



Multicultural Action Plan for South Australia 2017 - 2018



Government of South Australia

Department for Communities
and Social Inclusion





Message from the Honourable Zoe Bettison MP

Minister for Multicultural Affairs

Multiculturalism is a vital aspect of South Australia, a state built upon successful waves of immigration. The South Australian Government welcomes the positive and multifaceted contributions of our multicultural communities, and we respect their right to express and share their heritage within our thriving state.

South Australia's successful model of multiculturalism embraces our shared values and recognises that our cultural diversity gives us a competitive edge in an increasingly globalised world.

Our contemporary multicultural landscape is diverse and complex. Alongside our long established post-war communities, we are now witnessing incredible cultural, linguistic and religious diversity within our recently arrived migrant communities.

In an age of unprecedented diversity, the term 'interculturality' is gaining currency as a way of describing how we live together. Interculturality calls us to deepen our engagement with our multiculturalism and advance into a new era of cultural understanding and celebration.

Our Government's commitment to intercultural advancement is demonstrated through a tripling of investment in multicultural affairs to \$12 million over four years. We recognise the need to develop policies and practices that will harness the benefits and address the challenges that this new era of multiculturalism brings.

Our Multicultural Action Plan 2017-18, lays the foundations for this development. Our activities over the next two years will help us build, strengthen and celebrate our rich cultural diversity.

Although the sources of migration have changed and the journeys are different, a great commonality remains: people come to South Australia seeking a better life for themselves and their families.

I look forward to working with the South Australian Multicultural and Ethnic Affairs Commission (SAMEAC), our multicultural communities, and non-government organisations to continue to build an integrated and connected community.

Hon Zoe Bettison MP

Minister for Multicultural Affairs

November 2016

South Australia's approach to multiculturalism

South Australia's approach to multiculturalism is enshrined in the *South Australian Multicultural and Ethnic Affairs Commission Act 1980* (SAMEAC Act). It defines multiculturalism as policies and practices that recognise and respond to the cultural diversity of the South Australian community and have as their primary objectives the creation of conditions under which all groups and members of the community may:

- live and work together harmoniously
- fully and effectively participate in, and employ their skills and talents for the benefit of the economic, social and cultural life of the community
- maintain and give expression to their distinctive cultural heritages.



South Australian Multicultural and Ethnic Affairs Commission (SAMEAC)

SAMEAC is an independent body charged with the responsibility of increasing awareness and understanding of cultural diversity in South Australia and to advise government on all matters relating to multiculturalism and cultural diversity.

SAMEAC comprises 15 members who represent our multicultural communities. Community consultations are held regularly to inform SAMEAC members of current and changing needs and issues for individual communities. They are an important mechanism for information exchange, linking community leaders and members with government and non-government agencies and addressing issues raised by communities.

SAMEAC focuses on key strategic priorities identified through consultation with communities and other stakeholders. SAMEAC has identified three Strategic Priorities:

- Economic development and participation;
- Ageing; and
- Domestic violence.

Working groups are established to identify key issues and develop recommendations for government.

Further information about SAMEAC is available at www.multicultural.sa.gov.au/sameac.



Multicultural SA

Multicultural SA operates within the Department for Communities and Social Inclusion (DCSI). Its key role is to advise the South Australian Government on the development of policies that promote cultural diversity. It is also responsible for the administration of multicultural grant programs.

Multicultural SA's vision is to achieve an inclusive, cohesive and equitable society, where cultural, linguistic and religious diversity is understood, valued and supported.

Multicultural SA is responsible for the implementation of the Multicultural Action Plan in consultation with SAMEAC, our multicultural communities, and non-government organisations.

Further information about Multicultural SA is available at www.multicultural.sa.gov.au.

A snapshot of our multicultural landscape

At the 2011 Census:

**350,000 South
Australians (22%)
were born overseas**

14%

230,000 (14 %) spoke a language other than English at home.



The main languages other than English spoken at home in South Australia were Italian, Greek, Mandarin, Vietnamese, Cantonese, Arabic, German, Polish, Spanish, Punjabi and Hindi.

