

Anti-Discrimination NSW Annual Report

2022–23



Anti-Discrimination
New South Wales

Letter of submission

The Hon. Michael Daley, MP

Attorney General
52 Martin Place
Sydney NSW 2000

Dear Attorney

In accordance with section 122 of the *Anti-Discrimination Act 1977* (NSW), Anti-Discrimination NSW presents its Annual Report covering the period 1 July 2022 to 30 June 2023.

Yours sincerely



Helen McKenzie
President

Acknowledgement of Country

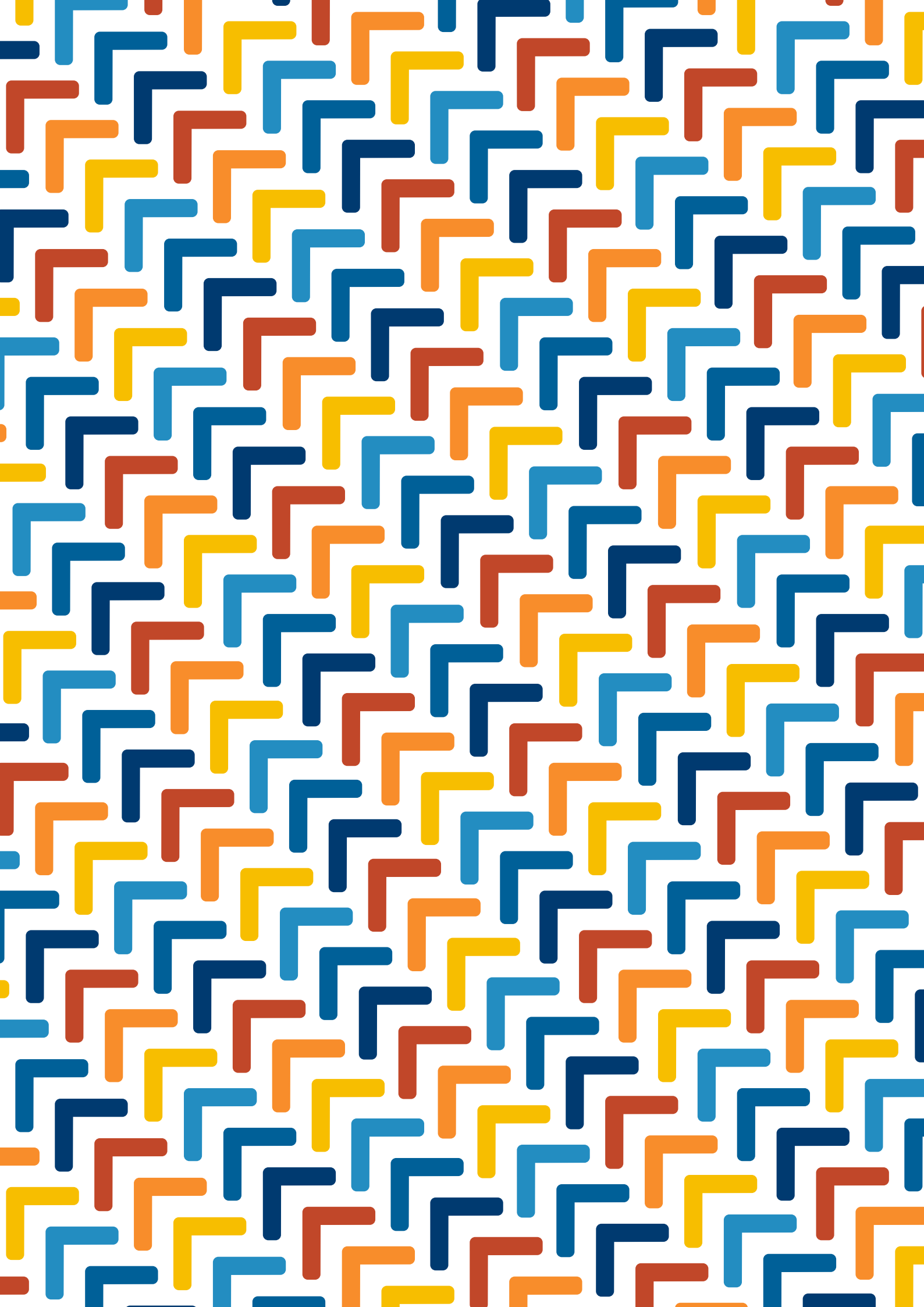
We acknowledge Aboriginal people as the First Nations Peoples of NSW and pay our respects to Elders past, present and future. We acknowledge the ongoing connection Aboriginal people have to this land and recognise Aboriginal people as the original custodians of this land.

