

# **CMY Submission to Multicultural Framework Review**

*October 2023*



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## Acknowledgements

The Centre for Multicultural Youth (CMY) is a Victorian not-for-profit organisation supporting young people from migrant and refugee backgrounds to build better lives in Australia.

CMY recognises Aboriginal and Torres Strait Islander peoples as the first peoples of this continent and the islands of the Torres Strait. In doing so, we acknowledge our shared history; recognise the right to self-determination and the importance of connection to and access to Country. We acknowledge and respect distinct Aboriginal and Torres Strait Islander cultural differences, beliefs, values and languages.

CMY acknowledges the support of the Victorian Government Office for Youth in the Department of Families, Fairness and Housing. CMY would like to thank the five partners that helped conceive and deliver this statewide forum - Municipal Association of Victoria, City of Whittlesea, City of Casey, City of Wyndham and Mitchell Shire Council.

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## About CMY

The Centre for Multicultural Youth (CMY) is a not-for-profit organisation based in Victoria, providing specialist knowledge and support to young people from migrant and refugee backgrounds. Our vision is that young people from migrant and refugee backgrounds are connected, empowered and influential Australians.

## About this Submission

This submission focuses on providing recommendations to advance multiculturalism and drive consistent national policy in this area.

CMY welcomes the opportunity to provide feedback to the Multicultural Framework Review Panel and Reference Group on the views and experiences of young people from migrant and refugee backgrounds in relation to multiculturalism. CMY spoke directly with young people from our Youth Advisory Group (YAG) to inform this submission. We have also drawn on our 35 years of working with young people and families from migrant and refugee backgrounds, and the communities and services that work with them, to inform our response and recommendations.

CMY is pleased to see the Panel and Reference Group considering a broad range of issues and concerns within its terms of reference and have focused on making recommendations that speak directly to:

- how young people understand multiculturalism,
- how we respond to and build on the legacy of the first 50 years of multiculturalism, and
- the legislative and policy settings needed to advance multiculturalism.

## Executive summary

At its heart, multiculturalism is a set of policies that work together for the purpose of ensuring full and equal participation in our uniquely diverse society. Multiculturalism has, necessarily, evolved since it was first introduced in response to the needs of an increasingly diverse community and the changing nature of our nation's social and cultural fabric. In its legacy lies the foundations for a multiculturalism that will serve Australia well into the future but these foundations must be anchored to ensure the purpose and intent of multiculturalism can weather the emerging era of 'superdiversity'. Equally important is a renewal of the language and purpose of multiculturalism to ensure it reflects contemporary Australia and the values and priorities of the very different people and communities it serves 50 years on from its inception.

### Recommendations

CMY recommends that:

**Recommendation 1.** The Multicultural Framework Review Panel and Reference Group define multiculturalism to (a) reflect a mobile and contemporary Australia and (b) provide a shared language for belonging that captures who we are now and into the future. This must:

- place First Nations identity and experiences at the centre,
- reflect the contemporary experiences and reality of multicultural communities,
- affirm anti-racism as a central principle critical to inclusion and equity, and
- include young people's voices to guide the Framework into the future.

**Recommendation 2.** The Commonwealth Government develop and enact a Multicultural Act that enshrines the values and principles of multiculturalism in legislation, to provide a lasting foundation for the pursuit of the goals of multiculturalism and a basis for measuring progress overtime.

**Recommendation 3.** The Commonwealth Government elevate the portfolio of Multicultural Affairs to the Department of Prime Minister and Cabinet with responsibility for:

- **Recommendation 3.1** Strengthening intergovernmental coordination of and funding to support multicultural policy and programs at the state/territory level
- **Recommendation 3.2** Reviewing and updating the Multicultural Access & Equity Policy to:
  - ensure it remains fit for purpose and is actively working to achieve equity,
  - strengthen accountability and reporting on its implementation, and
  - expand its application to all publicly funded programs and services.

- **Recommendation 3.3** Ensuring the goals of multiculturalism affirm the principles behind a commitment to voice, treaty and truth telling with First Nations people, and align with relevant human rights frameworks and the proposed anti-racism framework.
- **Recommendation 3.4** Ensuring the principles of multiculturalism are applied to the delivery of Australia's settlement and migration programs.
- **Recommendation 3.5** Developing and implementing national guidelines to support consistent collection and reporting on cultural, language and ethnicity data within all publicly funded services and programs
- **Recommendation 3.6** Establishing a Centre for Excellence on Multiculturalism, modelled on the former Bureau of Immigration, Multicultural and Population Research. The proposed Centre would provide a knowledge and reporting hub to ensure the practice of multiculturalism remains contemporary and speaks to the lives of all Australians.

## The future of multiculturalism

***“Multiculturalism is different cultures acknowledging everyone’s culture and celebrating those cultures, practices and traditions.”<sup>1</sup>***

Young Australians are highly accepting and supportive of difference and diversity but report substantially lower levels of national pride and belonging, material and emotional wellbeing, social inclusion, and participation.<sup>2</sup> According to the Scanlon Foundation, Australians’ sense of belonging has fallen across all indicators over the last 15 years, with as many as one in three young people saying that they don’t feel they belong.<sup>3</sup> Young Australian’s are also incredibly diverse, with around one in two young people aged 12 to 24 years either born overseas or having a parent born overseas.<sup>4</sup>

CMY believe that the role of young people, especially those from migrant and refugee backgrounds, in shaping Australia’s multiculturalism over the coming decades cannot be under-estimated and they must be provided with the right tools and ample support to redefine and modernise Australia’s multiculturalism.

In the following section we share the views and experiences of the young Australians we spoke to about multiculturalism for this submission.

### Navigating identity

Australia is often regarded as the most successful multicultural society in the world, but this sentiment frequently clashes with the everyday experiences of its multicultural citizens.<sup>5</sup> When we spoke to young people about what multiculturalism means to them, many reported feeling a tension between what we say multiculturalism is and the experience of living multiculturalism for them. This tension was seen to directly impact upon how young people conceptualise and relate to a shared, national Australian identity, and the flow on influence on how communities and individuals navigate their own identity and think about themselves.

Importantly, the young people we spoke to broadly recognised multiculturalism as a set of policies designed to promote social cohesion and inclusion in Australia:

*“Multiculturalism is different cultures acknowledging everyone’s culture and celebrating those cultures, practices and traditions.”*

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<sup>1</sup> Young person, CMY Youth Advisory Group Consultation, 4 September 2023.