2011 was the first time that we saw India and China in the top five countries of birth of our migrant population.

**Nearly
60%**

**nominated Christianity
as their religion**

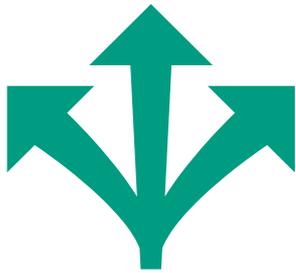
914,400 (nearly 60%) of South Australians nominated Christianity as their religion, 29,000 nominated Buddhism, 19,500 nominated Islam, 13,600 nominated Hinduism and 5,300 nominated Sikhism.



207,200 South Australians (13%) were born in countries where English is not the main language. About 185,500 of these (90%) lived in metropolitan regions.

Mount Gambier had the largest number of overseas born residents from countries where English is not the main language (1,472).

Other regional areas with sizeable populations from mainly non English speaking backgrounds were Murray Bridge (1,408), Alexandrina (1,022), Renmark Paringa (939) and Berri Baramba (805). Coober Pedy had the highest proportion of residents born overseas in countries where English is not the main language (22%).



Highest proportion

Adelaide City Council had the highest proportion (33%) of residents born overseas in countries where English is not the main language. Port Adelaide Enfield Council had the largest number (nearly 27,000).



South Australians came from 200 countries, spoke more than 200 languages and practiced about 100 religions.



The top 10 countries of birth of our migrant population were (in descending order) England, Italy, India, China, Scotland, New Zealand, Vietnam, Germany, Greece and the Philippines.

9,000

Migrants settled in SA

In 2014-15, nearly 9,000 migrants settled permanently in South Australia through the family, skilled and humanitarian migration programs. Of these, more than 5,000 (58%) were skilled migrants, 2,400 (27%) came through the family migration program and 780 (9%) were humanitarian migrants.

In 2014-15, the main source countries for skilled migration were India, China and the United Kingdom.

The main source countries for family migration were China, Afghanistan and India. The top source countries for humanitarian migration were Afghanistan, Burma (Myanmar) and Iran.

In 2015, there were more than 5,100 people on temporary work visas living in South Australia.

The main source countries were India, United Kingdom and the Philippines. The top occupations for visas granted in 2015 were skilled meat workers, resident medical officers, cooks, university lecturers and café or restaurant managers.

