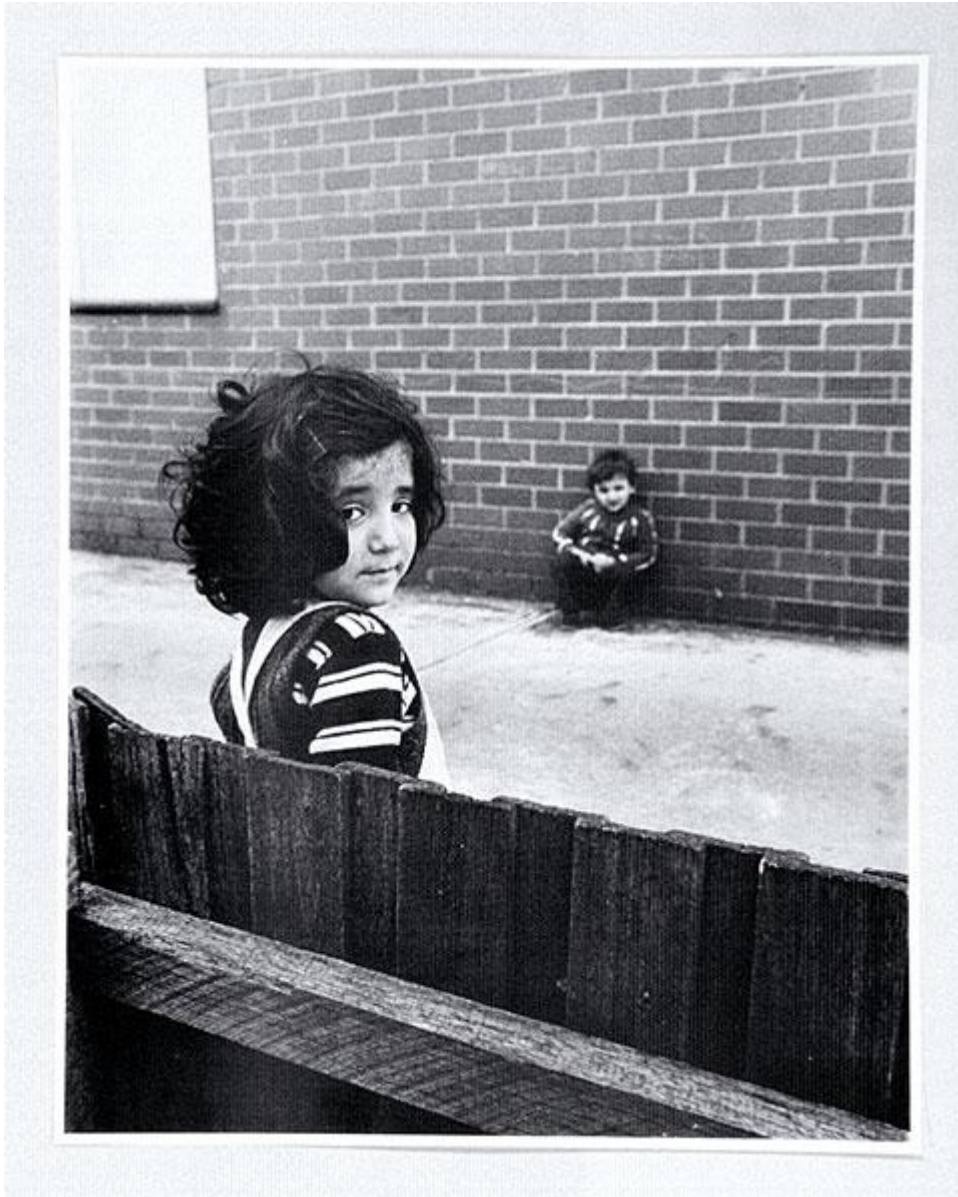




“Different but Equal” FECCA’s National Multicultural Agenda



“If you don’t look at the background of people, you will maybe use them as mainstream and you will maybe miss the track.”

Participant at FECCA Access and Equity Forum, Darwin August 27 2010

Federation of Ethnic Communities’ Councils of Australia

November 2010

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FECCA is the national peak body representing Australians from diverse cultural and linguistic backgrounds. We provide advocacy, develop policy and promote issues on behalf of our constituency to government and the broader community. FECCA supports multiculturalism, community harmony, social justice and the rejection of all forms of discrimination and racism.

Cover Image: **Angela Lynkushka**

born 1947 Australia

Turkish children, De Carle Street, Brunswick, Victoria 1985

photo-offset-lithograph

National Gallery of Australia, Canberra

Gift of the artist 1986

Executive Summary

The Federation of Ethnic Communities’ Councils of Australia (FECCA) is the peak national body representing people from culturally and linguistically diverse (CALD) backgrounds.

We provide advocacy, develop policy and promote issues on behalf of our constituency to government and the broader community. FECCA supports multiculturalism, community harmony, social justice and the rejection of all forms of discrimination and racism.

FECCA recognises the valuable contribution of the “People of Australia” statement by the Australian Multicultural Advisory Council (AMAC) and welcomes this opportunity to extend its recommendations.

We take this opportunity to present a strong case for renewed political and social commitment to multicultural Australia as an overarching national policy of Australia and argue that now, perhaps more than ever, this commitment is needed.

In providing this feedback, we acknowledge the work of experts in multicultural research and theory both in Australia and overseas including the work of James Jupp, Andrew Jakubowicz, Bhikhu Parekh, Gurpreet Mahajan and Will Kymlicka.

In our submission, we define our proposed “National Multicultural Agenda” and its 11 principles which we think engage with current issues facing culturally diverse societies all over the world. FECCA’s definition of the National Multicultural Agenda for our current Australian society is:

A National Multicultural Agenda defines the terms of relationships between different cultural communities. It proposes equal dialogue between them to arrive at principles of access, equity and social justice. Through this, it delivers equality in the public arena and social cohesion for all Australians.

“Different but Equal” FECCA’S National Multicultural Agenda

The 11 principles of our National Multicultural Agenda are:

1. Aboriginal and Torres Strait Islanders are the First Australians
2. Equality
3. Equal Dialogues
4. Right to cultural maintenance
5. Responsibility for cross and intercultural engagement
6. Multicultural society is a valuable Australian asset
7. Recognition of the historic contributions of all Australians
8. Languages are important expressions of cultures
9. Creation of an inclusive national Australian identity
10. Rejection of culture blindness and support of reform where necessary
11. Reinvigorate grassroots efforts

The 11 principles are delivered through a policy structure that situates government and community roles in the context of 3 pillars of social interaction:

1. Belonging
2. Participation
3. Contribution

The three pillars of the National Multicultural Agenda address the main dimensions of public engagement of individuals and communities with each other and with the state and its various agencies and institutions. Equality of cultures has to be achieved in the public sphere. **FECCA’s recommendations in each of these dimensions address strategies which can create “equal dialogues” between all parties in the public sphere. It rejects dichotomies such as “them and us”, “host and guest” and other ways of absolving responsibility for action and engagement to any one group.** The National Multicultural Agenda identifies the site of action as all Australians and the government as a leader in establishing a national vision to enable this action.

