



South Australian Multicultural Charter Guide

A guide to understanding and applying the
South Australian Multicultural Charter



Government of
South Australia

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What is the South Australian Multicultural Charter?

South Australia has a vibrant and culturally diverse society, which has helped shape our identity and made South Australia a proud multicultural state.

The South Australian Multicultural Charter acknowledges our culturally diverse history and provides six principles to help strengthen our culturally connected South Australia through cultural respect, shared knowledge and understanding, ability to thrive, freedom from discrimination, lawful celebrations and equitable opportunities.

The Charter provides vision and guidance to South Australian agencies, organisations, institutions, business and communities as a foundation for all South Australian policy development and the design and delivery of their services.

The Charter is an aspirational document, is for all South Australians and seeks to:

- 🚩 connect our community through recognition of cultural diversity
- 🚩 create an environment where there can be active and reciprocal exchange of knowledge, ideas and perspectives to foster a cohesive and richly integrated society
- 🚩 provide a foundation for the development of multicultural policies, and help in the design and delivery of culturally and linguistically appropriate services
- 🚩 encourage inclusive and accountable workplaces and communities.

Development of the Charter is a key part of bringing the [South Australian Multicultural Act 2021](#) to life for all South Australians.

About this guide

All South Australians are encouraged to actively consider and look for ways to include the Charter's principles in their clubs, organisations and workplaces.

This guide has been developed to help South Australians understand and apply the Charter and provides some examples of how you can bring the Charter and its principles to life.

When talking about the Charter...

What is multiculturalism?

Multiculturalism describes the cultural diversity of the South Australian community who live and work harmoniously, can fully participate in all aspects of life while maintaining and giving expression to their distinctive cultural heritages.

What is interculturalism?

Interculturalism is about recognising and promoting a deep understanding of, and respect for all cultures, and dynamic, inclusive interactions between diverse groups within our community.

What do we mean by diversity?

Diversity refers to cultural, linguistic, racial and religious diversity.

Acknowledgements

The Charter begins with acknowledging First Nations people of South Australia, and their role in the diversity of South Australia, together with the contributions made by our migrant and new and emerging communities, through two acknowledgement statements.

The South Australian Multicultural Charter acknowledges:

- Aboriginal peoples as the Traditional Owners and occupants of the land and waters in South Australia who continue to maintain and develop their cultural and heritage beliefs as the longest living diverse culture, with a significant historical and ongoing role as the First Nations people in South Australia.
- The achievements and challenges of the generations who came before us and who, together with new and emerging communities, help shape South Australia's identity.

First Nations acknowledgement statement

You can help bring the First Nations acknowledgement statement to life by:

- Raise your awareness about cultural protocols, such as the difference between a Welcome to Country and, an Acknowledgement to Country, and learn about when to use them.

 www.agd.sa.gov.au/aboriginal-affairs-and-reconciliation/statement-of-acknowledgement-welcome-to-country

- Find out if your organisation has a Reconciliation Action Plan and if not, determine if it should. A Reconciliation Action Plan assists businesses to embed the principles and purposes of reconciliation into their workplace.

 www.reconciliation.org.au

- Visit the South Australian Museum and view the largest and most comprehensive collection of Australian Aboriginal cultural material in the world.

 www.samuseum.sa.gov.au/visit/continuous-culture

🚩 Observing days of significance to our First Nations people and Australia's collective commitment to reconciliation, and recognising and celebrating in your workplace, club or organisation. Some examples include:

- National Apology Day is observed annually on 13 February, recognising the anniversary of the formal apology made on 13 February 2008 by the government and Parliament of Australia to Australia's Aboriginal and Torres Strait Islander peoples, particularly to the Stolen Generations and their families and communities. Watch, share and discuss the National Apology to the Stolen Generation Commemorative Film, released in 2022 on the 14th anniversary of the National Apology.

👉 www.reconciliationsa.org.au/news/premiere-apology-to-the-stolen-generation-commemorative-film

- National Sorry Day is held annually on 26 May. This day acknowledges the strength of Stolen Generations survivors and is a day to reflect on how we can all share in the healing process. The Healing Foundation provides resources and information on its website on the healing process.

👉 www.healingfoundation.org.au

- National Reconciliation Week is held annually from 27 May to 3 June. The dates commemorate two significant milestones in the reconciliation journey – the anniversaries of the successful 1967 referendum and the High Court Mabo decision.