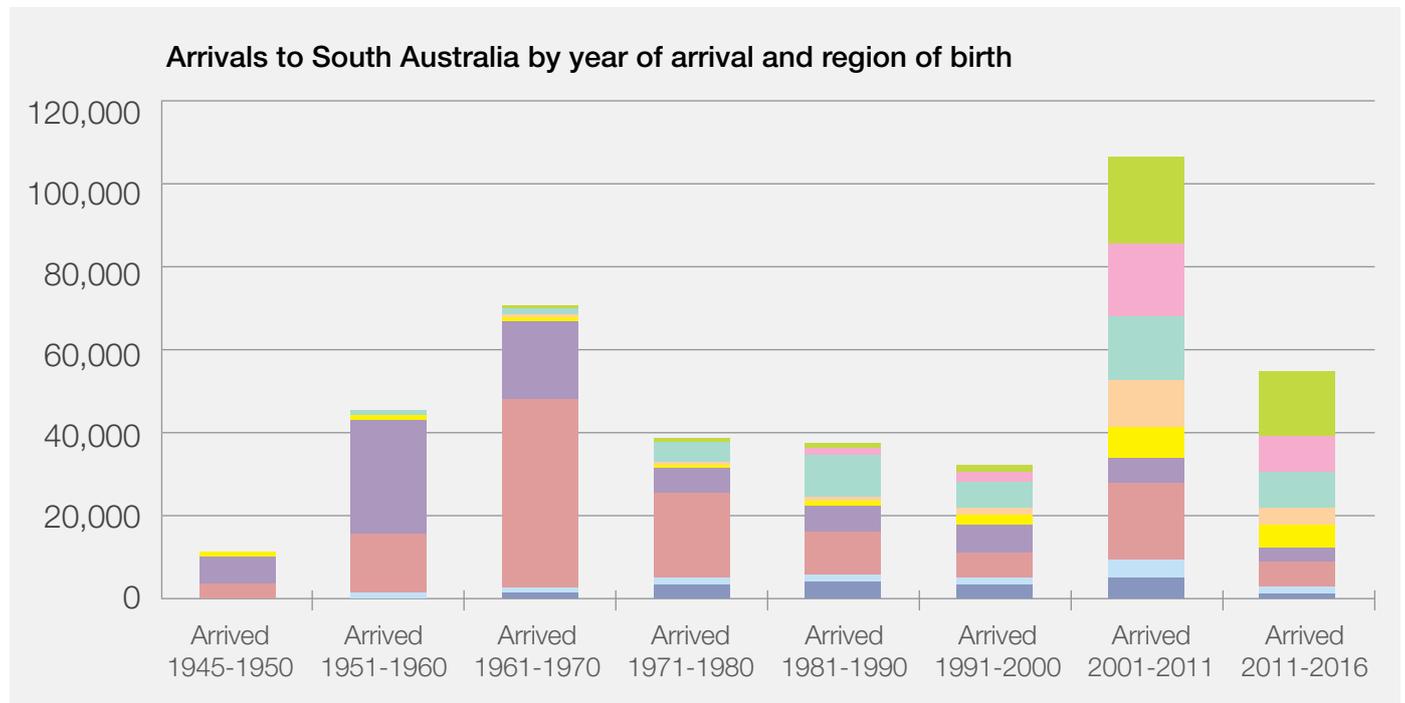
32,000

International Students

In 2015, there were 32,000 international students enrolled in South Australia. The top 3 source countries were China, India and Hong Kong.

Our changing multiculturalism

Migrant arrivals to South Australia by year of arrival and region of birth.



Sources: Australian Bureau of Statistics 2011 Census, Australian Government Department of Social Services Settlement Reporting Facility, 2016.

Data for 1945 – 2011 is based on persons who participated in the 2011 Census.

Data for 2011 – 2016 includes persons who arrived 10 August 2011 to 16 May 2016.

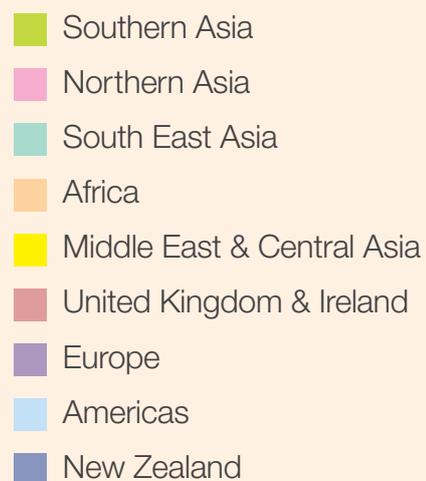
Southern Asia: Bangladesh, Bhutan, India, Nepal, Pakistan, Sri Lanka

Northern Asia: China, Hong Kong, Japan & the Koreas

South East Asia: Vietnam, Burma (Myanmar), Cambodia, Laos, Thailand, Malaysia, Indonesia, Philippines, Singapore

