

List of recommendations

Recommendation 1

2.79 The committee recommends that the Australian Government consider electing a single department or government body to take an oversight role in settlement services through:

- **coordinating and monitoring settlement services, including the new Humanitarian Settlement Program, the Adult Migrant English Program, and new arrivals' employment services;**
- **conducting regular evaluation of settlement outcomes, including analysis of the differences between outcomes for migrants compared with humanitarian entrants;**
- **establishing state and territory partnerships to drive outcomes under the National Settlement Framework; and**
- **considering and responding to the recommendations from the Joint Standing Committee on Migration inquiry into Migrant Settlement Outcomes when made available.**

Recommendation 2

2.83 The committee recommends that the Australian Government do not proceed with their proposed changes to the Australian Citizenship Act 2007, and associated changes to the Australian citizenship test, which may severely impact on the well-being of individuals seeking citizenship in Australia.

Recommendation 3

2.85 The committee recommends that the Department of Employment consider developing a specific migrant-stream employment service under the current jobactive model. The model could incorporate the following elements:

- **a robust assessment framework that recognises overseas education and qualifications;**
- **stronger coordination with the Adult Migrant English Program;**
- **alternative assessment guidelines under the jobactive star rating performance framework; and**
- **comprehensive cross-cultural training, including torture and trauma training, for all staff.**

Recommendation 4

3.85 The committee recommends that the Australian Press Council develop a broadcast media Code of Conduct, requiring commercial broadcasters to report in such a way that raises awareness of Australia's diversity and prohibits misrepresentation of culturally and linguistically diverse communities.

Recommendation 5

3.88 The committee recommends the introduction of cadetships for culturally and linguistically diverse individuals amongst all public broadcasters and recommends that all media broadcasters seek to improve pathways for culturally and linguistically diverse individuals and communities to participate in broadcast media.

Recommendation 6

4.29 The committee recommends that the Australian Government consider developing and establishing a Parliamentary Code of Multicultural Ethics, requiring signature from all senators and members. The Code could include agreement to:

- act in a manner that upholds the honour of public office and the Parliament;
- recognise the value and contribution of the First Peoples of Australia, the Aboriginal and Torres Strait Islander peoples;
- respect Australians' diversity of colour, national or ethnic origin, culture or religious belief;
- recognise the value and contribution of culturally and linguistically diverse, and new and emerging communities;
- reject discriminatory or exclusionary statements;
- uphold values of social inclusion, tolerance, and respect for all persons, regardless of colour, national or ethnic origin, culture or religious belief; and
- encourage the partnership of government and non-government organisations in leading constructive, informed and factually-correct debate in the community.

Recommendation 7

4.51 The committee recommends that the Australian Curriculum Assessment and Reporting Authority, in consultation with relevant government, non-government and community bodies, consider developing an intercultural and multicultural education curriculum to be delivered across a range of subjects including English, History, Geography, Science, Civics and Citizenship. The curriculum could include:

- compulsory language education for students at both the primary and secondary school level, delivered through the Australian Curriculum; and
- comprehensive intercultural education for students at both the primary and secondary school level encompassing religion and religious practices, cultural traditions and sensitivities, and the social and economic value of cultural diversity.

Recommendation 8

4.53 The committee recommends that the Australian Government continue to provide ongoing support for the National Anti-Racism Strategy, through continuing to fund activities that raise public awareness and empower individuals and communities to prevent and reduce the incidence of racism, and promoting the Strategy at relevant opportunities.

- The National Anti-Racism Strategy could incorporate a triennial review process, similar to the 2015 Evaluation and Future Direction Report, to assess the impact of promotional campaigns and educative tools and resources in starting conversations, sending a clear message, providing leadership, and empowering action against racism.

Recommendation 9

5.25 The committee recommends that the Australian Government, in consultation with relevant government, non-government and community bodies, consider developing and implementing a Federal Multicultural Act to enshrine agreed principles of multiculturalism to support and frame multiculturalism in Australia.

Recommendation 10

5.26 The committee recommends that the Australian Government consider introducing a Charter of Rights, to ensure the legal protection of culturally and linguistically diverse, and new and emerging communities.

Recommendation 11

5.38 The committee recommends that the Australian Government, in consultation with relevant government, non-government and community bodies, consider developing and implementing federal legislation to establish an ongoing Multicultural Commission that is sufficiently resourced to promote and protect multiculturalism throughout Australia, ensuring that all Australians recognise that multiculturalism is essential to the fabric of the Australian nation.

Recommendation 12

5.57 The committee recommends that the Australian Government consider developing options for collecting more comprehensive data on issues concerning multiculturalism and racially motivated crime, including the possibility of tasking the Australian Institute of Criminology to collect and report national data for racially motivated crime.

Recommendation 13

5.58 The committee recommends that the Australian Government consider establishing an independent and resourced body, such as a National Centre for multiculturalism and religious diversity, to provide strategic and coordinated research into the areas of multiculturalism and religious diversity.

