

CULTURAL AND LINGUISTIC DIVERSITY

Motion

HON MARTIN PRITCHARD (North Metropolitan) [1.08 pm]: I move —

That this house acknowledges the extraordinary work and contributions made in our local communities by Western Australians from culturally and linguistically diverse backgrounds, both individuals and groups, and acknowledges the extraordinary benefits of multiculturalism to Australian society.

I think that most members would know that last week, from 15 to 21 March, was Harmony Week, and I am moving this motion in celebration of Harmony Week. Harmony Day and now Harmony Week started in 1999 to coincide with the United Nations International Day for the Elimination of Racial Discrimination. During this time, we wear orange to symbolise social communication and meaningful conversations, as well as to encourage mutual respect. Most people wear a pin during that week. As a grandfather, I had to perform a very good duty last weekend for my four-year-old granddaughter whose school was holding a Harmony Day celebration on the Monday. I had the great pleasure of going out with her to pick out a nice orange outfit for her to wear to school. It is lovely to see that schools are participating in this very worthwhile cause. One of my granddaughter's mothers is of South African extraction, and that was the point of their conversation at school; people are talking about their heritage, even people as young as four years of age. Harmony Week runs from 15 to 21 March. I must say that on the sitting day last Thursday, I had cause to think that it may not be appropriate to wear orange on that particular day as it may cause offence to those of Irish extraction!

Western Australia is a highly culturally and linguistically diverse state, with 32 per cent of its population born overseas and nearly 17 per cent born in non-English speaking countries. About half of all Western Australians have one or both parents born overseas. Western Australians have a variety of ancestries, are born in a range of countries and speak many different languages—some 190 at last count. For those who have migrated from overseas, there is also diversity in their length of time in Australia and their pre-immigration experiences, as well as qualifications, skills and other capabilities.

The information in the 2016 census is unfortunately the latest information that we have. Of course, we have just concluded a census, but that information will not be available until the middle of this year. In the 2016 census, the most commonly nominated ancestries were English, at just over 36 per cent; followed by Australian, at just over 33 per cent; Irish, at 11 per cent; Scottish, at just over nine per cent; Chinese, at just under six per cent; Italian, at just under five per cent; German, at just under five per cent; Indian, at just under three per cent; Indigenous, at just under three per cent; and then Greek, Dutch, Filipino, Vietnamese and Lebanese. There is a lot of diversity there, and those are only the major communities that we have in this state.

Harmony Week is an opportunity to consider the many benefits that we gain from our cultural diversity. Our diversity not only enriches our daily lives, but also improves our standard of living through job creation and bringing in new and improved skills. It grows our tax base so that we can continue to build and improve infrastructure. Our diverse community also gives us better links to a competitive global market. Certainly during my time in Australia, it has improved the cuisine in Western Australia. I arrived in 1968. At that time, given that most of the population was of English ancestry, the choice of food really was just fish and chips. In the 1970s, because of a number of things I will talk about, that cuisine started to diversify, but not by much. I remember the big Pizza Huts that used to populate our communities with their big barn-like premises with big red roofs where a person could buy pizza by the slice and some very ordinary salads. During the 1970s, the Chinese takeaway places also grew in population. It has been suggested that in the 1960s, there were two or three Chinese restaurants in Perth. By the 1970s, they had grown to number 200 and now it is an astronomical figure. Some of the choice places that I would take my then girlfriend—now my wife—to eat at included very high-class restaurants such as the Bouzoukia.

Hon Alannah MacTiernan: I remember that.

Hon MARTIN PRITCHARD: Yes. It was a Greek restaurant in Northbridge where I actually worked for a little while in a second job. The Witch's Caldron in Subiaco was another destination —

A member interjected.

Hon MARTIN PRITCHARD: Yes, it has changed. Its garlic prawns were to die for. One of the other places I took my wife to whilst I was courting her was the Red Castle Hotel in Rivervale, which unfortunately is no longer there. It was one of the first revolving restaurants in Western Australia.

Multiculturalism has improved Western Australian society, but we did not get there easily. It is probably worthwhile having a quick look at our history. Obviously, we need to look at the Australian history of migration, because it is a federal issue. Unfortunately, our past is littered with good intentions, but probably fairly evil outcomes. Australia

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first became a Federation at the turn of the last century. One of the first pieces of legislation that we introduced and passed on Federation was the Immigration Restriction Act 1901. That act plus other policies and legislation that were brought in over that period of time were basically known as the White Australia policy. The White Australia policy basically was about keeping Australia British. Despite the traditional owners who were already here and all the people who wanted to come to Western Australia and Australia, this was going to be another Britain in the Asian region. A lot of the legislation that was brought in was not plain-speaking legislation that said we were going to let only English people into Australia or Western Australia. It was fairly devious and it introduced hurdles that pretty much only people from the United Kingdom could get across. It also gave wide powers to the people who determined who was let into Australia. It was driven by fear, I think, and the fact that at the time people thought that they would be overrun with Asians and Chinese. That was seen as a bad thing. There were also concerns about cheap labour coming into the country and a reduction in our standard of living, or different religions being practised in Australia. All these fears that our culture would be changed were driven by a desire to hold onto a way of living.

Many years ago I came across a poem called *Nationality* by Mary Gilmore that I would like to read into *Hansard*, if I may. When I first came across it, I thought that it was a great poem. Given my love of family and all that, I thought that is what it was aiming towards but it has more serious connotations. It reads —

I have grown past hate and bitterness,
I see the world as one;
Yet, though I can no longer hate,
My son is still my son.

All men at God's round table sit
And all men must be fed;
But this loaf in my hand,
This loaf is my son's bread.

I now see that really for what it is; that is, we look after our own and keep the others out no matter what. In current times, that is not a very good thing, and I draw the chamber's thoughts towards the COVID-19 pandemic in particular. It is a must that we get vaccinated to protect ourselves but, unless we reach out to make sure that people in other countries—in Africa and such—are also vaccinated to a high level, we will continue to be under threat. It is a lesson that we are one world and we need to look after everybody in that world for us all to feel safe. It always worries me when we look at things in our history like the way the boat people were treated. I understand the fear if people do not go through the correct processes, but I can feel nothing but shame when boat people have come here in desperate need but are put into camps. I could understand that if their applications were processed quickly, but people staying in camps for many years is just a way to create fear and say that Australia does not wish to welcome people from other countries. I have an inherent view that members in the chamber come here to do good. Most people want to do good and I think most people know what is right and what is wrong. There are things in our history that I think are wrong.

I want to talk about history, because I know that many people will have good stories. I will probably not get to my story because I will run out of time. I will talk a little bit about history so that we can see the benefits of Harmony Week and where we are now. It was the Menzies government that started to dismantle the White Australia policy in the middle of last century. In a snapshot of the time, the reasoning for it was that the people had in their minds the lessons of World War II. We were a large country with a very small population. In some respects, we still have a very small population. I, for one, believe that we should expand our population to try to reap more benefits from it. The economy was basically trade with England. We produced things like wool and traded it with England to receive manufactured goods back. That is basically where our trade started and stopped. As we can see here, most of our laws and institutions are modelled on those in England. At the time, less than 10 per cent of Australians were born overseas and only three per cent were born in non-English speaking countries. That is a dreadfully small number. The government planners at the time believed that it was important to upscale our immigration. Their prediction was that we might reach a population of eight million people by the end of the twentieth century. I think it goes back to an old adage that Billy Hughes used to put around. His view was that we needed to populate or perish. Hopefully, we will not perish, but I think we need to populate. What followed that period was an influx of displaced persons from Europe who were trying to make a new life after World War II shattered their lives at home. In the 1950s and 60s, migrants from the United Kingdom, plus Italians and Greeks, came here mainly for employment to make a better life. I am a product of that. My father came over here as a sponsored bricklayer.

In the 1970s, we started to make some real progress. One important thing was that the census in 1971 was the first census to include our First Nations people. That was a big step forward. Many, many more steps forward are needed, but that was a good step. In 1973, the great Gough Whitlam was elected Prime Minister of Australia and he did many great things. I was not old enough to vote in the 1975 election, but I wish I had been able to. He did many great things.