While a policy framework for all government departments is beyond the scope of this submission, we propose 55 recommendations across key sectors as a model for

implementing the principles of the National Multicultural Agenda as a whole of government framework. The recommendations are discussed in the body of the submission and also summarised as a table in Appendix 1.

FECCA recommends locating the National Multicultural Agenda in the office of the Prime Minister and Cabinet to recognise the fact that it is a national issue to be addressed by whole of government and not just about immigration, settlement or population. We need to put political will behind the reality that Australians engage with cultural diversity on a daily basis **and that it is not somehow “solved” in the first 5 years of arrival by settlement programs**, however good these are as is the case in Australia. We also recommend that the National Audit Office conduct an evaluation and audit of government against the benchmarks of the National Multicultural Agenda rather than just against indicators of access and equity.

FECCA’s National Multicultural Agenda acknowledges that it is not “multiculturalism” that has failed, if indeed this is the case as argued by many European nations, but the lack of an authentic and courageous engagement with cultures and their many aspects including religion and customs.

The National Multicultural Agenda is not a nostalgic reinvention of past policies. Its core principle is the notion of equality between all cultures. The consequence of this principle is recognition of the fact that equality cannot be delivered in an unequal playing field. **“Different but Equal” is the phrase used by Gurpreet Mahajan in her discussion about multicultural strategies.**¹ This proposes the idea that we do not need have homogeneity in order to achieve equality. Indeed, the drive for homogeneity actually creates sectors of disempowerment and marginalisation which lead to inequality.

The current multicultural agenda has been subsumed by themes of vulnerability and therefore focus on creating access and equity for all Australians. While this is an important aspect of addressing cultural diversity, it is not the only consideration. It presents cultural diversity as vulnerability and as the same as other diversity issues such as gender and **disability. Culture is a universal human “content”**². Therefore, where we have many different contents, we have to find equitable ways to create dialogues in any defined society.

¹Gurpreet Mahajan, “The Multicultural Path: Issues of publications, New Delhi, London, Thousand Oaks, 2002, p.2

²Bhiku Parekh, “Rethinking ~~Edulast Parekh~~ Matmillan Press Ltd, m”, (herein Houndmills, Bassingstoke, Hampshire RG216XS, London 2000, p.156

Debates which conflate issues of immigration and citizenship with cultural diversity also **limit the reality of the breadth of the notion of “multiculturalism”**. **There is a vacuum in the** current public policy in terms of an overarching vision for a national multicultural policy. When it is broken up into citizenship, access and equity and social justice or social inclusion, we deal with the parts rather than the whole.

Australia is uniquely poised to learn from the so called failures of multicultural experiments in other parts of the world. The National Multicultural Agenda is an outward looking vision that sees mining the riches of cultural diversity in Australia as a powerful way for Australia to use our diversity to establish links and trust with countries in our region. Many of the emerging superpowers are in this region and there have been troubled interactions with countries such as India amongst perceptions of racist bias in Australian public policy.

All Australians face diverse challenges in adapting to this country. We are not all equally equipped to deal with the challenges and characteristics of this place. Our history with the First Australians proves that we were not very successful in negotiating that environment. As Australia increases in complexity as a society, we have to find a collective solution to building **a cohesive society**. **It is clear that “the only policy setting that can hope to ensure such collective ownership of issues and collaborative engagement with them”³** is a multicultural agenda.

The National Multicultural Agenda answers the overarching question of “How does Australia achieve desired outcomes in all these areas?”

It is a new vision that engages with, rather than avoids, the increasing complexity of Australian and global societies.

The National Multicultural Agenda is the most important social policy vision for Australia, not just for its own people, but also for its place in a rapidly changing regional and global environment.

³Andrew Jakubowicz, “Comments on FECCA paper re AMA C

Current context

Why multiculturalism now?

Many have argued that “multiculturalism” may be past its use by date. There are claims that Australia may be post-multiculturalism. Commentaries from Europe increasingly speak about the failure of multiculturalism. Our public policy now moves towards a culture neutral “social justice” vision where concepts such as “social inclusion” are used instead of multiculturalism. Critics of multiculturalism argue that it is “cultural relativism” and that it does not have the rigour to provide for social stability.

Australia’s last national multicultural policy expired in 2006. The current government set up the Australian Multicultural Advisory Council (AMAC) to create a document and recommendations for cultural diversity issues. AMAC released “The People of Australia” statement in April 2010.

FECCA builds on this statement and goes further in proposing a national policy framework to manage cultural diversity issues in Australia.

Attitudes towards issues of cultural diversity

Mapping Social Cohesion Scanlon Foundation Survey 2010

The recently released Scanlon report found that the majority of Australians support cultural diversity. It is generally accepted that Australia is the land of “fair go” and that we are more tolerant than other countries when it comes to diversity. The Scanlon survey affirms that Australia does fare positively in international comparisons for support for immigration and new cultures. It indicates that 62.4% of Australians agree that “accepting immigrants from many different countries makes Australia stronger.”⁴ This indicates that the majority of Australians see diversity as a positive aspect of Australian life.

However, there is cause for concern in the survey’s picture of Australian attitudes to diversity. The Scanlon survey indicates that there is a significant level of intolerance in Australia. According to the survey, “a consistent finding of surveys conducted in Australia

⁴Prof. Andrew Markus, “Mapping Social Cohesion Surveys” Scanlon Foundation, Australian Multicultural Foundation and Monash University, Victoria 2010 (hereinafter referred to as Scanlon), p.31

over the last 30 years ...is that levels of intolerance and rejection of cultural diversity can reach 40-45% of the respondents. The core of the intolerant, numbering close to 10%, holds strongly negative views on issues related to a diverse immigration intake and multiculturalism.”⁵

More significant than the above is the result of the “Scanlon- Monash Index of Social Cohesion” which measured the five domains of social cohesion- worth, belonging, participation, acceptance and rejection, legitimacy and social justice and equity. While the 2007 and 2009 surveys had high levels in all these domains, the 2010 survey revealed “lower scores in all five domains.” The greatest variance was in the domain of Social Justice and Equity (down 21 percentage points from 2009). There was also an increase in the level of experience of discrimination from 10% to 14% from 2009 to 2010.⁶

Such evidence indicates very strongly that even if we do assume that we have managed diversity successfully in Australia, it is a fragile situation demanding vigilance and proactive action to ensure that it is not undermined by subversive trends.

Social Justice and Equity and Multicultural policy

Social Justice and Equity has been used to subsume the need for a multicultural policy. The way the current public policy is implemented is based on the premise that if we can achieve access and equity, then cultural diversity will be taken care of under these considerations. The Scanlon survey is a warning that an active multicultural agenda is a pre-requisite for social justice and equity outcomes and cannot be subsumed by them. It is not enough to have measures which aim to create individual recognition and empowerment to achieve “multicultural” aims. This is because multiculturalism is not just about individual empowerment and choices but also about differences that are based on cultural origins.