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From the President

It has been another busy year for Anti-Discrimination NSW (ADNSW) as we continued to administer the *Anti-Discrimination Act 1977 (NSW)* and strive to eliminate discrimination in NSW.

In 2022-23 we:

- answered 2,560 enquiries from the NSW community
- received 1,833 complaints, the highest number in decades
- received 77 exemption applications
- provided advice, comments and submissions on a range of issues.

Early in the year, we reviewed and updated our Strategic Plan for 2023-26 to ensure that we focus our energies and limited resources on priority areas such as the management of enquiries and complaints; education and community engagement; and advocacy for positive change.

Our advocacy and contribution to public policy concerning discrimination was reflected in submissions we made to:

- the NSW Electoral Commission's review into Technology Assisted Voting: to raise our concerns about barriers for people with a disability to participate freely and fairly in the electoral process at the March 2023 NSW State Election after the suspension of use of the iVote electronic voting system, and
- the Australian Law Reform Commission's Inquiry into Religious Educational Institutions and Anti-Discrimination Laws: to support proposals to remove and narrow the exceptions for religious educational institutions in anti-discrimination law.

For some years, we have advocated for a comprehensive reform of the *Anti-Discrimination Act 1977* to reflect current community standards and more effectively support respectful and equal treatment for all. The last review of the Act was in 1999, so we welcomed the Attorney General's recent referral of the Act for review by the NSW Law Reform Commission.

We continued to work closely with anti-discrimination and human rights services across Australia through our membership of the Australian Council of Human Rights Authorities (ACHRA). ACHRA meetings in October 2022 and February 2023 were valuable opportunities to discuss issues of common concern and endorse several important statements.

One of our priorities has been to build stronger connections with other government agencies and departments where we have shared goals and objectives. During the year, we have actively sought opportunities to support and collaborate with agencies such as the NSW Ageing & Disability Commission, Women NSW and SafeWork NSW.

We also connected, consulted and worked regularly with a wide range of individuals, communities and agencies, to better understand experiences of discrimination. This is vital in helping ADNSW to provide support and services where they are most needed, and to understand and effectively respond to issues and trends. We have continued to work with the Advocate for Children and Young People and the Office of Regional Youth.

In April 2023, I joined a panel on *Building strong, safe workplaces* at the National Community Legal Centres Conference. I was proud to represent ADNSW and talk about recent initiatives, in particular our Workplace Adjustments Series podcasts and videos which we launched this year.

Other initiatives we have worked on this year, which are referred to later in this report, include:

- the publication of a brochure containing information about our services in 22 community languages which we launched at a Refugee Week event
- the development and distribution of our '6 ways to look after yourself and mob during The Voice referendum debate' resource, and
- participation in events such as Sydney WorldPride Human Rights Conference.

ADNSW Board members Joanna Davidson, Melissa Monteiro and Trevor Robertson were reappointed in October 2022 for another term. I would like to thank Joanna, Melissa and Trevor for their ongoing support and dedication to the elimination of discrimination.

I would also like to thank Executive Manager Mia Zahra and all the staff of ADNSW for their hard work and commitment to making a positive difference to the lives of so many vulnerable people in NSW.

I would also like to thank the former Attorney General, Mr Mark Speakman MP for his support of ADNSW, and acknowledge and thank Attorney General Mr Michael Daley MP for his support and encouragement.

It is an honour to serve as President of ADNSW and I look forward to continuing our work together towards our vision of a discrimination-free NSW, where everyone can feel safe and respected.