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When he first got elected, he set about starting to dismantle the White Australia policy. That culminated in 1975 with the passing of the Racial Discrimination Act, which made it illegal to basically do anything based on a person's heritage or where they came from. That was a great thing. As I said, Gough Whitlam is remembered for many things, but that is one of the greatest things. I said I came here in 1968 and that most of the immigrants at that time were from England, Italy and Greece. There are many challenges, as we have had different waves of immigrants and always will have. Members probably only have to look at some other countries where it is done badly to realise how well we have done. However, there are challenges as each different wave comes through because of world events. We face those challenges and those people integrate into society. They retain their heritage but they add to our culture, which I think is a great thing. We reaped enormous benefits from those first moves made by the government in the middle of last century through to those made by Gough. One of the things is economies of scale; the bigger the population we have, the more things we can do. The sum of the parts is greater than the whole.

Another reason we need immigration and benefit from it is that immigrants have offset our ageing population. Our population was heading in one direction and that is a concern for everyone, but the number of skilled immigrants coming through has managed to balance our population. We still have a problem, but it is a lot less serious because of our immigration strategies. In more recent times, immigrants have brought in skills. Because skilled migrants have stopped coming over the last couple of years, we have seen how dependent we are on being able to bring them into this country. I am looking forward to that recommencing so that we can start getting more nurses and people to support our building trades. Another thing that immigrants tend to do when they come here is to contribute well. Many studies have indicated that a lot of immigrants go into small business. In the mid-60s and early 70s, a lot of Italians went into small business. After the Vietnam War, Vietnamese people came here and many went into small businesses. Western Australia currently has over 35 000 small businesses owned by people from a culturally and linguistically diverse background. They add to the jobs that we have in Australia.

I have only a minute left so I will probably miss out on a few things I wanted to say. Since coming to this place, one of the great pleasures I have had is attending citizenship night ceremonies in Stirling, Joondalup and Wanneroo. That has been one of the great pleasures of being a member. At those events, people tend to tell their stories. I am glad I have introduced this motion and, although I do not have time to tell my story, I look forward to hearing other stories in this place as we consider this motion.

HON TJORN SIBMA (North Metropolitan) [1.29 pm]: May I begin by commending Hon Martin Pritchard on an excellent motion. Often this is a place of rancour, debate for debate's sake, and sometimes debate out of sheer necessity in the fulfilment of the duties that we have all sworn to do, but rarely do we have opportunities to reflect upon the nature, construct and substance of our community, reflect upon it positively, and to wish the best for it. I think that is what the honourable member has done by way of this motion.

On behalf of the opposition, I agree wholeheartedly with the honourable member. His motion is impossible to disagree with.

I will also speak in two other capacities; one as the opposition spokesperson for citizenship and multicultural interests, and the other as a modern representative Australian and Western Australian, because I think the picture the honourable member was painting of Western Australia was one that is reflected in each and every one of us, myself notwithstanding. Both my grandfathers were migrants. One was from a non-English speaking background, while the other was not. My wife has a Lebanese Christian background. My children speak to me rudely in English and even more rudely in some limited Arabic that I do not understand, but I can certainly determine the intent. The languages might be slightly different, but they have not fallen far from the tree in terms of their anti-authoritarian disposition, and more power to them there! My sister married a Noongar man from the country around Moore River. Jason is an excellent doctor on the front line of COVID in far north Queensland, dealing with the particular circumstances of disadvantage of regional Aboriginal and Torres Strait Islander Australians. I think it is worth reflecting upon that dimension in motions such as these, because whether it is intended or not, we seem to focus on a particular wave of migration to Australia and Western Australia from largely after the Second World War. I know that was not the intent of this motion, but I think any unifying policy towards ensuring that every single member of this community is given the opportunity to excel must include Aboriginal Western Australians as much as Western Australians who have come to these shores through different circumstances. That is the absolutely essential, irreducible element of a sound multicultural policy, if I might put it that way.

Unfortunately, I do not think the honourable member was gifted the length of time that he probably would have liked to reflect upon specific individuals and groups with a multicultural background within the broader Western Australian society who actually make this state a better place. There is an extensive list—it is almost too extensive to mention—but I do want to mention one group. The Perth Korean War Memorial Committee is composed of English speaking Australians and migrants to these shores from North Asia, and in particular the Korean peninsula. It effectively involves ex-military members of the Royal Australian Regiment; many ex-service people who served predominantly

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in Vietnam—the Korean veteran cohort is getting limited, unfortunately, as time moves on—members of Korean services groups; and members of the broader Korean community in Perth. The reason I bring special attention to this group is that I want to use this opportunity to give a genuinely bipartisan pat on the back to the McGowan government, and particularly ex-Minister Tinley and current Minister Papalia, for their support for the proposal to erect a memorial to the Korean War within the greater expanse of Kings Park. I have had an involvement in this group and this issue for a number of years, and I genuinely want to commend the government for that. This is important because of the links that the honourable member reflected upon. We are an island, but we are not an island to ourselves. We have personal links, historical links, important trade links and opportunities that are magnified because of the composition of our community. In embracing the opportunities that present themselves today and in meeting future challenges, we need to give due respect to our own history and our shared history. The absence of a dedicated memorial to the Korean conflict, which basically set the geopolitical stage for the latter part of the twentieth century, is an oversight, but it is one that is being remediated. I wanted to use the opportunity that the member's very generous and appropriate motion has provided to commend that group in particular and to wish it well with its project, which I hope is realised as we approach the seventieth anniversary of the cessation or quelling of the guns—not necessarily the end of the conflict, but the end of the hot phase of that particular war.

I also want to reflect on members of this place who particularly have a portfolio like mine and are active in their community. Our weekends are rarely free and we eat pretty well. That is one of the dangers of the job that all new members are warned of, but there is a particular threshold that members go past when they have any form of multicultural responsibility as part of their responsibilities. We can reflect on how well our multicultural communities have responded to the challenges of COVID over the last two years. I mention this because the sense of separation has been particularly acute for them, for obvious reasons. FaceTime, phone calls, WhatsApp and all sorts of platforms and technologies are amazing when we reflect on the kind of isolation that our forebears had to endure, but they still do not fill the gap of genuine face-to-face contact and the capacity to embrace our loved ones who live on shores far from us. I want to commend the broader community for the very personal and social burdens they have endured, largely without complaint. They are to be commended for that. I mention that as well because the circumstances of the time through which we are living mean that special occasions to mark moments in history or provide an opportunity for people to come together cannot be planned as easily as they used to be. I was looking forward to attending the Sikh Heritage Day two or three weeks ago. Unfortunately, that had to be cancelled, but I want to use this opportunity to pay my respects to the Sikh community in Western Australia, who are upstanding citizens and whose volunteers' efforts go unacknowledged. Let me use this opportunity to acknowledge them as well.

I will not go on because I think there is probably a plethora of members of this chamber who want to make personal contributions to this debate, but I once again commend the member for moving the motion. It is a motion that we support. I think we should actually use this opportunity to embrace the broad composition of the Western Australian family, irrespective of its members' ethnic origins. In embracing people and being inclusive, we can unintentionally exclude or forget important aspects of our own heritage. I would not want to use this opportunity to overlook the quite obvious contribution that the British colonial incomers to this jurisdiction brought. Their gifts were not insubstantial and their contributions need to be recognised, even if they are recognised with a clear-eyed view of what our history has actually been.

HON SHELLEY PAYNE (Agricultural) [1.38 pm]: I thank Hon Martin Pritchard for bringing this motion forward and giving us an opportunity to speak about the recent Harmony Week events and also the contribution made to our society by people of culturally and linguistically diverse, or CALD, backgrounds. This is quite a new term for me, but it was actually introduced in 1996 to replace the term “non-English speaking background”. It was intended to be a broad, flexible and inclusive term to be generally applied to groups who differ according to religion, language and ethnicity and who are not Aboriginal or Torres Strait Islanders, Anglo-Saxon or Anglo-Celtic.

