



## Celebrating diversity in aged care



### What is cultural discrimination?

Cultural discrimination refers to unfair or prejudicial treatment based on race, ethnicity or religion, resulting in unequal opportunities, rights, or treatment.

### What does cultural discrimination look like in the aged care workforce?

- Stereotyping: Making assumptions about a worker's abilities or behaviours based on their cultural background.
- Language barriers: Ignoring or dismissing language difficulties or expecting workers to speak a dominant language fluently.
- Cultural insensitivity: Disregarding or disrespecting cultural practices, traditions, or values.
- Lack of representation: Underrepresentation or tokenism of diverse cultures in leadership or decision-making roles.
- Lack of cultural training: Failing to provide education or training on diverse cultural practices, leading to misunderstandings or miscommunication.
- Isolation or exclusion: Socially excluding workers from diverse cultural backgrounds or isolating them from team activities.
- Disrespecting cultural leave: Denying or dismissing requests for cultural or religious leave, or penalising workers for taking such leave.
- Lack of culturally appropriate resources: Failing to provide resources, materials or support that caters to diverse cultural needs.

For more information visit [ACCPA's Workforce Hub](#)

*\*Sources: 1. Australian Human Rights Commission. 2. Aged Care Quality and Safety Commission. 3. World Health Organisation. 4. Diversity Council Australia. Please note this information is general and not exhaustive. Specific laws, policies, and regulations may vary depending on your location.*