<sup>2</sup> O’Donnell, J. (2022). *Mapping Social Cohesion*. Scanlon Foundation Research Institute. Available at <https://scanloninstitute.org.au/publications/mapping-social-cohesion-report/2022-mapping-social-cohesion-report>, p.6

<sup>3</sup> The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/> p.51

<sup>4</sup> CMY. (2023 forthcoming). *A young and multicultural Victoria: the 2021 Census*. Available at [www.cmy.net.au](http://www.cmy.net.au)

<sup>5</sup> Markus, A. (2021). *Mapping Social Cohesion*. Scanlon Foundation Research Institute. Available at [https://scanloninstitute.org.au/sites/default/files/2021-11/Mapping\\_Social\\_Cohesion\\_2021\\_Report\\_0.pdf](https://scanloninstitute.org.au/sites/default/files/2021-11/Mapping_Social_Cohesion_2021_Report_0.pdf), p. 12-13

*“Multiculturalism: we acknowledge everyone’s culture, history, festivals.”*

*“Everyone has culture. Celebration of all.”*

Despite having a clear understanding of what multiculturalism broadly means in a policy sense, the young people we spoke to describe a lack of clarity about what the policy aims to achieve, as well as a more general lack of connection with the language of multiculturalism among their peers and communities.

*“What do they mean by multiculturalism?”*

*“The language is too vague”*

For the young people this was less an issue with the term multiculturalism (in fact many thought the term was seen as positive overall) but more directly about the language we use to define it and the need for this to reflect contemporary attitudes and values.

*“(multiculturalism is) not just culture but religion, language ... different terms of PoC, CALD but all referring to the same thing – intersectionality.”*

The young people we spoke to also described how the persistence of certain narratives and attitudes, in public discourse decision making and leadership, can undermine multiculturalism. Young people identified the continued depiction of Australia as a predominantly white, Anglo society as particularly influential on this: “the outside world sees Aussies as white, blonde surfers but this is changing generationally” (YAG). It contrasts sharply to their own experiences - “Me and my friends view Australia as inherently culturally diverse – Australia not a white society” - young people described how this impacts upon not only how others see Australia, but also how many Australians understand themselves and how policy is framed and pursued.

*“(there is a) difference between how institutions view multicultural people and how people view them themselves – institutions led by Anglo people: multiculturalism is about ‘we the white people’ managing the people of colour”*

One young person added, how such narratives interact with the “framing of multiculturalism... Seems like a way to talk about people who are not white”.

For the young people we spoke to, this was interconnected with the prevalence of “this idea that white people are not multicultural”. Young people described how the persistence of this particular narrative plays a central role in the feeling that multiculturalism, and its success, is not a shared project for all Australians but is exclusively the responsibility of multicultural Australians.

*“(there is) a lot of pressure on multicultural people to be successful – pressure on us to change”*

Something that young people did feel was unifying, and they felt connected them strongly to a shared, national identity, was the place of Aboriginal and Torres Strait Islander culture and history in Australia – “it is so beneficial for people coming to Australia to learn about (Australia’s) First Peoples”. There was, however, a strong feeling that there was more to be done to recognise and connect with Australia’s First Nations and further develop multiculturalism as a shared project that could meaningfully unite all Australians.



## Navigating belonging

A sense of belonging has been identified as a defining factor of a socially cohesive society.<sup>6</sup> A sense of national identity and belonging impacts positively on people's health and wellbeing and is a strong indicator of social integration for more newly arrived migrants and refugees.<sup>7</sup> Sense of belonging amongst family members, peers, and one's own cultural community is a significant source of stability and security for young people from refugee and migrant backgrounds.<sup>8</sup> Sense of belonging within the broader community also has important benefits, not just for the individual but for Australian society, as it promotes participation and contributes to cohesion.<sup>9</sup> In recent years, evidence has shown a decline in sense of belonging among Australians, with young people being impacted as key group.<sup>10</sup>

The young people we spoke to identified racism as the key challenge to multiculturalism in Australia. Racism can undermine the development of a strong sense of belonging, is linked to adverse health and wellbeing outcomes for children and young people, with detrimental effects on health and wellbeing throughout the life-course and can directly disrupt successful integration and undermine social cohesion.<sup>11</sup>

Young people spoke about racism being experienced in all areas of life, from school, employment, and policing to public spaces. They highlighted systemic and institutional racism as an issue of critical concern. Young people also spoke to their concern for an increase in "subtle racism" and micro-aggression in interpersonal relationships and networks, including professional spaces.

One of the most significant challenges for addressing racism in Australia, according to the young people we spoke to, was the feeling that there is a general lack of willingness to talk about race and racism in Australia.

*"we (Australian society) don't want to talk about racism"*

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<sup>6</sup> Triggs, G. (2014). *Social cohesion in a multicultural Australia: The importance of human rights*. Australian Human Rights Commission. Available at <https://www.humanrights.gov.au/news/speeches/social-cohesion-multicultural-australia-importance-human-rights>

<sup>7</sup> Hunter, Amato, Quek & Kellock (2015). *The people they make us welcome: A sense of belonging for newly arrived young people*, Carlton: Centre for Multicultural Youth; Multicultural Youth Advocacy Network. (2020). National Youth Settlement Framework. Available at <https://myan.org.au/resources/national-youth-settlement-framework/>; The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/>, p.8

<sup>8</sup> Kenny, E. (2018) *Forging futures: How young people settling in Victoria are faring*. Carlton: Centre for Multicultural Youth (CMY). Available at <https://www.cmy.net.au/wp-content/uploads/2020/06/Forging-Futures-FULL-REPORT-2018.pdf>

<sup>9</sup> The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/>; Kenny, E. (2018) *Forging futures: How young people settling in Victoria are faring*. Carlton: Centre for Multicultural Youth (CMY). Available at <https://www.cmy.net.au/wp-content/uploads/2020/06/Forging-Futures-FULL-REPORT-2018.pdf>; CMY (2017) Submission to Select Committee on Strengthening Multiculturalism. Available at [https://www.aph.gov.au/select\\_strengtheningmulticulturalism](https://www.aph.gov.au/select_strengtheningmulticulturalism)