👉 www.reconciliation.org.au/our-work/national-reconciliation-week

- Join the Reconciliation South Australia mailing list and be kept informed about Reconciliation activities in South Australia.

👉 <https://reconciliationsa.org.au/join-our-mailing-list/>

- NAIDOC Week is a celebration of Aboriginal and Torres Strait Islander cultures and an opportunity to recognise the contributions of First Nations peoples in various fields. Activities take place across the nation during NAIDOC Week which is held annually across Australia in the first week of July each year (Sunday to Sunday) with all Australians encouraged to participate.

👉 www.naidoc.org.au

- National Close the Gap Day is held annually on the third Thursday in March. This is a national day of action to pledge support for achieving Indigenous health equality by 2030. For First Nations people, good health is more than the absence of disease or illness; it is a holistic concept that includes physical, social, emotional, cultural and spiritual wellbeing for both the individual and the community.

 <https://closethegap.org.au/close-the-gap-day/>


Migration acknowledgement statement

Our long history of migration since 1836 has brought together people from more than 200 culturally, linguistically and religiously diverse backgrounds in South Australia. Our great state continues to be enriched by new and emerging communities.


The 2021 Census found that South Australians come from more than 214 countries, speak nearly 250 languages and practice 128 religions, with 1 in 4 people born overseas and more than 317,200 South Australians speaking another language at home other than English.

You can help bring our acknowledgment of South Australia's migration history to life by learning more about the different cultures in South Australia.


Some examples include:

-  Visit the Migration Museum, located in the heart of Adelaide City Centre where you can discover the many identities of the people of South Australia through the stories of individuals and communities.

 migration.history.sa.gov.au

-  Access the SA History Hub, which provides an interactive way to find out about the history of South Australia, through stories of people, place and events, city streets, buildings and monuments. It is an open-source platform that seeks contributions where you can also share your stories.

 sahistoryhub.history.sa.gov.au

-  View South Australia's Multicultural Story, a web-based resource (Story Map) that explores the post-World War II history of migration, with data and interactive maps telling the story of South Australia's migration from 1947-2016.

 spatialonline.com.au/multicultural

CHARTER PRINCIPLES

The Charter sets out six principles of multiculturalism.

Using this section of the guide, you can consider each principle and ways you can implement them in your club, organisation and workplace.



Recognise, respect and value cultural, linguistic, racial and religious diversity and the contribution this has made, and continues to make, to our State

At its heart, this principle is about

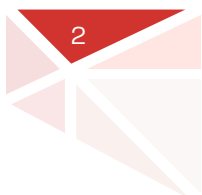
Showing cultural respect and recognising the value of diversity.



Some examples of how to help bring this principle to life are:

- Provide cultural awareness programs in your workplace, organisation or club.
- Get to know your colleagues, classmates and teammates informally through a coffee, lunch or attending an event.
- Establish a diversity officer/representative to develop and implement diversity, equity and inclusion initiatives.
- Celebrate Harmony Week – held annually in March – to encourage everyone to experience and celebrate cultural, religious and linguistic diversity. Hold an event during Harmony Week to recognise and celebrate diversity in your workplace.

 www.harmony.gov.au






Are encouraged to engage in the reciprocal exchange of knowledge and understanding of our cultural, linguistic, racial and religious diversity


At its heart, this principle is about


A shared knowledge and understanding of other cultures



Some examples of how to help bring this principle to life:

-  Attend a cultural event different to your own cultural background.
-  Learn another language.
-  Learn about different cultural and religious dates in the community.

 www.homeaffairs.gov.au/about-us/our-portfolios/multicultural-affairs/about-multicultural-affairs/calendar-of-cultural-and-religious-dates

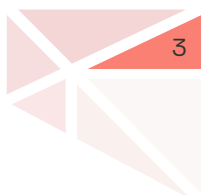
-  Hold events to encourage sharing of ideas and exchange of knowledge about one another's cultural background such as:

- Host a cultural event at your workplace, organisation or club.

 www.harmony.gov.au

- Organise an 'On the Couch' series in your workplace, sharing culture, traditions and customs.
- Celebrate National Days or other days of significance.
- Hold a Taste of Harmony event. Taste of Harmony is held annually in March where businesses are encouraged to register and then organise an activity to share about cultural backgrounds in the workplace.

 www.tasteofharmony.org.au/about



Are able to live, work and study to thrive in all aspects of life in a cohesive society

At its heart, this principle is about

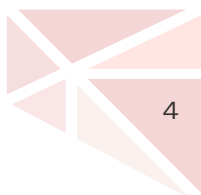
Creating the ability to thrive, where everyone can participate and reach their full potential



Some examples of how to help bring this principle to life:

- Discuss the Charter's principles at your club, organisation and workplace.
- Consider if you need to translate or provide other languages on your website for the community to be able access your services.
- Consider the Charter's principles in the development of your recruitment and induction processes.
- Consider the Charter's principles when developing your organisation's Strategic Plan.
- Understand your rights and freedoms when living in Australia.

