation

Action 22: Review and consider equity initiatives targeted towards increasing cultural diversity in Tasmanian Government agencies and monitor their progress.

- SSMO will review and refresh initiatives that recruit and retain culturally and linguistically diverse workforce and ensure access to leadership pathways.
- Through the *Belonging at NRE Tas* Action Plan, NRE Tas will continue to focus on improving key areas, such as making recruitment processes more inclusive, ensuring diversity and inclusion policies are accessible for all, and improving how diversity data is collected and reported.
- Cultural and linguistic diversity is one of the priority areas identified within the DoJ *Diversity, Equity and Inclusion Strategy*, and is an area that will receive increased focus in the coming year.

Timeframe: Short- to medium-term



Action 23: Continue to develop culturally inclusive and safe Tasmanian workplaces.

- SSMO will work with the Advisory Group and its workforce to consider how to further create cultural safety through induction, training, recognition of significant days and clear processes for reporting racially motivated incidents.
- DoJ will develop a Respectful Relationships program that will provide training relating to using emotional intelligence as a foundation for building respectful relationships, leading through positive and values-based workplace behaviours, preventing and responding to bullying, discrimination and harassment, as well as general inclusion at work, unconscious bias, cultural awareness, stereotyping and psychosocial safety. In addition, DoJ will review and update its full suite of workplace behaviour policies.
- NRE Tas will continue to roll out employee Respectful Workplace Training and cultural safety training to promote cultural safety.
- Homes Tas will continue to offer cultural safety and awareness training to staff and will seek feedback from staff about any cultural days/holidays they want to celebrate.
- DSG's *Diversity, Equity and Inclusion Strategy 2022-25* outlines a commitment to making a more diverse, inclusive and equitable workplace. The strategy is supported by a series of action plans and focuses efforts toward making a diverse and inclusive workplace, creating a safe a respectful workplace, and supportive and inclusive workplace culture.
- DECYP will introduce mandatory training for managers and principals that centres on preventing workplace discrimination. This training will focus on effective anti-racism strategies, empowering leaders to enhance their management skills and provide better support for all staff.

Timeframe: Short- to medium-term

Action 24: Engage with industry and employers to develop and disseminate resources that support employers to engage visa holders and recognise migrant skills.

- DSG will explore ways to connect with industry and employers to identify and access information regarding Australian Government migration programs and services, relevant Tasmanian Government programs and develop and disseminate a set of resources to better position employers to engage visa holders and support utilisation of migrant skills in Tasmania.

Timeframe: Short- to medium-term

Action 25: Build the capacity of Tasmanians from culturally and linguistically diverse families to develop and grow businesses.

- DSG will deliver the Multicultural Small Business Grant Program to support small businesses in obtaining advice, coaching, training, or to deliver projects that contribute to growth.

Timeframe: Short- to medium-term

Action 26: Provide specialist training and work pathways for young people.

- DECYP is committed to involving and empowering children and young people. The *UN Convention on the Rights of the Child* requires us to listen to and consider their views in all our work. To achieve this, DECYP is creating a Participation and Empowerment Strategy. The strategy will provide a clear plan for engaging with children and young people.
- DSG will explore ways to promote the Training and Work Pathways Program (TWPP) to organisations that are working with or have an interest in creating opportunities for culturally and linguistically diverse youth.
- NRE Tas will explore ways to promote entry level programs to multicultural communities to attract a wider range of applicants.

Timeframe: Short- to medium-term

These actions align with:

The National Agreement on Closing the Gap 2020, Priority Reform 3 - Transformation of Government.



We belong

This priority focuses on ensuring services and programs are culturally inclusive and safe for culturally and linguistically diverse Tasmanians.

Outcomes

Our outcomes

OUTCOME 4:

Culturally and linguistically diverse Tasmanians feel they are recognised and valued, and that their needs are met through culturally safe and accessible services.

Our themes

Information services.