<sup>10</sup> The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/>, p.8

<sup>11</sup> Centre for Multicultural Youth (2014) *Everyday Reality: Racism and Young People*. CMY: Melbourne. Available at [https://www.cmy.net.au/wp-content/uploads/2020/06/EverydayReality\\_Report.pdf](https://www.cmy.net.au/wp-content/uploads/2020/06/EverydayReality_Report.pdf), p. 8; Doery, K., Guerra, G., Kenny, E., Harriott, L. & Priest, N. (2020). *Hidden Cost: Young multicultural Victorians and COVID-19, Summary Report*. Melbourne, Victoria: Centre for Multicultural Youth. Available at [https://www.cmy.net.au/wp-content/uploads/2020/10/Hidden-Cost-Young-Multicultural-Victorians-and-COVID-19\\_SUMMARY-REPORT-Oct2020.pdf](https://www.cmy.net.au/wp-content/uploads/2020/10/Hidden-Cost-Young-Multicultural-Victorians-and-COVID-19_SUMMARY-REPORT-Oct2020.pdf), p.4; The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/>

*“(Australia is) afraid to talk about colour or race”*

This, said the young people, is coupled with a “lack of proper reporting systems and channels” and mechanisms and opportunities for people to safely share their experiences, and as a result it is contributing to a situation where “people are afraid to report racism”.

Another concern, raised by the young people we spoke to, related to the challenges of navigating belonging as “third culture” kids in modern times.

For young people from refugee and migrant backgrounds a positive sense of cultural identity and heritage, especially if accompanied by strong community affiliations, can be a protective factor which increases resilience.<sup>12</sup> Conversely, confusion and insecurity about cultural identity, especially if accompanied by feelings of alienation and marginalisation from the dominant culture, can negatively impact on mental health and wellbeing, and social integration.<sup>13</sup>

Young people, in particular those in adolescence, are negotiating significant developmental milestones, including identity development and formation.<sup>14</sup> For this current generation, the navigation of belonging and identity is further complicated by the advent of globalisation, changing attitudes towards LGBTIQ+ communities, and other shifts in social attitudes and norms that have increased visibility of and more open access to multiple, overlapping factors that play into identity, as well as increased awareness of “the dynamic, fluid, and changing nature of identity”.<sup>15</sup>

For young people who are settling in a new culture, different to that of their parents, this navigating of identity can be a particularly complex negotiation.<sup>16</sup> One young person we spoke to explained the challenge of feeling the pressure or responsibility to hold on tight to the traditions and practices of their parents’ culture while feeling a simultaneous lack of connection to their family’s birthplace and their cultural heritage. For others the challenge was more about group norms or expectations requiring them to choose between one culture or another, or dictating which parts of a culture they identify with was welcome in different settings or contexts.

*“sometimes there is pressure for immigrants to choose between one culture and another. Took me a while to realise I can be a mix of both, it should be emphasised that it is okay (to be both)”*

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<sup>12</sup> Australian Research Alliance for Children and Youth. *Practice Paper: The development of a positive sense of identity and culture by ages and stages: contextual factors and potential risk and protective factors*

Available at [https://www.aracy.org.au/publications-resources/command/download\\_file/id/394/filename/Practice\\_Paper\\_1\\_-\\_The\\_development\\_of\\_identity\\_and\\_culture\\_by\\_ages\\_and\\_stages\\_with\\_risk\\_factors.pdf](https://www.aracy.org.au/publications-resources/command/download_file/id/394/filename/Practice_Paper_1_-_The_development_of_identity_and_culture_by_ages_and_stages_with_risk_factors.pdf), p.6

<sup>13</sup> Australian Research Alliance for Children and Youth. *Practice Paper: The development of a positive sense of identity and culture by ages and stages: contextual factors and potential risk and protective factors*. Available at

[https://www.aracy.org.au/publications-resources/command/download\\_file/id/394/filename/Practice\\_Paper\\_1\\_-\\_The\\_development\\_of\\_identity\\_and\\_culture\\_by\\_ages\\_and\\_stages\\_with\\_risk\\_factors.pdf](https://www.aracy.org.au/publications-resources/command/download_file/id/394/filename/Practice_Paper_1_-_The_development_of_identity_and_culture_by_ages_and_stages_with_risk_factors.pdf), p.10

<sup>14</sup> CMY (2014). *Negotiating Adolescence in Australia*. Carlton: CMY. ; Multicultural Youth Advocacy Network, 2020, National Youth Settlement Framework. Available at <https://myan.org.au/resources/national-youth-settlement-framework/>

<sup>15</sup> Australian Human Rights Commission (2022). National Anti-Racism Framework Scoping Report 2022. Available at <https://humanrights.gov.au/our-work/race-discrimination/publications/national-anti-racism-framework-scoping-report>, p.87

<sup>16</sup> CMY (2014). *Negotiating Adolescence in Australia*. Carlton: CMY.

*“for second-generation immigrants who have little connection with their cultural heritage, (and haven’t had a chance to visit where their parent was raised, less emphasis on maintaining cultural heritage... Culture is something that impacts them in a variety of ways, ways they haven’t been taught to navigate”*

*“Only at uni, (that I) realised you can have hybrid cultural identity. When multiculturalism is advanced (only) in institutions this isn’t understood... (and you are) seen as fake if you don’t conform to stereotypes”*

While the stories and examples differed, there were some common threads. The young people who spoke about their experiences navigating belonging had all found a way to weave, out of these diverse and seemingly incongruous identities, a “mixed” or “hybrid” self. The creation of a third, self-described, cultural identity is not a new phenomenon<sup>17</sup> but can and should be seen as reflecting positively on our society and the legacy of the last 50 years of multicultural policy.

It is also notable that young people spoke about learning to overcome or manage these experiences through the development of a shared sense of collective or common experience with other young people from migrant or refugee background, and more widely among others who have experienced marginalisation or exclusion, a kind of “sense of belonging in difference”. Belonging emerges for some in the juxtaposition of their own experience with the narrative of “white mainstream Australia” that continues to exclude and differentiate despite no longer accurately depicting Australian society. This experience has been described by others, who note in some cases that children and young people suffering from oppression, marginalisation and/or discrimination based on their racial background, gender, disabilities or class “shared experiences of discrimination and marginalisation can act as a catalyst for reactionary group behaviours and a positive element of collective and personal identity”.<sup>18</sup>

It is important to note that the young people we spoke to recognised that there was a “difference in experience between older and younger multicultural generations” when it came to issues of identity and belonging. For many, their experience was so different that they sometimes felt their parents and older community members were unable to understand what they were going through and to support them – “mental health, really hard when parents have had a different experience”. This also had the capacity to create intergenerational tension or a sense of disconnection.

