

Welcome
To the
Cultural Diversity in Ageing Industry Breakfast

Wednesday 6 December 2023

Sandra Hills OAM CEO, Benetas



Nikolaus Rittinghausen
Manager
Centre for Cultural Diversity in Ageing



Key Achievements Centre for Cultural Diversity in Ageing 2022-23 Financial Year

6 December 2023

Nikolaus Rittinghausen, Manager
Centre for Cultural Diversity in Ageing

Everyone has a story – free learning module



Everyone has a story
Delivering culturally inclusive care



Everyone has a story: Delivering culturally inclusive care module by the Aged Care Quality and Safety Commission was created in partnership with the **Centre for Cultural Diversity in Ageing**. A total of 2,260 learners passed the course as of 30 June 2023.

To learn more visit:

culturaldiversity.com.au/training-development/everyone-has-a-story

Communication and Phrase Cards & Aged Care Signage

The Bilingual Communication Cards and Phrase Cards are the Centre's most popular resource with 35,000 page views in the 2022-23 financial year.

They depict a wide range of daily activities & situations. They can be used to prompt discussion, assist with directions & clarify a client's needs.

The Cards cover themes such as:

- Food, Drink
- Personal Care
- Feelings, Pain
- Religion, Spirituality
- Medical & Health Specialists.

They're available in 70 languages & free to download from our website.



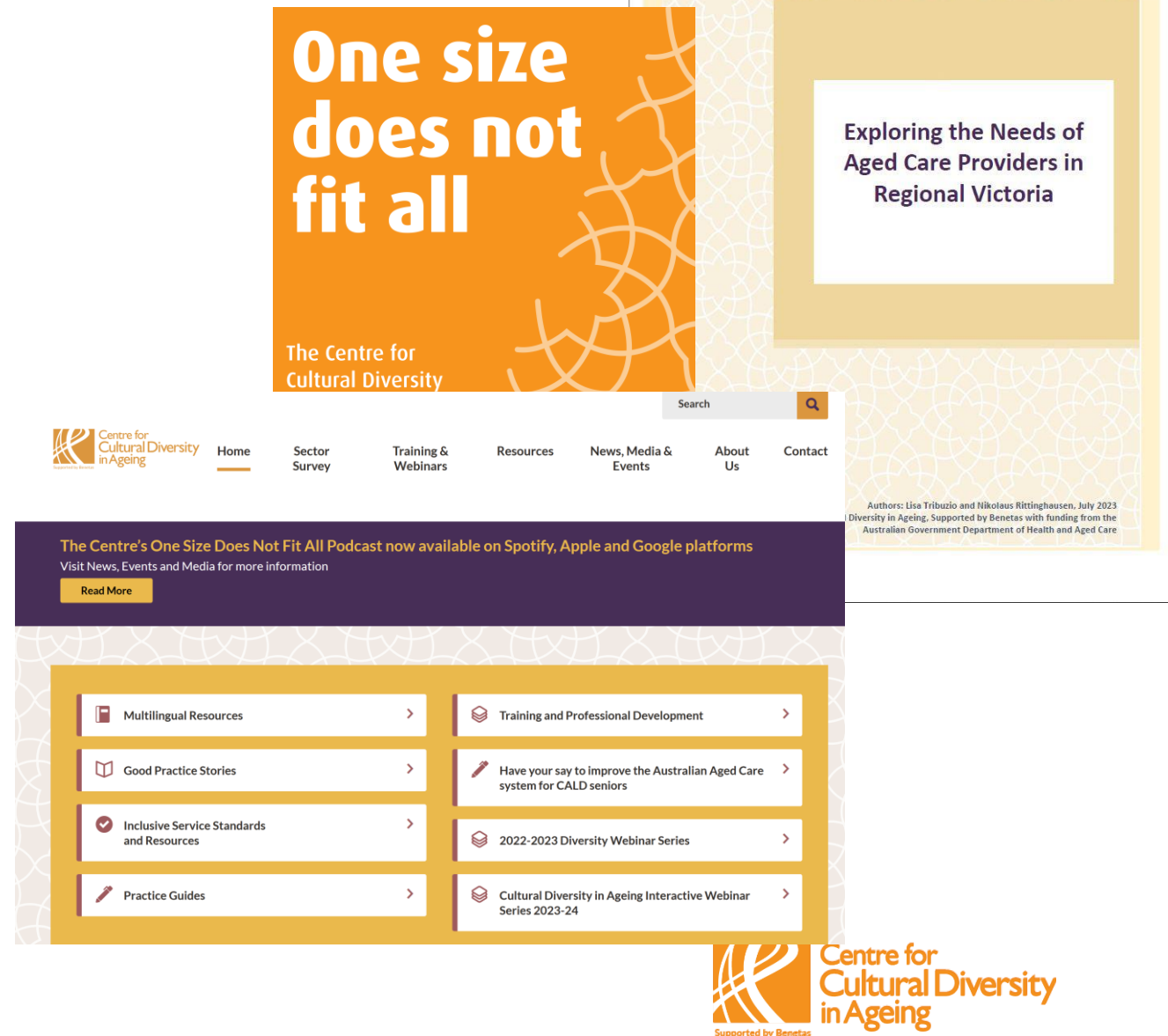
Key Programs

- The Centre delivered 10 online national webinars and two Diversity Communities of Practice with approximately 2000 registrations. The Centre changed the format of the diversity webinar series and has been making them more interactive.
- The Centre has been developing a Diversity Mentoring Program that is providing structured, individualised mentoring support to aged care providers across Australia. Additional funding was allocated to the PICAC organisations across Australia as a result of the Centre's significant achievements and advocacy.



Key activities

- The Centre consulted in four regional areas and produced a report on the Exploring the Needs of Aged Care Providers in Regional Victoria.
- The Centre almost doubled the website hits in the last financial year to 139,274 page views.
- The Centre launched the “One size does not fit all” Podcast Series focused on the perspectives of seniors from culturally and linguistically diverse backgrounds as well as aged care staff on culturally appropriate care.



Key activities cont.

- The Centre delivered individual 350 consultation sessions.
- Co-designed a Welcome to Country short video clip with local Aboriginal community leader Uncle Shane Charles.



2022-23 FY in Review available on our website



www.culturaldiversity.com.au

The Centre for Cultural Diversity in Ageing FY 2022-23 Achievements – Year in Review

The Centre for Cultural Diversity in Ageing is funded by Australian Department of Health and Aged Care under the Partners in Culturally Appropriate Care (PICAC) program. The Centre provides expertise in culturally inclusive policy and practices for the aged services sector. It has over 25 years of experience in supporting aged care providers to address the needs of older people from culturally and linguistically diverse backgrounds.

