

RESPECT • RECOGNISE
REJECT

Anti-Racism

Action Plan 2023–2028



**Government
of South Australia**

Office of the Commissioner
for Public Sector Employment

publicsector.sa.gov.au/anti-racism

Acknowledgement of the Traditional Owners

We acknowledge and respect Aboriginal people as the State's first people and recognise Aboriginal people as traditional owners and occupants of the lands and waters in South Australia. We acknowledge that the spiritual, social, cultural, and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.

We also acknowledge that diversity has been part of the Australian landscape since before colonisation, when distinct Aboriginal nations spoke around 700 different languages. The histories, cultures, values, beliefs, languages, lifestyles, and roles of Aboriginal people past and present provide a central doctrine to modern diversity. It is important that this is acknowledged, and that full recognition is given to the fact that modern cultural diversity and multiculturalism operates within the context of Aboriginal history.

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Introduction

Racism in all its forms has no place in South Australia.



In April 2023, the South Australian Government committed to implementing the South Australian Public Sector Anti-Racism Strategy 2023-28.

The strategy recognises that anti-racism starts with the experiences of Aboriginal and Torres Strait Islander peoples and their ongoing leadership informs action to tackle racism experienced by cultural and linguistically diverse (CALD) communities.

How the public sector will equip itself to fight racism is explained in the South Australian Public Sector's Anti-Racism Action Plan 2023-28 (the action plan). These are grouped under the five priorities identified in the strategy:

1. enable employees to act
2. embed anti-racism into leadership and decision-making
3. strengthen inclusive and safe workplaces
4. ensure communications reinforce commitment to anti-racism
5. be accountable for anti-racism.

The initiatives in the action plan are diverse, from improving employee learning, reviewing recruitment and complaints practices, to the development of a tool to evaluate the impact of government decisions.

As new opportunities arise, such as learnings from implementation or new national frameworks, the action plan will be reviewed and adapted. A formal review of the action plan is planned in 2026.

The action plan is intended to complement and support work already underway or planned to remove racial inequity and promote inclusion, including Closing the Gap, the South Australian Multicultural Charter, and agency-level plans and actions on anti-racism and inclusion.

A handwritten signature in black ink that reads "Erma Ranieri".

Erma Ranieri PSM
Commissioner for Public Sector Employment

The big picture

Vision

The South Australian public sector proactively removes racist barriers that harm Aboriginal peoples and those from cultural and linguistically diverse communities.

Priority

Outcomes

Enable employees to act

- Employees understand racism in its different forms and identify its impacts
- Employees actively respond to racism
- Employees promote positive race relations

Embed anti-racism into leadership and decision-making

- Leaders and decision-makers that actively identify and take bold action against racism

Strengthen inclusive and safe workplaces

- Improved employee and job applicant experience
- Consistent standards and expectations across the public sector to benefit all employees regardless of which agency they work in

Speak up for anti-racism

- Increased community and workforce awareness of anti-racism through communication of the actions and successes of the public sector

Be accountable for anti-racism

- The community and workforce understand progress of the strategy
- Public sector chief executives are accountable for implementation
- Good practice and lessons learnt are used to drive improvement
- Results are used to raise awareness in the workforce and community of anti-racism and its effectiveness

Priorities

1 Enable employees to act

GOAL	ACTION	TIMEFRAME
Require new employees to complete anti-racism training.	<p>Issue a Premier’s direction on anti-racism instructing agencies to:</p> <ul style="list-style-type: none"> • require new employees to complete anti-racism training during induction • implement strategies for existing employees to complete anti-racism training as soon as possible • report data on the completion of anti-racism training by employees to the Office of the Commissioner for Public Sector Employment (OCPSE). <p><i>Led by OCPSE with implementation partner agencies.</i></p>	2024
Develop learning resources for employees that promote understanding and inspire action.	<p>Issue a Commissioner’s guideline on anti-racism that details minimal requirements for anti-racism training across the public sector, including unconscious bias, privilege awareness and bystander training.</p> <p><i>Led by OCPSE with implementation partner agencies.</i></p>	2024
	<p>Review progress 24 months after issuing of Premier’s direction to determine next steps to achieve best practice (including the possibility of a whole of government anti-racism training program).</p> <p><i>Led by OCPSE and Wellbeing SA.</i></p>	2026

PROGRESS TO DATE

- South Australia’s Implementation Plan for Closing the Gap includes a commitment and actions to transform government organisations to meet the needs of Aboriginal peoples.
- The South Australian Public Sector Work Health and Safety Framework for Cultural Safety provides practical advice for agencies to ensure an employee’s cultural identity is respected and valued.
- Agency-level Reconciliation Action Plans contains actions that the agency will undertake to progress reconciliation within its operations and workforce.
- Agency-level cultural awareness and anti-racism training programs.