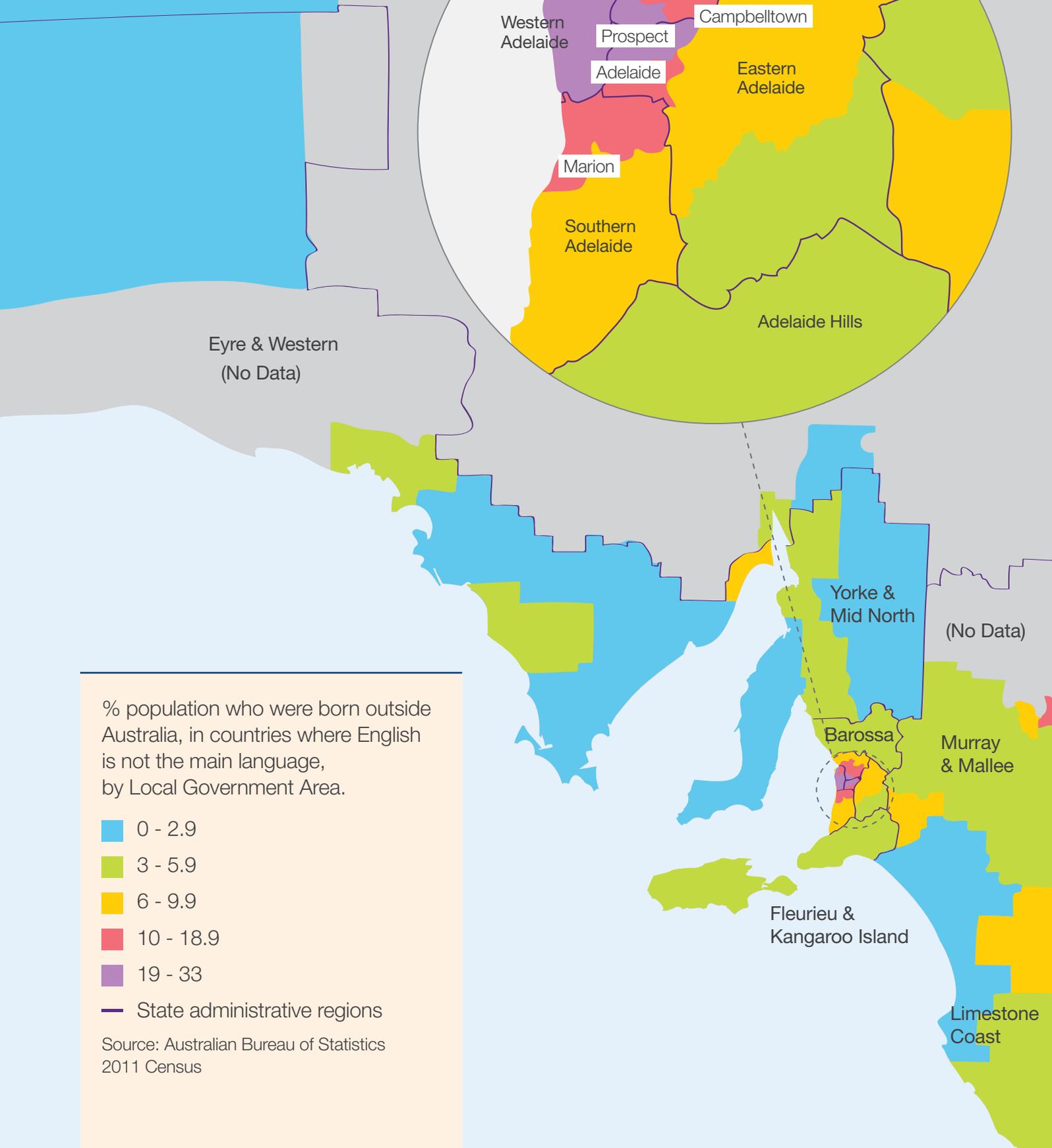
Middle East & Central Asia: Iran, Iraq, Lebanon, Syria, Turkey, Afghanistan, Armenia, Kazakhstan, Uzbekistan

New Zealand includes Oceania



South Australian population born outside Australia

Far North
(No Data)



% population who were born outside Australia, in countries where English is not the main language, by Local Government Area.

- 0 - 2.9
- 3 - 5.9
- 6 - 9.9
- 10 - 18.9
- 19 - 33

— State administrative regions

Source: Australian Bureau of Statistics
2011 Census



Multicultural Action Plan 2017-18

Build

1. Build places to connect

Our priority is to provide culturally diverse communities with the necessary facilities to come together, connect within the community and access the services they need.

What we will do:

- Our Multicultural Infrastructure Grants aim to provide our culturally diverse communities with places and facilities where friendships and networks can be built and nurtured.
- Around \$2 million has been allocated in the period between July 2015 and June 2017 for community organisations to upgrade, extend or build community facilities used by South Australia's culturally diverse communities.
- Around \$2 million more will be allocated between July 2017 and June 2019, with a particular focus on infrastructure projects that are accessible to people with mobility or vision impairments.

