



**Australian
Human Rights
Commission**

1 November 2023

Committee Secretary
Senate Legal and Constitutional Affairs Committee
PO Box 6100
Parliament House
Canberra, ACT 2600

Dear Committee Secretary

Clarification to Hansard – Supplementary Budget Estimates on 24 October 2023

I am writing to provide a clarification to evidence I gave to the Senate Standing Committee on Legal and Constitutional Affairs during the Supplementary Budget Estimates hearing on 24 October 2023.

On p 111 of the transcript, in response to a question from Senator Faruqi regarding the Commission's use of the terms Culturally and Linguistically Diverse (CALD) and Culturally and Racially Marginalised (CARM), the following exchange occurred:

Prof. Croucher: I note that we use the other term in the Respect@Work report. So it's an ongoing conversation. We're not rigid in the way we want to use language. Language has within it dangers of marginalisation, so we're very attuned to those issues. Thank you for raising it again tonight.

Senator FARUQI: Just to clarify—have you moved to CARM? Is that what I'm understanding?

Prof. Croucher: We used it in the Respect@Work report.

I wish to clarify that the Respect@Work report itself does not use the term 'CARM', it uses 'CALD'. However, the Commission's recently released Guidelines for Complying with the Positive Duty under the *Sex Discrimination Act 1984* (Cth), a body of work produced under the larger Respect@Work framework, uses the term 'CARM'.

Yours sincerely

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)

President

Australian Human Rights Commission