Helen McKenzie
President

Highlights 2022-23

Workplace adjustments videos and podcasts

In September 2022, we launched some short videos and podcasts about workplace adjustments for people with disability in the public service. Featuring powerful personal stories of people with disability, and managers with experience providing workplace adjustments, these came out of 12 months of work with a wide range of stakeholders. These included 14 leaders of NSW Government Disability Employee Networks, Diversity and Inclusion teams in six NSW Government departments, 24 stakeholder organisations (including Multicultural Disability Advocacy Association, Local Government NSW, Australian Network on Disability and the Public Service Commission) and more than 100 people, including people with different types of disability, carers and disability sector representatives.

These resources have been welcomed as a valuable contribution to the existing workplace adjustments projects underway across the NSW public sector. They have increased awareness of employee and employer rights and responsibilities, and how simple and inexpensive adjustments can often be.

Our Workplace Adjustments webpage has been viewed more than 2,500 times, with more than 2,500 video views and 500 podcast downloads. Since the launch, we have been asked to present on the project in several forums, including the Australian Council of Human Rights Authorities Education Network, Legal Aid NSW disAbility Network and Legal Aid NSW community legal education forum.



Participants in the Workplace Adjustments videos and podcasts

Sydney WorldPride

ADNSW had an interactive stall at the Mardi Gras Fair Day in February and the Human Rights Conference in March 2023, both part of the Sydney WorldPride Festival. The first WorldPride to be hosted in the southern hemisphere, it was a huge 17-day celebration of diversity that coincided with the 50th Anniversary of the first Australian Gay Pride Week, 45th Anniversary of the first Sydney Gay and Lesbian Mardi Gras and 5th Anniversary of same-sex marriage in Australia.

We were proud to be part of this vibrant celebration of the diversity of culture and identity, which also helped raise awareness of Australian First Nations culture and discrimination experienced by LGBTIQ+ people.



ADNSW staff with Australian Council of Human Rights Authorities colleagues at Sydney WorldPride

The Voice referendum resilience

We launched our *'6 ways to look after yourself and mob during The Voice referendum debate'* resource at a special referendum resilience event in June 2023. The launch featured Australian presenter, producer and journalist Karla Grant as MC, with guest speakers Teela Reid (First Nations Lawyer in Residence at Sydney University), Brendan Thomas (Deputy Secretary, Transforming Aboriginal Outcomes, Department of Communities and Justice) and Marjorie Anderson (National Manager, 13YARN).

The resource, which was developed with input from 13YARN, attracted much positive feedback and we had to return to the printers for more copies to meet demand. Our referendum resilience webpage has been visited more than 5,000 times.



Community languages brochure

We celebrated Refugee Week in June 2023 with an event that included the launch of a brochure about our services in 22 community languages.

The event, hosted by journalist and TV presenter Jan Fran, featured guest speakers Adama Kamara from the Refugee Council of Australia and Thang Ngo from Multicultural NSW.



Left to right: Adama Kamara, Thang Ngo and Jan Fran educate, inspire and entertain at our Refugee Week event

About the Anti-Discrimination Board of NSW

The *Anti-Discrimination Act 1977* (NSW) (the Act) established a five-member statutory board, including the President, called the Anti-Discrimination Board of NSW. The Board members are appointed by the Governor of NSW.

The President exercises the functions prescribed in the Act in relation to complaints.

The Board's functions under the Act include, for the purpose of eliminating discrimination and promoting equality, to:

- carry out investigations, research and inquiries relating to discrimination
- raise awareness about discrimination and the achievement of equal rights
- consult with stakeholders to improve service delivery to diverse communities
- review state legislation.

As at 30 June 2023, one Board member position was vacant.

Members of the Board

President



Helen McKenzie, an experienced employment lawyer and business leader, was appointed President of the Board with effect from 21 February 2022. Ms McKenzie brings a wealth of experience to the role, having been a partner of major law firm Ashurst for more than 20 years.