👉 www.humanrights.gov.au/our-work/rights-and-freedoms/rights-and-freedoms-right-right



Have the right to mutual respect, understanding, fairness, safety and freedom from discrimination based on their cultural, linguistic, racial and religious background

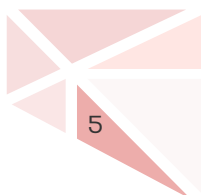
At its heart, this principle is about

Everyone has the right to mutual respect and feel protected from discrimination



Some examples of how to help bring this principle to life:

- 📌 Learn more about racial discrimination and why every South Australian has the right to feel respected and safe:
 - The International Day for the Elimination of Racial Discrimination is observed annually on 21 March. The United Nations provides details on the background and activities that take place on the International Observance Day on its website.
[👉 www.un.org/en/observances/end-racism-day](http://www.un.org/en/observances/end-racism-day)
 - The Australian Human Rights Commission protects and promotes human rights in Australia and internationally.
[👉 https://humanrights.gov.au](https://humanrights.gov.au)
 - South Australia's Equal Opportunity Act 1984 exists to promote equality of opportunity, prevent certain kinds of discrimination (including based on race), and facilitate citizen participation in the economic and social life of our community.
- 📌 Learn more about your rights when living in South Australia, the things people are allowed to do, the freedoms we all possess and how you are entitled to be treated by others. The Attorney-General's Department provides further information on its website.
[👉 www.agd.sa.gov.au/legal-rights](http://www.agd.sa.gov.au/legal-rights)












Should lawfully be able to preserve, express, practice and celebrate their cultural, linguistic and religious diversity

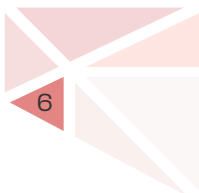
At its heart, this principle is about

Allowing lawful cultural celebrations to express culture, language and religion



Some examples of how to help bring this principle to life:

-  Encourage others to learn about different cultures by attending events, such as:
 - South Australia's annual Multicultural Festival.
 multicultural.sa.gov.au/festival
 - Multicultural community events. Visit your local council for events in your local community or have a look at the Multicultural Events Calendar providing details on various events held or celebrated within South Australia.
 dpc.sa.gov.au/multicultural-calendar
-  Host a cultural event at your workplace, organisation or club.
 www.harmony.gov.au
-  Learn about Community Languages Schools South Australia who provides support to communities to keep their languages alive among younger generations. These schools are run by dedicated volunteers who ensure language, history and culture are shared and preserved with the children of our diverse community.
 <https://www.esasa.asn.au>
-  Get involved in Refugee Week, an annual celebration from Sunday to Saturday of the week which includes 20 June (World Refugee Day) to raise awareness of the issues affecting refugees and celebrate the contributions made by refugees to Australian society.
 www.refugeeweek.org.au













Have equitable access to opportunities and services that support participation in the educational, social, cultural, economic and political life of our State

At its heart, this principle is about

Access to opportunities and services so everybody gets a chance to participate and contribute



Some examples of how to help bring this principle to life:

-  Connect with your local council to discover what's happening in your local community.
 www.lga.sa.gov.au/sa-councils/councils-listing
-  Join your local sporting, community, social or service club. Contact your local council to find out what's happening in your local community or visit the Office for Recreation, Sport and Racing to find a sport/recreation organisation.
 www.orsr.sa.gov.au/get-active/find-a-sportrecreation-organisation
-  Volunteer in your community.
 www.volunteeringsa-nt.org.au
-  Consider if you need interpreting or translating services. The Interpreting and Translation Centre (ITC), within the Department of Human Services, provides interpreting and translating services.
 www.translate.sa.gov.au/home
-  Learn more about your rights when living in South Australia, the things people are allowed to do, the freedoms we all possess and how you are entitled to be treated by others. The Attorney-General's Department provides further information on its website.
 www.agd.sa.gov.au/legal-rights



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