

South Australian Public Sector Anti-Racism Strategy and Action Plan 2023-2028

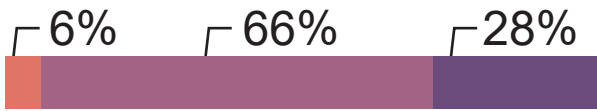
2024 Annual Monitoring Report Infographic



Government of South Australia

Progress with Implementation

Progress towards the 32 actions of the Action Plan as of 12 November 2024:



- Completed
- On track
- Not started

No actions are considered to be delayed.

- ✓ Monitoring and Evaluation Plan developed.
- ✓ Data collection commenced.
- ✓ Workplace outcomes reported for Aboriginal and CALD employees.
- ✓ Anti-racism training pilot completed.
- ✓ Two day Aboriginal staff forum delivered.
- ✓ Four Aboriginal workforce Community of Practice meetings held.

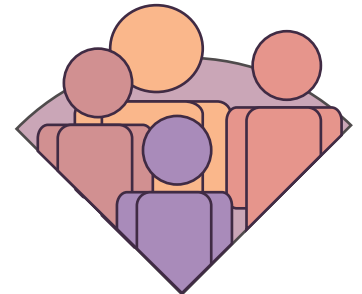
Workforce and Executive Composition

Source: WIC

Of **118,036** public sector employees, **2.2% (2,584)** identified as Aboriginal employees, and **16.1% (19,050)** identified as CALD employees.

Since June 30 2020, there has been a:

0.1 percentage point increase in Aboriginal employment, and **4.8 percentage point increase** in CALD employment.



Of executive positions, 1.6% identified as Aboriginal, and 4.6% identified as CALD.

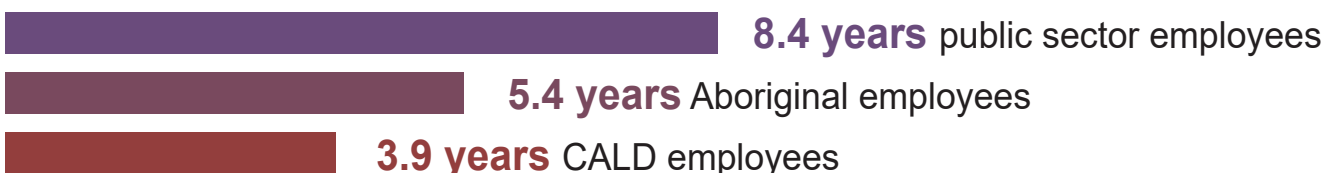
Salaries and Median Service Length

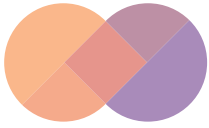
Source: WIC

34.8% of public sector employees earn at least \$102,626 (middle-upper quartile or more), compared to **19.8%** of Aboriginal employees, and **25.6%** of CALD employees.

The gap in median service length has been narrowing for Aboriginal employees but widening for CALD employees since 30 June 2020.

As of June 30 2024, the median service length was:





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Employee Experience of Racism in their Workplace

Source: PMES*

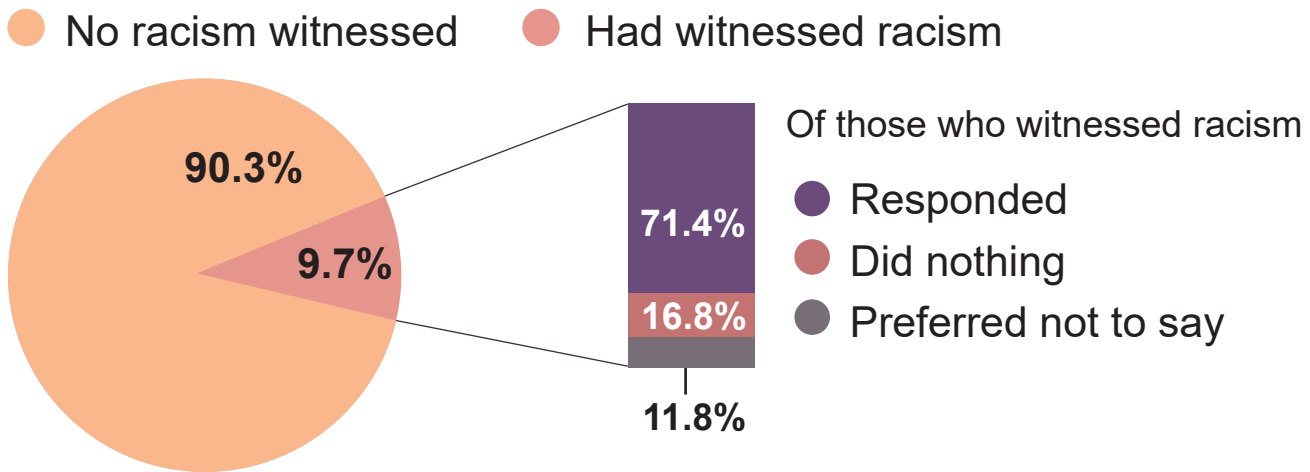
12.3% of public sector employees, **32.2%** of Aboriginal employees, and **18.2%** of CALD employees reported experiencing racism in the past 12-months.

2.7% of employees lodged an internal complaint in response to experiencing racism.

45.9% of these complaints were not resolved to the employee's satisfaction.

Witnessing Racism

Source: PMES*



Anti-racism Training

Source: PSER

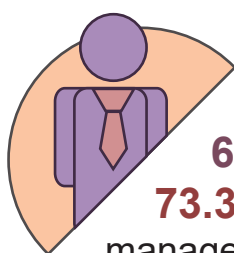
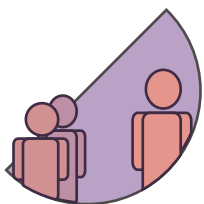
26.1% of public sector employees work for an agency where anti-racism training is offered to all staff.

23.2% of public sector employees work for an agency where bystander intervention training is specifically offered.



Confidence in Managers

Source: PMES*



79.9% of public sector employees
68.5% of Aboriginal employees, and
73.3% of CALD employees were confident senior managers would take action if made aware of racism.

Culturally and Linguistically Diverse (CALD) individuals are defined as people born in a non-English speaking country and/or those who speak a language other than English at home.

Sources: Workforce Information Collection (WIC); Public Sector Employment Review (PSER) tool; People Matter Employee Survey (PMES)

*Proportions differ from the PMES dashboard due to differences in methodology.