Members



Joanna Davidson is a barrister at Sixth Floor Selborne Wentworth Chambers who specialises in public law. Previously she served as Counsel Assisting the NSW Solicitor General and Crown Advocate. She was a director and Co-Chair of the Inner City Legal Centre until November 2019.



Melissa Monteiro is the CEO of Community Migrant Resource Centre and has more than 29 years of experience in the community sector. Melissa is also Chair of the Settlement Council of Australia, Executive Board Member of the Police and Multicultural Advisory Council. In 2019, Melissa was an IMPACT25 award winner, and she was again recognised by Pro Bono Australia in 2020, winning the National Collaborator Award.



Trevor Robertson is the Managing Director of Capital Knowledge. Trevor was a First Assistant Secretary of the Federal Attorney General's Department. Current directorships include Wesley College Sydney University Council.

About Anti-Discrimination NSW

The President and the Board are supported in their functions by the staff of ADNSW, who are employed by the NSW Public Service within the Department of Communities and Justice.

To work towards eliminating discrimination and promoting equality and equal treatment for everyone in NSW, we:

- answer enquiries
- investigate and resolve complaints, including through conciliation
- raise awareness about discrimination and its impacts
- grant exemptions to the Act
- contribute to public policy about discrimination issues.

Accessible and inclusive services

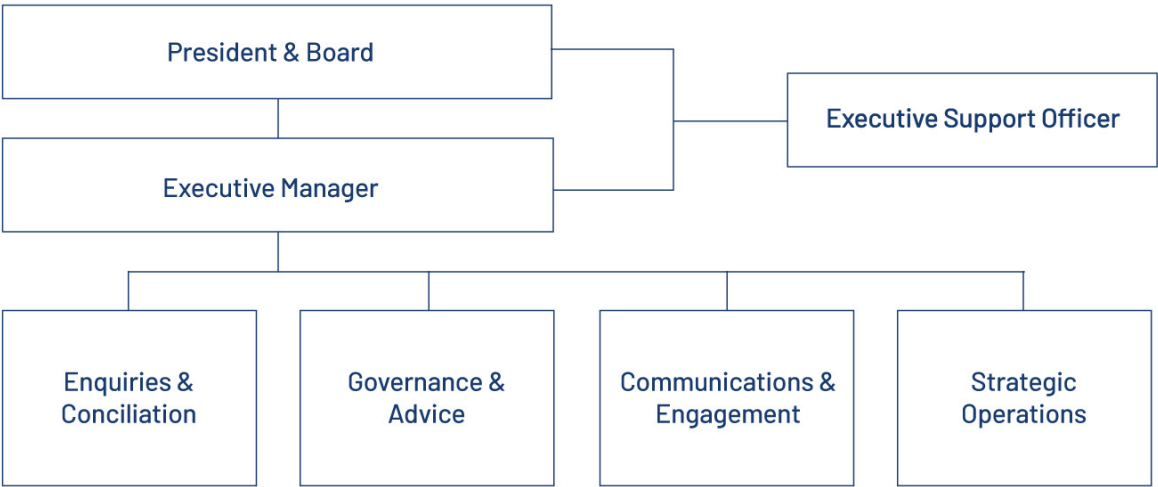
We are committed to ensuring our services and information are available to everyone. This includes people with disabilities and people from culturally and linguistically diverse (CALD) communities.

Anyone who needs an interpreter can contact us free of charge through the Translating and Interpreting Service (TIS National). Anyone who finds it hard to hear or speak on the phone can contact us free of charge through the National Relay Service (NRS).

The Act specifies that complaints of discrimination must be in writing. We accept complaints written in any language, including braille, and Auslan users can provide a video describing their complaint. We arrange translation and transcription.

Our website offers information and a complaint form in 22 community languages. Our explainer videos are in English, Auslan and a range of translated languages.

ADNSW structure as at 30 June 2023



Enquiries and Conciliation

The ADNSW Enquiries and Conciliation team answers enquiries and investigates and resolves complaints about discrimination, including through conciliation.

Governance and Advice

The ADNSW Governance and Advice team undertakes research and provides advice to the President, Board and government on discrimination issues and policy, including through submissions on proposed changes to the law. It assesses and processes applications for exemptions from the Act. It also manages any litigation involving ADNSW and responds to applications under the *Government Information (Public Access) Act 2009*.