The Agricultural Region that I represent is home to people from a diverse range of cultures. I am proud to represent the Agricultural Region and its wonderful communities. One of these communities is Katanning, which is just over three hours south of Perth, and is called the heart of the great southern. Kaat-Nyiny is a Noongar word, meaning “the head sits here”, and it comes from the dreamtime story of Mulka, a giant man whose body parts are embedded in the country throughout the great southern. The head lies in Katanning, which is why Katanning is the heart of the great southern. Katanning was the junction of three Aboriginal tribal grounds long before European settlement. The lands to the north were those of the Wilmen people, the lands to the west and south belonged to the Kaneang people and the Koreng people ranged to the south and east. Last year, interestingly, I attended a historic event in Katanning at which the Aboriginal groups came together for a formal soil sharing ceremony marking a commitment to working positively together, acknowledging that they are stronger together. Julie Hayden from the Badgeup Aboriginal Corporation has been instrumental in bringing the groups together.

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Not only does Katanning have a fascinating Indigenous history, it also has the highest proportion of people born in non-English speaking countries of any regional local government area in Western Australia; nearly 13 per cent of its people are from non-English speaking backgrounds.

In 2020, the Shire of Katanning won the local government award at the state government's annual multicultural awards. The shire has shown a fundamental and sustained commitment to inclusivity and participation that has been recognised at a national level. For example, its strategic community plan in 2017, developed with much community consultation and feedback, led to the establishment of a cultural collaboration officer in 2019 to work on projects and initiatives to enhance engagement with the culturally and linguistically diverse community.

The shire also presents a very popular annual harmony festival, in partnership with the community, which has become one of the most popular in the south west, celebrating the town's diverse multicultural community and history. I was delighted to attend the annual festivities this past weekend to mark Harmony Week. Unfortunately, the event had to be modified this year due to COVID restrictions. Traditionally, there is an international food night on the Friday night and the harmony festival is on Saturday. This year I was scheduled to judge the kangaroo pie eating competition. Due to restrictions, the Saturday festival had to be cancelled, but the Friday night international food night event still went ahead—a testament to the resilience of the Katanning community. I was pleased to be able to support this event by providing free rapid antigen test kits for the volunteers and stall holders, giving all attendees the confidence to collect their takeaway food from the numerous international food stalls at the event. I was also pleased to have the opportunity to present a Lotterywest grant to support this festival, which fosters cultural connections and a stronger sense of belonging. I congratulate the Shire of Katanning, the harmony festival team, all the volunteers and the sponsors for their perseverance and the extra work it took to go ahead with the Friday food night, and I look forward to attending the festival next year. I hope other members can attend as well. I note that Hon Alannah MacTiernan and her team were committed to attending the festival, and it was a shame that we could not go ahead with our intention to be at the Saturday festival.

Katanning is home to around 40 nationalities or ethnic groups. The town's abattoir changed the face of Katanning in the 1970s, when it employed hundreds of Malays from the Cocos and Christmas Islands. I was very interested to hear the background about the number of people who had come from those islands to settle in Katanning. When the Malays came to town, they brought a new diversity, which in turn attracted more migrants. The Katanning community today is a spreading tapestry of many different cultures and histories—the embodiment of the great melting pot that is modern Australia.

Alep Mydie was a small boy when his parents left Christmas Island to find a better life for their family. His grandfather was instrumental in building the mosque in Katanning, and members can imagine the difficulty of building a mosque in regional Western Australia 40 years ago. Built in the 1980s by Islamic migrants, it was the first mosque to be built outside the Perth metropolitan area. It is open to the general public to help build community spirit. Although many of the original migrants were from the Cocos Islands, the congregation has swelled in recent years with people from countries such as Afghanistan, Myanmar, the Congo and China. When I first met Alep at his cafe in Katanning, which is called the Daily Grind, he was introduced to me as the man who ran the local mosque. Only later, when I visited again and had a chance to chat to him about his background, did I find out the interesting history of his family and others who had come from the Cocos Islands and Christmas Island, many of them to escape the slavery they experienced there. He is a former shire councillor and has been a strong leader for the multicultural community in Katanning since he arrived. In the 1970s, Malay immigrants coming to Katanning mainly to meet the needs of the local abattoir did not get much support for social integration, as we give now to immigrants and new Australians, and Alep has been a key leader and supporter of the immigrant community. As Hon Tjorn Sibma mentioned, the communication we have today is very different from that of 30 or 40 years ago; back then it was more difficult for people to be separated from families.

As a community leader, Alep was awarded the 2022 Shire of Katanning community citizen of the year award on Australia Day for his work in counselling and the promotion of multiculturalism in the town. He also served up some great food from his Daily Grind Cafe for the Katanning international food night on Friday. He always has yummy Malaysian food on offer at this cafe. Members visiting Katanning should make sure to stop by the Daily Grind and say hi to Alep.

Last month, our Governor, Kim Beazley, visited Katanning and also toured the mosque. He also met with representatives of the Islamic Association of Katanning, and was served traditional Malaysian cuisine. The Governor also met with members of the Hazara community. John Nazary, a well-respected leader within the community, shared his story of fleeing Afghanistan and Taliban rule more than 20 years ago and settling in Katanning. The Governor heard many more similar stories, as well as learning of the difficulties many are facing with the current immigration delays. The federal government needs to recognise impacts that delays to the process have on families who are separated for long periods.

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The Shire of Katanning is to be commended for its great initiatives to support its multicultural community. For the past five years, it has been working hard to deliver an early childhood hub for the community. This has been funded with help from the McGowan government. The long-awaited improvements to early childhood services in Katanning came a step closer to fruition when the Shire of Katanning released preliminary plans for the project this month. It will include a childcare centre, a community hub and family centre, and the Katanning Family Health Office will also relocate to the hub. The shire president, Liz Guidera, said —

We see it as key to future family and children's services going forward, so we're really keen to get this funded. The real work of what we are trying to do with this project is change children's lives.

The early childhood hub is important to support early learning in the multicultural community of Katanning.

Another great project getting off the ground in Katanning is the Early Years Initiative. I heard about this last year, and I am really pleased to see it going ahead. It is a 10-year partnership between the state government and the Minderoo Foundation to achieve better developmental outcomes for Western Australian children aged between zero and four years. The initiative is supported by the Telethon Kids Institute, which is leading the research and evaluation. The central great southern, which includes the shires of Katanning, Kojonup, Broomehill/Tambellup and Gnowangerup, has been fortunate to be chosen as an Early Years Initiative site. Other communities are Armadale west, Bidyadanga and Derby. Each region has a local working party that identifies the priorities for their region based on data and community engagement. The aim is to use local knowledge and locally-led solutions to inform practice and provide sustainable long-term change. The change we want is to improve outcomes for children from zero to four years. Many families in the region are overwhelmed, and the aim of this work is to help all families, including CALD and Aboriginal families. The central great southern working group has identified the following priority areas to assist overwhelmed families: family and domestic violence, which is making our communities safe for all, including women and children; parental wellness and mental health, supporting parents and families to thrive; access to quality early education and school attendance; and early access to dental health and treatment for zero to four-year-olds.

Some Connected Beginnings funding has been sourced to enable the central great southern to employ cultural connectors to assist in this engagement work, and ensure that we are culturally responsive and aware of families' needs in the community. Three connectors identified by the community work seven and a half hours a week. A further 0.4 position for a CALD worker to work specifically with CALD communities has been advertised, and Badgebup Aboriginal Corporation has partnered with the program to provide a further two connectors. The Katanning Noongar leadership group has been at the forefront in providing support for the program to be implemented in the great southern region, and Badgebup Aboriginal Corporation is working very well with the Department of Communities on this initiative. These cultural connectors engage with people in the community who do not speak English. People who cannot speak or read English are not going to respond to advertising signage. These cultural connectors help with things like where to do their shopping, where to buy their culturally appropriate foods, and where to find doctors and how to book appointments. The cultural connectors in Katanning are local and know the local community. Pauline Anyon is a senior community engagement officer and is passionate about her work on this project. I had the pleasure of meeting another local woman, Saiqa, on Friday. She is from Afghanistan and is helping part time with the program.

The early learning program will help progress initiatives that are tailored to the specific circumstances in Katanning. This work is vital to ensure that the needs of families are met. The connectors have already achieved success in the first weeks of the project. On Friday, Pauline told me the story of a woman from Afghanistan who did not speak English, and who was also deaf, and how she was finally able to get her learner's permit so that she could learn to drive.

