



Inquiry into annual and financial reports 2024–25

Answer to question on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: Minister for Multicultural Affairs

Redirection: Chief Minister

Reference: HCSD

Hearing: 12 November 2025

In relation to: Multicultural affairs Anti-racism

Question received: 14 November 2025

Answer Due: 4 December 2025

(1) The CSD Annual report states a key future direction in this portfolio area is strengthening anti-racism and anti-discrimination frameworks. Does the Government record data on incidents of racism or discrimination across government services.

(a) If not, why.

(b) If yes, is this data publicly available, or can it be provided to the Committee.

(2) If data is tracked, how is it used to inform the development of antiracism and anti-discrimination frameworks across government.

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

(1) Generally, ACT Government directorates manage and report complaints through their own frameworks tailored to business needs. A range of relevant data is collected and reported through different mechanisms, including:

- **Public Service Workforce:**

- Safety Portal, is the ACTPS employee work incident reporting system that work health and safety incidents, including instances of racism or discrimination, are reported to. Employees are able to report situations that may (hazards) or are (incidents) impacting their health and safety at work. Business unit and directorate level work health and safety staff use the system to investigate and respond to reports. Aggregate work health and safety data is published in directorate Annual Reports. Whole of government work health and safety incident data is published in the [State of the Service Report](#).

- The 2025 Employee Survey included two new questions for Aboriginal and Torres Strait Islander employees regarding experiences of racism. Results are pending release.
- The Public Sector Standards Commissioner (PSSC) is independent of the ACT Public Service and the ACT Government. This means the PSSC is empowered to decide when and how to manage complaints, conduct investigations, and inspect or enquire into the operations of any part of the ACT Public Service. The functions are stipulated under Section 144 of the [Public Sector Management Act 1994](#). The PSSC has broad powers outlined in the [Public Sector Management Standards 2016](#) and also has the following additional responsibilities under the [ACTPS enterprise agreements](#). Further information in relation to reporting to the PSSC is available through their website <https://www.act.gov.au/act-government/act-public-sector-standards-commissioner>
- **Human Rights Commission:**
 - The ACT Discrimination, Health Services, Disability and Community Services Commissioner reports annually on complaints under the *Discrimination Act 1991*, including allegations of race discrimination or racial vilification.
 - Complaints may relate to ACT Government service delivery, employment, or administration of laws and programs.
 - Data is not published by respondent to avoid inadvertent identification, given small numbers.
- **Human Rights Act 2004 Reporting:**
 - Agencies report annually on measures to protect rights and prevent discrimination, including complaint-handling processes and systemic reforms.
 - The Justice and Community Safety Directorate and the Human Rights Commission include relevant information in their annual reports.
- **Annual Report Directions:**
 - All directorates report on compliance with legislation and policies promoting diversity, inclusion, and cultural integrity, including initiatives to prevent discrimination and uphold human rights.

(2) Insights from complaints data inform:

- Improvements to agency policies, procedures, and frameworks for preventing and responding to racism or discrimination (in employment and service delivery).
- Risk identification and targeted training or capacity-building initiatives.
- Broader actions to address racist and discriminatory behaviours.

Examples include:

- Positive duty obligations under the Discrimination Act.
- Mandatory ACTPS training on respect, equity, inclusion, and workplace health and safety.
- Whole-of-government policies such as the Code of Conduct and diversity frameworks.
- Current work by CMTEDD to develop systemic racism guidance and complaints pathways for ACTPS staff, with a focus on Aboriginal and Torres Strait Islander employees.
- Education Directorate frameworks such as:
 - *Safe and Supportive Schools* policy, promoting positive and respectful environments.
 - *Positive Behaviours for Learning*, a whole-school framework using tiered supports to define, teach, and reinforce expected behaviours and respond appropriately to behaviours of concern.

Approved for circulation to the Standing Committee on Social Policy

Signature: 

Date: **11. 12. 25**

By the Chief Minister, Andrew Barr MLA