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<sup>17</sup> Yussuf, A. (2021). ‘I have three cultures’: How young multicultural Australians are finding their identity. The Feed, SBS, 11 February 2021. Available at <https://www.sbs.com.au/news/the-feed/article/i-have-three-cultures-how-young-multicultural-australians-are-finding-their-identity/c86m25amz>

<sup>18</sup> Renshaw, L. (2019). *A positive sense of identity and culture: Defining and measuring progress for children and young people in Australia – a literature and scoping review on developing better indicators*. Australian Research Alliance for Children and Youth (ARACY). Available at [https://www.aracy.org.au/publications-resources/command/download\\_file/id/397/filename/Full\\_report\\_-\\_A\\_Positive\\_Sense\\_of\\_Identity\\_and\\_Culture.pdf](https://www.aracy.org.au/publications-resources/command/download_file/id/397/filename/Full_report_-_A_Positive_Sense_of_Identity_and_Culture.pdf), p.11

*“why so much pressure (on the child) to be successful, parents came here for a better life and that’s what it is”*

## **Navigating leadership**

Representation is another factor seen to feed into the dissonance young people identified between the promise of multiculturalism and what they feel it is delivering on. Diversity in decision-making and leadership is critical to giving meaning to the language and the message of multiculturalism. Providing young people from migrant and refugee backgrounds and people from Aboriginal and Torres Strait Islander backgrounds the opportunity to contribute to the conversations that shape the future of multiculturalism in Australia is seen as essential to strengthen our capacity to respond to existing and emerging challenges.

When asked ‘what does multiculturalism mean to you?’ many of the young people we spoke to said – representation.

*“Seeing multiculturalism at all levels including leaders and people who can effect change”*

*“representation of diverse voices in all aspects of society whether it is in media, education, - representation of diverse backgrounds and voices”*

Young people want to see more diversity across the board in Australia but especially in decision-making and leadership. They also stressed the importance of addressing tokenistic representation and building more opportunities for diverse people to participate in decision making in meaningful ways.

Alongside diversity in leadership and decision-making, young people spoke about the need for strong political and community leadership to ensure multicultural people and communities feel heard, that multiculturalism is endorsed, and Australia’s values of diversity and inclusion are a prominent focus in how we conceptualise our shared national identity. There was a strong sense that leaders, young and old, from multicultural communities are already shouldering an unequal load in this endeavour – “the idea of Australia becoming more accepting... (is because of) the resilience and commitment and determination of People of Colour (PoC) - the decision to make it work... to consider the role that PoC have played in shaping the multicultural Australia we are working towards” (YAG). Addressing this requires accountable leadership that recognises how language can work as deftly as actions to exclude members of our community.<sup>19</sup> All this was seen as key in connecting with young people from migrant and refugee backgrounds, as strong leadership can drive forward the change that addresses the unique obstacles they face and creates a culturally safe society for them to participate in.

## **What does successful multiculturalism look like in the future?**

The overwhelming feedback from the young people we spoke to was of a need to address the disconnect they feel between the promise of multiculturalism and what it is delivering for young Australians. At the

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<sup>19</sup> CMY (2017). CMY’s response to the Select Committee Inquiry into Strengthening Multiculturalism. p.6

heart of this lies a belief that there is not a clear, shared understanding of the purpose of multiculturalism and how we ALL (every Australian, equally) are responsible for this.

We asked the young people we spoke to what successful multiculturalism looks like in the future.

Here is what they said:

*"We acknowledge everyone's culture and history."*

*"No pressure on multicultural people to be a certain way and reach a certain goal."*

*"We want to move to a vision of multiculturalism that includes white people."*

*"A successful multicultural society doesn't have to promote multiculturalism, it's normal."*

*"Intersectionality. We are all not one thing."*

*"Greater acknowledgement of first nations people and their impact."*

*"Greater awareness from everyone for the experience of others. Difference is embraced and there is heightened general consideration."*

*"Systematic racism is tackled."*

*"Shifting power."*

*"Multiculturalism is different cultures acknowledging everyone's culture and celebrating those cultures, practices and traditions."*

*"(Multiculturalism is) ingrained part of everyone's education from as early as preschool – something that is discussed and normalised – it's just a natural part of social conversation"*

In conversation, young people described a future where all Australians share a clear understanding of multiculturalism and what it aims to achieve. This is built upon the legacy of multiculturalism's first fifty years, including continued bipartisan and popular support for the policy the experiences, as well as the hard-won lessons of older generations of multicultural Australians. But, as the generation who will bear responsibility for and consequences of this framework, it is necessary that the language and principles

adopted for the future also reflect their experiences in modern Australia and provide a clear measure upon which they can look back and chart its evolution to grow with the times. Also pivotal to multiculturalism in the future is universal acceptance that rights and responsibilities conferred under multiculturalism are only realised when they are borne not by multicultural communities alone but jointly by all Australians. Finally, in the future, multiculturalism must be seen as a journey not a destination, guided by established principles and goals. The national project of multiculturalism must continually evolve to meet the changing and diverse needs of Australia's young and multicultural population.

***Recommendation 1.***

*Define multiculturalism to (a) reflect modern Australia and (b) provide a shared language for belonging that captures who we are now and into the future. This must:*

- *place First Nations identity and experiences at the centre*
- *reflect the experiences and reality of multicultural people*
- *affirm anti-racism as a central principle critical to inclusion and equity*
- *include the voices of young people who will continue to drive multiculturalism forward in the coming decades*

## The history of multicultural policy

***“There is a paradox in Australia’s multiculturalism. For all its apparent strengths, it exhibits a certain fragility.”<sup>20</sup>***

The adoption of multiculturalism in Australia in the 1970’s occurred during a time of large-scale permanent immigration and emerged as the overarching frame for a set of policies that would support the successful settlement and integration of Australia’s newest citizens and manage the growing cultural diversity of the nation. As academic and former Australian Race Discrimination Commissioner, Tim Soutphommasane, has recently noted, over the last fifty years:

*“As practised in Australia, multicultural policy has not been an offer just for minorities, nor can it be reduced to the offer of group-differentiated rights and measures. Rather, it has been consistently couched in the language of integration and concerned with the inclusion of citizens of all backgrounds into the political community and culture.”<sup>21</sup>*