Children, young people, and families.

Health and wellbeing.

Housing.

We belong – actions summary

Focus Area	No#	Action	Lead Agency
Information services	27.	Provide targeted program and service information for migrant and culturally diverse Tasmanians.	DPAC
Children, young people and families	28.	Provide targeted engagement programs for children and young people.	DPAC / NRE Tas
	29.	Provide culturally safe family support services and family and sexual violence services no matter visa status.	DoJ / DPAC
Health and wellbeing	30.	Support healthcare and therapeutic services to build a better understanding of healthcare and mental health needs related to ethnicity.	DoH
	31.	Provide culturally safe preventative campaigns around mental health.	DoH
	32.	Focus on and increase culturally safe support for postnatal depression.	DoH
	33.	Develop a Communications Strategy to inform the development of consistent, targeted and culturally safe gambling harm education for culturally and linguistically diverse communities.	DPAC
Housing	34.	Provide information and training for migrants on tenancy rights in relevant languages, and for landlords and tenants who are migrants.	DoJ
	35.	Provide targeted accommodation and Housing Support Workers for refugee and humanitarian entrants in Tasmania.	Homes Tas / DPAC

We belong – actions

Information services

Action 27: Provide targeted program and service information for migrant and culturally diverse Tasmanians.

- DPAC will work with the Advisory Group to review audiences and appropriate content and formats for information. This will include a review of the Multicultural Access Point.

Timeframe: Short-term

“When people are welcomed into our society, and we have the services to support their integration into society fully.”

Participant, consultations for the Multicultural Action Plan

Children, young people and families

Action 28: Provide targeted engagement programs for children and young people.

- DPAC will work with the Advisory Group to explore relevant and culturally safe child and youth engagement programs, and how they may be implemented in Tasmania.
- Administered by NRE Tas, the *Tasmanian Recreational Sea Fishing Strategy 2021-2030* has prioritised engaging with young and culturally and linguistically diverse Tasmanians to ensure fishing and activities around fish stewardship are more accessible.

Timeframe: Short- to medium-term

“When our kids can go to school and play sport and there are no comments about their colour, dress, or speaking their own language. When it’s safe for them to be with their families and they can be who they are.”

Participant, consultations for the Multicultural Action Plan

Action 29: Provide culturally safe family support services and family and sexual violence services no matter visa status.

- DoJ will improve funding for and awareness of community organisations that support victim-survivors, their children and families from culturally and linguistically diverse backgrounds.
- DoJ will also improve funding, awareness and access to interpretation services for increased availability to services and the courts.
- DPAC will continue to support the implementation of culturally safe practices in community organisations that provide services for victim-survivors, their children and families.

Timeframe: Short- to medium-term

Health and wellbeing

Action 30: Support healthcare and therapeutic services to build a better understanding of healthcare and mental health needs related to ethnicity.

DoH's Public Health Services will:

- Promote and monitor Culture, Language and Health online training and resources available to all DoH staff.
- Continue current funding agreement with the Australian Red Cross Bi-Cultural Health Project.
- Facilitate the Migrant Support Network to provide a platform for collaboration, service coordination and referral, sharing of training and resources, and advocacy.
- Finalise the next Health Literacy Action Plan to support DoH staff and the broader sector with skills to understand and strengthen health literacy.

DoH's Statewide Mental Health Services will:

- Collaborate with the sector to develop specific mental health initiatives to ensure that mental health services are culturally safe and appropriate for the different population.
- Promote DoH-approved online learning resources (Culture, Language and Health) training to Community Sector Organisations.

Timeframe: Short- to medium-term

"When people of different cultures are living together in harmony."

Participant, consultations for the Multicultural Action Plan

Action 31: Provide culturally safe preventative campaigns around mental health.