Communications and Engagement

The ADNSW Communications and Engagement team develops and delivers community engagement and communication strategies including our website and social media. It also provides outreach services to Aboriginal and Torres Strait Islander communities.

Strategic Operations

The ADNSW Strategic Operations team provides corporate business services, including financial, health and safety, human resources and IT support.

Staff profile

As at 30 June 2023, we had 34 people employed in a range of full-time and part-time positions.

Our full human resources and workforce diversity information is reported through the Department of Communities and Justice.

Agreements and partnerships

Australian Council of Human Rights Authorities (ACHRA)

ADNSW is an active member of ACHRA, which includes all the state, territory and federal human rights and discrimination authorities.

Play by the Rules

We support and promote safe, fair and inclusive sport through our memorandum of understanding with Play by the Rules, which started in 2008. Play by the Rules provides information, resources, media campaigns and online learning. It was developed through collaboration between the Australian Sports Commission, Australian Human Rights Commission and all state and territory agencies responsible for sport and recreation, equal opportunity and anti-discrimination.

Legal Aid NSW

Since 2016, we have had an ongoing arrangement with Legal Aid NSW, through which we are able to refer eligible ADNSW clients to them for an independent, free legal advice service.

NSW Ombudsman

Since January 2022, we have an information sharing and complaint referral agreement with the NSW Ombudsman. This agreement helps ensure there is no 'wrong door' for clients, and that complaints are investigated or otherwise resolved in the most effective manner.

Answering enquiries

Number of enquiries responded to this year

2,560

Disability is the most common type of discrimination enquired about, followed by race.

Our free enquiry service responds to telephone and written enquiries, most received by email or through the online form on our website. We provide general information about the protections in the *Anti-Discrimination Act 1977* and the complaints process, and when appropriate we also refer people to other services.

Enquiries received in 2022-23

In 2022-23, our enquiry service responded to 2,560 enquiries. While down slightly from 2,862 in the previous financial year, we note that in 2021-22 we received a large number of COVID-related enquiries. Taking this into consideration, our enquiries are generally increasing over time.

Of these, 84% (2,150) were made by phone (up from 77%). We received 407 written enquiries, mostly by email (228) and webform (169).

We received 104 enquiries from people who identified as Aboriginal or Torres Strait Islander, most by phone. This represents 4.1% of all enquiries received (up from 3.4% last year).

Disability remained the most common type of discrimination enquired about, with 684 (26.7%) enquiries this year. This ground has consistently accounted for the highest number of enquiries since 2007. Disability discrimination was most often mentioned in relation to the provision of goods and services (275 enquiries), employment (228), education (53) and accommodation (46).

Race discrimination was the second most common type of discrimination mentioned in enquiries, with 365 enquiries (14.3%). Of these, 46% related to race discrimination in employment.

Sex discrimination (which includes pregnancy and breastfeeding) was the third most common ground with 200 enquiries, most in employment.

We received more than 800 enquiries (34.5%) about conduct not covered by the Act. As in previous years, many related to conduct occurring in employment or the provision of goods and services, but unrelated to a protected ground (such as race, sex and so on). This represents a smaller percentage of total enquiries than previous years, and we continue to work on our communications and community engagement to raise awareness about what constitutes unlawful discrimination in NSW.

For data about all enquiries, see **Appendix 1: Enquiries by type of discrimination and public area 2022-23**.

Investigating and resolving complaints

The Act defines the matters that can be the subject of a valid complaint and sets out the steps that ADNSW takes in managing a complaint. A complaint can be declined at any stage of the process for a range of reasons set out in the Act.