At its core, Australian multiculturalism has centred around the commitment to an approach for managing cultural diversity, and achieving social stability, integration and cohesion, that recognises the benefits of cultural diversity and supports the maintenance and practice of diverse cultures, languages and traditions.<sup>22</sup> As a mechanism for managing Australia’s increasingly complex cultural diversity, or superdiversity<sup>23</sup>, the multicultural framework must necessarily allow for a degree of flexibility in the policy and measures it produces within a constantly changing and evolving context. However, despite an ongoing commitment to multiculturalism for over five decades, in terms of both bipartisan political and majority community support, how successive Australian governments have interpreted and pursued multiculturalism has varied wildly.<sup>24</sup> The varying interpretation of multiculturalism, and the policy commitments and language that followed, has had consequences at multiple levels for Australians. Most directly, this profoundly impacts on how society understands and values multiculturalism, and by association cultural diversity and culturally diverse communities. It has direct implications for how Australians think about national identity, inclusion and belonging, and how we think about and treat ourselves and others.<sup>25</sup>

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<sup>20</sup> Tim Soutphommasane (2022). *Imperiled Multiculturalism? COVID-19, Racism and Nation-Building in Australia*. p.280

<sup>21</sup> Tim Soutphommasane (2022). *Imperiled Multiculturalism? COVID-19, Racism and Nation-Building in Australia*, p. 278

<sup>22</sup> CMY (2017). CMY’s response to the Select Committee Inquiry into Strengthening Multiculturalism.

<sup>23</sup> <https://www.anu.edu.au/research/research-innovation-news/new-demographic-model-helps-identify-superdiversity>

<sup>24</sup> See Tim Soutphommasane (2022). *Imperiled Multiculturalism? COVID-19, Racism and Nation-Building in Australia*. p. 278-279 for overview of “the evolution of Australia’s multiculturalism:”

<sup>25</sup> Bacchi C. (2012). ‘Why study problematizations? Making politics visible’. *Open Journal of Political Science*, 02(01), 1–8. <https://doi.org/10.4236/ojps.2012.21001>

What we have learnt from multiculturalism's first fifty years in Australia is that in the absence of clear purpose, values, principles and goals to underpin the framework, it can create confusion, and even a sense of disillusionment. We need to firmly anchor multiculturalism by articulating clearly the values, goals and principles that underpin the framework that can drive the development of policies and measures to achieve this overtime as Australia's diversity continues to evolve. This was recognised in the 2013 final report of the Joint Standing Committee on Migration Inquiry into Migration and Multiculturalism in Australia that found, amid increasing politicisation and conflict regarding the policy,<sup>26</sup> there was a need for a framework of laws and values that reinforce multiculturalism.<sup>27</sup>To enhance and promote multiculturalism, now and into the future, and establish a clear purpose and direction, CMY recommends the principles and goals of multiculturalism are enshrined in legislation.

***Recommendation 2.***

*That the Commonwealth Government develop and implement a Multicultural Act that enshrines the principles of multiculturalism in legislation, providing a lasting foundation for the pursuit of and accountability for the goals and principles of multiculturalism and basis for measuring achievement overtime.*

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<sup>26</sup> Joint Standing Committee on Migration (2013). *Inquiry into Migration and Multiculturalism in Australia*. Available at [https://www.aph.gov.au/parliamentary\\_business/committees/house\\_of\\_representatives\\_committees?url=mig/multiculturalism/report.htm](https://www.aph.gov.au/parliamentary_business/committees/house_of_representatives_committees?url=mig/multiculturalism/report.htm), ch3, p.23.

<sup>27</sup> Joint Standing Committee on Migration (2013). *Inquiry into Migration and Multiculturalism in Australia*. Available at [https://www.aph.gov.au/parliamentary\\_business/committees/house\\_of\\_representatives\\_committees?url=mig/multiculturalism/report.htm](https://www.aph.gov.au/parliamentary_business/committees/house_of_representatives_committees?url=mig/multiculturalism/report.htm), p.xxii



## Legislative and policy settings for a robust multiculturalism

**“Government policies need to recognise the centrality of multiculturalism and human rights to achieve and enhance social inclusion, cohesion and productivity”<sup>28</sup>**

To adequately support the one in two Australians who are either born overseas or have a parent born overseas<sup>29</sup> Australia must move beyond the idea that our cultural diversity can continue to be managed by opt-in or 'bolt-on' models for service delivery and symbolic statements or non-binding commitments to social cohesion. To ensure every Australian has access to the resources and opportunities they need to participate fully in our society, multiculturalism must hold a central place in decision-making at all levels. A whole-of-government approach to multiculturalism is needed to directly embed accountability for ensuring access and equity for every Australian.

To achieve this, we must elevate the portfolio of Multicultural Affairs to the Department of Prime Minister and Cabinet and assign the portfolio accountability for:

- Advancing and supporting consistency in the significant work of state and territory governments in advancing multiculturalism;
- ensuring access and equity in all publicly funded programs and services;
- aligning the goals of multiculturalism with relevant human rights frameworks, including the proposed anti-racism framework;
- ensuring the principles of multiculturalism are applied to the delivery of Australia's settlement and migration programs;
- supporting the development and implementation of national guidelines to deliver consistent collection and reporting on cultural, language and ethnicity data; and
- establishing a knowledge and reporting hub to ensure the practice of multiculturalism remains contemporary and speaks to the lives of all Australians.

***Recommendation 3.*** *The Commonwealth Government elevate the portfolio of Multicultural Affairs to the Department of Prime Minister and Cabinet.*

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<sup>28</sup> AHRC cited in Joint Standing Committee on Migration (2013). *Inquiry into Migration and Multiculturalism in Australia*. Available at [https://www.aph.gov.au/parliamentary\\_business/committees/house\\_of\\_representatives\\_committees?url=mig/multiculturalism/report.htm](https://www.aph.gov.au/parliamentary_business/committees/house_of_representatives_committees?url=mig/multiculturalism/report.htm), ch5, pp. 90-91

<sup>29</sup> Australian Bureau of Statistics (2021), *Culture Diversity: Census, 2021*. Available at <https://www.abs.gov.au/statistics/people/people-and-communities/cultural-diversity-census/latest-release>

## Coordinate a collective response

A key responsibility for the multicultural affairs portfolio is the coordination and support of the structures that operate across all levels of government to strengthen multiculturalism. This includes directing funding to sustain good practice programs and supports that have shown to be effective in promoting social cohesion.