⁵ Prof. Andrew Markus, “Mapping Social Cohesion” Scanlon Foundation, Australian Multicultural Foundation and Monash University, Victoria 2010 (hereinafter referred to as Scanlon), p.41

⁶ Scanlon pp 11-15

Multicultural policy will create positive outcome for perceptions of the government

The current discussion on a multicultural policy is focused on service delivery. There is a vacuum in a national vision about Australian society. It is this national vision that FECCA proposes in this paper. The government has delivered some strong outcomes for cultural diversity in Australia. While more work is needed as the society develops in complexity, it is also a fact that achievements in this arena have gone unrecognised without a robust national **multicultural policy to affirm the government’s commitment to cultural diversity.** FECCA believes that a National Multicultural Agenda will be a positive outcome not just for Australian communities, but for the government as well.

The Scanlon survey shows us that this is not the time to abandon the multicultural agenda for a culture neutral social justice platform. The undercurrents are already present in Australia that reveal the fragility of the current prevalence of positive attitudes towards diversity. James Jupp points out that the impact of global trends in Europe which move towards a rejection of particular cultures will be increasingly felt in Australia as well.⁷

National Multicultural Agenda and Australia

In preparing this submission, FECCA represents its constituents who are the Australian CALD communities. The August 2009 paper of the Settlement Council of Australia (SCOA) states the reason why such a perspective is important in discussions about a national **multicultural policy.** **“We believe that tensions generated by the arrivals of new immigrants,** both for the receiving communities and the new arrivals, require interventions by government to moderate the potential conflicts and ensure economic, social, cultural and **political integration.”**⁸ FECCA believes that the voices of CALD communities should lead the shaping of a new multicultural policy for Australia as they have lived experience of the **unequal playing field that is the reality of “host” and “guest” perspectives in recent policy debates** in this arena. This view, as articulated strongly in the same SCOA submission, is

⁷ Dr. James Jupp, “The European Racial Draft, October 2010 (hereinafter referred to as Jupp), p.13

⁸ Settlement Council of Australia, “Multicultural Policy” http://www.scoa.org.au/rp_submissions.htm (hereinafter referred to as SCOA) accessed on 13 October 2010

that Australia’s multicultural thrust has lost strength, credibility and depth since the 1989 National Agenda.

Programs and strategies have largely become responses to vulnerability as if multiculturalism is only relevant to immigrants. The political vision that held the view the policy should “suggest that the wider society needs to adapt and change, becoming more cosmopolitan in its institutions and practices”⁹ has been eroded by a focus on service delivery and vulnerability alleviation.

FECCA recognises and welcomes the positive changes recently in this area including the “Diverse Australia” program and restructuring of some of the funding to create more proactive models for CALD communities. However, our view is that the government has to take a proactive role in leading the reinvigoration of the multicultural agenda.

National Multicultural Agenda- An Opportunity to show Australian Leadership

A National Multicultural Agenda is not a destination; it is a work in progress. Australia’s retreat from a commitment to a robust and proactive multicultural policy does not augur well for the stability of what is a complex and diverse society which is only increasing in both complexity and diversity. FECCA believes that more than at any other time in history, Australia needs to face the challenge and show national and international leadership in creating political will for a new and innovative way of ensuring true equality to all those who live within its territory.

Australia’s population profile is constantly changing. We have increasing numbers of immigrants as refugees, temporary workers and as students who come from cultural and religious backgrounds which are very dissimilar to the current Australian experience. While we may uphold our democratic and human rights traditions as universal values, no value system is disconnected from a set of particular cultural beliefs. If we do not begin to acknowledge the reality of profound differences in culture, we will lose this opportunity to create a sense of nationhood that is empowering to all people who make Australia their home.

FECCA recognises that “multiculturalism” is an increasingly complex social aim. This is why it is imperative for Australian political leadership to back the reality of multicultural Australia with political will. We do not want the divisive trends that manifest when political

⁹ SCOA p 4

“Different but Equal” FECCA’S National Multicultural Agenda

will does not champion the cause of diversity which leads to the dangerous disempowerment of significant sectors of the population.

We need a National Multicultural Agenda now to ensure that our support for cultural diversity is resilient, innovative and robust enough for all the challenges that will confront us with the current global migration trends including refugees and asylum seekers, the international labour market or international students.

National Multicultural Agenda- Definition and Principles

Definition of the National Multicultural Agenda

A National Multicultural Agenda defines the terms of relationships between different cultural communities. It proposes equal dialogue between them to arrive at principles of access, equity and social justice. Through this, it delivers equality in the public arena and social cohesion for all Australians.

The Principles:

1. Aboriginal and Torres Strait Islanders are the First Australians

The primary premise of the National Multicultural Agenda is that the Aboriginal and Torres Strait Islander people are the First Australians. Reconciliation with them is primary to the ability of our country to create a strong sense of nationhood and cohesion.

2. Equality

The National Multicultural Agenda is a recognition of and response to the reality of Australia’s culturally diverse population. It defines the nature of the relationship between all Australian people, between communities and between government and all Australians as one that upholds the principles of social justice by ensuring that real equality can be achieved only by alleviating inequality. It recognises that there **must be equality of “cultural circumstance”**¹⁰ as much as equality of opportunity. **This means that while we may be “different” as individuals, communities and cultures, we aim to achieve equality without relinquishing difference and within the legal and social parameters in Australia. Equality of “cultural circumstance”** ensures that we do not, explicitly or implicitly, create a hierarchy of cultures, but that we engage in a dialogue, recognising the potential for transformation on all sides.

¹⁰ Mahajan p. 42

3. Equal Dialogues

The National Multicultural Agenda proposes the creation of equal dialogues amongst all Australians within the framework of Australian legal and political systems. Intercultural interaction and dialogue cannot happen in an unequal **playing field where there is “host” and “guest” division. As a national agenda for all** Australians, it rejects the framework of cultural hierarchy as inherent in labels such as **“mainstream culture or “host culture”**. **This does not, however, take away from** the unique position that the Aboriginal and Torres Strait Island people occupy in Australia as the First Australians. Equal dialogue is also the basis for reform of our Human Rights and Legal systems to be inclusive, where necessary, of particular concerns of CALD communities including cultural rights, discrimination and racism.

4. Right to cultural maintenance

A national agenda protects the rights of all Australians to express their cultural heritage, to maintain their languages and religions in equal measure without upholding the rights of any special group as being above the others.

5. Responsibility for cross and intercultural engagement

It expects from all Australians the obligation to be proactive in cross cultural and intercultural dialogues at all levels as importantly as maintaining their heritage and culture. Thus it expects Australians to be open to change and to building intercultural communities while enjoying the rights to cultural maintenance.

6. Multicultural society is a valuable Australian asset

It proactively promotes multicultural society as a valuable resource and asset in the **shaping of Australia’s future. In order to do this, it will support new research and** data on multicultural issues to build an evidence base for future policy in this complex and important area for Australian society.

7. Recognition of the historic contributions of all Australians

It recognises the historic contribution of all Australians and includes their welfare and enhancement in its vision and implementation.

8. Languages are important expressions of cultures

It recognises the fact that language can be both a barrier and an enabler for social inclusion. It accepts that language acquisition or maintenance is a cultural issue. As such, it will celebrate and harness the value of a multi-lingual society while strengthening English as the language for communication for all Australians.

9. Creation of an inclusive national Australian identity

It will promote the creation of an inclusive national Australian identity and of the symbolic communications of such an identity.