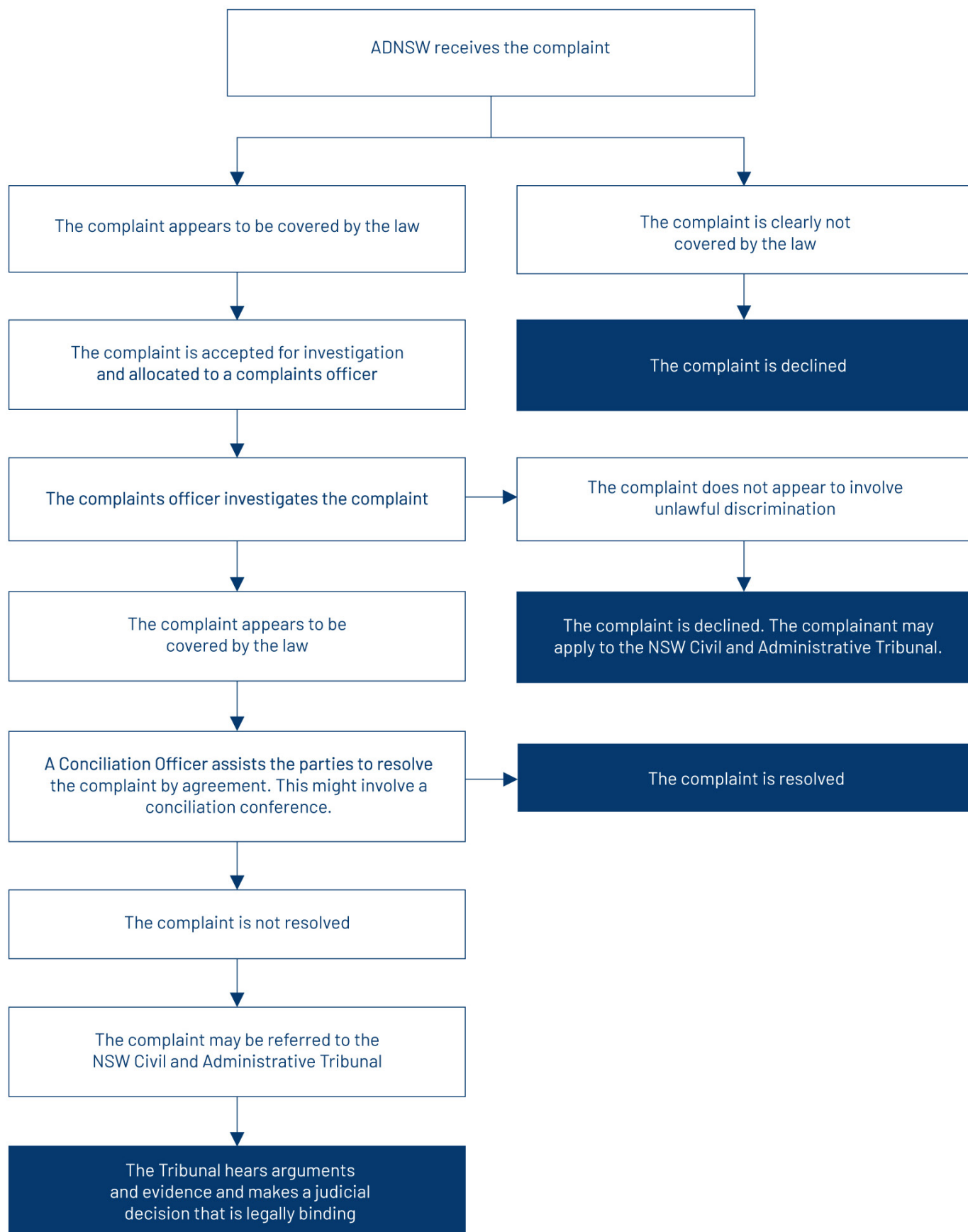
Following acceptance, a complaint is allocated to an ADNSW officer who investigates the complaint through contact with the complainant and the respondent (the person or organisation complained about). ADNSW is impartial and does not act as an advocate for either party.

Our administrative investigation relies on the parties supplying information about the allegations. We do not have the power to examine witnesses or determine the authenticity of documents. We cannot make findings of fact or law.

We help people to resolve disputes under the Act through informal, alternative dispute resolution. Where possible we try to deal with matters informally and resolve things early. We help people to resolve real problems affecting their daily lives, including employment, housing, education, health services, and goods and services.