2 Embed anti-racism into leadership and decision-making

GOAL	ACTION	TIMEFRAME
Support executives and managers to fulfil their responsibility to lead anti-racism.	Review South Australian Leadership Academy programs for opportunities to help managers and executives model and drive inclusion and anti-racism. <i>Led by OCPSE.</i>	2024
	Update South Australian Executive Service Competency Framework to include expectation that executives will lead anti-racism in the workplace. <i>Led by OCPSE.</i>	2024
	Investigate the development of anti-racism training for managers and executives to lead anti-racism in their teams. <i>Led by OCPSE.</i>	2027
Remove barriers to the participation of Aboriginal and CALD peoples in decision-making.	Improve and publish data on the career pathways of Aboriginal and CALD employees in the public sector. <i>Led by OCPSE with implementation partner Shared Services SA.</i>	2025
	Enable increased participation of Aboriginal and CALD employees in South Australian Leadership Academy programs for current and aspiring executives. <i>Led by Agencies.</i>	2023
	Enable increased participation of Aboriginal and CALD employees in IPAA South Australia/AICD Company Directors Course. <i>Led by Agencies and implementation partner IPAA SA.</i>	2023

GOAL	ACTION	TIMEFRAME
<p>Consider race equity when making new laws and government decisions.</p>	<p>Develop and pilot a race equity appraisal tool for the South Australian public sector.</p> <p><i>Led by Wellbeing SA with implementation partners OCPSE, AGD and DTF.</i></p>	<p>2026</p>
	<p>Mandate the use of the race equity appraisal tool, with training for employees.</p> <p><i>Led by Wellbeing SA with implementation partners OCPSE, AGD and DTF.</i></p>	<p>2026</p>

PROGRESS TO DATE

- More Aboriginal South Australians are employed in the South Australian public sector than ever before. As at June 2022, there were 2400 Aboriginal public sector employees.
- South Australia’s Implementation Plan for Closing the Gap commits the South Australian Government to increase further Aboriginal employment in the public sector and Aboriginal representation on government boards.
- Successful initiatives such as the Aboriginal traineeship program and the Aboriginal Employment Register are in place to connect Aboriginal job seekers to roles in the public sector.
- Aboriginal employees are supported to progress their careers through learning such as the Aboriginal Leadership Program and leadership development.
- Agencies such as SA Health and Education have workforce strategies focussed on Aboriginal job seekers and employees.
- The South Australian Multicultural Act 2021 and South Australian Multicultural Charter acknowledges that all South Australians should be able to thrive in all aspects of life.



3 Strengthen inclusive and safe workplaces

GOAL	ACTION	TIMEFRAME
Remove barriers to the employment of Aboriginal and CALD peoples.	<p>Review Commissioner’s guideline on recruitment to provide specific guidance to agencies and hiring managers on removing biases from recruitment processes.</p> <p><i>Led by OCPSE with implementation partner agencies.</i></p>	2024
	<p>Require recruitment panel members to complete unconscious bias training (as part of their anti-racism training).</p> <p><i>Led by OCPSE with implementation partner agencies.</i></p>	2024
	<p>Promote the use of the South Australian Public Sector Aboriginal Employment Register by agencies before advertising for all roles.</p> <p><i>Led by OCPSE with implementation partner agencies.</i></p>	2024
	<p>Include statement in job advertisements that the agency has zero tolerance of racism, in addition to current statement about diversity.</p> <p><i>Led by OCPSE.</i></p>	2023
	<p>Include Aboriginal participation on all recruitment panels for identified roles where possible.</p> <p><i>Led by agencies.</i></p>	2023
GOAL	ACTION	TIMEFRAME
Investigate complaints about racism effectively and empathetically.	<p>Review the across-government Workplace Investigation Services Panel to include expertise in investigating employee complaints of racism.</p> <p><i>Led by OCPSE.</i></p>	2024