2. Build understanding of our changing multicultural landscape

Up to date and accurate information about our culturally diverse communities is a critical first step for service delivery, policy making and planning.

What we will do:

- We will build an updated and expanded set of online community profiles based on 2016 Census data. These will provide detailed information about our culturally diverse communities, including their size, age profiles, languages spoken, religious affiliations and where they live.
- We will build a more interactive platform across culturally diverse communities by establishing a Multicultural SA Facebook presence. An increasing proportion of multicultural groups now use Facebook instead of emails and websites, and we are keen to extend our reach into communities.



“Our activities over 2017-18 will help us build, strengthen and celebrate multiculturalism”

3. Build new policy infrastructure

We need up to date policies to help us advance our experience of multiculturalism into a new era. Our current legislation about multiculturalism was established in 1980, a very different era.

What we will do:

In 2017-18, we will build new multicultural principles that will form the foundation for state policy and for modernising our current legislation under the SAMEAC Act. The principles will:

- promote the equal rights and responsibilities of all South Australians
- promote acceptance of cultural diversity as a benefit to South Australia’s social and economic prosperity
- support the provision of accessible and responsive services across government
- respond to the broad range of issues and experiences of our culturally diverse communities
- encourage social and economic participation of culturally diverse communities.

Multicultural SA proudly supports TAFE SA to deliver the Women’s Leadership Course, which is designed to provide opportunities for women from CALD backgrounds to develop the knowledge, skills and attitudes that will enable them to take on leadership roles in enterprise, industry and community organisations.

Students graduate with a Certificate IV in Leadership and Management, which is a nationally-recognised, cornerstone qualification for potential leaders.

Since 2002, over 250 women from CALD backgrounds have completed this program.

Strengthen

1. Strengthen our new and emerging communities

People start life anew in South Australia from a myriad of cultures and for varying reasons. Some people come to South Australia to work, study, share their skills or raise their families.

Migrating to a new country is a difficult and challenging process, particularly for those who are leaving their homelands involuntarily. It is hardly surprising that some communities and individuals experience social, economic and cultural challenges that impede their ability to successfully participate in society.

Tackling these complex challenges requires integrated effort and resources across government, non-government, and community. Just as we need to work together to harness the benefits of our multiculturalism, we must work together to overcome the challenges.

What we will do:

- Our Stronger Families, Stronger Communities grant program supports projects that address priority needs within our culturally diverse communities, including strengthening families, employment and training, social cohesion and community harmony, and participation in social, economic and community life.
- Around \$2 million has been allocated in the period between July 2015 and June 2017 for projects and programs that support these aims. Between July 2017 and June 2019, a further \$2 million will be allocated for projects to be delivered over a two year period.

2. Strengthen access and inclusion of government services

Access and inclusion are key pillars of any multicultural policy. We want to strengthen our capacity to respond to the fundamental social issues of our culturally diverse communities. This means that our services are designed and delivered in a manner that is responsive to cultural, linguistic and religious diversity and will result in equitable outcomes for individuals and communities.

What we will do:

- In partnership with SAMEAC, we are working with the Office for the Public Sector to improve the way government departments respond to cultural diversity in their service delivery. This is through advice and input into executive-level performance agreements, cultural diversity training, and targeted questions in the public sector's annual survey.
- We will release an Interpreting and Translation Policy to guide South Australian Government agencies on the use of interpreters and translators for people from culturally and linguistically diverse backgrounds.
- We will release an online training module for all public sector staff on understanding and responding to cultural diversity.



3. Strengthen social cohesion

Cultural diversity is our strength, but in times of rapid change, people can become fearful, and this fear can manifest as racism, discrimination and social unrest. It would be naïve, in times when the world is experiencing the threat of terrorism and unrest, to assert that racial and religious discrimination do not exist in our community.

We also recognise that these issues can lead to individual or community isolation, disengagement from society, anti-social behaviour, including violence and attraction to extremist ideologies, many of which particularly impact on young people.