The early learning initiative is also helping to run parent groups of preschool-age children. On a Tuesday, there is a CALD mums group, which is facilitated by Read Write Now. Women learn English, while their children are offered a facilitated playgroup. I am pleased to be able to provide RAT kits to these playgroups so that they can continue to meet during these difficult times. There is also a New Zealand-focused playgroup, which is facilitated on Wednesdays. This group is very large. They are all just getting over a COVID outbreak or just completing their isolation as close contacts. On Mondays and Fridays, there is a large universal playgroup that also has good attendance. The new Katanning Early Childhood Hub will be a great venue for these playgroups.

Another great initiative started last year by the Shire of Katanning was to reach out to those who wanted to learn to swim by offering swimming lessons in a culturally appropriate way. There was great interest, with 40 enrolments and about 25 people completing the 10-week program. The women and the men had their lessons separately, and the pool was made private for the women to have their lessons in a way that was culturally appropriate for them.

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As we close out Harmony Week, I would like to acknowledge the Filipino community in Esperance. It is quite a large community, full of spirit and fun and support for each other. Esperance is fortunate to be catered for by the local business Pinoy Shop, which was opened in September 2019 by local Cassie Doherty. She missed traditional Filipino food when she moved to Esperance, and had to drive to either Kalgoorlie or Albany to find an Asian grocery that sold the ingredients she needed. She decided to take the plunge and open her own specialty store, which has proved a big hit in Esperance, stocking not only Filipino food but a wide range of Asian foods. Pinoy Shop has recently moved to bigger premises, which I visited the other week, and I can say that it is fantastic.

The CALD community in Esperance is a very important part of our community, and our community would not function without it, whether it the independent ultrasound service, the anaesthetist at the hospital, the doctors in the town, the compassionate and gentle help at the aged care facility, and Esperance Home Care, which helps our elderly to stay at home for longer. It is also the variety of restaurants in our small town, from Indian to Chinese and Thai. It is also the small businesses, such as the very popular Esperance French Hot Bread Shop, Pinoy Shop, and the great job that is always done at Esperance Nails and Spa salon. Their reach is across our whole community, and for that we are very grateful.

One quarter of all Australians were born overseas, and almost half have at least one parent who was born overseas. In my view, this provides our Western Australia community with a strategic advantage, because we are able to tap into knowledge and varied ideas brought in by people from all over the world. Western Australians who are from culturally diverse backgrounds bring with them new ways of thinking and innovative ideas. Statistics show that worldwide, companies with higher cultural diversity on boards are 43 per cent more likely to experience higher profits than the national median, and, similarly, companies with more diverse management teams earned an average of 38 per cent more in their revenues from innovative products and services compared with those with less diversity. Diversity increases the broader understanding of the organisation and society at large, which is necessary for effective decision-making and competitiveness in this rapidly changing environment. Diversity helps us to respond to new markets and the emerging needs of communities.

A statistic of interest is that in Western Australia, more females than males have been born in a non-English speaking country. The McGowan government is doing a lot to support the CALD community and CALD small businesses in Western Australia. The Office of Multicultural Interests, part of the Department of Local Government, Sport and Cultural Industries, works in partnership with culturally and linguistically diverse communities, community sector organisations, government agencies and the private sector to help ensure that people from CALD backgrounds are well represented, valued, treated with dignity and equity in all aspects of life, and supported to reach their full potential.

In a first for Western Australia, the Western Australian Multicultural Policy framework was introduced in 2020. That is a clear example of the McGowan government's commitment to multiculturalism and our culturally and linguistically diverse communities. The framework has been developed to create inclusive and welcoming communities that enable everyone to participate equitably in all aspects.

In February 2020, the McGowan government announced the establishment of the Ministerial Multicultural Advisory Council to consult on issues facing CALD communities in Western Australia. The council will advise the government and Minister for Citizenship and Multicultural Interests on government policy, programs, services and planning processes, as well as emerging issues and trends in multiculturalism. The council includes 16 community leaders and subject matter experts.

The Office of Multicultural Interests offers grant funding through its community grants program, with a total annual budget of \$1 million. The program supports CALD community-led initiatives that celebrate and promote WA's cultural diversity and build the capacity of individuals, families and communities to contribute to the civic and economic life of the state. It also aims to improve the accessibility and effectiveness of services. There is festival funding of up to \$10 000, community capacity-building funding of up to \$5 000, and funding for strategic projects of up to \$50 000. In February last year, funding of \$3 million was announced to 28 community organisations to improve facilities used for cultural events and social and welfare activities. The grants support projects that will maintain, refurbish or extend existing facilities that are owned and operated by community associations.

In 2020, the state government also released its updated language services policy and guidelines. The COVID pandemic has highlighted the stark reality of why it is so important to make information accessible, especially when it comes to matters of health and public safety. Today, with more than 240 languages and dialects spoken across this state, including Auslan, linguistic diversity is an important feature and one of the greatest strengths of our society. The objective of the language services policy is to ensure equitable access to Western Australian public sector services through the provision of language services. The Office of Multicultural Interests also provides support to eligible not-for-profit CALD community associations to teach languages other than English for students from kindergarten to year 12, in out-of-school-hours community language schools.

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To kick off Harmony Week, last Tuesday the Multicultural Awards winners were announced. These awards are designed to recognise and promote the value that multiculturalism brings to Western Australia. As I mentioned previously, in 2020, the Shire of Katanning won the Local Government Award. Individuals and organisations were recognised for their outstanding contributions to our society. The awards include the Outstanding Individual Achievement Award, Youth Award, Community Organisation Award, Local Government Award, Art Award, Sportsperson of the Year Award, Premier's Community Response and Recovery Award, Leadership Award and Lifetime Community Service Award.

In closing, the McGowan government is doing a lot to support the CALD community and CALD small businesses in Western Australia. With the diversity across our communities and our state, we are well placed to be a globally competitive leader. I thank Hon Martin Pritchard for bringing forward this motion so that we can take time to acknowledge the contribution that our CALD communities bring to this state.

HON DR BRIAN WALKER (East Metropolitan) [1.58 pm]: I thank Hon Martin Pritchard for a wonderful motion, which I am sure we will all support. I could speak for hours about culturally and linguistically diverse communities. We in this place are actually culturally and linguistically diverse, with the accents here and the understandings there. Our backgrounds are all different, but we are all the same. I recall moving here when I was 10 years old from Malaysia. I grew up in a community in which my sister spoke Hakka Chinese. We all spoke Malay. My best friend was a Tamil boy, Mooniandi. I recall very well standing outside my house and seeing Mooniandi; we were both small boys. I went to my father, who spoke Tamil and Malay, and said, "Dad, there's a boy out there and I want to play with him." Why not? We were both boys. He said to go play with him. I said "I don't know what his name is", to which he replied, "Ask him his name." I was not sure how to ask that. I went to him and said in Tamil, "Ungal peyar enna"—I can still remember it—which is "What's your name?" He said, "Mooniandi." He was my best friend.

I recall arriving in Australia in the 1960s to the White Australia policy and being confronted by the fact that only white people were welcome here, and those who were not white were not well respected at all. It was confronting for me, bearing in mind that I grew up culturally and linguistically diverse and accepting of all different languages, colours and societies. I then moved to a society in which I was considered part of the herd—I was white with, at that time, blondish hair—but I found that I was not accepted because I had an accent. I had to try to fit in. We talked about wops and wogs and the recent discomfort we felt because people from Yugoslavia were settling in Australia. It was difficult for me to find my feet, but it was easy to educate children, like me, to be linguistically non-diverse. There is a warning for us that we can educate people in the wrong way, and I was so delighted to hear this reflected in the motion moved by Hon Martin Pritchard. It is undoubtedly true that we are but one world—we are all brothers and sisters in this world. In fact, a few days ago, I gave the sad news of the passing of my son. I realised that part of him is still in me because in each one of us there is a molecule or two—or maybe a lot more—of the last breath that my son took, which means that inside each one of us is a part of everyone else in the world. We are part of each other.

Ultimately, we are building blocks; our building blocks were made from an exploding star. Everything we have was once part of a star; we are the children of stardust. To infer that one person is better than another because of the colour of their skin or their language is totally abhorrent. We have come to this through wars and distortions of the facts. We have come to this realisation now in this beautiful land of ours where—I have to echo the words of Martin—one of our joys is attending citizenship ceremonies. The beauty of those is not that we bring people to Australia who go into a melting pot where we all become a composite of everything else and we are all one blob. No; we bring people to Australia to celebrate diversity.