If a complaint is not resolved, the complainant can ask for it to be referred to the NSW Civil and Administrative Tribunal (NCAT) for a decision.

Our complaints process



Conciliation

Conciliation is an informal process that we can use to allow complainants and respondents to tell their stories, listen to each other and come to an agreed outcome. An ADNSW Conciliation Officer helps the participants explore ways and options to resolve the issue. As part of the process, we may conduct a conciliation conference by phone, video or in person. Conciliation can also be done without a conference, with the Conciliation Officer sharing information between the participants.

Number of complaints
received this year

1,833

Complaints received in 2022-23

We received 1,833 complaints this year, up from 1,626 last year and the highest number in decades.

Disability discrimination continues to be the most common ground for complaints, accounting for 519 (28.3%) this year. Of these, most were in the provision of goods and services and in employment.

Race discrimination was the second most common ground of discrimination raised in complaints. We received 306 race discrimination complaints (16.7%).

Victimisation was the third most common complaint, with 267 complaints (14.6%).

We also received 170 complaints of sex discrimination (9%), which includes pregnancy and breastfeeding.

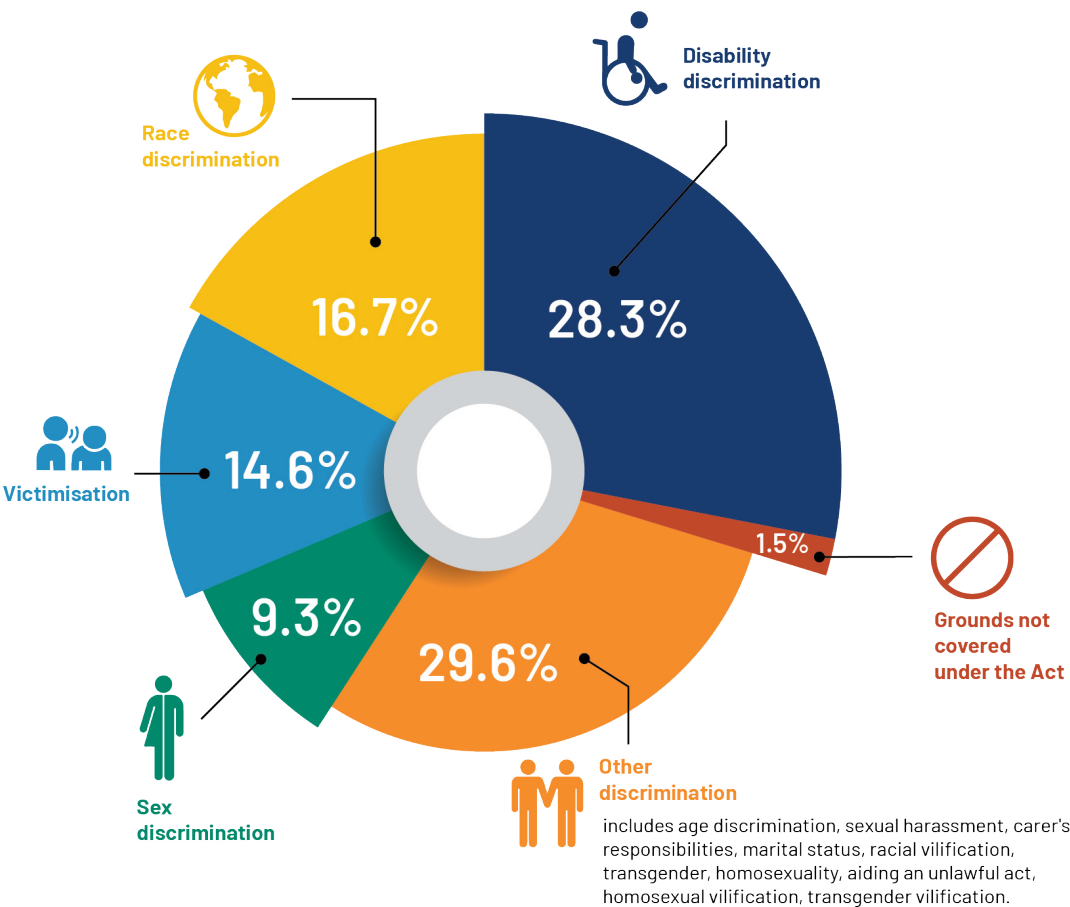
This year, the area of public life most complained about was the provision of goods and services (793 complaints or 43.3%) followed by employment (663 complaints or 36.2%). This is a change from previous years, where employment has generally been the most common area for complaints. Goods and services complaints were up from 633 in 2021-22.