Individual Consultations

350 individual consultations including four regional consultations conducted and email support offered to aged care providers needing culturally inclusive support and resources.

Social Media and YouTube Channels

LinkedIn followers increased to 1498.
9065 Total YouTube views on CODAUS channel in the 2022-23 financial year.

Diversity Webinar Series and Diversity Communities of Practice

- 1814 registrations for the Diversity Webinar Series and Diversity Communities of Practice across Australia.
- 32 subject matter experts from diversity, inclusion and equity and aged care sectors.
- 12 national webinars and workshops conducted about diversity inclusion and equity and aged care.

National Website

The website had 139,274 views with the communication cards, home page, diversity webinar series, multilingual resource page, and practice guides page being the top 5 pages viewed on the website. The page views almost doubled.

Networking and Communications

Distribution lists for communication directed at providers increased to 11192 contacts.

The Centre distributed 4 newsletters promoting good practice and resources in culturally appropriate care to leaders.

The "One size does not fit all" podcast series promoted discussions around diversity in aged care and supporting the needs of culturally and linguistically diverse older people and their families and carers. With a total of 450 listeners.

Diversity Mentoring Program 2022-23

- Designed a Diversity Mentoring program package and catalogue including employment of a Diversity and Inclusion Advisor.
- Collaborated with 14 aged care organisations. The program is at capacity due to overwhelming demand from service providers.



Georg Tamm
Diversity and Inclusion Advisor

Nikolaus Rittinghausen
Manager

Biljana Grbevica
Project Admin Officer

Meet the Team

Created by Alex Green (Graphic Designer) -
Graphics, Images and Marketing
Marketing & Branding Services

Case study 1: The Centre participated in the Diversity Consultative Committee of the Department of Health and Aged Care representing the PICAC Alliance. The Centre brought to the Department's attention the need for a culturally appropriate approach regarding the new Integrated Assessment Tool, the need for a multicultural aged care strategy and it provided input regarding the development of a new Aged Care Act.

Case study 2: Supported partnerships between aged care providers, CALD communities and the Australian Government Department of Health and Aged Care and its "Different Languages – Same Aged Care" project to support free translations in the aged care sector in line with the Department of Health and Aged Care's Budget measure.

Case study 3: The Centre provided face-to-face training in four regional Victorian towns on culturally inclusive aged care and consulted with aged care staff on access issues relating to culturally inclusive aged care in regional areas.

Case study 4: The Centre launched the "One size does not fit all" Podcast Series focused on the perspectives of seniors from culturally and linguistically diverse backgrounds as well as aged care staff on culturally appropriate care.

Case study 5: "Everybody Has a Story: Delivering culturally inclusive Care" module – co-designed with the Aged Care Quality and Safety Commission had a total of 2,260 learners passing the course.

Case study 6: The Centre collaborated with the Australian Association of Gerontology and Cultural Infusion to co-produce a Position Paper on Capturing Cultural and Linguistic Diversity in Australia.

Case study 7: Co-designed a Welcome to Country short video clip with local Aboriginal community leader Uncle Shane Charles that was placed on the Centre's website and conducted an in-person walk and talk, decolonising Melbourne and diggerdoo ceremony to 20 aged care leaders.

Case study 8: Diversity Industry Breakfast facilitated – 40 industry leaders attended the Islamic Museum of Australia and were given the opportunity to listen to up to date information from the Centre and celebrate good practice and network. They were also given the opportunity to increase their knowledge of the Muslim diversity in Australia through a tour of the Islamic Museum of Australia, of which many newly arrived seniors come from that faith framework (for example Arabic-speaking and Dari or Farsi speaking communities).

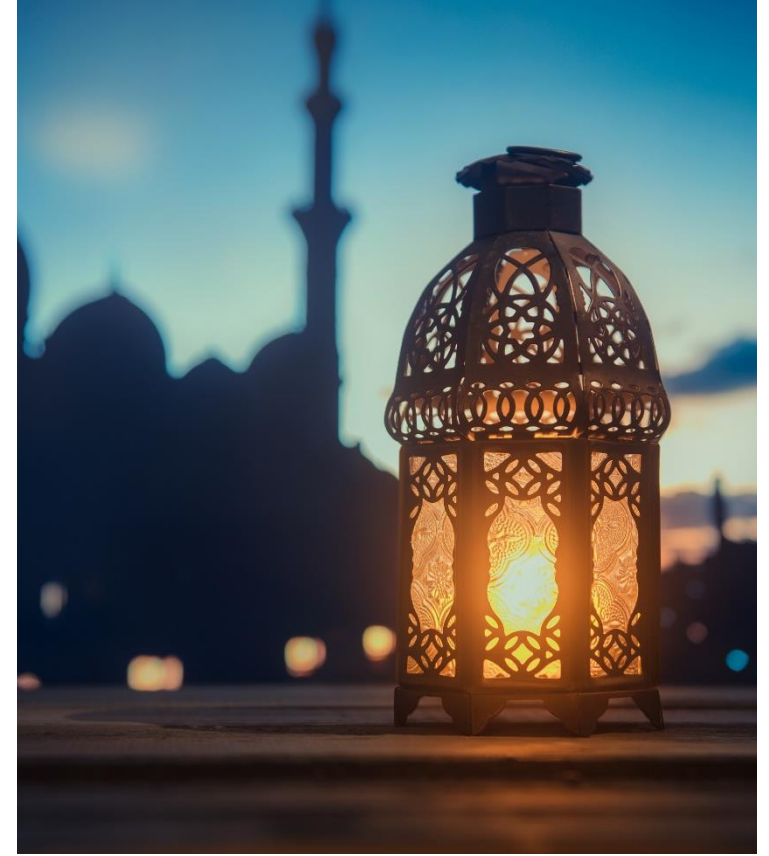
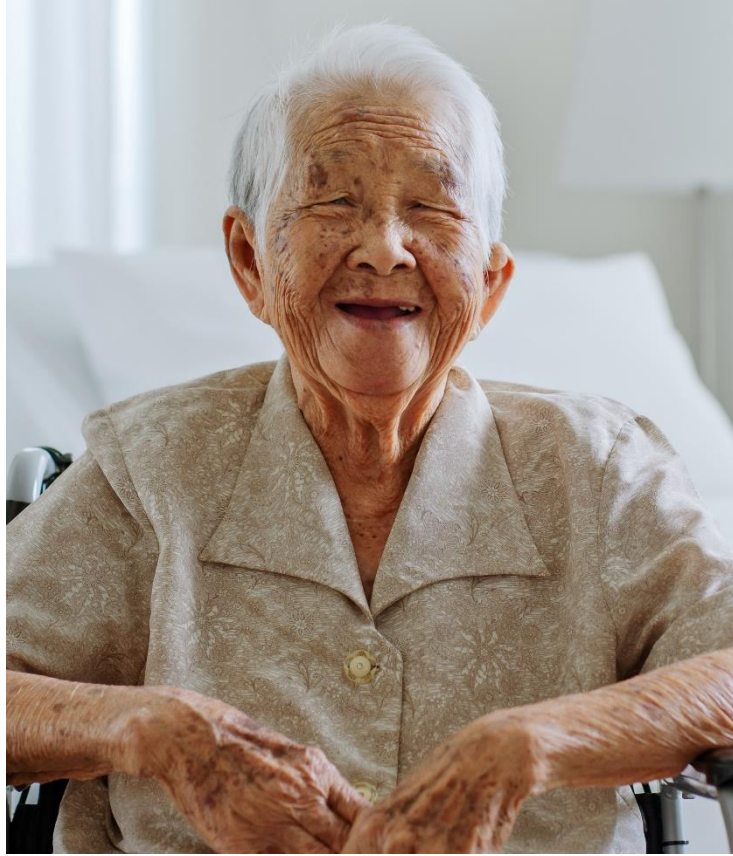
Case study 9: The Centre developed a short overview film "About the Centre" to further promote its work and resources and this has been uploaded on YouTube. It has been used at all webinars and training sessions.

