

2023

**THE LEGISLATIVE ASSEMBLY FOR THE
AUSTRALIAN CAPITAL TERRITORY**

TENTH ASSEMBLY

Culturally and Linguistically Diverse (CALD) Data Collection

Assembly Resolution of 4 August 2022

Government Response

**Presented by
Tara Cheyne MLA
Minister for Multicultural Affairs
November 2023**

Page left blank intentionally.



ACT
Government

Culturally and Linguistically Diverse (CALD) Data Collection

Assembly Resolution of 4 August 2022

Government Response

Assembly Resolution Response Report on Culturally and Linguistically Diverse (CALD) Data Collection

Summary

1. On Thursday 4 August 2022, the Legislative Assembly passed the following resolution that this Assembly notes:
 - a. Diversity should be reflected in all aspects of public life;
 - b. That meaningful, evidence-based data collection practices are an important tool to expose potential discrimination and inequalities, and help us make our city a better place for all Canberrans;
 - c. In June 2022, new Immigration Minister, Andrew Giles MP, said “Australia does not effectively measure our diversity”, and that Australia’s failure to collect data on ethnicity or race – unlike the United States, Canada and New Zealand – was a “fundamental barrier to understanding the issues that face multicultural Australians”;
 - d. While the ACT Government collects data about Culturally and Linguistically Diverse (CALD) representation in the ACT Public Service (ACTPS), the ACT’s diversity data collection reflects these nation issues;
 - e. The Federal Government is establishing a CALD data collection working group with representatives from peak multicultural bodies, along with data collection and demography experts to develop national standards for diversity data collection to address the gaps and shortfalls of current practices; and
 - f. While the ACTPS policy and recruitment guidelines include the use of targeted recruitment strategies to encourage diversity, there are disparities in practice across the directorates, including whether CALD applicants are encouraged to apply.
2. The Resolution of the Assembly 4 August 2022 – Culturally and Linguistically Diverse (CALD) Data Collection calls on the Government to:
 - a. Once the new Commonwealth Government diversity collection standards have been finalised, consider any relevant updates to align ACTPS data collection policy and practice with the National Standards;

- b. Update the current existing ACT Public Service Recruitment Policy and Guidelines to include best practice guidelines that specifically support the recruitment, retention and promotion of CALD people into and across the ACT Public Service;
 - c. Consider including in the best practice guidelines:
 - i. Deidentification of applications;
 - ii. Unconscious bias and anti-racism training;
 - iii. Encouragement of applications from people who identify in the CALD community;
 - iv. Any relevant changes or inclusions gathered from the Commonwealth Government's recently announced diversity data collection reform;
 - d. Report back to the Assembly by the last sitting week of 2023; and
 - e. Review the effectiveness of the new best practice guidelines in the ACT Public Service Recruitment Policy Guidelines one financial year after implementation.
3. Table 1 below outlines the ACT Government's response to each of the items and the work being undertaken to retain, attract and promote CALD people across the ACTPS and data collection of this information.

TABLE 1

	Recommendations	ACT Government response
1	(a) once the new Commonwealth Government diversity collection standards have been finalised, consider any relevant updates to align ACTPS data collection policy and practice with the National standards;	As of November 2023, the working group to develop national standards for diversity data collection has not commenced and is still in the planning stages. The Office for Industrial Relations and Workforce Strategy (OIRWS) is actively seeking an update from the Commonwealth Department of Home Affairs.

2	<p>(b) update the currently existing ACT Public Service Recruitment Policy and Guidelines to include best practice guidelines that specifically support the recruitment, retention and promotion of CALD people into and across the ACT Public Service;</p>	<p>OIRWS have conducted an intensive ‘current state’ review into the attraction and retention of CALD people into and across the ACT Public Service.</p> <p>The review found that the current ACTPS Recruitment Policy and Guidelines (guidelines) do specifically support the recruitment of CALD people into the ACTPS, along with other diverse communities.</p> <p>However, the review identified that further short, educational resources would assist recruiting managers to understand how to make recruitment processes more inclusive for CALD people. The review recommended that the guidelines be augmented with educational and awareness raising content that can be made available to all ACTPS hiring managers.</p> <p>OIRWS will develop and implement this material in the 2023-24 financial year.</p> <p>Further, the review identified a gap in career development support specifically for CALD people in the ACTPS. As a result, OIRWS will implement a mentorship program for aspiring SES who are from a CALD background. A pilot mentoring program is due to be launched in February 2024.</p>
---	---	--

	Recommendations	ACT Government response
3	<p>(c) consider including in the best practice guidelines:</p> <ul style="list-style-type: none"> (i) deidentification of applications; (ii) unconscious bias and anti-racism training; (iii) encouragement of applications from people who identify in the CALD community; (iv) any relevant changes or inclusions gathered from the Commonwealth Government's recently announced diversity data collection reform; 	<p>OIRWS conducted an intensive literature review and best practice research project into effective approaches to attract and retain CALD employees. The review found that:</p> <ul style="list-style-type: none"> i. deidentification of applications is not recommended in the ACTPS due to lack of evidence around efficacy of this practice in public sector settings, and potential limiting of panel members' ability to identify conflicts of interest. ii. Training on unconscious bias and CALD awareness is available to all staff in the form of e-learning. OIRWS will implement a promotional drive to encourage more staff to complete the training and consider it specifically prior to conducting recruitment exercises. iii. The ACTPS is committed to encouraging applications from members of the CALD community. In the recent past, new web resources and internal SharePoint pages have been published to promote the ACTPS as an employer of choice for the CALD community and support CALD inclusion through the employee lifecycle. iv. OIRWS will keep in regular contact with the Department of Home Affairs Secretariat for the National Working Group on CALD Data Collection and consider opportunities to update current ACTPS workforce data definitions and indicators for CALD employees once the Group has been established and produced findings.

	Recommendations	ACT Government response
5	(e) review the effectiveness of the new best practice guidelines in the ACT Public Service Recruitment Policy and Guidelines one financial year after implementation.	OIRWS will evaluate the initiatives and strategies that were implemented to attract and retain CALD people in the 2024-25 financial year.