There is strong evidence that strengthening social cohesion within a community is a crucial factor in addressing these issues. What do we mean by social cohesion? It has been described as the glue that holds people together. The Organisation for Economic Cooperation and Development (OECD) describes a socially cohesive society as one which ‘works towards the wellbeing of all its members, fights exclusion and marginalisation, creates a sense of belonging, promotes trust and offers its members the opportunity of upward mobility.’¹

Strengthening the social cohesion of our communities is the shared responsibility of our government, services and community.

¹ OECD (2011). Perspectives on Global Development 2012: Social Cohesion in a Shifting World: Executive Summary. Available at: www.oecd.org/site/devpgd2012/49067839.pdf

What we will do:

- We have established a Youth Inclusion Coordinator within the Department for Communities and Social Inclusion, supported by the Commonwealth Attorney General’s Department through the Living Safe Together program. One of the roles of the Coordinator is to work with culturally diverse communities to help establish preventative, community-based approaches that protect and promote youth inclusion.
- We will develop and promote the South Australian Say NO to Racism training package, adapted from a resource developed by the City of Darebin, Victoria.
- We will undertake a scoping project to plan how we might best build the capacity of communities to work with the media to promote accurate and positive stories. National and international models will be drawn upon to help us plan an effective and dynamic project.

Our Premier has made all of South Australia available as a Safe Haven Enterprise Visa zone. This means that up to 2,500 refugees living in our State have greater certainty about their future. We also know that this is good for our South Australian community because as recent ABS statistics show, of all migrant categories, humanitarian migrants are the most entrepreneurial and likely to start their own businesses.

Celebrate

1. Celebrate our cultural diversity

South Australia boasts a colourful and extensive calendar of multicultural events, through which we recognise and celebrate the cultural, linguistic and religious diversity of our society.

The South Australian Government administers the annual Governor's Multicultural Awards and the biennial Multicultural Festival. In addition, we provide funding to a range of multicultural festivals and activities, including the Harmony Day Celebrations, the Australia Day Parade, the Anzac Eve Youth Vigil, and the Christmas Pageant multicultural float.

Our multicultural events contribute enormously to our government's priority to develop Adelaide's potential as a vibrant cultural centre and attractive tourist destination. They are visible, tangible, and festive reminders of our cultural diversity. They are also a way of inviting all South Australians to participate in new cultural, language and faith experiences and to support the development of a South Australian ethos of mutual respect, curiosity, openness and impartiality that will enable us to learn from and capitalise on the benefits of our multicultural society.



What we will do:

- Our new one-off grants program, Grants SA, provides more accessible funding opportunities, with eligible multicultural community organisations able to apply for four funding streams through one application. There are major, medium and minor rounds, meaning that organisations can apply for funding for larger or smaller projects. Major grants of \$20,001 to \$50,000 will be open twice a year, medium grants of \$5,001 to \$20,000 will be open four times a year and minor grants of up to \$5,000 will be open all year round.
- We will host the third biennial Multicultural Festival in Rundle Mall, building upon the success of the two previous festivals that brought tens of thousands of people into the Mall to experience the sights, sounds and tastes of a myriad of different cultures.
- We will produce an online publication that brings our cultural diversity to life through human-interest stories, building public knowledge of how our cultural diversity impacts positively in our workplaces, businesses, industries and academic institutions, and also helping to address negative stereotypes about migrants and refugees.



Deliverables under the Multicultural Action Plan for South Australia 2017-18

Build

- Multicultural infrastructure grant program
- Online community profile
- Multicultural SA Facebook presence
- Contemporisation of SAMEAC Act

Strengthen

- Stronger Families Stronger Communities grant program
- Cultural awareness within the public sector
- Interpreting and Translation Policy
- Online cultural diversity training
- Living Safe Together Program
- Say NO To Racism
- Media training for CALD communities

Celebrate

- Grants SA
- Multicultural SA Festival
- Governor's Multicultural Awards
- Online publication

For more information, contact Multicultural SA



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