Case study 10: Development of bilingual communication cards with phonetics and phrases into 69 languages.



Kiarra Martindale
Lead Dietitian (APD) & Allied Health Manager
Oscar Care Group





Culturally Appropriate Food

OSCAR Care Group Project & Resources

Touching On:

- Diversity in Australia
- Top 20 Languages in Aged Care
- Aged Care Recipe Book
- Culturally Diverse Recipes
- Client / Resident Feedback Form
- Special Events & Celebrations



Overall top 20
languages other than
English spoken in
Australian aged care
homes

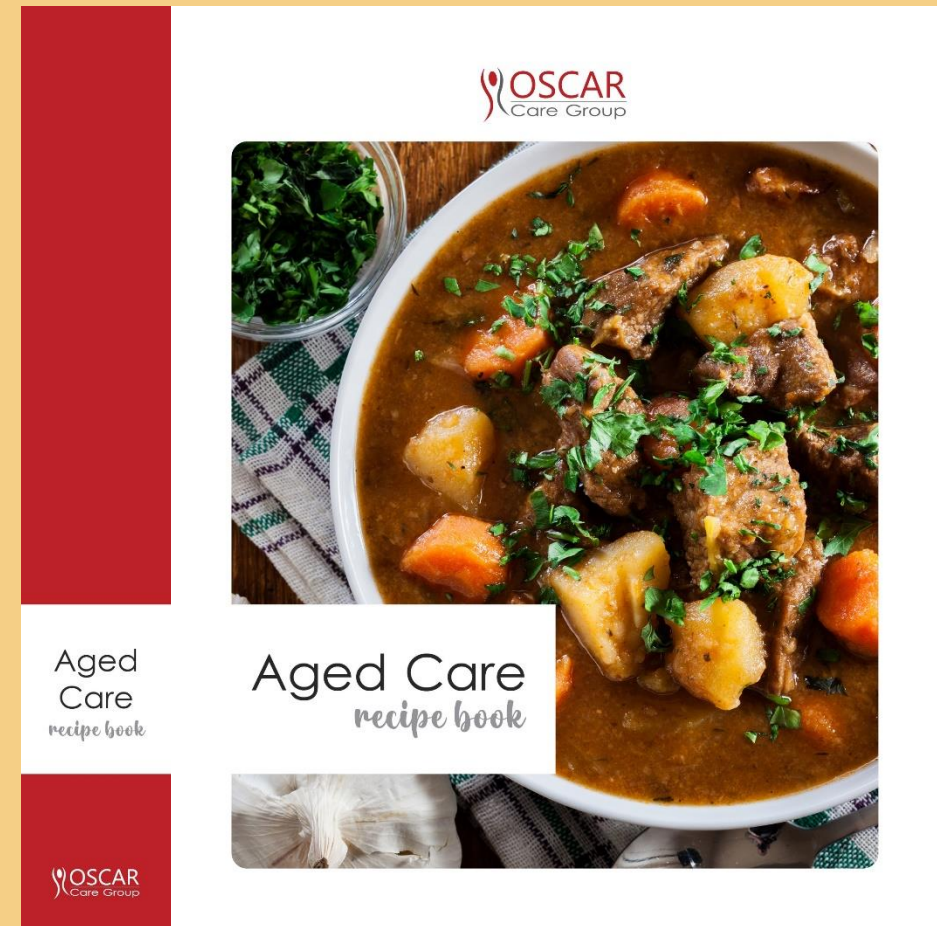
Rank	Language	Resident count
1	Italian	5632
2	Greek	3473
3	Cantonese	1754
4	Croatian	1029
5	Spanish	912
6	Arabic (inc Lebanese)	774
7	Mandarin	768
8	Macedonian	728
9	Vietnamese	663
10	Polish	618

Overall top 20
languages other than
English spoken in
Australian aged care
homes

Rank	Language	Resident count
11	Serbian	565
12	Russian	559
13	Maltese	374
14	German	367
15	Hungarian	334
16	French	255
17	Portuguese	227
18	Turkish	226
19	Korean	197
20	Netherlandic	149

OSCAR Care Group Aged Care Recipe Book

- Using the Top 20 Languages in Aged Care
- 100+ Culturally Diverse Recipes created
- 300+ Recipes include:
 - Salads
 - Soups
 - Main Meals: Breakfasts, Lunch, Dinner
 - Desserts
 - Snacks: Morning Tea, Afternoon Tea, Supper



OSCAR Care Group Aged Care Recipe Book

- Every recipe includes:
 - Serves 50 adults
 - Ingredients
 - Method
 - Allergens
 - Food Groups
 - Nutrition Information Panel
 - Texture Modification Suitability ~ IDDSI



Chicken Chow Mein

SERVES 50

Ingredients

Chow mein noodles	3.72kg
Canola oil	200ml
Chicken breast, raw, skinless	5kg
Salt	3 tsp
Brown onion, thinly sliced	6 whole (approx. 800g total)
Red capsicum, thinly sliced	6 whole (approx. 1.6kg total)
Carrot, peeled, julienned	12 whole (approx. 1.5kg total)
Cabbage, shredded	3.6kg
Spring onion	12 stalks (approx. 180g total)
Oyster sauce	375ml
Soy sauce	250ml
Sesame oil	60ml
White pepper	3 tsp

NUTRITION INFORMATION

	PER SERVE (351g)	PER 100g
Energy (kJ)	1169	617
Protein (g)	32.3	9.2
Total Fat (g)	12.3	3.5
Saturated Fat (g)	1.4	0.4
Carbohydrate (g)	67.8	19.3
Sugars (g)	8.4	2.4
Dietary Fibre (g)	7.6	2.2
Sodium (mg)	562	160

FOOD GROUPS
SERVES PER SERVE

FRUIT	VEGETABLES	CEREALS	MEAT	DAIRY
0	2	1	1	0


ALLERGENS
Soy, sesame.

