

# Supporting Multicultural Communities

**Diversity in lutruwita/Tasmania's communities is a positive thing that brings benefits to us all. We are home to the palawa, one of the oldest cultures on Earth, and annually welcome new arrivals from all corners of the globe. Multiculturalism fosters tolerance and understanding, boosts creativity and improves inclusion. But being a new Tasmanian is not without its challenges, and we need to tackle racism head-on.**

## Humanitarian Entrant Employment

Humanitarian arrivals can face significant barriers to finding employment. When they do find work, they are often underemployed and receive poor pay and job security.<sup>1</sup>

New South Wales offers a *Refugee Employment Support Program*, which helps develop pathways to employment, provides support for job readiness, and links with training opportunities.<sup>2</sup>

**We will fight for a program to support new humanitarian entrants to join the workforce.**

## Anti-racism strategy and campaign

Most people are tolerant, respectful and value the contribution culturally and linguistically diverse Tasmanians bring to our society. But some are not, and more needs to be done to combat racism and promote inclusion.

Recently, racially motivated attacks have increased. Racism, no matter how or where it occurs, must stop.

Sherlock and Dutta Consulting have developed an anti-racism initiative and strategy that enjoys business and other support and should be funded and progressed as a matter of urgency.

**We will fight for the development of an anti-racism strategy including an urgent education and awareness raising campaign.**

## Services and Advocacy

Under the Liberals, community services organisations have been underfunded, despite the quality of the service they deliver.

The Multicultural Council of Tasmania delivers a range of initiatives to support Tasmania's multicultural community and promote inclusion. This includes Harmony Week, the Diverse Leadership Program and Multicultural Hub.

As a peak, MCOT's funding should be increased to accommodate inflation, and extended to assist with mid-term planning and security.

**We will fight for an increase funding for the Multicultural Council of Tasmania to enable improved and extended services and certainty in organisational and campaign planning.**

## A Human Rights Act for Tasmania

Universal human rights are fundamental and must be respected and protected. This includes the economic, social, cultural, environmental, civil and political rights of all Tasmanians.

Despite progress in other states, Tasmania still lack a Human Rights Act that protects our people. The passage of draconian anti-protest laws and their failure to be upheld in the High Court highlights government action that contravenes the rights of Tasmanians.

<sup>1</sup> Refugee Council of Australia, [What works: Employment strategies for refugee and humanitarian entrants](#), 2019.

<sup>2</sup> SSI, [supporting refugees in finding work](#), n.d.

Australia has been described as the “last remaining Common Law country without [a Bill of Rights]”<sup>3</sup>, and the only country “with legal and political systems similar to Australia” without a Bill of Rights.<sup>4</sup> The Australian Human Rights Commission argues “Australia is unusual among common law countries in not having a Constitutional Charter or Bill of Rights.”<sup>5</sup>

Of 49 nations, only Australia, Brunei and Malaysia lack these provisions. Both of which have very different systems to Australia.<sup>6,7,8</sup>

**We will fight for the introduction of a Human Rights Act in Tasmania.**

## Budget (\$m)

	(\$m)	Year 1	Year 2	Year 3	Year 4	Total
<b>Employment</b>		0.75	0.75	0.75	0.75	3.00
<b>Anti-Racism</b>		0.10	0.10	0.10	0.10	0.40
<b>Services/Advocacy</b>		0.57	0.59	0.61	0.63	2.40
<b>Human Rights</b>		-	1.00	1.00	1.00	3.00
<b>Total</b>		1.42	2.44	2.46	2.48	8.80

Country	Provisions	Country	Provisions
Australia	Nil	Nigeria	Constitution <sup>9</sup>
Bangladesh	Constitution <sup>10</sup>	Malaysia	Nil <sup>11</sup>
Belize	Constitution <sup>12</sup>	Myanmar	Constitution <sup>13</sup>
Brunei	Nil	New Zealand	Stand-alone Act <sup>14</sup>
Canada	Constitution <sup>15</sup>	Pakistan	Constitution <sup>16</sup>
Ghana	Constitution <sup>17</sup>	Philippines	Constitution <sup>18</sup>
Hong Kong	Constitution <sup>19</sup>	Singapore	Constitution <sup>20</sup>
India	Constitution <sup>21</sup>	South Africa	Constitution <sup>22</sup>
Ireland	Constitution <sup>23</sup>	United Kingdom	Stand-alone Act <sup>24</sup>
Israel	Quasi-Constitution <sup>25</sup>	Northern Ireland	Quasi-Constitution <sup>26</sup>
Kenya	Constitution <sup>27</sup>	United States	Constitution <sup>28</sup>
Bhutan	Constitution <sup>29</sup>	Virgin Islands	Constitution <sup>30</sup>
Cyprus	Constitution <sup>Error!</sup> Bookmark not defined.	Fiji	Constitution <sup>Error!</sup> Bookmark not defined.
Kiribati	Constitution <sup>Error!</sup> Bookmark not defined.	Liberia	Constitution <sup>Error!</sup> Bookmark not defined.
Nauru	Constitution <sup>Error!</sup> Bookmark not defined.	Nepal	Constitution <sup>Error!</sup> Bookmark not defined.
Tonga	Constitution <sup>Error!</sup> Bookmark not defined.	Tuvalu	Constitution <sup>Error!</sup> Bookmark not defined.
Uganda	Constitution <sup>Error!</sup> Bookmark not defined.	Trinidad / Tobago	Constitution <sup>31</sup>
Antigua / Barbuda	Constitution <sup>32</sup>	South Korea	Constitution <sup>33</sup>
Barbados	Constitution <sup>34</sup>	American Samoa	Constitution <sup>35</sup>
Bahamas	Constitution <sup>36</sup>	Cayman Islands	Constitution <sup>Error!</sup> Bookmark not defined.
Dominica	Constitution <sup>37</sup>	Gibraltar	Constitution <sup>Error!</sup> Bookmark not defined.
Grenada	Constitution <sup>38</sup>	Marshall Islands	Constitution <sup>Error!</sup> Bookmark not defined.
Jamaica	Constitution <sup>39</sup>	Palau	Constitution <sup>Error!</sup> Bookmark not defined.
St Vincent / Grenadines	Constitution <sup>40</sup>	Papua New Guinea	Constitution <sup>Error!</sup> Bookmark not defined.
Saint Kitts / Nevis	Constitution <sup>41</sup>		