I recall very well coming here as a 10-year-old boy and finding that there was not one single shop at which we could buy ingredients to make the food we had in Malaysia. A friend came to visit us, a Chinese lady, and we wanted to make some beautiful food. We had to make do with ingredients that were not at all suitable, but the food tasted excellent. There was nothing there. Imagine my surprise when I came back in 2008 and discovered a plethora of shops that sell all kinds of produce from all over the world—the Polish sausage, the German bakery and, of course, the Asian shops. How well we have changed over time; it is to be welcomed. Have we done enough? Of course we need to do more. Are we still facing problems of racism in our society? Yes, of course we are. This is not a product of who we are; it is a product of our education. I look forward very much to see how we can educate ourselves and our children about the truth that we are all brothers and sisters. Everyone we see is a potential son, daughter or cousin of ours. We are all one family. But, as a family, of course we are going to disagree with each other, much like we do in this chamber. But we all should be in a position of assessing each other as being part of us—one beautiful family with all the different colours and appreciations that come together in a tapestry to give joy to the eye. We can behold that with the supreme satisfaction that we are the product of something that is so wonderful. We can only honour that by loving each other and by showing concern and love for each other, much as we do for members of our own family. This motion highlights that. I welcome it and I am sure we all embrace that. I recommend the motion heartily to this house.

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HON KLARA ANDRIC (South Metropolitan) [2.04 pm]: I begin by thanking Hon Martin Pritchard for bringing such an incredibly valuable motion to this house. Before I begin, I would like to acknowledge the rich culture and wealth of languages of our First Nations people, whose land we have the privilege to walk on today. It is with great pleasure that I rise to speak on this motion and acknowledge the extraordinary contributions made by culturally and linguistically diverse communities in WA and recognise the benefits of multiculturalism in Australia.

One of WA's great strengths is multiculturalism. Our history of cultural and linguistic diversity has shaped our state into the vibrant and energetic place that it is today. Only last week, I visited the Spearwood Dalmatinac Sport and Community Club, a fantastic club that recently celebrated its sixtieth anniversary. The club supports an array of activities for not only its members, but also the broader community by providing a fun, cultural, social and sporting environment for all to enjoy.

Thirty-five per cent of WA's population—I think Hon Martin Pritchard said 32 per cent so I stand to be corrected if that is the case—was born overseas, the highest of any state in Australia. WA is home to people from more than 190 countries speaking approximately 270 languages and dialects, including 50 Aboriginal and Torres Strait Islander languages. I think we can say that Western Australia is a multicultural success story.

Some of the major benefits of living in a multicultural society are the cultural exchange of ideas, values, habits and, one of my favourites, culinary arts. I, too, have a story of my experience when my family and I first migrated to Australia and faced the difficulty of not being able to buy ingredients to make some of our cultural dishes. I remember my mum calling my Aunt Mervat, my Egyptian aunty in Melbourne, to ask her where she could get her hands on some sour cabbage leaves. My dear aunty, who has since passed, took on the task of finding sour cabbage leaves very seriously. She decided to pack sour cabbage leaves in Victoria and post them to my mum in Perth, Western Australia. Let me just say that my mum was horrified when she got a phone call from the post office, which thought that there was a dangerous biohazard in the package! Those were the extreme lengths that we had to go to at the time to find ingredients to make our cultural dishes.

Another benefit of living in a multicultural society is being surrounded by people with different backgrounds and cultural identities. This encourages inclusion and respect in everyday life. This environment is ideal for creativity and innovation. In a multicultural society, we are continually exposed to new ways of doing things and fresh ways of looking at things. A mix of perspectives, talents, skills and ideas fosters innovation and makes way for outside-the-box thinkers. Research indicates that migrants have played a vital role in generating business activity and driving economic growth in Australia. This has led to greater diversity in the labour force and positive benefits to the broader economy.

As one of the most culturally diverse states in Australia, WA has a long history of migrants coming to our shores. As many members are aware, Fremantle port in the South Metropolitan Region has an incredible history of new migrants arriving on our shores.

For many migrants in the South Metropolitan Region, their first glimpse of Australia was just off the Fremantle Passenger Terminal. Their first steps on Australian soil were also taken at Fremantle port. Hundreds of thousands of migrants disembarked in Fremantle and began their new life in Australia. The history of people coming to our shores for a better life combined with their spirit of entrepreneurship has led to generations of new arrivals from culturally and linguistically diverse backgrounds establishing successful small and even big businesses that contribute to our economy and enrich our community. We call on these businesses and organisations every day for a variety of reasons. CALD business owners and community organisations have made countless contributions to our state, including providing job opportunities, creating links between Western Australia and overseas markets, supporting fellow CALD community members and WA businesses, providing unique goods and services, as well as driving innovation and sharing new ideas.

As many members know, I have my own personal story about multiculturalism. I was born to Hungarian parents in Serbia, once part of what was then known as Yugoslavia, in a city called Novi Sad, which is in the autonomous region of Vojvodina. It is a place that I would call a melting pot of cultures in the heart of Europe. My journey to Australia began when I was a child, in 1986. Two brave migrants, my parents, took a leap of faith, and with only two suitcases in their hands they went in search of opportunities and a better life for me and my younger sister. On that note, happy birthday, Rebeka, if you are watching. My journey to this place was not easy. No migrant embarks on a voyage to a foreign land without making incredible sacrifices. My family and I made sacrifices, as did many migrants before me and many who continue to arrive today. Some of those sacrifices include leaving family behind. For me, it was leaving my grandparents. As I mentioned in my inaugural speech some time ago now, I still recall my grandmother's face on the day that we left for Australia—her sadness and tears. Knowing that we were going so far away and were unsure when we were going to see each other again was difficult.

Another challenge for migrants is language. Language is very important. English was my third language when I arrived in Australia. It was difficult when I was put into school; I had to quickly learn how to speak English as

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well as deal with the different cultural barriers and challenges migrants face. On top of that, unfortunately, another challenge that my family and I faced as migrants in Australia during the 1990s was watching the devastation erupting in the Balkans, in the heart of Europe. Not knowing what was going to happen to our family as a result was devastating.

We see all around us the tremendous contributions made by many people from the CALD community, across sectors, industries and sporting fields. During Harmony Week we celebrate our differences, support cultural diversity and champion inclusiveness. I had the pleasure of kicking off Harmony Week 2022 by attending this year's Western Australian Multicultural Awards ceremony last Monday night with the Minister for Citizenship and Multicultural Interests, Hon Tony Buti; Hon Pierre Yang; the member for Jandakot, Yaz Mubarakai; and the member for Mirrabooka, Meredith Hammat. I thank the Office of Multicultural Interests for hosting such an incredible event and for inviting me. It was a wonderful evening spent celebrating the incredible work of individuals and organisations from across our state and hearing from the award recipients, who shared their stories of resilience, determination, passion, commitment and triumph over adversity.

I would like to take this opportunity to also mention two winners from the Multicultural Awards night and share with members my story from that night and how, unknowingly, I was touched by the power of compassionate leaders and educators. I want to share with members the beauty of language and how it has incredible power to connect people. The winner of the Laksiri Jayasuriya Lifetime Community Service Award was the late Nick Agocs. Nick was a leader in his community who supported many students from CALD backgrounds. I approached Nick's family, his wife and two daughters, because I had heard so much about Nick Agocs but never had the pleasure to meet him. Nick was of Hungarian descent and taught at Perth Modern School. One of my greatest and dearest friends was lucky enough to be taught by Nick. She came to Australia as a refugee and went to the English school at Perth Modern. She came with her mum to Australia and found it very difficult as a teenager applying for permanent residency. Ivana says that without Nick's passion in fighting for her and helping her with the paperwork, she would not have successfully completed everything she needed to.

As many migrants who come here know, if there are teenage children in the family, it will be the teenage children who will be filling out the paperwork and the government documents for their parents because of those language barriers. Ivana is now a proud citizen of Australia, raising her family here. It was an honour to meet Nick's family because I had heard so many beautiful stories about the great work that he did in the community. I know that his family, his wife and two daughters, are very proud of Nick.