*Recommendation 3.1 Strengthening intergovernmental coordination of and funding to support multicultural policy and programs at the national, state and territory level.*

## Prioritise equity

Many Australians from refugee and migrant backgrounds continue to experience significant disadvantage and exclusion based on race, ethnicity, religion and migration status; addressing inequity must be a priority of multiculturalism.

The central pillar for driving equity in federally funded services and programs is the Multicultural Access and Equity Policy (MAEP). The MAEP was designed to ensure that Australian Government programs, agencies and services through their internal operations meet the needs of Australians accessing public services and programs, regardless of their cultural background. The policy guide has not been updated since 2018 and the last Multicultural Access and Equity in Australian Government Services Report was published in 2017 covering the period 2013 to 2015.<sup>30</sup>

To ensure it remains relevant and can deliver access and equity to Australia's diverse population, the MAEP should be reviewed and updated. The review process should include an assessment of the best way to ensure accountability for the implementation of the MAEP, including measuring progress and reporting on outcomes overtime.<sup>31</sup> The MAEP should also be expanded to apply to all publicly funded programs and services. In a country where one in two people are either born overseas or have a parent born overseas, culturally responsive mainstream services and systems are essential to the delivery of access and equity.

*Recommendation 3.2 Reviewing and updating the Multicultural Access & Equity Policy to:*

- ensure it remains fit for purpose and is actively working to achieve equity,
- strengthen accountability and reporting on its implementation, and
- expand its application to all publicly funded programs and services.

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<sup>30</sup> DHA. (2017). *Multicultural Access and Equity Report 2013-15*. Available at <https://www.homeaffairs.gov.au/mca/PDFs/multicultural-access-equity-ags-report-2013-15.pdf>

<sup>31</sup> Australian Government (2017). *Multicultural Australia, United, Strong, Successful. Australia's Multicultural Statement*. Available at <https://www.homeaffairs.gov.au/mca/Statements/english-multicultural-statement.pdf>

## Promote inclusion

The original formulation of Australian multiculturalism went beyond addressing only minority group-rights and measures to recognising “the linguistic and cultural heritage of Aboriginal people” alongside all citizens of Australia in a shared national identity.<sup>32</sup> Affirmation of Aboriginal and Torres Strait Islander culture and heritage – as the traditional custodians of the lands and islands of Australia and the Torres Strait with distinct Aboriginal and Torres Strait Islander cultural differences, beliefs, values and languages – is central to Australian national identity and remains a principal tenet of multiculturalism. The multicultural framework must recognise a responsibility for all Australians to work together with Aboriginal and Torres Strait Islander peoples to strengthen connections between communities, and to walk together to address systemic issues of exclusion, disadvantage, and inequity.<sup>33</sup>

Research shows that one of the most significant threats to social cohesion is poverty and disadvantage<sup>34</sup> – successfully managing cultural diversity in the midst of growing levels of inequality,<sup>35</sup> increasing financial stress, and during a time when more Australians are reporting that they don’t feel like they belong<sup>36</sup> requires an approach that ensures our systems and structures address disadvantage and exclusion for everyone.

Social inclusion is defined as “the process of improving the terms of participation in society, particularly for people who are disadvantaged, through enhancing opportunities, access to resources, voice and respect for rights.”<sup>37</sup> Multiculturalism and human rights are inherently linked through their shared pursuit of the goal of social inclusion – this was recognised in 2008 by the AHRC, “Government policies need to recognise the centrality of multiculturalism and human rights to achieve and enhance social inclusion, cohesion and productivity”.<sup>38</sup> There is increased recognition that individuals and communities experience multiple, intersecting and often compounding disadvantage related to various attributes, including social identity (e.g.

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<sup>32</sup> Tim Soutphommasane (2022). *Imperiled Multiculturalism? COVID-19, Racism and Nation-Building in Australia*, citing Whitlam 1985 and Grassby, 1973, p. 278

<sup>33</sup> CMY (2022). *Reconciliation Action Plan*. Available at [https://www.cmy.net.au/wp-content/uploads/2022/07/CMY\\_RAP\\_22-23.pdf](https://www.cmy.net.au/wp-content/uploads/2022/07/CMY_RAP_22-23.pdf)

<sup>34</sup> Kolev., A. (2017). *Enhancing Social Cohesion as a Means of Sustainable Poverty Eradication*. Available at <https://www.un.org/development/desa/dspd/wp-content/uploads/sites/22/2017/04/Alexandre-Kolev-OECD-inputs-to-UNDESA-poverty-expert-meeting4may2017.pdf>

<sup>35</sup> Davidson P, Bradbury B, Wong M & Hill T (2023), *Inequality in Australia 2023: Overview*. Australian Council of Social Service and UNSW Sydney. Available at [https://povertyandinequality.acoss.org.au/inequality\\_in\\_australia\\_2023\\_overview/](https://povertyandinequality.acoss.org.au/inequality_in_australia_2023_overview/)

<sup>36</sup> The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/>

<sup>37</sup> United Nations, Department of Economic and Social Affairs. (2016). Ch1: Identifying social inclusion and exclusion in *Leaving no one behind: the imperative of inclusive development Report on the World Social Situation 2016*, p. 17. Available at <https://www.un.org/esa/socdev/rwss/2016/full-report.pdf>

<sup>38</sup> AHRC cited in Joint Standing Committee on Migration (2013). *Inquiry into Migration and Multiculturalism in Australia*. Available at [https://www.aph.gov.au/parliamentary\\_business/committees/house\\_of\\_representatives\\_committees?url=mig/multiculturalism/report.htm](https://www.aph.gov.au/parliamentary_business/committees/house_of_representatives_committees?url=mig/multiculturalism/report.htm), ch5, pp.90-91

race, gender, religion, ethnicity, disability), social location (e.g. living in areas that are remote) or material (e.g. poverty). This means we are increasingly required to develop policy measures and responses that can respond to complex and intersecting needs. Importantly, such measures must work to address systems because we know that young people from refugee and migrant backgrounds often experience exclusion when diverse life experiences intersect with systemic barriers to participation.<sup>39</sup>

Achieving this requires alignment of the principles of multiculturalism with human rights frameworks to ensure policies and approaches are complementary and work towards the shared goal of a fair and equitable society where fundamental human rights are recognised and protected, and systems work to promote participation, access to resources, voice and respect for rights.

