



Australian Government

Australian Public Service Commission

# CALD Employees in the APS: Telling Our Stories

Concept Note for APS CALD Employment Strategy Public Consultation



# Empathy and curiosity moments

**1. Empathy and curiosity moments:** APSC to lead, in collaboration with specialist organisations, a project to capture everyday racisms, kindnesses and brave acts to share across the service

**a) Discussion panels around various topics to do with experiences of race and culture in Australia, with invited guests from across the APS at various levels and from external organisations.**

- These panels should be mediated by trained in-house facilitators so that employees can be as open as possible.
- These panel discussions can be filmed and shared across APS agencies.

**b) Invite short written contributions from CALD staff ahead of Harmony Week around experiences of migration and living in Australia, and then invite further submissions from interested persons.**

- These submissions could form part of an ongoing agency 'storybook' that is added to year by year, not necessarily only on Harmony Day but on other days of cultural significance.
- This could be curated by CALD networks in collaboration with Internal Communications in each agency.

# APS storybook

**2. APS Storybook:** Collection of lived experiences across the service through written case studies and videos

**a) Photo diary of migrant experience across the APS, focusing on a variety of communities, paired with stories and infographics.** Example: [Minority report: The Jews of Lebanon \(arabnews.com\)](#)

- This piece will weave together history and personal narratives of diasporic communities with data visualisation (infographics, interactive maps) relating to migration and settlement patterns in Australia.
- The photo diary can be created in collaboration with Home Affairs, who are the owners of settlement data and other information sources related to migration to Australia.
- Personal stories can be collected on a voluntary basis through CALD networks.

**b) Regular podcasts of lived experience featuring interviews with APS CALD employees as well as spoken word accounts accompanied by soundscapes**

- The spoken word accounts can be accompanied by images and put onto agency websites as audio visual pieces

**c) CALD oral history project.** Example: [ORAL HISTORIES — PRIDE HISTORY GROUP](#)

- An iterative resource that aims to create an ongoing record of CALD experiences of life in Australia, involvement in key APS work, interactions with diasporic communities (particularly through APS service delivery), etc.

# Story roadshow

**3. Show-case:** APSC to explore opportunities to build a series of stories to showcase the depth of experience of existing CALD employees for a roadshow

**a) CALD contribution to the APS: a timeline organised around a clickable selection of text-based information, videos and audio accounts relating to the history of CALD involvement in the public sector.**

- This resource will demonstrate that Culturally and Linguistically Diverse Australians are not only a part of the community that is served by public sector agencies, but have also contributed to the work of the Australian Public Service since its inception.

**b) A curated exhibition that moves from agency to agency, featuring photographs and items related to peoples' stories and/or key themes affecting CALD people.**

- This exhibition could also feature artistic performances, talks by featured employees and Q & A sessions to supplement the content.

**c) An exhibition like 'Spirit of the Service', but centred around CALD contributions to the APS.**

# Cultural platforms and clip compilation

**4. APS Cultural platforms:** APSC to explore options for the APS CALD employees to share personal insights on their culture, arts, literature, sports (possibly through IPAA)

a) **Interdepartmental international book club, featuring guest speakers**

b) **'Culture club', organised around music and dance performances, featuring guest speakers**

- Agencies could host on a turn by turn basis

**5. FAQ on 'How to have a genuine cultural conversation':** APS-wide page (possibly via I&D networks) on frequently encountered culture-based interaction

a) **'You can't ask that':** a filmed panel-style discussion unpicking issues and assumptions around particular CALD groups in a fun, informal way, **Example: [Pacific Islanders Answer Questions You're Too Afraid To Ask – YouTube](#)**

- Participants could be paired with people from other agencies, or could ask to do it with people they know

**6. Multicultural APS :** Compilation of clips with APS employees with different accent and in different languages (including for English) saying the APS Purpose Statement