10. Rejection of culture blindness and support of reform where necessary

It also rejects “culture blindness”¹¹ by engaging with reform where necessary when cultural practices are illegal or against the democratic principles of Australia. However, this will be done firstly by supporting reformist movements from within cultural communities and through dialogue, consultation and education wherever possible, recognising that transformation is possible on both sides.

11. Reinvigorate grassroots efforts

It will reinvigorate efforts at community and grass root levels that will create a bottom up approach to diversity by supporting local initiatives to link cultures.

Rather than viewing diversity as “sanitised” forms of entertainment and amusement¹² it will create more rigorous models of interaction that will encourage discussions at religious, social and political levels.

The outcomes of the National Multicultural Agenda will be social inclusion and social justice. Culture cannot be wholly equated with other issues such as gender, disability and the specific issues of settlement. While it is inherent in all of these, it is also larger and more overarching. **Culture is not a “vulnerability” in all cases, and it is a universal attribute-** we all have a culture of which we are a part.

The National Multicultural Agenda is not only about Social Inclusion and Social Justice. These outcomes will only be achieved fully with a multicultural agenda.

¹¹Mahajan p 55

¹²Jupp p 11

National Multicultural Agenda- Pillars and Policy

The pillars of a National Multicultural Agenda

FECCA’s National Multicultural Agenda has three pillars. These are based on the discussions in “The People of Australia”, with particular focus on the recommendations. FECCA sees this as the next step to ensure that the recommendations can be translated into policy. The three pillars are:

1. Belonging

Belonging is the outcome of the acceptance, celebration and the creation of identity through a respectful and voluntary process initiated by individuals in response to their desire to be part of their new home in Australia. The importance of belonging cannot be underestimated and fundamentally affects the ability of individuals and communities to be able to function in any society.

2. Participation

Belonging enables fulfilled participation in the Australian society through various ways such as employment, voluntary work and in cultural life. Fulfilled participation refers to the capacity of people to interact at their full potential and to be recognised and utilised for all their talents and skills. It also means being open to new and innovative ways of defining participation so that people from all cultures can offer new skills and insights to enrich our society.

3. Contribution

The outcome of fulfilled participation is contribution by all Australians that creates **pride in their work and in the experience of “owning” the shaping of Australia.** Their investment in Australia will foster ever strengthening ties to this country. Contribution also requires us to be open as a society to the wisdom of other cultures and traditions, the rejection of primitivist perceptions and the ability to show leadership and innovation in creating spaces of equal dialogue in all matters.

1. Belonging

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b c h ` c b ` m ` c Z `] b W c a Y ` V i h ` U ` g c ` c Z ` f Y g d Y W h " Í*

James Jupp¹³

The first step towards engaging with the new society that migrants confront is to find acceptance for their current identity. Public policy in this area has to recognise this first step is necessary before they can move on to processes of adapting to a new context. There is evidence that even second and third generations of migrants can still feel that maintaining aspects of their culture is important for their identity.¹⁴

FECCA policy recommendations

1. Orientation, Settlement and Information programs

for all categories of new arrivals including refugees, 457 visas and students to reflect principles of respect for their current culture and experiences. This would mean that orientation programs should include a component of cultural awareness training which is both rigorous and which acknowledge the complexity of the task. Where possible, these should be delivered by trainers (with adequate training and support) from within communities who have lived experience of that culture.

2. A strong multicultural school curriculum

is urgently required to build a true sense of belonging for all Australians. Such a curriculum should not be Eurocentric and should have provision to teach major non European languages based on the location of the school and its population context. More support is required for school staff to deal with the cultural diversity needs of children from specific backgrounds who face challenges in dealing with the Australian education model. **FECCA’s Access and Equity consultations received strong feedback about the importance of schools being the crucial “sites of information” about identity for young people.** There is evidence that large numbers of youth from CALD backgrounds feel that

¹³ Jupp p.12

¹⁴ Jupp pp11-12

they do not belong. “The Melbourne Declaration on Educational Goals for Young Australians”¹⁵ needs to have a stronger commitment to multicultural education.

Bilingualism to be supported as an educational base and Australian children should be supported to learn another language other than English, and English. In specific areas of the curriculum such as History, cultural diversity perspectives must have equal status as other sector perspectives such as gender.¹⁶

Encouraging Active Citizenship and Access to Citizenship

Current citizenship processes not only disadvantage many cultural groups but are also based on a monoculturalist and restricted view of Australian values. As part of the principle of creating an inclusive national identity, the first step would be to examine the nature and need for such a test. Even though there is support for people with low English skills, the provision of the test exclusively in English undermines the public policy of access and equity particularly as refugee and humanitarian entrants have a very high rate of uptake of citizenship. This situation has also to be seen in the context of the barriers some groups of arrivals face with the available English language courses which limit their ability to acquire English language skills.

The content of the test and the information about citizenship presents a monocultural view of Australian society. The discussion of **Australia’s immigrant history and the achievements** of CALD Australians, the symbols of Australian life as expressed in the national holidays or key historical events largely reflect the dominance of one culture.

Active citizenship envisages that all Australians will participate in the public sphere whether it be through engagement with local communities or political parties or through cultural practices. Rather than a laissez faire approach, it needs proactive creation of spaces where people feel welcome to interact, engage and share their skills and talents. This will prevent the creation of cultural ghettos, which FECCA opposes.

¹⁵ “Melbourne Declaration on Educational Goals for Young Australians”, Department of Education, Employment and Youth Affairs, December 2008, accessed at http://www.curriculum.edu.au/verve/resources/National_Declaration_on_the_Educational_Goals_for_Young_Australians.pdf on 27 October 2010

¹⁶ The discussion on education is based on Andrew Jakubowicz, “Comments on FECCA of Australia” October 24 2010, p1.

4. Educating for rights and responsibilities

All people who come to Australia must be made aware of their rights and responsibilities. While this is already being done in some cases such as Settlement programs, the feedback FECCA receives is that the programs are too intense and often happen at the outset when people are already coping with a large amount of new information. Such education has to be broad based and tailored and should be extended to all categories of arrivals including 457s and students (as they do in countries such as the Netherlands).

5. Public Campaigns that create an inclusive national identity

FECCA notes that government campaigns promoting diversity continue to highlight aesthetic values such as food and entertainment. It needs to include debates about the economic values of diversity by adding concepts of new knowledge acquisition in key areas such as environment, work and lifestyle choices. It should also focus on fact that diversity encourages us to accept it within our own culture. The campaigns have to promote the message that engaging with diversity is an attitude that brings benefit both within cultures as well as in inter cultural situations. In a globalised world, engaging with diversity has to be presented as a reality and not a choice.

Participation

Immigrant citizens if only in the most minimal way (turning out on election)

Andrew Jakubowicz¹⁷

People participate in society through employment, voluntary work, caring duties, political engagement, training and education and the like. Policy recommendations in this area focus **on ensuring equal opportunities for all Australians, including equality of “cultural circumstance.”** The promotion of non-discriminatory practices, community relations at grass roots and local levels and culturally appropriate Settlement and post Settlement services will support positive outcomes in this area. English Language Services are particularly important to enable full participation by all Australians.