Another award recipient at the Multicultural Awards night was Umbrella Multicultural Community Care Services. The organisation was created when people from diverse backgrounds came together to create supportive services for seniors. The organisation began in 2000 and today offers 20 different aged-care services. Umbrella welcomes everyone but has a focus on supporting people from culturally and linguistically diverse backgrounds, as well as the LGBTQIA+ community. It ensures staff are culturally competent and, most importantly, speak the same language as their clients. Providing for our seniors is vital, and ensuring that seniors from diverse backgrounds get care from people who understand them is also important. Umbrella won the Community Organisation Award. I would like to take this opportunity to congratulate CEO Anna Harrison and president Marika Krstevska.

It was actually language that united us on that night. I walked up to Anna and Marika to congratulate them on their award and we started talking about language. Anna said that she is Polish and Marika said that she is Greek. I told them that I am from Serbia. Then they both proceeded to talk to me in Serbian, extremely fluently, and we were united by that. They also have staff members who are Hungarian, so they spoke a little Hungarian with me as well. We had an amazing bond that night over our ability to speak these languages. It did not matter where we came from, because we were united on the languages we were speaking on the night. I want to congratulate them both—they do incredible work in our community—and I look forward to visiting their centre in May.

I am proud to be part of a government that strives to create harmonious and inclusive communities, and makes policies, programs and services accessible for everyone to achieve equitable outcomes for all. We recognise the immense contributions that culturally and linguistically diverse communities make in our great state. I am pleased to see that this Parliament, in particular, reflects the diversity of our community. I would like to once again congratulate all the nominees and recipients at the Multicultural Awards ceremony last week. I will say congratulations, gratulálok mindenkinek, čestitam svima.

HON WILSON TUCKER (Mining and Pastoral) [2.20 pm]: I also rise to support Hon Martin Pritchard's excellent motion on cultural diversity, and I thank him for bringing it today. When we talk about cultural and linguistic diversity in this state, it is important to acknowledge the traditional owners of these lands. I was glad to hear several other members extending this motion beyond colonisation and recent migration to this state by acknowledging the traditional owners. In my view, they are the most culturally important people in this state. Certainly, when we talk about linguistic diversity, they are the most diverse. To give members some facts and figures about the sheer number of diverse languages of the Indigenous population of this state and of Australia, there were 300 Australian

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language groups and dialects at the time of European settlement in 1788. Of those, 120 languages are still spoken today. I do not have a breakdown of how many of those languages are still spoken here in Western Australia, but I am unfortunately quite confident that it will be a lot less than that number.

Languages are incredibly important to the Indigenous population; they are an essential characteristic unique to people and communities, and they really are a type of identity. They are vehicles for storing and transferring much of their cultural knowledge through songs, bush food, traditional medicine and stories about the Dreamtime. Unfortunately, as a result of the aggressive colonisation of this state and country, a lot of these languages have been lost and many of the languages that are still spoken today are at risk of dying out as the elders get older and do not have the support and resources they need to capture those languages for future generations.

Up in the Kimberley and Pilbara there are a number of unbroken languages. They still have a very strong sense of country because they escaped some of the early colonisation in this state that unfortunately broke that cultural lineage in the south west regions and goldfields. There are a few groups working in this state to try to preserve languages before it is too late, because it really is a ticking time bomb. On a recent trip to Kalgoorlie I was fortunate enough to visit the Goldfields Aboriginal Language Centre; Hon Kyle McGinn has been there.

Hon Kyle McGinn: It's amazing; it's awesome.

Hon WILSON TUCKER: Yes, it is fantastic. It is doing fantastic work. Its role is to work alongside speakers to record, linguistically analyse and collect on a database the Aboriginal languages of the goldfields in order to preserve them and create documents such as lexical databases, dictionaries and on grammar. Basically, elders are invited to the centre, or people from the centre visit very remote places to sit down with traditional owners, and record their languages to preserve them before it is too late and they die out.

Hon Kyle McGinn: They also bring in elders from out beyond Norseman and teach you things from Aboriginal culture that you just wouldn't know. It's unbelievable what they do.

Hon WILSON TUCKER: Okay; fantastic.

There is also the Bega Garnbirringu Aboriginal health service based in Kalgoorlie, which offers a range of health services to Indigenous residents. It basically assesses people and gives them the help and support they need. One of the challenges it faces is that there are a number of languages up there and the counsellors on site do not necessarily speak all of them. It is safe to say that Google Translate does not have functionality for translating Indigenous languages to English. Unfortunately, there is not much in the way of Indigenous language recognition in the state Constitution, so there is a lack of government translation services for these individuals, and a lack of funding for translation from Indigenous languages to English or other languages in this state. Bega Garnbirringu took the initiative of trying to establish a language app. It recorded Indigenous languages so that people could walk through the door, speak into the app and get a translation. That gives them the ability to communicate and provide people with the support and services they need.

I just want to take this opportunity to give these two services a shout-out for the amazing work they are doing in this space. I thank Hon Martin Pritchard once again for moving this excellent motion today.

HON AYOR MAKUR CHUOT (North Metropolitan) [2.26 pm]: Everything has been said already, but I would like to begin by acknowledging Hon Martin Pritchard for this wonderful motion—especially during this very special week, Harmony Week—to acknowledge the great contributions made by people from culturally and linguistically diverse backgrounds.

I grew up in some very multicultural places: Mirrabooka, Girrawheen—I know there are a lot of people who make fun of Girrawheen!—Alexander Heights, Ballajura and Balga. Balga was said to be the sixth most diverse area in Western Australia, based on the 2016 census. Over 50 per cent of the population were born overseas and over 60 per cent speak a language other than English at home.

However, living together in harmony is more than a statistic for me; it is a feeling of belonging and growing up in an Australia where people speak all sorts of languages, have different faiths and come from many countries—themselves and their parents, just like me. It was natural to me to think that this was Australia. I am proud to say that I come from a very multicultural place. It is certainly the Australia that I believe we embrace in this Parliament—one that is inclusive, makes opportunities available for all Western Australians, and that challenges mistreatment, bias and racism.

What is Harmony Week to me in 2022? It is a positive week for me to appreciate the traditional owners of this land, because 16 years ago I was welcomed to this Noongar land. It is a week during which most of my CALD community appreciates that we have been welcomed to this beautiful land. It is also having the sense of belonging, as I said before, just like how I was welcomed to this Parliament. I thank all honourable members and staff for making me have this sense of belonging in this Parliament. It is about missing my high school Harmony Days, when I used

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to dress up in my African attire. I would get homemade food cooked by my mother to take to school to share with my classmates. Even today I still enjoy cooking for my Western friends, because I consider myself very lucky to be able to cook. That is because I was taught from a very early age, when I was back home. Being the eldest girl, you have to be in the kitchen!

A member: You'll have to cook for us now!

Hon AYOR MAKUR CHUOT: I do not mind; I can do that!

It is about remembering Mirrabooka Harmony Week and seeing all the different nationalities really enjoying the fact that they were all coming together. It is about seeing the joy on people's faces at their citizenship ceremony. It is very difficult for mothers with no English language skills to go through the citizenship process. That is what I call Harmony Week; it gives those people a chance to become citizens.

Many members have already said that it is a positive week to acknowledge the contributions of many people from culturally and linguistically diverse backgrounds. It is a week to appreciate those who make a difference in the community, especially those who help vulnerable members in our community. It is a week to acknowledge the work of the government in providing opportunities and funding to community service providers such as non-profit organisations and community associations. I would like to acknowledge the Office of Multicultural Interests, as the umbrella body. I would also like to acknowledge the service organisations that have established programs to support migrants, and I will read out some examples.

The Australian Red Cross has support programs to assist clients with a refugee background in their first 12 months of living in Australia. They are given volunteering opportunities. The service, which is funded by the Australian humanitarian settlement program, connects clients with employment in Perth and regional areas. I also acknowledge MercyCare's multicultural services area, which provides employment support services for refugees and asylum seekers. This includes work placement opportunities in the organisation's early learning centres. It is a mentoring and driving support program. MercyCare also partners with employers and a social enterprise called LOOP Upcycling, which builds opportunities for pathways to employment.

