



Inquiry into annual and financial reports 2024–25

Answer to question on notice

Asked by: Ms Chiaka Barry MLA

Addressed to: Minister for Multicultural Affairs

Redirected to: Chief Minister

Reference: HCSD

Hearing: 12 November 2025

In relation to: Multiculturalism Act - compliance and Multicultural affairs

Question received: 19 November 2025

Answer Due: 4 December 2025

1. Have all Directors-General complied with their obligations under s16 of the Act, in the preparation of Annual Reports this year?

a. How did you check and ensure compliance with this legal obligation?

b. What concerns or issues do you consider needs further work to ensure compliance with this legal obligation in future years?

c. What measurable differences can you point to, that have improved the outcomes for multicultural communities arising from the implementation of the Act?

Andrew Barr MLA: The answer to the Member's question is as follows:

1. Yes.

- a. The Office of Industrial Relations and Workforce Strategy (OIRWS) coordinates the yearly notification of the Annual Report Directions and Declaration as mandated by the *Annual Reports (Government Agencies) Act 2004*. In the lead up to the annual notification, OIRWS coordinates a two-phase consultation process each year with all reporting entities to confirm the Directions reflect all legislated reporting requirements. Reporting entities are responsible for notifying OIRWS of any changes to annual reporting requirements under legislation for which they are responsible for as specified in the Administrative Arrangements. This consultative process ensures the finalisation of the Directions each year supports full compliance with all relevant reporting requirements, including with section 16 of the *Multiculturalism Act 2003*.

- b. The consultative process in developing the Annual Report Directions each year is a robust and comprehensive process that ensures compliance with the legal obligation under the *Multiculturalism Act 2023*.
- c. Since coming into effect in 2023, the *Multiculturalism Act 2023* (the Act) has guided the way directorates work to promote multiculturalism and improve social cohesion in Canberra. The Act ensures we are focused on practical outcomes for community. For example:
- Supporting our LGBTIQ+ multicultural and Aboriginal and Torres Strait Islander communities, by funding community-led events and resources, developing inclusive communications that promote the rights and experiences of all Canberrans. Under the Capital of Equality Strategy, we are advancing an intersectional approach to address compounded discrimination, with initiatives such as a public awareness campaign featuring trans people of colour.
 - The Skilled Migration Program is welcoming workers from across the globe to help meet critical skills needs. Community enterprises are creating jobs through the Scale for Impact initiative, supporting ventures empowering migrant and refugee women and improving communication for culturally and linguistically diverse communities.
 - Through programs like the Renewables Pre-employment Program, we're helping migrants and refugees translate overseas skills into local job opportunities in high-demand sectors like construction and clean energy.
 - Infrastructure Canberra, Canberra Health Services, ACT NoWaste and ACT Road Safety are setting new benchmarks in inclusive practice. From multilingual resources and culturally diverse recruitment to art that reflects our multicultural identity.

Approved for circulation to the Standing Committee on Environment and Planning

Signature: 

Date: **5.12.25**

By the Chief Minister, Andrew Barr MLA