¹⁷Jakubowicz, Andrew, “Immigrant www.culturaldiversity.net.au accessed 30 September 2010

FECCA recognises that Australia leads the world in the provision of settlement services. What we advocate for is the needs of a diverse society beyond the immediate settlement period, which in Australia is considered to be 5 years.

Within the domain of participation is the role that government services play in supporting communities and individuals to engage with Australian society. It is beyond the scope of this paper to examine in detail the policy issues for all services. Some key sectors have been identified and broad policy suggestions are made in relation to the most urgent issues (as identified by FECCA’s community consultations) to enable more participation by Australians from CALD backgrounds.

FECCA Policy Recommendations

6. Information for service access and community participation

Information is key to ensuring participation. FECCA recognises that there are already policies across government which provides for translated materials and website resources in various languages. Information provision also relates to the mode of information delivery. There are some innovative outreach models which are being piloted by service organisations in Australia. FECCA receives feedback that **“pilots” are sometimes not supported to become longer term initiatives.** Pilots need to be evaluated and resourced for long term rather than short term engagement.

FECCA supports the resourcing and strengthening of SBS services for CALD communities. In addition to this, we recommend that the government look at ways of ensuring that commercial television which is accessed by large numbers of young Australians of all backgrounds also reflects the reality of Australian population diversity in its programs.

FECCA recommends continued support and enhancement of resources to the ethnic and community media (such as Channel 31 in Victoria) as well as to organisations such as the National ethnic and Multicultural Broadcasting Council (NEMBC) which has an important role to play in reaching information to diverse

communities. There has been no real increase in funding in this sector for many years. Community media resources are particularly important for New and Emerging Communities and the older CALD people who become house bound and revert to their first languages.

There is increasing evidence that satellite television brings diverse language programs directly to many ethnic communities in their own languages. This can further limit the reach of Australian media within these communities. Only a strong and vibrant Australian ethnic media will provide an alternative to satellite services for CALD Australians.

7. English language services

Language is the key to empowered participation for all Australians. It is fundamental to culture. The complexity of language acquisition is underestimated in the current programs. FECCA’s **consultations indicate that the duration, the training modes and the lack of bi-lingual teachers** mean that it is quite common for people to acquire few skills in English after these courses. The Adult English Migrant (AMEP) program was reviewed in 2009 and FECCA recommends that the outcomes of the review be implemented particularly in relation to people with limited literacy, women with children and people with mental and health barriers. It is important that the programs recognise that language acquisition also demands understanding a new and often alien culture and its beliefs and customs. The failure to include this dimension in the current courses creates low learning outcomes for some communities, particularly where cultural differences are most profound.

Promotion of systems knowledge

FECCA’s **consultations indicate that many people are marginalised when they do not know** how to navigate Australian systems. This does not only apply to knowledge about government services and institutions, they also do not have knowledge about our workplace protocols and rights, private rental markets and the expectations of landlords or of rental agencies and the like. They need systems support to create positive initial relationships in all these sectors which is crucial to them being able to participate with confidence.

FECCA policy recommendations

1. Establish the role of mentor or navigator with specific bi cultural skills and lived experience of cultures where the need is identified to be most urgent
2. In sectors such as aged care, ethno specific service provision has strong positive outcomes. In some sectors or localities, ethno specificity in service provision may be necessary to ensure access and participation.
3. In addition to ethno specific service provision in some sectors, there should be resources and strategies to recruit and train culturally sensitive staff in all sectors

Digital Literacy

With plans for the rollout of the National Broadband Network, the access and participation by all Australians in this sector becomes a key issue. Digital literacy presents specific issues for CALD Australians.

Like language acquisition, digital literacy can be both a barrier and an enabler to participation. With increasing reliance of government services on digital technology, the ability of this technology to reach some sectors of Australian population is an issue. CALD Australians can face the following barriers with Digital Literacy:

1. Older CALD migrants who form 23% of the Australian population aged over 65 years¹⁸ have limited English language ability, limited digital literacy and limited access to digital technology due to financial constraints
2. Refugee and humanitarian entrants have often not been exposed to digital technology. Many of them are under the age of 30 years and would need to acquire skills in this area to find employment.
3. Some skilled migrants may be limited in their English language skills and this would limit their ability to access and use Digital Technology.

¹⁸ Pino Migliorino, “FECCA and CALD communities in the Conference, 11 August 2010 accessed at www.fecca.org.au on 17 October 2010, p.6

FECCA Policy Recommendations

1. Additional resources to expand the availability of free internet at public libraries
2. Availability of English language teaching modules on the Internet
3. Information about digital technology to be targeted towards non English speaking Australians
4. An acknowledgment that **service providers may need to focus more on “human”** interaction and actively engage interpreters and translators, as well as employ bilingual staff, in service provision for sectors of CALD service provision, particularly for New and Emerging Communities and older CALD people.
5. Support for research in this area to develop an evidence base for creating access to digital technology by all Australians

Employment

The key issues in this area relate to support services (employment services), skills recognition and workplace discrimination. FECCA recognises that some important steps to address systemic inequities have been initiated, such as the provision of dedicated multicultural officers and culturally appropriate job services. The following recommendations reflect the feedback from the community received by FECCA as part of our Access and Equity consultations:

FECCA Policy Recommendations

1. Job Services Australia to recognise and cater for a need for greater levels of support (both duration and intensity) to ensure that new arrivals have the skills to navigate the system. For example this could be support which enables job seekers to learn about workplace requirements and expectations, undertake appropriate orientation, workplace orientation and work placement programs.
2. Assessment instruments such as Job Seeker Classification Instrument and intake processes to be enhanced in terms of their cultural appropriateness
3. Stronger emphasis on educating people about their rights in the workplace as well as about their options for appeal and complaints.

4. Review of skills recognition processes and requirements and apprenticeship models particularly in the vocational trades

Child and Family Services

The issues of rights and culture, the conflict between community and individual rights and the ideas of family become areas of distress for many CALD Australians. While we require all those who live in Australia to abide by our laws and rules, we have to acknowledge that these are not universally understood and may be experienced by some as an erosion of their cultural rights. The interface between services in this area and some communities has led to intergenerational conflicts, isolation of people from their own communities and intra familial distress.

There are some new models being piloted which include strong outreach work and collaborative engagement between key services and the communities. Some of these can be adopted to create new models of engagement where there is an equal dialogue between all parties.

FECCA Policy Recommendations

1. Research in this area is urgently required to create new models of interaction between government agencies and institutions and cultural communities.
2. Recognition of the non-universality of values and rights is key to an equal dialogue. This does not mean surrendering what we consider to be legal, but it may mean that we have to consider reforming systems to accommodate other views where appropriate

Health

There are ongoing issues in the health sector for Australians from CALD backgrounds related to language. This affects information provision, translation services and support services, especially when they are telephone help or other online options. Some communities will be disadvantaged by the move to electronic health records unless there is some support to alleviate the digital divide as noted previously.