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Method

1. Cook the chicken in the oil until cooked through.
2. Mix oyster and soy sauce.
3. Cook the vegetables in the oil until tender.
4. Cook the noodles in the oil until tender.
5. Add the chicken and vegetables to the noodles.
6. Add the sauce and toss together.



Middle Eastern Eggplant Casserole

SERVES 50

Ingredients

Minced beef or lamb, extra lean, raw	2kg
Eggplant	25 whole (approx. 11.5kg)
Potato, peeled	30 whole (approx. 6.2kg)
Vegetable oil	300ml
Salt	2 ½ TBS
Brown onion	8 whole (approx. 1.5kg)
Red capsicum	8 whole (approx. 2.2kg)
Tomato paste, no added salt	1 TBS
Pepper	1.8kg
Tomatoes	12 whole (approx. 1.5kg)
Brown rice, uncooked	1.5kg
Natural Yoghurt	2.5kg

NUTRITION INFORMATION


	PER SERVE (702g)	PER 100g
Energy (kJ)	2385	339
Protein (g)	35.9	5.1
Total Fat (g)	21.7	3.1
Saturated Fat (g)	4.1	0.6
Carbohydrate (g)	50.9	7.3
Sugars (g)	17.3	2.4
Dietary Fibre (g)	11.4	1.6
Sodium (mg)	561	80

FOOD GROUPS
SERVES PER SERVE

FRUIT	VEGETABLES	CEREALS	MEAT	DAIRY
0	6	1	1	0.25

ALLERGENS: Dairy

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Method

1. Preheat the oven to 200°C.
2. Cook rice according to packet instructions.
3. Wash the eggplant and cut it into thick slices.
4. Peel and wash potatoes and cut into 0.5cm thick slices.
5. Put 500ml of the vegetable oil on potatoes and eggplant, sprinkle with TBS of salt, then place on a parchment lined baking sheet and bake for 4 minutes.
6. Meanwhile, peel the onions, wash and seed the capsicum, then cut them into thin slices.
7. Heat a skillet with remaining vegetable oil, add the minced meat, onions, capsicum and sprinkle with remaining salt and pepper. Cook until meat is browned.
8. Mix together tomato paste, hot water and salt and pepper. Slice the tomatoes into thick slices.
9. Assemble the casserole by layering eggplant, potato, onions and capsicum tomatoes and then pour the tomato sauce on top.
10. Bake covered for 45 minutes, then uncover and broil for 15 minutes with rice and a side of yogurt.



Hong Kong Style Steamed Fish

SERVES 50

Ingredients

White fish, fillet, raw	5.75kg
Sauce:	
Soy Sauce, reduced salt	200ml
Dark Soy Sauce	50ml
Oyster Sauce	100ml
Maggi Original Seasoning Sauce	100ml
Garnish:	
Super	15 tsp (250g)
Brown onion, sliced	10 (approx. 1.4kg)
Garlic, minced	50 cloves (150g)
Ginger, minced	100g
Serve with:	
Bok Choy	4kg
Brown Rice, uncooked	1.5kg

NUTRITION INFORMATION

	PER SERVE (310g)	PER 100g
Energy (kJ)	1279	411
Protein (g)	27.9	9.0
Total Fat (g)	7.1	2.3
Saturated Fat (g)	1.6	0.5
Carbohydrate (g)	29.7	9.6
Sugars (g)	8.3	2.7
Dietary Fibre (g)	4.5	1.5
Sodium (mg)	562	181

FOOD GROUPS
SERVES PER SERVE

FRUIT	VEGETABLES	CEREALS	MEAT	DAIRY
0	1.5	1	1	0

ALLERGENS
Soy, wheat, fish, oyster

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Method

1. Cook rice as per packet instructions.
2. Add sauce ingredient to a saucepan and bring to a boil. Simmer until sugar dissolved.
3. Prepare a bamboo steamer over a wok/saucepan with water, bringing the water to a boil.
4. Slice the onion. Add bok choy and sliced onion to the steamer and cook until tender. Pre-heat oil.
5. Line the steamer with baking paper.
6. Steam fish in the steamer for 15 minutes, then pour sauce over fish, using baking paper to ensure the fish simmers in the fish, and steam for another 5 minutes.
7. Garnish with chopped Chinese parsley and serve with cooked brown rice and steamed bok choy.

OSCAR Care Group Aged Care Recipe Book: Example – Page 1

- Every recipe includes:
 - Serves 50 adults
 - Ingredients
 - Method
 - Allergens
 - Food Groups

Beef Goulash

SERVES 50

Ingredients

Olive oil	500ml
Beef, raw	9.4kg trimmed, cut into 3cm cubes
Brown onion	1.5kg finely chopped
Crushed garlic	25 cloves
Button mushrooms	2.5kg, cut into quarters
Red capsicum	3.8kg, cut into 2cm pieces
Plain flour	200g
Paprika	25 tablespoons
Bay leaves	25
Beef stock	25 cups
Tomatoes	5kg, finely chopped
Bread	50



Method

1. Preheat oven to 160°C fan forced.
2. Heat 240ml oil in a large casserole dish over medium-high heat.
3. Cook beef, in batches, for 3 to 6 minutes or until browned. Transfer to a bowl.
4. Heat remaining olive oil in dish.
5. Add onion, garlic, mushrooms, and capsicum. Cook, stirring, for 15 minutes or until onion has softened.
6. Return all beef to dish.
7. Add flour and paprika. Cook, stirring, for a few minutes.
8. Add bay leaves.
9. Stir in stock and tomatoes.
10. Cover dish and bring to the boil.
11. Transfer to oven and bake for 2-3 hours or until beef is tender. Remove bay leaves.
12. Serve warm with bread on the side.