- DoH's Public Health Services will consider options in all public health information campaigns for the translation of community communications and continue to work with community partners and key stakeholders to ensure appropriate formats are produced.
- DoH's Mental Health, Alcohol and Drug Directorate will focus on preventive measures in alignment with strategic priorities and partner with key stakeholders to support initiatives.
- DoH's Mental Health, Alcohol and Drug Directorate will collaborate with Primary Health and wellness clinics to promote mental health in the community.

Timeframe: Short- to medium-term

Action 32: Focus on and increase culturally safe support for postnatal depression.

- DoH's Statewide Mental Health Services will continue to provide Mother and Baby Unit and Perinatal Mental Health Services.

Timeframe: Short- to medium-term

Action 33: Develop a Communications Strategy to inform the development of consistent, targeted and culturally safe gambling harm education for culturally and linguistically diverse communities.

- DPAC will work with an external consultant to deliver this strategy through the Gambling Support Program (GSP).
- The consultant will work collaboratively with MCOT and consult with other community organisations, gambling support providers and government gambling programs across other jurisdictions.

Timeframe: Short-term

"When the neighbours care for each other irrespective of their race, language and religion." Participant, consultations for the Multicultural Action Plan

Housing

Action 34: Provide information and training for migrants on tenancy rights in relevant languages, and for landlords and tenants who are migrants.

Consumer Building and Occupational Services (CBOS) will:

- Consult the Advisory Group and migrant communities on effective approaches;
- Provide copies of the Rental Guide and other relevant information for consumers in additional languages;
- Share Facebook posts in alternative languages;
- Provide the Rental Guide to relevant stakeholders such as the Migrant Resource Centre Tasmania; and
- Attend organised forums/events with the multicultural community.

Timeframe: Short- to medium-term

Action 35: Provide targeted accommodation and Housing Support Workers for refugee and humanitarian entrants in Tasmania.

- Homes Tasmania will continue to monitor and review the need for targeted accommodation and supports for refugee and humanitarian entrants in Tasmania.
- DPAC will evaluate the HomeStay pilot program to consider the need for and design of initiatives to encourage sustainable community accommodation options for humanitarian entrants across Tasmania.

Timeframe: Short- to medium-term



Monitoring and evaluation

It is important that the Tasmanian Government maintains a full and clear understanding of our culturally and linguistically diverse communities. This requires the collection of meaningful information about diverse Tasmanian people and communities and the impacts of policies and programs designed to enable their wellbeing and prosperity, such as health, education, employment, housing and other key needs.

Data collected needs to be intersectional to understand how ancestry, language proficiency and settlement status, as well as other attributes, such as sex, gender, disability and age, impact on experiences and outcomes.

“When people from different multicultural groups move to all parts of Tasmania and feel safe.” Participant, consultations for the Multicultural Action Plan

Monitoring and reporting for this plan

In implementing action 2 in this plan, DPAC will liaise with Tasmanian Government Agencies and the Advisory Group to develop an evaluation framework to collect data, monitor the progress of actions and evaluate the plan.

DPAC will liaise with the Advisory Group to review priorities to ensure actions remain relevant to the emerging needs of multicultural Tasmanians.

There will be an interim and final report on progress against the actions and outcomes.



Governance

Community-led governance

DPAC will work with communities and stakeholders to establish a Ministerial Multicultural Advisory Group that reflects the diversity of the Tasmanian community.

Establishing the statewide Advisory Group will be one of the initial actions undertaken by DPAC and, along with the community, will involve consultation with MCOT, and other key organisations that work closely with the multicultural community and have been part of the Multicultural Action Plan Working Group – MRC Tas, WCS, CDAT and Citizen Tasmania.

It is intended that the Advisory Group will provide advice to inform policy, programs and services relating to multicultural affairs and monitor actions to support the implementation of the Plan.

Ongoing consultation

Given the evolving nature of Tasmania's population, it is critical for the Tasmanian Government to remain informed about the experiences of Tasmanians through a range of mechanisms.