I also acknowledge one of my favourite centres, the Edmund Rice Centre. I personally volunteered at the Edmund Rice Centre when I was at university. It is known for its success with youth programs and sports programs. It does a wonderful job. It runs English classes. My mum and many of my aunts have been through that program. It also has literacy programs and computer programs to assist refugees and asylum seekers with integration problems.

I also acknowledge the Centre for Asylum Seekers, Refugees and Detainees, or CARAD. It runs a social enterprise staffed by refugees and asylum seekers who provide catering services to events and markets around Perth. It provides on-the-job training in catering, customer service and small business management. It is also a big advocate as a voice for asylum seekers in WA.

I would also like to acknowledge the Australian Arab Association. It has a program to develop a pop-up with the aim of helping people with CALD backgrounds to enter the hospitality industry. The program has been established with the support of local industry partners and offers on-the-job training and experience.

I would like to conclude by saying that over the last year, I have shared my story at many forums. This has been very good and I am grateful that it has been received by so many. With the attention that I have been given by many people for sharing my story, they have stood against the bias that is often shown by others in stereotyping some people in the CALD community. To me, Harmony Week is about challenging views in recognition of the United Nation's International Day for the Elimination of Racial Discrimination. We must work together beyond any set week to continue this journey towards harmony.

Thank you, honourable member, for this wonderful motion.

HON ALANNAH MacTIERNAN (South West — Minister for Regional Development) [2.34 pm]: I thank Hon Martin Pritchard for bringing forward this motion and giving us all the opportunity to reflect on this important thing that is Australia, not as an ethnic nation, but as a mixed nation—a nation that is based on geography rather than ethnicity. I am pleased to provide a response on behalf of the government.

I make the comment that in some ways it is easier for societies that are more homogenous to forge a national identity. I remember talking to a woman from Milltown in Northern Ireland at a citizenship ceremony. She talked about how a person's sense of community was different there because everyone went to the same school and they all did the same job when they finished school. Everyone knew everyone else and there was an incredible sense of identity and community.

As a nation made up of people from an immense variety of ethnicities and cultures, we have an opportunity for great riches that do not necessarily come with homogeneity, but it means that we have to work much harder to create

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the social glue. It does not come automatically. We have to put more effort into creating that social glue so that we develop a sense of a shared destiny and a sense of community. Of course, Harmony Day is one of the manifestations of that need for us to richly embrace, celebrate and help strengthen those bonds between our community members. In my view, working hard to do that gives us an enormous opportunity to have that very rich tapestry that comes from being a multi-ethnicity community.

I note that Hon Tony Buti, the Minister for Citizenship and Multicultural Interests, has stressed recently the fact that many migrants bring language abilities, new skills and entrepreneurial zeal, which drive innovation to help us diversify the Australian economy and give us the ability to respond to global competition and technological change. Often the people who get up and go from somewhere and come to Australia bring that great drive and initiative. I am sure that all the generations of migrants have demonstrated that.

I love Ireland, where most of my ancestors came from. I remember walking around three one afternoon and looking at the abandoned houses and celebrating the fact that my ancestors had the get up and go to get up and go. That night I was at a dinner put on by my aunt with local Teachtaí Dála and archaeologists and they talked about how they had walked over the same patch of land that afternoon and reflected on how sad it was that all those people had to leave the country because of its economic woes. It is very interesting to look at these stories from both perspectives.

A number of members and Hon Klara Andric mentioned the Western Australian Multicultural Awards. I understand that Hon Pierre Yang was there and provided the guard of honour for Minister Tony Buti. Minister Buti has highlighted a number of examples from the awards. I know that Hon Klara Andric has mentioned some also, but Minister Buti would like to draw attention in particular to the Sikh Gurdwara Perth that won the Premier's Response and Recovery Award for its response to the Ellenbrook fires. When the fires occurred, the gurdwara opened its doors in the middle of the night to provide food and shelter to people in desperate need, but it took one step further to ensure that fire crews and other emergency personnel also received meals. I note that across the COVID-19 pandemic, leaders from culturally and linguistically diverse communities have been offering their time and expertise on a number of panels across the state to provide advice on, and support for, our vaccination campaign. They have worked with the Department of Health and the Department of the Premier and Cabinet. These are positive stories about associations across that community that are repeated time and again.

Since we came into government, we have built on and operationalised the charter of multiculturalism that was developed in 2004, through the Western Australian multicultural policy framework. The framework has been developed to create inclusive, welcoming communities for everyone to participate in all aspects of civic, social and economic life. In 2021, to enable greater empowerment of the CALD communities to design, deliver and partner on projects, the community grants program funding was increased from \$500 000 to \$1 million per annum. Members can see that this is a very important program for us in Western Australia that is strengthening our community.

I will respond to a couple of the comments that were made during the debate. In moving this motion, Hon Martin Pritchard reflected on the White Australia policy and he talked about it being a policy to keep Australia British. We need to be honest; it was a policy to keep Australia white rather than British. Although people from England, Ireland and Wales probably formed the majority of the population, there was a very large Irish population, and the Irish do not consider themselves incorporated into the concept of Britishness. Of course, the third largest ethnic group at the turn of the century on Federation was in fact the German community. I, like all members, want to acknowledge that although we tend to not include in the culturally and linguistically diverse classification our Aboriginal communities, because they occupy a very special place, we understand that the diversities within that community are very significant. If we are talking of linguistic diversity, Africa aside, the Kimberley and Arnhem Land are probably some of the most linguistically diverse places in the world. Although one might say that there is a single-language family that goes from Queensland across Australia, in that northern patch there are, if I recall, 28 different language families—not 28 different languages, but 28 different language families! That often indicates a source of entry. I understand that only in Africa do we find a greater level of linguistic diversity.

It is interesting to note that Hon Martin Pritchard talked about the dismantling of this beginning under the Menzies government, very modestly I would have to say, and perhaps only in respect of those people from mixed heritage from the subcontinent. I recall that when I started work in the commonwealth employment service in 1977, the policy had changed, but things in the public sector moved slowly in those days. The manuals we used for our operation still had in them, but with a biro line crossing them out, the provisions of what one was to do in one's CES office if a person of Asiatic appearance presented. It outlined the steps that one was supposed to take to report and to check that that person of Asiatic visage was indeed a person entitled to be in the country—pretty extraordinary!

It is important for us to reflect because the stories in history are always complex. It is easy for us to say from this vantage point that the push within Australia pre-Federation and at Federation was one that was rooted in deep racism. It is really important to understand the importance of trying to create a market and a fair price for labour.

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Many of the people who came out to Australia were economic refugees and many were in irons, but the thing that gave them the opportunity to go forward was the shortage of labour. It was, shall we say, the maintenance of a price and a value for labour that enabled Australia to develop the social institutions that have gone on to become our concepts of a fair and decent wage, universal suffrage and the sorts of things that enable us to be a modern inclusive society. When we judge the past, it is complex and we need to understand that there were other plays at work. Personally, I think it is magnificent that we have been able to demonstrate as a society that we can live together in harmony. I really appreciated the fact that so many members spoke about and celebrated our Aboriginal cultures. I think I spoke in Parliament a few weeks ago about a Martu leader who had passed away.

His funeral was today in Parnngurr. It is an example of the richness of culture here that we still have people in this country, whom we have had the privilege of getting to know, who have grown up in an entirely different culture—a pre-white contact culture. The Punmu men and women, if you can say that, who are still with us today give us access to the most extraordinary act of cultural diversity in people who have lived in a totally different culture, coming in and being pioneers in joining the broader Western, and now, international, cultures.

I want to acknowledge Hon Shelley Payne; it was very disappointing and we were very much looking forward to going to Katanning for its Harmony Day event, but unfortunately, that was cancelled. I was very pleased to hear that Hon Shelley Payne was able to go there for the food van. The whole Katanning story is extremely amazing. Another group down there who are very much an important part of the workforce of course are the Karen—Korean people from Myanmar. We also have Karen people in very considerable numbers working at the Fletcher's Narrikup meat works. I was at a Karen event in Albany a month or so ago. At that event, there were a number of young Tongans—friends from the meat works. That shows us multicultural Australia in Albany at an event for the Karen. It was well patronised by Tongans. That shows us how deeply linked these things are. A number of members—certainly Hon Shelley Payne—mentioned the Filipino people. Right throughout the state, Filipinos are making an enormous contribution. We were proud to sponsor their Saint Niño festival in Albany recently and see Filipino people coming from all over the south west—from Ongerup and Boddington to Albany to celebrate that national festival.