FOOD GROUPS SERVES PER SERVE

FRUIT	VEGETABLES	CEREALS	MEAT	DAIRY
0	3.4	1.1	1.9	0

ALLERGENS: Meat (beef), Wheat, Gluten, Milk, Dairy

OSCAR Care Group Aged Care Recipe Book: Example – Page 2

- Every recipe includes:
 - Nutrition Information Panel
 - Texture Modification Suitability ~ IDDSI

Beef Goulash

SERVES 50

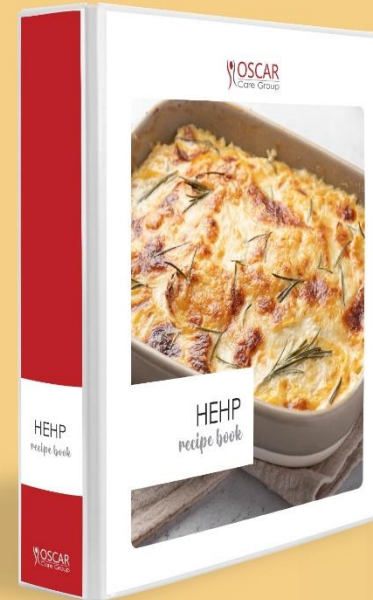
NUTRITION INFORMATION	PER SERVE (629g)	PER 100g
Energy (kJ)	2151	342
Protein (g)	49.2	7.8
Total Fat (g)	20.4	3.2
Saturated Fat (g)	5.2	0.8
Carbohydrate (g)	28.7	4.6
Sugars (g)	9.0	1.4
Dietary Fibre (g)	7.4	1.2
Sodium (mg)	612	97

TEXTURE MODIFICATION SUITABILITY - IDDSI	
7 Regular	As per recipe above.
7 Regular Easy to Chew	No bread (unless specified by Speech Pathologist). Serve with mashed potato instead of bread. No sticky or gummy mashed potato – check by completing the spoon tilt test. If the mash is too sticky, add olive oil, water or milk to help smooth the mixture. Use tomato passata instead of tomatoes. Ensure no thin liquid leaking or dripping from the food before serving. Either strain liquid or thicken with flour/cornflour until smooth, thick and non-pouring before serving. Serve tender beef, tender mushrooms, carrots, zucchini and mashed potato.
6 Soft & Bite Sized	Serve tender beef, tender mushrooms, carrots, zucchini and mashed potato. Ensure meat and vegetables are cut into pieces no larger than 1.5cm x 1.5cm before serving. Ensure no thin liquid leaking or dripping from the food before serving. Either strain liquid or thicken with flour/cornflour until smooth, thick and non-pouring before serving.
5 Minced & Moist	As above, with meat and vegetables finely minced into pieces with lump size no larger than 4mm x 4mm before serving. Plate each component separately.
4 Pureed	Serve pureed meat, pureed vegetables and pureed potato. Purees to be smooth and lump free and should easily glide off the spoon using the spoon tilt test. If any puree is sticky, add sauce, milk or oil to loosen the mixture until it passes the spoon test. Plate each component separately.



HEHP
recipe book

OSCAR Care Group

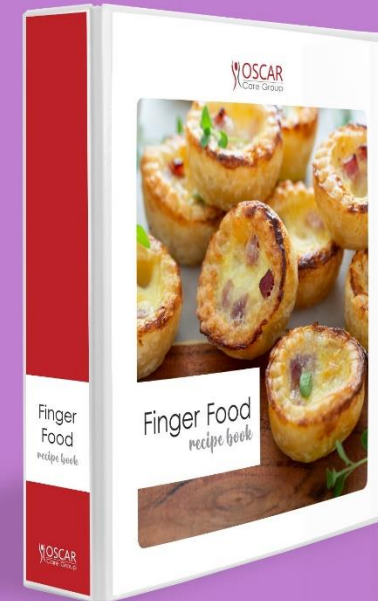


HEHP Recipe Book~ Coming Soon!



Finger Food
recipe book

OSCAR Care Group



Finger Recipe Book~ Coming Soon!

How to Support Being Culturally Appropriate for Residents?



Resident's likes,
dislikes, dietary
customs
**Resident
Feedback**



Menu in
Preferred
language with
pictures



Translations
available for
feedback



Recipes for
resident's
favourite dishes



Food focus
meetings

Client / Resident Feedback Form

- Related to Food, Nutrition & Menus
- Favourite Foods
- Appeal of foods
- Is food hot enough?
- Cultural Days of Significance
- Cultural food traditions
- Food Tradition Celebrations

The image displays three overlapping feedback forms from Oscar Care Group. The forms are titled 'Client Feedback Form', 'Resident Feedback Form', and a third form is partially visible behind them. Each form contains questions related to food, nutrition, and cultural traditions. The forms are outlined in red.

Client Feedback Form

Q12. HAVE YOU FACED ANY CHALLENGES IN MAINTAINING YOUR CULTURAL FOOD TRADITIONS IN A DIFFERENT COUNTRY? IF SO, WHAT CHALLENGES HAVE YOU FACED?

Q13. WHAT ROLE DOES FOOD PLAY IN YOUR CULTURAL TRADITIONS?

Q14. WHAT FOOD TRADITIONS ARE MAINTAINED IN YOUR HOME? IF SO, WHEN DO YOU CELEBRATE THEM?

Q15. ARE THERE ANY CULTURAL DAYS OF SIGNIFICANCE THAT YOU CELEBRATE AND SEE INCLUDED IN YOUR HOME? IF SO, WHEN DO YOU CELEBRATE THEM?

Resident Feedback Form

Q7. OVERALL, HOW SATISFIED ARE YOU WITH THE MEALS THAT ARE PROVIDED?

Q8. HOW IMPORTANT IS NUTRITION TO YOU?

Q9. WHAT CULTURE OR BACKGROUND DO YOU MOST CLOSELY RELATE TO? DO YOU FEEL THAT YOUR CULTURE IS WELL-REPRESENTED IN THE CURRENT MENU?

Q10. WHAT ARE SOME TRADITIONAL DISHES THAT ARE IMPORTANT TO YOUR CULTURE THAT YOU WOULD LIKE TO SEE IN THE CURRENT MENU?

Q11. WHICH CULTURE'S FOOD, APART FROM YOUR OWN, DO YOU REALLY LIKE? PROVIDE SOME EXAMPLES OF MEALS FROM THIS CULTURE THAT YOU ENJOY.

Resident Feedback Form

Q1. ARE THE HOT MEALS AND HOT DRINKS SERVED AT THE RIGHT TEMPERATURE (HOT ENOUGH)?