The Tasmanian Government will work with the Advisory Group and MCOT to understand emerging needs impacting on culturally and linguistically diverse Tasmanians and to ensure policies and programs remain relevant, culturally responsive and grounded in evidence-based practice.

This will ensure a broad spectrum of voices from across the Tasmanian community continue to inform and drive the Tasmanian Government's priorities.

"It's a great place and we need to ensure it remains a great place where children can grow without fear or favour." Participant, consultations for the Multicultural Action Plan

Strategic alignment

Globally

The Plan aligns with the *International Convention on the Elimination of All Forms of Racial Discrimination* which outlines the necessity of ‘speedily eliminating racial discrimination in all its forms and manifestations, and to prevent and combat racist doctrines and practices in order to promote understanding between races and to build an international community free from all forms of racial segregation and racial discrimination’.²⁶

Nationally and statewide in Tasmania

The Plan aligns with the following Australian and Tasmanian policies and strategies that focus on ensuring Australia’s multicultural society is well supported and cohesive.

- *National Agreement on Closing the Gap 2020* and the Tasmanian Implementation Plan.
- *Multicultural Australia: United, Strong, Successful* – Australia’s multicultural statement.
- Australian Human Rights Commission’s *National Anti-Racism Framework*.
- National Multicultural Framework Review, *Towards Fairness – A multicultural Australia for all*.
- The *National Settlement Framework*, which outlines a blueprint for the three tiers of government to work in partnership to effectively plan and deliver services that support the settlement of migrants and new arrivals in Australia.
- Australian Government’s Social Cohesion Framework (in development).
- The Australian Government’s *Language Services Guidelines: Supporting access and equity for people with limited English* and Tasmanian Government Language Services Guidelines (in development).
- The Australian Government’s *Multicultural Access and Equity Policy Guide* for Australian Government Departments and Agencies.
- Tasmanian Government’s diversity and inclusion frameworks, strategies and policies.

Local government

Alignment also exists with Tasmanian Local Governments’ multicultural strategies and plans, including those that encourage Welcoming Cities Networks and Refugee Welcome Zones:

- Hobart City Council’s *Multicultural Commitment 2021-2023*.
- Glenorchy City Council’s *Multicultural Community Spaces Plan*.
- Kingborough Council’s *Multicultural Action Plan*.



Intersectionality

This Plan focuses on addressing priorities identified by culturally and linguistically diverse Tasmanians to support them to live well. However, there is a wide range of strategic policies and initiatives that impact on the lives and trajectories of culturally and linguistically diverse Tasmanians, due to other elements of their personal and family identities. Intersectional strategies that seek to improve and address issues in the lives of culturally and linguistically diverse Tasmanians include:

- *Working for Women: A Strategy for Gender Equality and Equal Means Equal: Tasmanian Women's Strategy 2022-2027.*
- *Australia's Disability Strategy 2021-2031* and *Tasmania's Disability Strategy* (in development).
- *Supporting Tasmanian Carers: Tasmanian Carer Action Plan 2021-25* and the *National Carer Strategy 2024-2034.*
- *A Respectful, Age-Friendly Island: Tasmania's Older Tasmanians Action Plan 2025-2029.*
- *Tasmania's LGBTIQ+ Framework and Action Plan* (in development).

Broader strategic alignment

Other strategies and reforms directly impacting on culturally and linguistically diverse Tasmanians as service users and community members include:

- **Population planning:** Tasmania's Population Policy: Planning for our Future addresses Tasmania's migration-related demographic change.
- **Aged Care:** Australian Government Aged Care Reform Road Map 2022-2025.
- **Preventing and addressing the abuse of older people:** *National Plan to Respond to the Abuse of Older Australians 2019-2023* and *National Plan to End the Abuse and Mistreatment of Older People* (in development), *Lifelong Respect: Tasmania's strategy to end the abuse of older people (Elder Abuse) 2023-2029*.
- **Lifelong learning and economic participation:** 26TEN Tasmania: Tasmania's strategy for adult literacy and numeracy 2016-2025, Tasmanian Veterans Employment Strategy 2023-2027 and the Tasmanian Government Digital Inclusion Strategy (in development).
- **Education:** *Future Ready: National Career Education Strategy*, the *National School Reform Agreement* and *Belonging, Being and Becoming – The Early Years Learning Framework for Australia*.
- **Child development, youth and family support:** *Tasmania's Child and Youth Wellbeing Strategy: It Takes a Tasmanian Village* and the *National Children's Mental Health and Wellbeing Strategy*.
- **Health and wellbeing:** *Long-Term Plan for Healthcare in Tasmania 2040*, *Healthy Tasmania Five-Year Strategic Plan 2022-2026*, *Healthy Active Tasmania: Discussion Paper: 20-Year Preventative Health Strategy 2026-2046*, *Rethink 2020: Implementation Plan 2023-2024*, and the *Health Literacy Action Plan 2019-2024*.
- **Housing and cost of living and transport:** *Food Relief to Food Resilience: Tasmanian Food Security Strategy 2021-2024* and *Action Plan 2023-2025*, and the *Tasmanian Housing Strategy 2023-2043* and *Action Plan 2023-27*.

Appendix 1: Key terms

The Australian Government’s National Multicultural Framework Review highlights the terminology around multiculturalism and cultural diversity is contested.

The following terms are used in the Plan for creating a shared understanding. They draw on the terminology used in the Australian Government’s *Towards Fairness: a multicultural Australia for All*, and the Australian Human Rights Commission’s *National Anti-Racism Framework: a roadmap to eliminating racism in Australia*.

However, during the period of this Plan, the Tasmanian Government will consult with communities to create a shared set of terms relevant to cultural and linguistic diversity in Tasmania.

Term	Meaning
Anti-racism	Anti-racism is about more than being ‘not racist’. Anti-racism involves active decisions that seek to combat injustice and promote racial equity. Being anti-racist involves actively attempting to combat racist policies, practices, cultures, and ideas. It can be helpful to think of anti-racism as a skill set that we can develop and use to promote a better, more equitable society. ²⁷
Culture	A person’s fluid affiliation to a set of beliefs, morals, laws, customs and traditions.
Culturally and linguistically diverse Tasmanians	Groups and individuals who differ according to religion, language and ethnicity and whose ancestry is other than Aboriginal or Torres Strait Islander, Anglo-Saxon or Anglo-Celtic. ²⁸
Cultural awareness	Understanding that differences exist, and that culture, like the emotional, social, economic, and political context in which people exist, impacts health and access to services. ²⁹
Culturally inclusive	The process of addressing and supporting individuals from diverse cultures, valuing their unique perspectives and contributions within a specific setting.

Culturally responsive	Being open to new ideas that may conflict with the ideas, beliefs and values of your own culture, and being able to see these differences as equal. Being respectful of everyone's backgrounds, beliefs, values, customs, knowledge, lifestyle and social behaviours.
Cultural safety	<p>A way to create anti-racist environments which support Indigenous and other staff with lived experience of racism in workplaces, as well as the delivery of culturally appropriate, safe services.</p> <p>What cultural safety looks like in a particular setting should be defined by those impacted.³⁰</p>
Cultural sensitivity	Accepting the legitimacy of difference and focusing on self-exploration and reflection to better understand one's own culture, how one's life experiences and realities impact one's own biases, attitudes, assumptions, stereotypes, and prejudices, and how these may contribute to lower quality healthcare for some patients through 'consciously or unconsciously exercising power in the process.'
Discrimination	<p>Direct discrimination occurs when an individual or group is treated unfairly or less favourably due to their background or specific personal characteristics.³¹</p> <p>Indirect discrimination takes place when a rule or policy, although applied equally to everyone, disproportionately impacts individuals with a particular characteristic.</p>
Equity	Designing policies, programs and services that deliver outcomes for culturally and linguistically diverse Australians on a par with those for other Australians.
Ethnicity	A person's enduring identification to a shared nationality, ancestry, cultural tradition, religious beliefs, geography, language, biological traits and/or religion. ³²
Intersectionality	Intersectionality highlights how different parts of a person's identity and experiences impact one another and 'intersect'. They then inform a person's experience of systemic and structural inequality. For example, a person's experience of a form of discrimination, such as sexism, is also affected by other parts of their identity. This could include their race, sexual orientation, gender identity, age, socio-economic status, or whether they live with a disability. In anti-racist action, intersectionality should always recognise race and its impacts on other forms of oppression. ³³
Preferred language	The language a person prefers to speak at home.