Hon Ayor Makur Chuot talked about her experience—an extraordinary experience. I am very pleased that she felt this great sense of belonging on coming into Parliament because I think anything less than that would have been very sad. We know that we are all very proud to have her here amongst us and to encourage her in the great leadership she is showing for not only the Sudanese community, but more broadly, in the metropolitan area. She also spoke about growing up in Mirrabooka and Balga. They truly are areas of amazing cultural diversity. They are very special areas. We have spoken about the goldfields migrant employment program. We have been working with largely but not exclusively African refugees, and other migrants from Middle Eastern and African countries, who have come to Perth and are matching them with much better employment opportunities in the goldfields where, of course, we need many people. It was a pleasure to support this motion.

HON PIERRE YANG (North Metropolitan) [2.55 pm]: It gives me great pleasure to support this motion moved by Hon Martin Pritchard. I also take this opportunity to acknowledge a special Australian of Indigenous heritage—Ash Barty—who today announced her retirement from tennis. Through her great grandmother, she is a member of the Ngaragu people. I am sure I butchered that pronunciation but that is the Aboriginal people from southern New South Wales and northern Victoria. I wish her all the very best in her post-tennis career. I am sure members would agree with me in extending that to her.

I also want to echo the words of the speakers before me. It is wonderful that we have widespread support for multiculturalism and wholehearted acceptance that Australia is a multicultural country and that it has been beneficial to the people of Australia and us as a nation. We need to learn our history. We need to recognise it. We also need to bring people together to go forward together on this journey. I agree with the minister that, when it comes to Federation, there was a point at which the Immigration Restriction Act was enacted but that did not mean that we, as a nation, had deep-rooted racism. To support that, I wish to quote *Hansard* from 119 years ago.

Before I do that, there was an article published by the ABC on 5 April 2016. It was about the legal requirement for furniture makers of Asian heritage in Western Australia to put a mark on their products with “Asiatic labour” to distinguish it from furniture made by workers of European heritage. The article reads —

... panic about non-white workers and their supposedly destabilising impact on the local labour market prompted the state government to introduce the overtly racist Factories Act.

I went to the Factories Act 1904. Section 46 says —

NO person of the Chinese or other Asiatic race shall be —

- (a) Registered as the owner or occupier of a factory unless he satisfies the Minister that he carried on the business which he proposes to carry on in such factory before the first day of November, One thousand nine hundred and three;

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Section 47 of that act talks about the need for a stamp with the words “Asiatic labour”. During the parliamentary debate in the Legislative Assembly, the member for West Kimberley, Sydney Pigott, asked a number questions on that section to the Premier of the day. He said —

Instead of doing good, this clause might do a lot of harm.

Now we had free intercourse between all the States and all classes of people, he —

That is, the member —

could not see how workers were going to benefit by shutting out any Chinese who came to this **State** from the Eastern States to make furniture.

He also said —

It is surprising that the Premier had not said anything on this point, because behind this matter was the question of the rights of these people now amongst us. Would they have no rights at all?

The Premier said —

We were protecting their rights.

Mr Pigott went on to say —

Did the Premier think that these people should be prevented from earning a living in Western Australia?

He continues —

A law had been passed by which we prevented an increase of immigration by Chinese in Western Australia, but there were many thousands in Australia, and he wanted the opinion of the Premier as to what was right and just with regard to these people—whether they should be debarred from obtaining employment, or if they were in certain employment whether they should be kept to it and not allowed to go to any other employment, ...

I want to draw to members’ attention the fact that Sydney Pigott, the member for West Kimberley, raised those questions in Parliament in the interests of Western Australians and Australians of Chinese heritage in 1903. We should all acknowledge the work he did and the concerns he expressed. We should definitely recognise that.

I do not have too much time, but I wish to raise a number of facts about multiculturalism. Australia is the most successful multicultural nation. That is demonstrated by a number of new members in this place. I acknowledge my parliamentary colleagues Hon Klara Andric, Hon Ayor Makur Chuot and Hon Rosie Sahanna, who is on urgent parliamentary business. I say that because another article was published by the ABC just a few days ago, on 11 March 2022, about the lack of diversity in the corporate world, and specifically about females from culturally and linguistically diverse backgrounds sometimes having to endure both racism and sexism. I will quote a number of sentences from the article. A person quoted in the article is Sarah Liu, who said that she was told by different recruiters and different leaders that she was far too ambitious for her own good. She said —

“That for a young, culturally diverse female like me in Australia, I needed to manage my own expectations around how far I can get to.”

That is a particular point that I want to address. She also said —

“And what that meant to me is also that there was a clear lack of role models.”

That is a fact. I am pleased to see that we have in this chamber female members of Parliament of diverse backgrounds in Hon Klara Andric, Hon Ayor Makur Chuot and Hon Rosie Sahanna. When a young female with a culturally and linguistically diverse background looks for role models, she can look to those members and see that it is possible to be involved in politics and to achieve what she wants to achieve in this nation. There is a long way for us to go, but we are making great progress. We are fortunate to have these wonderful new members of Parliament among us.

I wish to conclude by quoting the words of Ms Div Pillay from the diversity research and consultancy firm MindTribes. She said —

“It is good to value multiculturalism. But equally, we’ve got to lean into the uncomfortable conversation that racism is really pervasive in workplaces and we have a duty to address psychological safety,” ...

With that, I commend the motion to the house.

The ACTING PRESIDENT (Hon Peter Foster): Noting the time, I would like to offer Hon Martin Pritchard the opportunity to reply.

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HON MARTIN PRITCHARD (North Metropolitan) [3.04 pm] — in reply: First, I thank Hon Tjorn Sibma for his contribution to, and support for, the motion and for raising issues with regard to our First Nations people. Unfortunately, I did not have the chance to get to that; I probably need to shorten my speeches or talk faster. I also thank Hon Shelley Payne. It was nice to see how well she knows her community and particularly the part of her community from a culturally and linguistically diverse background. I thank Hon Dr Brian Walker; I enjoyed his personal story, as I always do. As a number of people have said, we need to do more. I thank Hon Klara Andric. Our figures may have been a little different because I think most of the figures I used were from the 2016 census, which, again, is a bit of a pity. I thank her very much; I enjoyed her story.

We did not have an opportunity to get to my story, although if members have a spare hour, they can read my inaugural speech! I think I identified in that speech that it was a lot easier for me as a person coming from England, particularly back then, when getting citizenship was extraordinarily easy. Also, I knew the English laws and I spoke English. I think the worst I copped was being called a Pom, so I had it extraordinarily easy in that regard.

I thank Hon Wilson Tucker, who also raised the issue of traditional owners, which I wholeheartedly accept. I also thank Hon Ayor Makur Chuot, who I think encapsulated the debate by saying that Harmony Week made her feel like she belongs. I think that is what we all want, particularly those who come from overseas and, as I said, our traditional owners.

I thank Minister MacTiernan. She is right; we do need to work harder. I think I have a few minutes to mention that there are challenges when there are waves of new immigration, as people's phobias tend to be heightened. We need to put in a lot of effort. I think Australia, and particularly Western Australia, have done it well. The past is the past, but I think we are doing it well at the moment. Minister MacTiernan mentioned that this issue has a complex history. I hopefully will have a moment to mention that I do not think there are too many people who make decisions to hurt other people, unless their name is Putin, of course.

I thank Hon Pierre Yang. I agree with him about Ash Barty and I wish her well. I think she has been an absolute marvel and a pin-up person for people of her heritage and also because she is a woman. I think she has handled all the challenges she has had extraordinarily well and with great grace. I wish her well. I thank Hon Pierre Yang for also talking about Mr Pigott. We sometimes need to remember that if we see something that is not fair or not right, we need to speak up. Hopefully, I will have the same sort of courage if I come across that sort of thing. I thank everybody for their contributions and commend the motion to the house.

Question put and passed.