Q2. WHAT MEALS FROM THE MENU DO YOU ENJOY THE LEAST?

Q3. WHAT MEALS FROM THE MENU DO YOU ENJOY THE MOST?

Q4. ARE THE PORTION SIZES SUITABLE FOR YOU?

Q5. DOES THE FOOD SMELL AND LOOK APPEALING TO YOU?

Q6. DO YOU FEEL AS THOUGH YOU RECEIVE ENOUGH ASSISTANCE AT MEALTIMES?

Special Events & Celebrations



LENT
(Catholic, Orthodox)



RAMADAN
(Muslim)



TSOUREKIPASCHALINO
(Greek Orthodox Easter)



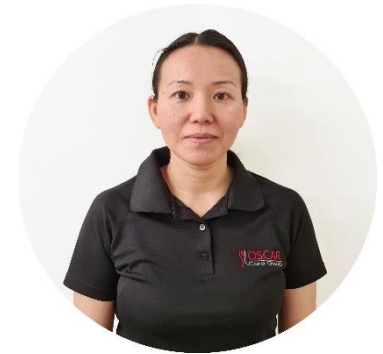
LUNANEW YEAR
(Asian culture)



EID
(Muslim)



DIWALI
(Hindu)



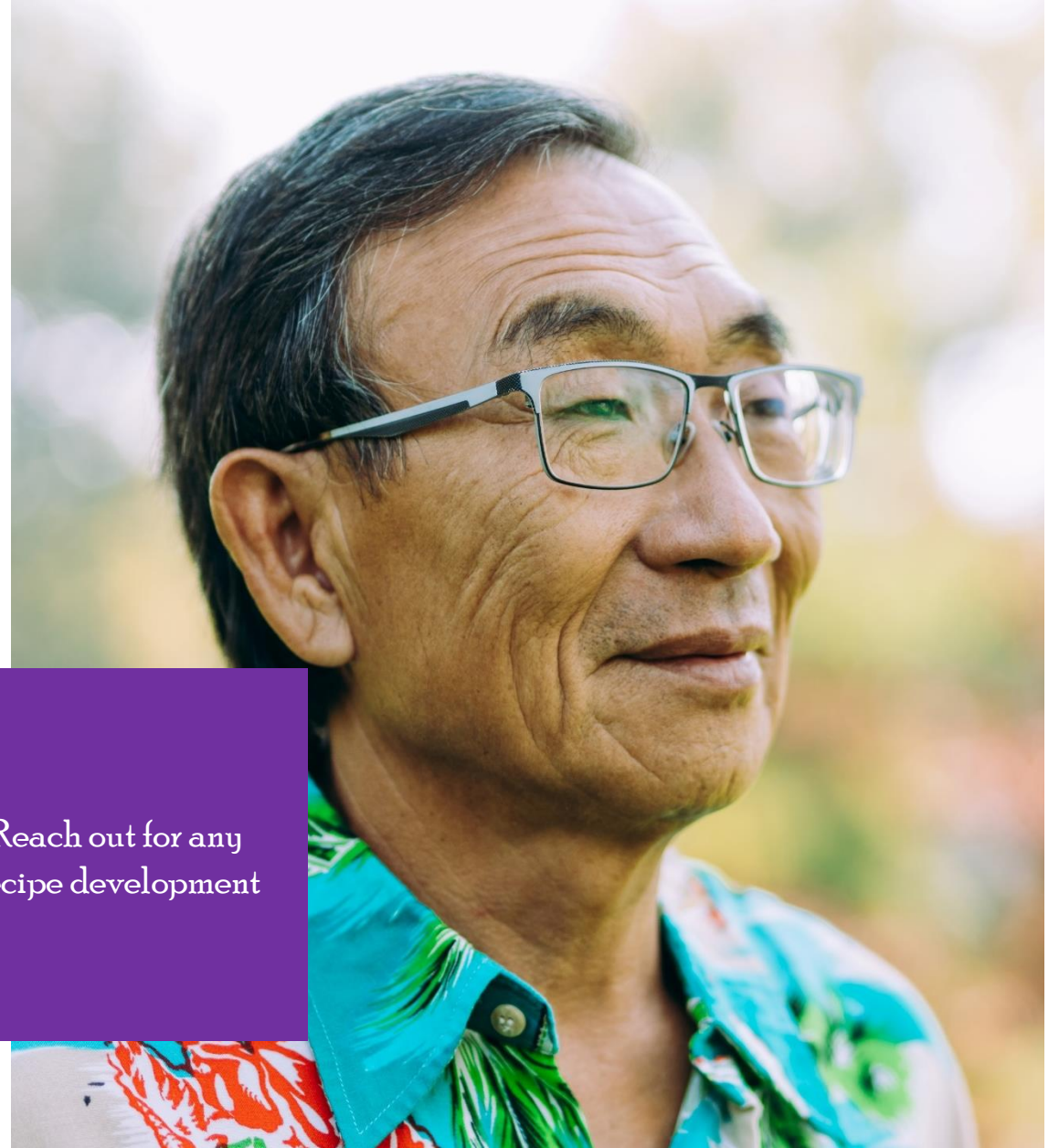
Culturally Diverse Recipes

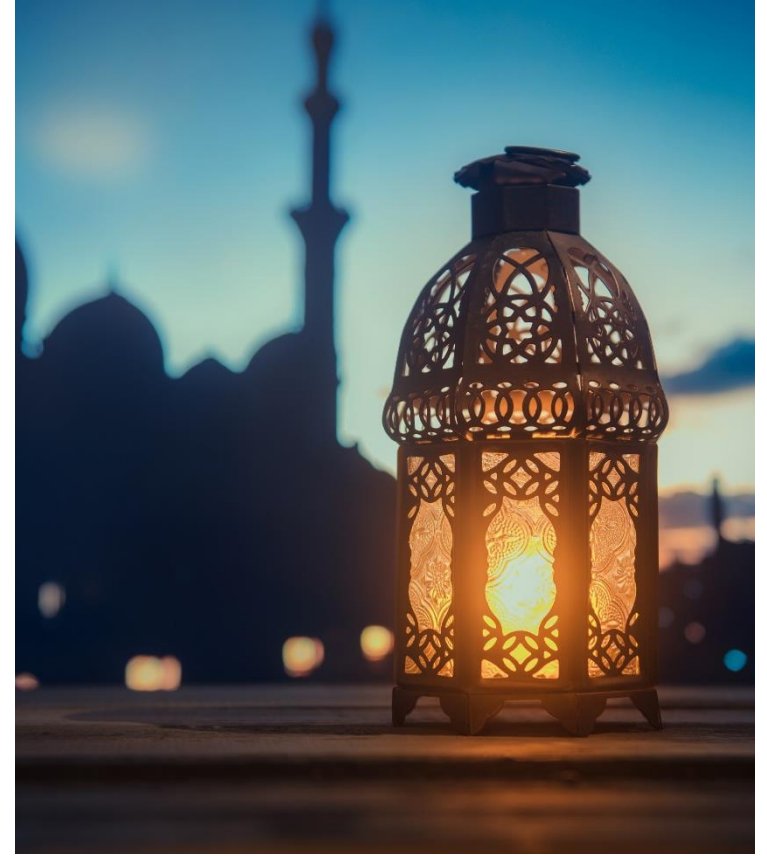
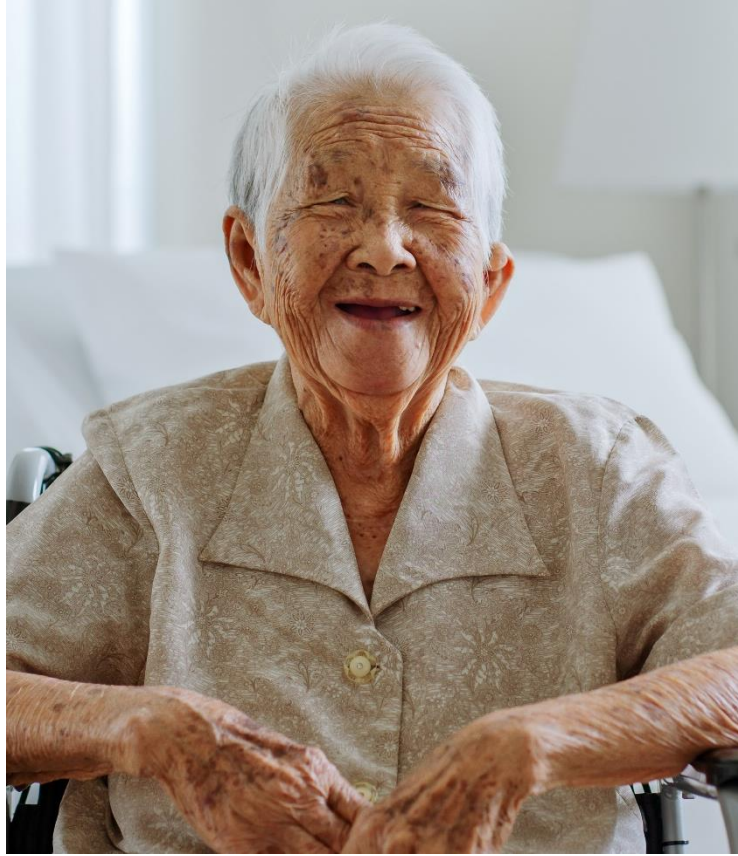
100+ Recipes

Related to Top
20 Languages
in Aged Care

Team developing
more recipes
every day

Reach out for any
recipe development





Thank you

kiarra@oscarcaregroup.co.au

KIARRA MARTINDALE Accredited Practising Dietitian and Lead Dietitian & Allied Health Manager

 **OSCAR**
Care Group

Dr Amber Mills
Policy and Research Manager
Australian Association of Gerontology (AAG)



Position Paper: Capturing Cultural and Linguistic Diversity in Australia

Dr Amber Mills, AAG Policy & Research Manager
amills@aag.asn.au



Endorsed by

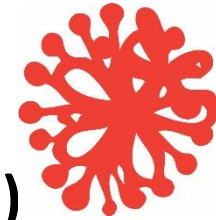


cultural infusion
Building Harmony & Wellbeing



**Centre for
Cultural Diversity
in Ageing**
Supported by Benerias

- Overview – what does ‘CALD’ mean?
- Ways to measure diversity in big data sets
- AAG’s position – how best to define and measure cultural and linguistic diversity



About the Cultural and Linguistic Diversity Special Interest Group (CALDSIG)

- AAG's SIGs bring together AAG members with shared interests. The purpose of the CALDSIG is to support AAG's overarching purpose of connecting research, policy and practice, by:
- Sharing information about research, policy and practice initiatives in the areas of ageing and cultural and linguistic diversity
- Identifying areas for further research and improvements to policy and practice in this area
- Organising events to bring members together to discuss and plan emerging issues in this area
- Engaging with consumer and other groups with a focus of supporting older people from a wide range of backgrounds