FECCA Policy Recommendations

1. Enhancement of interpreting and translating services, with particular emphasis on targeting them in response to the local language requirements. FECCA acknowledges the work of the national Translating and Interpreting Service (TIS) in responding to the recent demands for new language services.
2. Compulsory cultural awareness training for staff in emergency services
3. Targeted and culturally appropriate information provision. Here again, there are innovative models which are piloted by the NGO sector. These models can be supported and developed across the government sector
4. Outreach work in collaboration with community leaders to disseminate information about preventive health and health promotion
5. Recruitment of cultural navigators to help communities access timely and appropriate assistance. Such navigators or ambassadors can be retired community members who in turn will also be assisted to remain active in the community by providing such services.

Housing

FECCA recognises that there is a national housing crisis in housing in Australia. While it affects many Australians, those from culturally diverse backgrounds are further disadvantaged in already tight rental markets. **FECCA’s community consultations have had** strong feedback from people about the specific issues facing new arrivals and Australians from CALD backgrounds in accessing housing.

FECCA Policy Recommendations

1. Education and orientation programs are needed as a matter of urgency for all new arrivals to equip people to understand their rights and responsibilities and expectations of tenants and to develop skills in navigating both public and private housing sectors in Australia
2. Non discriminatory practices in the private rental market to be encouraged through a combination of education and incentive programs.

3. Recognition of the different ideas of families in some cultures (joint families or large families) and investment in the development of accommodation options and supports for large families to prevent overcrowding and eviction.

Rural and Regional Development

The current emphasis on the distribution of immigrants to rural and regional areas raises issues related to service infrastructure and culturally sensitive support in such regions. Rural and regional communities already face challenges in access to support services in key sectors such as health and education. CALD communities face further challenges as they often need ethno specific services in some cases. New and Emerging communities, especially when they have a history of trauma, need specialist mental health services when they are located in regional areas.

FECCA policy recommendations

1. Adequate community consultation and education of rural and regional communities before migrant groups are moved to rural and regional areas
2. Recognition of the complex and culture specific needs of culturally diverse communities and establishment of appropriate support services in rural and regional areas

Contribution

The only choice open to any society today is to manage and build on the creative potential of its diversity

Bhiku Parekh¹⁹

A fulfilled participation creates real contributions by all Australians. Contribution is the external manifestation of a successful multicultural agenda. The outcomes of an agenda that respects and gives equality to all Australians will create equal contributions in the public sphere. These contributions can be in business, arts, intercultural collaborations and in enhancing the language and cultural skills available in our society.

The following are the key issues in this domain:

¹⁹ Parekh p. 171

Encouraging cultural and religious maintenance and development

Often cultural maintenance is seen as anti-progressive and anti social cohesion. However, without a sense of rootedness we are unable to build a stable society. Rootedness begins with a cultural and community identity. Rather than creating a divisive society, it will enhance the capacity of individuals to feel confident and proud of their heritage and to be proud to contribute to a society which respects and honours them.

Equally important is the idea of cultural development. Cultures are not static bodies of beliefs. There are always reformist movements in all cultures which reflect upon practices and beliefs in the light of new or different information and challenges. In framing cultural development, it is necessary to collaborate with reformist elements within the communities first and to let them lead the development and change. It is equally important to recognise that development can happen on all sides of the discussion.

FECCA Policy Recommendations

1. Support for an approach that is not culture blind by engaging with reform where necessary and by creating inter-faith dialogues about religious practices and beliefs that challenge currently held perceptions
2. **Support for a “culturally innovative life”²⁰** by encouraging neighbourhood and grass roots levels of intercultural engagement through inter faith forums.
3. Support for leaders from within communities to advocate and represent cultural **views and to speak for their concerns. The adage of “Nothing about us without us”** needs to apply in this area. Often multicultural communities are spoken about by academics, politicians and others without adequate understanding of who might be the most appropriate representative for specific issues within those cultures.

²⁰ Parekh p 150

Fostering artistic and cultural development and innovation from diverse cultural perspectives

Art is often the key to cross cultural and inter cultural communication. What policy and other initiatives may labour long to achieve, art can succeed in doing the same more efficiently and with less confrontation. While we recognise the role of sports in dissolving cultural boundaries, arts have an equally important role in creating meaningful communication. For many communities art is an important symbolic expression of their identity just as sport is for many Australians. The Arts has been increasingly on the wane in terms of significance in Australian public policy. This leads to the potential loss of the one of the most significant ways of achieving social cohesion in a non confrontational way.

The current location of the Arts portfolio in the Office of the Prime Minister and Cabinet, in combination with **FECCA’s recommendation to locate the National Multicultural Agenda** in the same office, creates a valuable opportunity for both these sectors to work together to create non confrontational spaces of social transformation for all Australians.

FECCA policy recommendations

1. Increased funding for both heritage and innovative arts practices that are led by people from diverse communities
2. Increased funding to community arts initiatives which work on building social cohesion or inter cultural dialogues
3. Creation of new arts funding criteria that recognise the role of the arts in the social transformation agenda

Fostering entrepreneurs from CALD backgrounds for both domestic and international business and trade

Migrants bring with them trades and skills which may be new or different to what is **currently available in Australia**. **FECCA’s consultations heard strong representations from** people who spoke about how their special skills were ignored and they were unable to break into the skilled labour market and were only successful in obtaining cleaning or other unskilled jobs. There are also examples of people encouraged to develop their traditional skills and start small businesses which flourished because of their exotic novelty value. Such businesses, on a small and large scale, can add great value to Australia.

FECCA policy recommendations

1. Encouragement for and recognition of existing skills and trades from cultures by supporting ethnic entrepreneurs to start new businesses that offer new products or services to Australia
2. Creation of pathways for such entrepreneurs to work in the domestic and international market

Maximisation of Workplace diversity

There are already several measures in place to support and encourage workplace diversity. FECCA promotes that the next **step should be taken aiming for “maximisation” of workplace diversity**. This means that we do not simply create strategies to deal with the current reality of diverse workplaces, but that we will garner this to our advantage by focusing on the benefits of workplace diversity and how best to utilise this to add value to our business practices.

FECCA policy recommendations

1. Enhancement of cultural awareness training programs and prioritisation of training for staff in this area
2. Recruitment of bi cultural staff at all levels including higher management levels
3. Recognition and use of international networks Australians from CALD backgrounds **can provide to build Australia’s international business**

Maximising the value of diversity

Historically, multicultural policies have given importance to the economic value of cultural diversity. The 1989 agenda focused on “productive diversity” as a key pillar of its policy. FECCA supports encouragement and recognition of the economic benefits of cultural diversity as it is an inescapable reality of a global labour market and international social trends. It also encourages recognition of differentiated measures where necessary to create equity to address the gaps in areas such as systems knowledge and local experience which can become barriers for many CALD Australians.

National Multicultural Agenda- Delivery, Relationship to existing social policies

Delivering the National Multicultural Agenda

It is important that the National Multicultural Agenda is restored to its significance as an **overarching statement for all Australians**. The current location of “Multicultural Affairs” within the DIAC implies that multiculturalism is limited to immigration, settlement and access and equity considerations. FECCA sees the National Multicultural Agenda as the most important social policy statement for all Australians and fundamental to achieve all other social policy objectives.

