Source references

The table below includes references used in the tools.

Organisation/author	Title of resource	Year	Resource type	Link
Guideline – Who is arriving in Australia?				
1 Australian Bureau of Statistics	Census Data – Snapshot of Australia	2021	Website	https://www.abs.gov.au/statistics/people/people-and-communities/snapshot-australia/2021#culturally-and-linguistically-diverse-communities
2 Australian Bureau of Statistics	1.9% population growth driven by overseas migration	2023	Media release	https://www.abs.gov.au/media-centre/media-releases/19-population-growth-driven-overseas-migration
3 The Treasury	Intergenerational Report 2023: Australia's future to 2063	2023	Report	https://treasury.gov.au/sites/default/files/2023-08/p2023-435150.pdf
4 The Treasury	The lifetime fiscal impact of the Australian permanent migration program	2021	Treasury Paper	https://treasury.gov.au/sites/default/files/2021-12/p2021-220773_1.pdf
5 Department of Home Affairs	Planning Australia's 2024–25 permanent Migration Program	2023	Policy discussion paper	https://www.homeaffairs.gov.au/how-to-engage-us-subsite/files/2024-25-permanent-migration-program.pdf
Guideline – Mature-age jobseekers from multicultural backgrounds				
1 Older Refugee Working Committee	Enhancing the Lives of Older Refugees: A Self-Improvement Resource for Community Service Providers	2011	Toolkit	https://www.startts.org.au/media/Resource-Enhancing-the-Lives-of-Older-Refugees-2012.pdf
2 Australian HR Institute and Australian Human Rights Commission	Employing and Retaining Older Workers	2023	Report	https://www.ahri.com.au/wp-content/uploads/230427-Employing-Older-Workers-Report.pdf

Organisation/author	Title of resource	Year	Resource type	Link
3 Federation of Ethnic Communities Councils of Australia (FECCA)	Harmony in the Workplace Fact Sheets	2013	Fact sheets	https://academique.com.au/wp-content/uploads/2020/09/Diversity-Dividend.pdf
Guideline – Women from multicultural backgrounds in the workplace				
1 Federation of Ethnic Communities Councils of Australia (FECCA)	Submission to the Inquiry on the Future of Work and Workers	2018	Policy position paper	https://fecca.org.au/wp-content/uploads/2018/01/FECCA-future-of-work-and-workers-submission.pdf
2 The McKell Institute, Ryan Batchelor	The Impact of COVID-19 on Women and Work in Victoria	2020	Article	https://mckellinstitute.org.au/research/articles/the-impact-of-covid-19-on-women-and-work-in-victoria/
3 Committee for Economic Development of Australia (CEDA)	Making better use of migrants' skills	2024	Report	https://www.ceda.com.au/getmedia/708eab16-01a8-4ef2-b307-4256323ba1e0/making-better-use-of-migrants-skills-ceda.pdf
4 Max Solutions, HOST International	Ready to Work: Experiences of people from diverse backgrounds looking for employment	2022	Report	https://www.maxsolutions.com.au/content/dam/maximus-au/pdf/MAX_Solutions_White_Paper_CALD_ACCESSIBLE.pdf
5 Diversity Council Australia	Cracking the Glass Cultural Ceiling: Future Proofing Your Business in the 21st Century	2014	Article	https://www.dca.org.au/research/culturally-diverse-female-leadership
6 indeed	5 Advantages of Diversity in the Workplace	N/A	Article	https://www.indeed.com/hire/c/info/benefits-of-diversity
Guideline – Regional workers from multicultural workers				
1 Australian Bureau of Statistics	Census Data	2021	Website	https://www.abs.gov.au/census/find-census-data
2 ABC News, Emma Field	Pacific farm workers welcome reforms as numbers reach record high	2023	News article	https://www.abc.net.au/news/rural/2023-06-19/pacific-australia-labour-mobility-palm-scheme-changes-welcomed/102477350
3 Settlement Council of Australia (SCoA)	Exploring options for Regional Settlement	2017	Policy Position Paper	https://scoa.org.au/wp-content/uploads/2017/03/SCoA-Regional-Settlement-Policy-Paper.pdf

Organisation/author	Title of resource	Year	Resource type	Link
4	AMES Australia, Deloitte Access Economics	Regional Futures: Economic and social impact of the Karen resettlement in Bendigo'	2018	Report	https://www.ames.net.au/-/media/files/research/23503-ames-bendigo-regional-futures-report_final_30aug2018.pdf
5	Federation of Ethnic Communities' Councils of Australia (FECCA)	Migration: An Opportunity for Rural and Regional Australia	2015	Policy Position Paper	https://fecca.org.au/wp-content/uploads/2015/08/Migration-and-Regional-Australia.pdf
Guideline – Building a culturally inclusive workplace				
1	Diversity Council Australia	Inclusion@Work Index	2024	Webpage	https://www.dca.org.au/inclusion-work-index-hub
Guideline – Supporting multicultural workers to know their rights				
1	Segrave, M., Wickes, R., Keel, C., & Tan, S. J. (ANROWS)	Migrant and refugee women in Australia: A study of sexual harassment in the workplace	2023	Report	https://www.anrows.org.au/publication/migrant-and-refugee-women-in-australia-a-study-of-sexual-harassment-in-the-workplace/
1	WorkSafe Victoria	Compliance code: Communicating occupational health and safety across languages	2022	Report	https://www.worksafe.vic.gov.au/resources/compliance-code-communicating-occupational-health-and-safety-across-languages
2	SafeWork NSW	Culturally and linguistically diverse (CALD) and migrant workers plan 2019-20	2018	Webpage	https://www.abs.gov.au/media-centre/media-releases/19-population-growth-driven-overseas-migration