3 Strengthen inclusive and safe workplaces *cont.*

GOAL	ACTION	TIMEFRAME
Investigate complaints about racism effectively and empathetically. <i>(continued)</i>	Review and adjust agency systems and processes for managing and investigating staff complaints about racism in the workplace with the participation of someone with lived experience or advice from a suitably qualified provider from the across-government Workplace Investigation Services Panel. <i>Led by agencies.</i>	2025
	Promote agency processes for managing and investigating staff complaints about racism in the workplace. <i>Led by agencies.</i>	2025
Embed anti-racism into performance appraisal discussions.	Review South Australian Leadership Academy programs to help managers conduct non-discriminatory employee performance management reviews. <i>Led by OCPSE.</i>	2024
	Review Commissioner’s guideline on performance management to provide specific guidance to agencies and managers on embedding anti-racism, such as how performance development discussions could review what the individual has done to promote anti-racism. <i>Led by OCPSE and implementation partner agencies.</i>	2024
Ensure exit surveys include questions to identify racism.	Review the Commissioner’s guideline on exit feedback to include advice to agencies to ask exiting employees of their experience with racism, if any. <i>Led by OCPSE and implementation partner agencies.</i>	2024

GOAL	ACTION	TIMEFRAME
Support Aboriginal employees to progress their careers.	Hold more Aboriginal staff forums to provide support to employees and feedback on issues that impact on them. <i>Led by OCPSE with implementation partner agencies.</i>	2024
	Establish a cluster or community of practice for those working to increase Aboriginal employment to share and learn from best practice Aboriginal recruitment, retention and development strategies. <i>Led by OCPSE with implementation partner agencies.</i>	2024

PROGRESS TO DATE

- The across-government Workplace Investigation Services Panel is a list of private providers of workplace investigative services that agencies can use to undertake investigations of employee conduct.
- The Work Health and Safety Framework for Cultural Safety provides practical information to agencies about promoting cultural safety in the workplace as an important element of psychological health under the Work Health and Safety Act 2012 (SA).
- The inaugural Aboriginal Public Sector Staff Forum was held on 22 November 2022, bringing together Aboriginal employees from across the public sector.
- All public sector job advertisements include a diversity statement.



4 Speak up for anti-racism

GOAL	ACTION	TIMEFRAME
Communicate the Government's position on anti-racism in the workplace.	Develop and implement an across-government communications strategy to promote the government's position on anti-racism in the workplace. <i>Led by DPC with implementation partner agencies.</i>	2024
Develop anti-racism communications guideline.	Develop guidelines and toolkit to ensure government communication is free of racism. <i>Led by DPC with implementation partner agencies.</i>	2025
Train all communications staff in the use of the guideline.	Train all communications staff to use the guidelines and toolkits effectively. <i>Led by DPC with implementation partner agencies.</i>	2026

PROGRESS TO DATE

- The Marketing Communications Guidelines issued by the Department of the Premier and Cabinet requires agencies to develop communication strategies that address the special needs of people whose first language is not English, as well as those of Aboriginal descent.

5 Be accountable for anti-racism

GOAL	ACTION	TIMEFRAME
Monitor current and new data focussed on Aboriginal and CALD employee experience.	Establish baseline data identified in the evaluation plan to measure progress. <i>Led by Wellbeing SA.</i>	2023
	Modify existing or develop new survey tools for Aboriginal and CALD employees to report on their workplace experiences in the first instance. <i>Led by Wellbeing SA and OCPSE.</i>	2025
Report progress to government and community regularly.	Report progress to Senior Leadership Committee regularly. <i>Led by OCPSE.</i>	2024
	Publish key data in the Commissioner's State of the Sector report each year. <i>Led by OCPSE.</i>	2025

5 Be accountable for anti-racism *cont.*

GOAL	ACTION	TIMEFRAME
Undertake a formal review of the strategy after three years of implementation.	Review strategy in 2026 to determine effectiveness of implementation and identify any new initiatives for the action plan from 2026 to 2028. <i>Led by Wellbeing SA and OCPSE.</i>	2026

PROGRESS TO DATE

- The Commissioner for Public Sector Employment manages the across government People Matter Employee Survey that asks employees about their views on workplace culture and practices. Questions include perspectives on diversity and inclusion and complaints about racial discrimination.
- SA Government Closing the Gap Annual Reporting against Priority Reform Three Target – requires measuring South Australian Aboriginal people’s experience of racism.



**The Office of the Commissioner
for Public Sector Employment**

Street Address

Ground Floor,
State Administration Centre,
200 Victoria Square
(Tarntanyangga),
Adelaide SA 5000

Mailing address

GPO Box 1045,
Adelaide SA 5001

E publicsector@sa.gov.au

T 1800 317 333

W publicsector.sa.gov.au



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