Addressing racism and discrimination is another fundamental principle of multiculturalism. Research shows reports of racism in Australia have increased in recent years, especially during the global COVID-19 pandemic,<sup>40</sup> and that Australians continue to harbour “a relatively high level of negative opinion towards Australians of Asian, African and Middle Eastern background, which co-exists with substantial and majority concern about racism in Australia society”.<sup>41</sup>

Racism is a significant and entrenched social issue in Australia with damaging effects that can be felt at an individual, community and societal level, impacting upon health and wellbeing throughout the life-course.<sup>42</sup> Racism can also engender social exclusion and play a significant role in eroding a sense of a cohesive multicultural community. Notably, in the 2022 Mapping Social Cohesion report, “people who have experienced recent discrimination were found to have a weaker sense of belonging, worth and social inclusion”.<sup>43</sup>

While there is growing awareness in the broad Australian community of Australia’s problem with racism<sup>44</sup>, evidence from the AHRC shows that many Australians continue to hold the view that racism is not an issue of serious concern.<sup>45</sup> Once racism has occurred, it is difficult to mitigate the harm it causes – it is paramount that we take a preventative approach to racism.

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<sup>39</sup> Australian Hate Crime Network. (2022). *Community Profiles of Hate Crime and Hate Incidents in Australia*. AHNC. Available from [https://hatecrime.com.au/wp-content/uploads/2022/12/AHCN\\_Community\\_Profiles\\_Hate\\_Crime\\_Hate\\_Incidents\\_Australia\\_2022.pdf](https://hatecrime.com.au/wp-content/uploads/2022/12/AHCN_Community_Profiles_Hate_Crime_Hate_Incidents_Australia_2022.pdf) p.19

<sup>40</sup> Kamp, A. (et al.) *Asian Australians’ Experiences Of Racism During The COVID-19 Pandemic*. Available at <https://static1.squarespace.com/static/5d48cb4d61091100011eded9/t/622e9513f99a183d7cdf15c5/1647220011379/Asian+Australian+Racism+COVID-19.pdf>

<sup>41</sup> Markus, A. (2021). *Mapping Social Cohesion*. Scanlon Foundation Research Institute. Available at [https://scanloninstitute.org.au/sites/default/files/2021-11/Mapping\\_Social\\_Cohesion\\_2021\\_Report\\_0.pdf](https://scanloninstitute.org.au/sites/default/files/2021-11/Mapping_Social_Cohesion_2021_Report_0.pdf), p. 16

<sup>42</sup> Doery, K., Guerra, G., Kenny, E., Harriott, L. & Priest, N. (2020). *Hidden Cost: Young multicultural Victorians and COVID-19, Summary Report*. Melbourne, Victoria: Centre for Multicultural Youth. Available at [https://www.cmy.net.au/wp-content/uploads/2020/10/Hidden-Cost-Young-Multicultural-Victorians-and-COVID-19\\_SUMMARY-REPORT-Oct2020.pdf](https://www.cmy.net.au/wp-content/uploads/2020/10/Hidden-Cost-Young-Multicultural-Victorians-and-COVID-19_SUMMARY-REPORT-Oct2020.pdf),

<sup>43</sup> O’Donnell. (2022). cited in The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/>, p. 22

<sup>44</sup> Markus, A. (2021). *Mapping Social Cohesion*. Scanlon Foundation Research Institute. Available at [https://scanloninstitute.org.au/sites/default/files/2021-11/Mapping\\_Social\\_Cohesion\\_2021\\_Report\\_0.pdf](https://scanloninstitute.org.au/sites/default/files/2021-11/Mapping_Social_Cohesion_2021_Report_0.pdf)

<sup>45</sup> Australian Human Rights Commission (2022). *National Anti-Racism Framework Scoping Report 2022*. Available from [https://humanrights.gov.au/our-work/race-discrimination/publications?field\\_pb\\_type\\_value=1&sort\\_by=field\\_cmn\\_date\\_value&sort\\_order=DESC&field\\_cmn\\_date\\_value=&keys](https://humanrights.gov.au/our-work/race-discrimination/publications?field_pb_type_value=1&sort_by=field_cmn_date_value&sort_order=DESC&field_cmn_date_value=&keys) p.20

A strong commitment to multiculturalism, that promotes the benefits of diversity and an inclusive society, is an important factor in addressing racism and discrimination in Australia. One of the most significant ways that this commitment is demonstrated is through support for laws, and robust mechanisms that support their implementation. This is why CMY has actively opposed any weakening of protections against racial discrimination in the *Racial Discrimination Act 1975*.<sup>46</sup>

Addressing prejudice and increasing awareness of racism and its impacts are also important components to strengthening Australian identity and belonging. Targeted programs and education campaigns that aim to build anti-racism, such as the AHRC's *Racism. It stops with me*<sup>47</sup> and CMY's *Schools Standing Up to Racism*<sup>48</sup>, are welcome investments from government that aim to equip more Australians with tools to understand, prevent and address racism. Equally important is funding of research into the impacts of racism on the health and wellbeing of Australians and "the role of racism in shaping society, the way we see ourselves and how we interact with one another".<sup>49</sup> However, we need to be doing much more to directly address racism and discrimination in our community. This includes:

- sustainable resourcing of anti-racism strategies, backed by political leadership and strong public messaging around our society's commitment to anti-racism
- strengthening educational curriculum to teach students about Australia's cultural diversity, history and racial discrimination laws and embedding curriculum-linked strategies that aim to promote equity, mutual respect, cultural inclusion and community harmony<sup>50</sup>
- building capability around anti-racist practice and increasing accountability to demonstrate this
- improving accessibility of racism reporting and data collection
- strengthening digital strategies to address racism online
- co-designing place-based approaches to anti-racism with young people and communities of all cultural background.

To promote social inclusion, and the full and equal participation of all Australians in society, the goals and principles of multiculturalism must align with other core strategies and frameworks that promote and protect human rights, including the proposed anti-racism framework, and affirm the principles that underpin a commitment to voice, treaty and truth telling with First Nations people.

***Recommendation 3.3*** Ensuring the goals of multiculturalism affirm the principles behind a commitment to voice, treaty and truth telling with First Nations people and align with relevant human rights frameworks and the proposed anti-racism framework.

