

South Australian Public Sector Anti-Racism Strategy and Action Plan 2023-2028

2025 Snapshot



2025 Action Plan implementation status

Progress towards completing the 32 actions in the Action Plan:

2025	18.8% Completed	31.3% On track	18.8% Not started (planned for 2026 onwards)	31.3% Delayed
2024	6.0% Completed	66.0% On track	28.0% Not started	0% Delayed

In 2026, there will be a review of the Anti-Racism Strategy to determine effectiveness of implementation and make recommendations for the remainder of the Action Plan from 2026 to 2028.

2025 achievements and highlights

- Anti-Racism Training Pilot Evaluation completed, providing key insights for sector-wide implementation.
- Race Equity Appraisal Tool development advanced to pre-design phase.
- An Aboriginal Staff Forum brought together 346 Aboriginal employees from more than 45 public sector agencies, boards and offices.
- Two-day anti-racism workshop for senior leaders successfully piloted and evaluated.
- The South Australian Leadership Academy (SALA) introduced a new Diversity and Inclusion Scholarship Program.
- All SALA flagship programs incorporate content designed to build capability in leading workforces and championing inclusion and belonging.

Public sector workforce and executive composition



Of 122,644 public sector employees:

2.25%

identified as Aboriginal

17.4%

identified as CALD*
(Culturally and Linguistically Diverse)

Since 2020 there has been a:

0.12

percentage point **increase** in
Aboriginal employment

6.1

percentage point **increase** in
CALD employment

Of executive positions:

1.8%

identified as Aboriginal

4.8%

identified as CALD

Public sector employees earning at least middle-upper salary band



Percentage of employees
earning at least:

\$102,626

35.2%

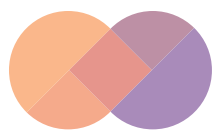
of public sector employees

21.9%

of Aboriginal employees, an increase since
2024 (19.8%)

25.9%

of CALD employees, consistent with
2024 (25.6%)



Median service length

Aboriginal and CALD public sector employees continue to have shorter median lengths of service.

The median service length was:

- 7.9 years for all public sector employees, compared with 8.4 in 2024
- 5.4 years for Aboriginal employees, consistent with 2024
- 3.7 years for CALD employees, compared with 3.9 in 2024.

Appointment type

Aboriginal employees are more likely to be on short-term or casual contracts than CALD and public sector employees in 2025.

39.7% of Aboriginal employees are on short-term or casual contracts

32.9% of CALD employees are on short-term or casual contracts

32.5% of public sector employees are on short-term or casual contracts

Community experiences of racism in SA public sector settings

According to a population health survey, racism has been experienced by:



Anti-racism training availability and completion

60.8% of public sector employees work for an agency where anti-racism training is offered to all staff, compared with 26.1% in 2024

However, only 3.8% of employees and 9.2 % of people managers or executive have completed anti-racism training in 2025

*Culturally and Linguistically Diverse (CALD) individuals are defined as people born in a non-English speaking country and/or those who speak a language other than English at home.
Aboriginal is used to respectfully refer to people who identify as Aboriginal and/or Torres Strait Islander.
Sources: Workforce Information Collection (WIC); Public Sector Employment Review (PSER) tool; Population Health Survey Module System (PHSMS).