<sup>3</sup> K Suter, [Does Australia need a Bill of Rights?](#), Wesley Mission, 2008.

<sup>4</sup> Law Council of Australia, [Charter or Bill of Rights: Q & A](#), n.d.

<sup>5</sup> Australian Human Rights Commission, [Common law rights, human rights scrutiny and the rule of law](#), n.d.

<sup>6</sup> N S Talib, [Brunei Darussalam: Royal Absolutism and the Modern State](#), 2013.

<sup>7</sup> Malaysia, [Federal Constitution](#), 2010, p. 52.

<sup>8</sup> F S Shuaib, Islamic legal system in Malaysia, *Pacific Rim Law and Policy Journal*, 2012, p. 103.

<sup>9</sup> Federal Republic of Nigeria, [Constitution of the Federal Republic of Nigeria](#), 1999.

<sup>10</sup> Government of the People’s Republic of Bangladesh, [The Constitution of the People’s Republic of Bangladesh](#), 1972.

<sup>11</sup> Note: Although the [Constitution of Malaysia](#) contains some rights, these are to specific and disparate to be considered a charter of rights.

<sup>12</sup> Belize, [Belize Constitution Act](#), Chapter 4, 2011.

<sup>13</sup> Republic of the Union of Myanmar, [Constitution of 2008](#), 2008.

<sup>14</sup> Government of New Zealand, [Human Rights Act 1993](#), 2020.

<sup>15</sup> Government of Canada, [Constitution Act 1982](#), 1982.

<sup>16</sup> Islamic Republic of Pakistan, [Constitution of Pakistan](#), 2018.

<sup>17</sup> Government of Ghana, [Constitution of the Fourth Republic Of Ghana \(Promulgation\) Law](#), 1992.

<sup>18</sup> Republic of the Philippines, [The Constitution of the Republic of the Philippines](#).

<sup>19</sup> Hong Kong Special Administrative Region, [Hong Kong – Constitution](#), 1990.

<sup>20</sup> Republic of Singapore, [Constitution of the Republic of Singapore](#), 1965.

<sup>21</sup> Government of India, [The Constitution of India](#), 1949.

<sup>22</sup> South African Government, [Constitution of the Republic of South Africa](#), 1996.

<sup>23</sup> Government of Ireland, [Constitution of Ireland](#), 2020.

<sup>24</sup> United Kingdom, [Human Rights Act 1998](#), 1998.

<sup>25</sup> Note: Israel has no constitution, instead there are a number of laws known as ‘basic laws’ which form the function of a constitution. The [Basic Law: Human Dignity and Liberty](#) provides for human rights.

<sup>26</sup> Note: The [Northern Ireland Act 1998](#) devolves legislative powers to Northern Ireland (similar to the establishment of legislatures for Australian territories). This Act constrains the legislature from making laws contrary to human rights.

<sup>27</sup> Republic of Kenya, [Constitution of Kenya](#), 2010.

<sup>28</sup> United States of America, [Transcription of the 1789 Joint Resolution of Congress Proposing 12 Amendments to the U.S. Constitution](#), n.d.

<sup>29</sup> Kingdom of Bhutan, [The Constitution of The Kingdom of Bhutan](#), 2008.

<sup>30</sup> Government of the Virgin Islands, [The Virgin Islands Constitution Order 2007](#), 2007.

<sup>31</sup> Republic of Trinidad and Tobago, [The Constitution of the Republic of Trinidad and Tobago](#), 2000.

<sup>32</sup> Republic of Antigua and Barbuda, [The Antigua and Barbuda Constitutional Order 1981](#), 1981.

<sup>33</sup> Republic of Korea, [Constitution of the Republic of Korea](#), 1987.

<sup>34</sup> Barbados, [The Constitution of Barbados](#), 2002.

<sup>35</sup> American Samoa, [Revised Constitution of American Samoa](#), 1960.

<sup>36</sup> The Government of the Bahamas, [The Constitution of The Commonwealth of The Bahamas](#), 1973.

<sup>37</sup> Commonwealth of Dominica, [The Constitution of the Commonwealth of Dominica](#).

<sup>38</sup> State of Grenada, [Grenada Constitution Order 1973](#), 1973.

<sup>39</sup> Jamaica, [The Jamaica \(Constitution\) Order in Council 1962](#), 1962.

<sup>40</sup> Saint Vincent and the Grenadines, [Constitution of Saint Vincent and the Grenadines](#), 1979.

<sup>41</sup> Saint Kitts and Nevis, [The Constitution of Saint Christopher and Nevis](#), 1983.

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