The National Multicultural Agenda and existing Access and Equity Frameworks

The National Multicultural Agenda has to be embedded in all government departments. It will subsume existing Access and Equity frameworks and create new and more holistic indicators which address the broad principles of the agenda. The focus will not be on vulnerability and on the relevance of the policy to some sectors more than to others, but on creating responses to cultural diversity that reflect the reality of Australian society.

FECCA policy recommendations

1. That the National Multicultural Agenda is located in the Office of Prime Minister and Cabinet which will be responsible for the design, implementation and support.
2. That all government departments will frame individual Multicultural Plans which will frame their strategies to address the principles of the National Multicultural Agenda. These plans will subsume the current Access and Equity plans.
3. That the National Audit Office or the Productivity Commission is responsible for monitoring the Agenda against new indicators which are based on the delivery of the principles of the National Multicultural Agenda
4. That the strengthening of the Anti-Discrimination Legislation is necessary to ensure the full implementation of this Agenda.

This will include:

1. The appointment of a full time Race Discrimination Commissioner

2. Criminalisation of vilification
3. Stronger complaint mechanisms and a targeted and broader dissemination of information about these to CALD Australians
4. Strong emphasis on public campaigns to educate people about racism

Research and Data about multiculturalism

There is great paucity in the area of multicultural research in Australia in all sectors including public policy, health, education and employment. Since the dismantling of the Bureau of Immigration, Multicultural and Population Research (BIMPR) well over a decade ago, there has been no such body at the federal level to inform government. This means that there is not enough evidence based information to serve as the basis for the design of effective policies and programs. While there are important scholars working in this area in Australia, multicultural research has been systematically reduced in terms of funding and focus.

FECCA policy recommendation

1. The establishment of a Multicultural Research Institute which will work with existing multicultural researchers and organisations to create evidence and knowledge to review, modify and update approaches to multiculturalism on an ongoing basis and across all sectors

Social Justice and Access and Equity

The idea that sameness may be oppressive, and that it may disadvantage minority populations, is a lesson that multiculturalism brings home to all of us.

Gurpreet Mahajan²¹

It is FECCA’s view that it is only a robust and strong National Multicultural Agenda that will deliver Social Justice and Access and Equity to all Australians. It is only such an agenda that will maintain that negating aspects of culture can create unjust treatment. It creates a space for dialogues about social structures and practices that are outside our current experience

²¹ Mahajan p25

such as the importance of cultural community identity as much as individual identity and the need to affirm diversity at both community and individual levels.

The desired outcome for a Social Justice and Equity Agenda is social stability. FECCA advocates for the National Multicultural Agenda which will deliver the following thereby strengthening social stability:

- ◁ Respect and equality for all cultures is an essential pre requisite for creating identity and belonging. Culture is the content of a human being.²² **Affirmation of one’s culture creates power to share and transform this “content” in a new context.**
- ◁ Equality of all cultures prevents coercive interaction between cultures which can advantage some groups over others
- ◁ Recognition of multiple levels of loyalty (community, culture, state, nation) also prevents the creation of a narrow national identity which excludes large numbers of Australians
- ◁ It rewards all Australians and not only those who are able to conform to a dominant culture that marginalises their own.
- ◁ Without clear political will behind such a policy and its public manifestation as the National Multicultural Agenda, the wider society would not wish to incur the costs of **support. It is the government’s leadership that will convince the public about the real benefits to them of a multicultural Australia.**

National Multicultural Agenda and Social Inclusion

FECCA’s view is that the multicultural agenda cannot be subsumed by Social Inclusion. As noted in other submissions from the sector, the current Social Inclusion Agenda does not give cultural diversity the significance it needs in order to address social cohesion issues which arise as a consequence of cultural differences. FECCA recommendations in this area indicate broad policy initiatives which would form part of the National Multicultural Agenda and would more appropriately address some of the focus areas of the Social Inclusion agenda. FECCA policy recommendations address the intersection of key sectors such as gender, youth and age, with cultural factors.

²² Parekh p 156

Women

CALD women face specific issues in addition to issues faced by all women in Australia. The combination of ethnicity and gender can be doubly disempowering for many Australian women.

FECCA policy recommendations

1. Support for culturally appropriate and gender sensitive information provision for CALD women particularly with regard to rights and systems knowledge
2. Culturally appropriate support and resources in Family Violence Issues
3. Support for research and data on violence against CALD women to build an evidence base that can facilitate both prevention and intervention

Aged Australians

A disproportionately high percentage of aged Australians above 65 years are from CALD backgrounds. This proportion is set to increase. Aged care services, which are already stretched, will have to plan for increasing numbers of CALD elderly who may have issues with language and isolation.

FECCA policy recommendations

1. The creation of a National CALD Aged Policy
2. Increase in resourcing of ethno-specific services for CALD
3. Inclusion of CALD communities in plans and strategies for aged care in this sector

Youth

The lack of a multicultural agenda has arguably led to an increase in discrimination and racism in Australia as revealed by the Scanlon survey. There is evidence to show that discrimination can profoundly affect the health of young people, particularly in relation to mental health issues. CALD youth are often portrayed negatively in the media (as youth gangs). **FECCA’s community consultations have found that many of them face fundamental issues of identity and belonging.** There are other significant issues in this sector including support for international students and targeted mental health services to address specific issues such as cultural stigma.

FECCA policy recommendations

1. Advocacy efforts in this sector to be shaped and led by CALD youth
2. Appropriate and targeted information available not just on specialised ethnic media but also on commercial media and through social networking pathways
3. Strong advocacy and leadership from government to stop media stereotypes and portrayals of CALD youth as criminal and anti-social
4. Research into intergenerational issues is an urgent need in the youth sector where young people face the stress of negotiating two cultures

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Appendix 1

SUMMARY OF FECCA POLICY RECOMMENDATIONS

Domain	Sector/Issue	FECCA Recommendations
Pillar 1. Belonging	<ul style="list-style-type: none"> < Settlement programs < Education < Citizenship < Public campaigns 	<p>1. Orientation, Settlement and Information programs should include a component of cultural awareness training which is both rigorous and which acknowledge the complexity of the task. Where possible, these should be delivered by trainers (with adequate training and support) from within communities who have lived experience of that culture.</p> <p>2. A strong multicultural school curriculum with more support for school staff to deal with the cultural diversity needs of children from specific backgrounds who face challenges in dealing with the Australian education model.</p> <p>3. Encouraging Active Citizenship and Access to Citizenship. As part of the principle of creating an inclusive national identity, the first step would be to examine the nature and need for such a test. Even though there is support for people with low English skills, the provision of the test exclusively in English undermines the public policy of access and equity particularly as refugee and humanitarian entrants have a very high rate of uptake of citizenship.</p> <p>4. Public Campaigns that create an inclusive national identity.</p>
Pillar 2. Participation	<ul style="list-style-type: none"> < Media < English Language Services 	<p>5. Information for service access and community participation</p>