8 Australian (big) government data sets on cultural and linguistic diversity and ageing, and 14 government agency reports:



AAG
Australian
Association of
Gerontology

1. Census
2. Survey of Disability, Ageing and Caring (SDAC)
3. Survey of Income and Housing (SIH)
4. General Social Survey (GSS)
5. National Health Survey (NHS)
6. Personal Safety Survey (PSS)
7. National Screening and Assessment Form (NSAF), and
8. Aged Care Workforce Census (ACWC).

1. Australia's Health 2018 Chapter 5 - Census (Australian Institute of Health and Welfare, 2018b)
2. Older Australia at a glance – Census (Australian Institute of Health and Welfare, 2018a)
3. Older Australians 2021 - Census (Australian Institute of Health and Welfare, 2021)
4. Chronic health conditions among culturally and linguistically diverse Australians, 2021 (Australian Institute of Health and Welfare, 2023)
5. Mental health research and evaluation in multicultural Australia: Developing a culture of inclusion – NHS (Minas et al., 2013)
6. Review of Cultural and Linguistic Diversity Data Collection Practices in the WA Health System – Census (Branch, 2018)
7. National Disability Insurance Scheme (NDIS)- Culturally and Linguistically Diverse participants – SDAC (National Disability Insurance Agency, 2019)
8. Review of the Culturally and Linguistically Diverse (CALD) Ageing and Aged Care Strategy – NHS (Department of Health, 2017)
9. Aged care diversity framework-2017 – NHS (Aged Care Sector Committee Diversity Sub- group, 2017)
10. 2017-18 Report on the operation of the Aged Care Act 1997 – NHS (Department of Health, 2018)
11. National Plan to Reduce Violence Against Women and Their Children Fourth Action Plan (2019-22) Background and Evidence Summary DRAFT: 25 September 2018 - PSS and SIH (Department of Social Services, 2018)
12. 2020 General Social Survey: Summary Results, Australia – GSS (General Social Survey, 2021)
13. Report on the National Screening and Assessment Form (NSAF) Review – Volume 1 February 2018 - NSAF (Department of Health, 2018)
14. 2020 Age Care Workforce Census Report – ACWC (Department of Health, 2020)

Issue:

- Inconsistent use and definition of the term 'CALD':
 - ❖ None provided, or
 - ❖ Born overseas, or have a parent born overseas, or born overseas in other than mainly-English speaking countries, or
 - ❖ Speaking a variety of languages, or a language other than English, or first language spoken, or English proficiency, or
 - ❖ Year of arrival in Australia

Impact:

An oversimplification of diversity characteristics, and establishing Australian-born and Anglo-Celtic ancestries as the population standard



Recommendations:

- Use the 12 ABS variables, and use what's relevant to the report
- Report which variables are used
- Don't compare CALD vs non-CALD

- 1) "Indigenous" status*+
- 2) Country of birth*
- 3) Country of birth of father
- 4) Country of birth of mother
- 5) Ancestry
- 6) Religious affiliation
- 7) Year of arrival in Australia
- 8) Proficiency in spoken English*
- 9) First language spoken
- 10) Main language spoken at home
- 11) Main language other than English spoken at home*
- 12) Languages spoken at home

Language matters!

To find the report:



Biljana Boglevska Grbevaska
Project Administration Officer
Centre for Cultural Diversity in Ageing



The Centre for Cultural Diversity in Ageing's One Size Does Not Fit All Podcast Series

Biljana Grbevaska, Project Admin Officer

One Size Does Not Fit All Podcast

The Centre for Cultural Diversity in Ageing noticed a gap in storytelling relating to seniors from diverse cultural, linguistic and faith backgrounds in the Australian landscape and this podcast seeks to address that gap.

The “One size does not fit all” podcast aims to promote discussions around diversity in aged care and supports the needs of culturally and linguistically diverse older people and their families and carers. It asks the question: "How can we create a more inclusive aged care system for them so that everyone has a fair go!?" As One size does not fit all...does it?!

The podcast shares the insights of experts and industry leaders working in aged care, practical advice around diversity and inclusion and stories to inspire. The guests on the podcast have significant experience in aged care, diversity and leadership.

Topics

In **Season 1** we highlighted projects and programs that aim to make the aged care system more inclusive.

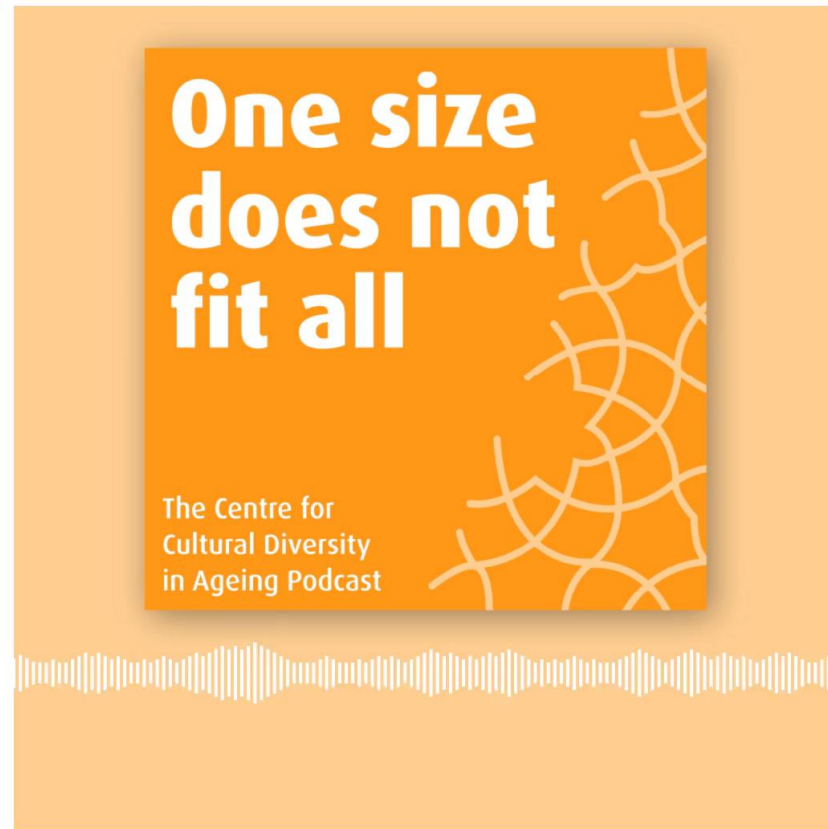
Season 2 was all about senior leaders from culturally and linguistically diverse backgrounds, and belonging, as well as writing migration stories and advocating for seniors' rights.

In **Season 3** which is coming out next year, we'll be talking about supporting a culturally diverse workforce.

Visit:

<https://www.culturaldiversity.com.au/news-and-events/podcasts>

Audiogram



Season 1

Ep. 1: Introducing the Centre for Cultural Diversity in Ageing

Ep. 2: Free translations in aged care project

Ep. 3: Prof Bianca Brijnath on dementia care research for CALD communities

Ep. 4: Uniting NSW.ACT approaches to diversity

Season 2

Ep. 1: Writing and authoring migration stories

Ep. 2: Voices of senior leaders from culturally and linguistically diverse backgrounds

Ep. 3: Places of belonging and connections for seniors from culturally and linguistically diverse backgrounds

Ep. 4: Influencing change for seniors from culturally and linguistically diverse backgrounds

Guest Speakers

- Lisa Tribuzio, Nikolaus Rittinghausen
- Sam Fletchers, Bec Rohan-Jones, Kwabena Ansah
- Prof Bianca Brijnath
- Margaret Teuma, Lana Richards
- Lella Cariddi, Con Pagonis
- Santosh Kumar, Danijela Hlis
- Frank Di Blasi, Phil Peladarinos
- Ponniah Anandajayasekeram, Jo Perri

Podcast

**One size
does not
fit all**

The Centre for
Cultural Diversity
in Ageing Podcast

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Resources Partnership Program

The Resources Partnership Program supports aged care organisations to embed key diversity resources into their learning management systems, learning and development programs, and internal communication campaigns.

How to join the program:

- Review the 10 resources.
- Use the form at the bottom of this page to select the resources you'd like to use.
- Complete the form and agree to our terms and conditions.
- We'll contact you to discuss your needs.
- We'll supply you with links, images, text and SCORM files.

The Resources Partnership Program is open to Australian Government funded and subsidised aged care organisations.

Visit: <https://www.culturaldiversity.com.au/resources-partnership-program>

Thank you!

Thank you for participating today.

For more information, good practice stories and resources visit

 culturaldiversity.com.au

 [Centre for Cultural Diversity in Ageing](#)

 [CCDAAUS](#)

Feel free to contact us at info@culturaldiversity.com.au