Race

The concept of race emerged relatively recently in history, during the 16th and 17th centuries in Europe. It is built on the disproved idea that humans could be categorised into distinct biological races based on physical and social characteristics. Although race has no biological or scientific basis, thinking about race and its impacts remains essential, as many of our laws, cultures, and societies continue to be built on ideas of race and racism. This has contributed to laws, cultures, and systems privileging groups who are racialised as white, creating systemic inequalities that continue today.³⁴

Racialisation

Racialisation is a process by which people are treated and understand themselves as belonging to distinct racial groups.

As race is a social concept, 'racialisation' is a useful way to understand how race shapes society.

All people are racialised, including white people. Racialisation creates power differences between groups of people, with some communities exploited for the benefit of others.

'Negatively racialised' is when groups experience harm due to racialisation. When groups are 'negatively racialised', they have been racialised in a way that makes them the target of structural discrimination.³⁵

Racism

Systemic racism

Systemic racism is the way a society or institution's cultural norms, laws, ideologies, policies, and practices result in inequitable treatment and outcomes. Systemic racism involves entire systems, for example, legal, healthcare, and criminal justice systems, and the various institutions and structures that support their operation. Systemic racism can also happen without specific laws, policies, or practices that keep it in place, where the legacy of those norms, laws, policies, and practices persists in systems long after they have ended. Institutional and structural racism are forms of systemic racism.

Institutional racism

Institutional racism is closely linked to systemic racism. It exists when racism is normalised within an organisation or institution. It includes the policies and practices that guide how organisations and institutions run. Structural racism describes the inequalities and barriers that prevent equal access to opportunities. It refers to racism that is deep within the structures of society. This includes in laws, policies, and cultural norms. The terms systemic, institutional, and structural racism, while distinct, are often used to refer to similar phenomena and are sometimes used interchangeably.

Interpersonal racism

Interpersonal racism refers to racism that occurs in everyday interactions. This can be between individuals or groups and is what most people recognise as racism. It can take many forms, such as abusive language, harassment, exclusion, or humiliation. Interpersonal racism might also be expressed through casual remarks or jokes. Some people refer to this type of racism as 'everyday racism' because it illustrates how systemic racial inequity plays out between people. Interpersonal racism does not always target a specific person and may not even be intended to cause harm or offence. However, the lack of intent does not reduce the negative impacts of racism.³⁶

Settlement status	A person's visa status.
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Social cohesion	<p>There is no agreed definition of social cohesion.</p> <p>The Plan focuses on the Scanlon Institute's definition: The willingness of members of society to cooperate with each other to survive and prosper.³⁷</p>
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Trauma-informed	For this Plan, a trauma-informed perspective recognises the intersectional impact of racism and racial discrimination and ensures that people who experience racism can share their experiences in a way that is safe and sensitive to their experiences. ³⁸
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Unconscious bias	Social stereotypes about certain groups of people that individuals from outside of their own conscious awareness. ³⁹
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Unconscious bias can influence thoughts and actions that can result in the creation of unfair advantages or disadvantages without the decision maker realising it.⁴⁰

Endnotes

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