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	<ul style="list-style-type: none"> < systems knowledge < Digital literacy < Employment < Child and family services < Health < Housing < Rural and Regional Development 	<p>FECCA supports the resourcing and strengthening of SBS services for CALD communities. In addition to this, we recommend that the government look at ways of ensuring that commercial television which is accessed by large numbers of young Australians of all backgrounds also reflects the reality of Australian population diversity in its programs.</p> <p>FECCA recommends continued support and enhancement of resources to the ethnic and community media as well as to organisations such as the National ethnic and Multicultural Broadcasting Council (NEMBC) which has an important role to play in reaching information to diverse communities.</p> <p>6. English language services The Adult English Migrant (AMEP) program was reviewed in 2009 and FECCA recommends that the outcomes of the review be implemented particularly in relation to people with limited literacy, women with children and people with mental and health barriers. It is important that the programs recognise that language acquisition also demands understanding a new and often alien culture and its beliefs and customs.</p> <p>7. Establish the role of mentor or navigator with specific bi cultural skills and lived experience of cultures where the need is identified to be most urgent</p> <p>8. In sectors such as aged care, ethno specific service provision has strong positive outcomes. In some sectors or localities, ethno specificity in service provision may be necessary to ensure access and participation.</p>
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		<ol style="list-style-type: none"> 9. In addition to ethno specific service provision in some sectors, there should be resources and strategies to recruit and train culturally sensitive staff in all sectors 10. Additional resources to expand the availability of free internet at public libraries 11. Availability of English language teaching modules on the Internet 12. Information about digital technology to be targeted towards non English speaking Australians 13. An acknowledgment that service providers may need to focus more on “human” interaction and actively engage interpreters and translators in service provision for sectors of CALD service provision, particularly for New and Emerging Communities and older CALD people. 14. Support for research in this area to develop an evidence base for creating access to digital technology by all Australians 15. Job Services Australia to recognise and cater for a need for greater levels of support (both duration and intensity) to ensure that new arrivals have the skills to navigate the system. For example this could be support which enables job seekers to learn about workplace requirements and expectations, undertake appropriate orientation, workplace orientation and work placement programs. 16. Assessment instruments such as Job Seeker Classification Instrument and intake processes to be enhanced in terms of their cultural appropriateness 17. Stronger emphasis on educating people
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		<p>about their rights in the workplace as well as about their options for appeal and complaints.</p> <ol style="list-style-type: none"> 18. Review of skills recognition processes and requirements and apprenticeship models particularly in the vocational trades 19. Research is urgently required to create new models of interaction between government agencies and institutions and cultural communities. 20. Recognition of the non-universality of values and rights is key to an equal dialogue. This does not mean surrendering what we consider to be legal, but it may mean that we have to consider reforming systems to accommodate other views where appropriate 21. Enhancement of interpreting and translating services, with particular emphasis on targeting them in response to the local language requirements. FECCA acknowledges the work of the national Translating and Interpreting Service (TIS) in responding to the recent demands for new language services. 22. Compulsory cultural awareness training for staff in emergency services 23. Targeted and culturally appropriate information provision. Here again, there are innovative models which are piloted by the NGO sector. These models can be supported and developed across the government sector 24. Outreach work in collaboration with community leaders to disseminate information about preventive health and health promotion 25. Recruitment of cultural navigators to help communities access timely and
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		<p>appropriate assistance</p> <p>26. Education and orientation programs are needed as a matter of urgency for all new arrivals to equip people to understand their rights and responsibilities and expectations of tenants and to develop skills in navigating both public and private housing sectors in Australia</p> <p>27. Non discriminatory practices in the private rental market to be encouraged through a combination of by education and incentive programs.</p> <p>28. Recognition of the different ideas of families in some cultures (joint families or large families) and investment in the development of accommodation options and supports for large families to prevent overcrowding and eviction.</p> <p>29. Adequate community consultation and education of rural and regional communities before migrant groups are moved to rural and regional areas</p> <p>30. Recognition of the complex and culture specific needs of culturally diverse communities and establishment of appropriate support services in rural and regional area</p>
<p>Pillar 3. Contribution</p>	<ul style="list-style-type: none"> < Cultural Reform < Cultural Innovation < Cultural advocacy and leadership < Arts < Multicultural Entrepreneurship < Workplace diversity 	<p>31. Support for an approach that is not culture blind by engaging with reform where necessary and by creating dialogues about religious practices and beliefs that challenge currently held perceptions</p> <p>32. Support for a “culturally innovative life”²³ by encouraging neighbourhood and grass</p>

²³ Parekh p 150

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		<p>roots levels of intercultural engagement through inter faith forums.</p> <p>33. Support for leaders from within communities to advocate and represent cultural views and to speak for their concerns. The adage of “Nothing about us without us” needs to apply in this area.</p> <p>34. Increased funding for both heritage and innovative arts practices that are led by people from diverse communities</p> <p>35. Increased funding to community arts initiatives which work on building social cohesion or inter cultural dialogues</p> <p>36. Creation of new arts funding criteria that recognise the role of the arts in the social transformation agenda</p> <p>37. Encouragement for and recognition of existing skills and trades from cultures by supporting ethnic entrepreneurs to start new businesses that offer new products or services to Australia</p> <p>38. Creation of pathways for such entrepreneurs to work in the domestic and international market</p> <p>39. Enhancement of cultural awareness training programs and prioritisation of training for staff in this area</p> <p>40. Recruitment of bi cultural staff</p> <p>41. Recognition and use of international networks Australians from CALD backgrounds can provide to build Australia’s international business</p>
<p>Delivery: Delivering the Agenda</p>		<p>42. That the National Multicultural Agenda is located in the Office of Prime Minister and Cabinet which will be responsible for the design, implementation and support.</p> <p>43. That all government departments will</p>

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		<p>frame individual Multicultural Plans which will frame their strategies to address the principles of the National Multicultural Agenda. These plans will subsume the current Access and Equity plans.</p> <p>44. That the National Audit Office or the Productivity Commission is responsible for monitoring the Agenda against new indicators which are based on the delivery of the principles of the National Multicultural Agenda</p> <p>45. That the strengthening of the Anti-Discrimination Legislation is necessary to ensure the full implementation of this Agenda.</p> <p>46. The establishment of a Multicultural Research Institute which will work with existing multicultural researchers and organisations to create evidence and knowledge to review, modify and update approaches to multiculturalism on an ongoing basis and across all sectors</p>
<p>Social Inclusion: Women</p>		<p>47. Support for culturally appropriate and gender sensitive information provision for CALD women particularly with regard to rights and systems knowledge</p> <p>48. Culturally appropriate support and resources in Family Violence Issues</p> <p>49. Support for research and data on violence against CALD women to build an evidence base that can facilitate both prevention and intervention</p>
<p>Social Inclusion: Aged Australians</p>		<p>50. The creation of a National CALD Aged Policy</p>

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		<ul style="list-style-type: none"> 51. Increase in resourcing of ethno-specific services for CALD 52. Inclusion of CALD communities in plans and strategies for aged care in this sector
Social Inclusion: Youth		<ul style="list-style-type: none"> 53. Advocacy efforts in this sector to be shaped and led by CALD youth 54. Appropriate and targeted information available not just on specialised ethnic media but also on commercial media and through social networking pathways 55. Strong advocacy and leadership from government to stop media stereotypes and portrayals of CALD youth as criminal and anti-social 56. Research into intergenerational issues is an urgent need in the youth sector