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<sup>46</sup> CMY. (2016). CMY submission to Parliamentary Joint Committee on Human Rights inquiry into Freedom of Speech

<sup>47</sup> AHRC. (2017). *Racism. It stops with me*. Available at <https://itstopswithme.humanrights.gov.au/>

<sup>48</sup> CMY. (2023). *Schools Standing Up to Racism*. Available at <https://www.cmy.net.au/schools-standing-up-to-racism/>

<sup>49</sup> AHRC. (2017). *Racism. It stops with me*. Available at <https://itstopswithme.humanrights.gov.au/>

<sup>50</sup> NSW Government (2023). Anti-racism policy. Available at <https://education.nsw.gov.au/teaching-and-learning/curriculum/multicultural-education/anti-racism-education/anti-racism-policy#About1>

## Support new Australians to settle well

Migration has been a bedrock for Australia’s growth and prosperity and is something from which the nation continues to derive benefits. A fair and equitable migration program and adequate support for new arrivals to settle well are critical to ensuring ongoing public support for immigration.<sup>51</sup>

Australia’s migration program must continue to strike a balance between national interest and international responsibility: ensuring Australian’s can derive benefits from family reunion, Australia adequately upholds its international obligations to protect refugees and asylum seekers and share the burden of growing human displacement, and continue to meet Australia’s skills and workforce needs into the future.<sup>52</sup> Getting this balance right works to uphold Australian trust in the fairness and effectiveness of the migration program and flows on to influence how Australians’ think about and come to treat migrants, impacting upon social cohesion and inclusion.

Equally important is the support and resources Australia provides to those building a new life in Australia. Australia has highly regarded settlement supports and services that work well to promote successful settlement by providing new arrivals with access to the resources and opportunities they need to feel they belong and to participate in Australian life. However, "the needs of refugee and migrant young people continue beyond the first five years of settlement" and it is important to recognise the role that specialist multicultural and migrant services, programs and supports – at all levels of government and within the community – play in supporting settlement beyond the first five years.

Delivery of a fair and equitable migration program and support for settlement that promotes a sense of belonging and inclusion requires consideration of the principles of multiculturalism in the delivery of Australia’s settlement and migration programs.

*Recommendation 3.4 Ensuring the principles of multiculturalism are applied to the delivery of Australia’s settlement and migration programs*

## Strengthen accountability

A critical factor in strengthening multiculturalism and measuring and assessing success is accurate, relevant data. Australia’s current data collection and reporting on cultural, ethnic and language diversity has been described as “inadequate” by Australia’s peak body representing Australians from culturally and linguistically

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<sup>51</sup> The Scanlon Foundation (2023). *Australian Cohesion Index: A Report from the Scanlon Foundation Research Institute*. Available at <https://aci.scanloninstitute.org.au/>

<sup>52</sup> Commonwealth of Australia (2023). *Intergenerational Report 2023, Australia’s future to 2063*. Available at <https://treasury.gov.au/publication/2023-intergenerational-report>, p. xvi

diverse backgrounds.<sup>53</sup> Indeed, in the last Multicultural Access and Equity Report published in 2017 almost one quarter (24%) of federal services, agencies and programs did not meet the obligation to report on their collection of data about culturally and linguistically diverse groups with which it delivers services directly or indirectly.<sup>54</sup> This has very real implications for multicultural communities, as services are unable to draw on a nationally consistent, reliable source of information to understand needs, identify gaps, and measure and report on inequalities between population groups – which is critical for the decision-making around provision of services, supports and advocacy.<sup>55</sup>

In their 2020 research report the Federation of Ethnic Community Councils of Australia (FECCA) described how inconsistent use of existing standards on data collection and reporting on cultural, ethnic and language diversity, coupled with poor measures to capture ethnic diversity, were resulting in a range of untested and inconsistent measures being used to report diversity in Australia. In addition to potentially inaccurately measuring and reporting on the experiences of multicultural communities in Australia, this gap in detailed population level data about Australia’s diversity impacts how well we can explore who we are as a nation, how we understand and see ourselves, and to adequately inform what is needed to inform research and policy conversations.

Australia needs to establish national consistency best practice around cultural, language and ethnicity data. The Australian Bureau of Statistics (ABS), rightly, set a standard for the collection of data and guidance on data collection and use. This advice and guidance flows on to government, services and community. Given their role in setting standards and guidance, the ABS should be central in developing national guidelines around cultural, language and ethnicity data. The guidelines should be accessible and supported by educational and practice guidance to encourage their widespread use and should include considerations for users around cultural safety and self-reporting.

***Recommendation 3.5*** *Developing and implementing national guidelines to support consistent collection and reporting on cultural, language and ethnicity data within all publicly funded services and programs*

As recognised in 2013 by the JSCM in their final report of the Inquiry into Migration and Multiculturalism in Australia<sup>56</sup>, CMY believe there is a need for the establishment of a government funded, independent collaborative research body to conduct research into and regularly report on the state of multicultural affairs and progress in Australia.

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<sup>53</sup> FECCA, (2020). *If we don't count... it doesn't count*. Available at <https://fecca.org.au/wp-content/uploads/2020/10/CALD-DATA-ISSUES-PAPER-FINAL2.pdf>

<sup>54</sup> DHA. (2017). *Multicultural Access and Equity Report 2013-15*. Available at <https://www.homeaffairs.gov.au/mca/PDFs/multicultural-access-equity-ags-report-2013-15.pdf>, p. 29

<sup>55</sup> CMY & Orygen, (2020) *Responding together*. Available at <https://www.cmy.net.au/resource/responding-together/>;

<sup>56</sup> Joint Standing Committee on Migration (2013). *Inquiry into Migration and Multiculturalism in Australia*. Available at [https://www.aph.gov.au/parliamentary\\_business/committees/house\\_of\\_representatives\\_committees?url=mig/multiculturalism/report.htm](https://www.aph.gov.au/parliamentary_business/committees/house_of_representatives_committees?url=mig/multiculturalism/report.htm) Ch 7, Rec. 15 (7.32)

**Recommendation 3.6** *Establishing a Centre for Excellence on Multiculturalism, modelled on the former Bureau of Immigration, Multicultural and Population Research. The proposed Centre would provide a knowledge and reporting hub to ensure the practice of multiculturalism remains contemporary and speaks to the lives of all Australians.*



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