The most common grounds for complaints in the provision of goods and services were disability (37.1%) and race (18.8%).

Employment was still the most common area for complaints on the ground of sex, as well as sexual harassment complaints. Most employment complaints related to work environment and harassment, followed by dismissal and then recruitment.

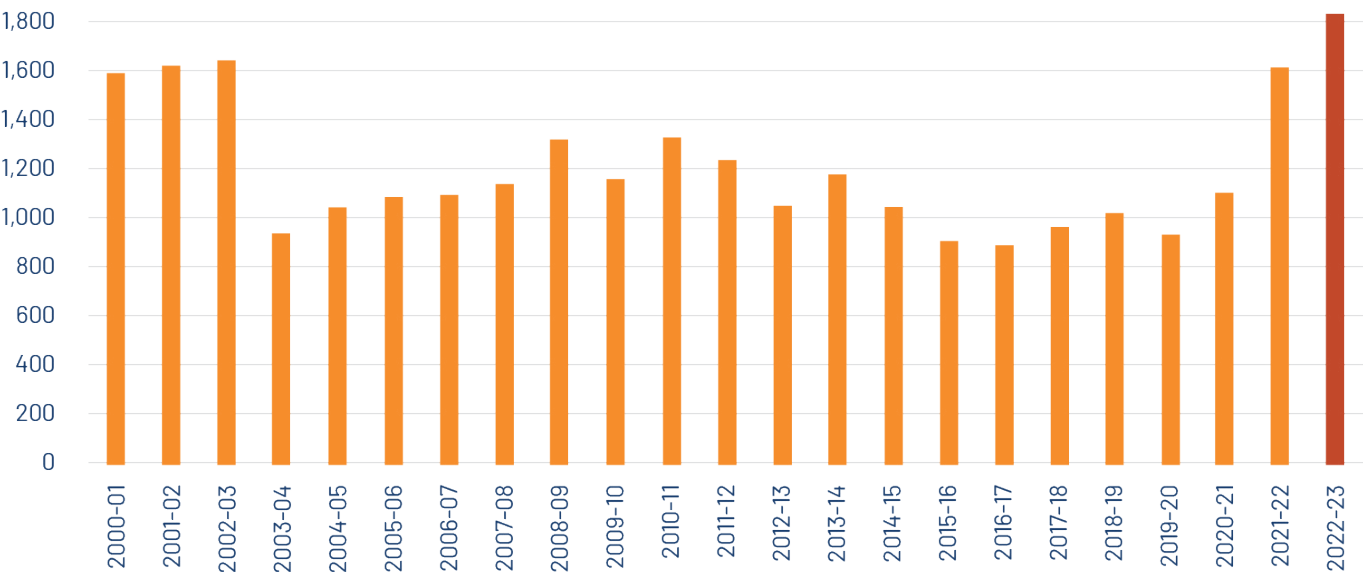
For data about all complaints, see [Appendix 2: Complaints by type of discrimination and public area 2022-23](#).

Figure 1: Most common complaints by type of discrimination 2022-23



*For detailed information, see Appendix 2: Complaints by type of discrimination and public area 2022-23

Figure 2: Number of complaints received 2000-01 to 2022-23



Complaints by Aboriginal and Torres Strait Islander people

This year, we handled 159 complaints from people who identified as Aboriginal or Torres Strait Islander, which represents 8.7% of all complaints received. This was up from 78 complaints (4.8%) in 2021-22.

The most common type of discrimination raised was race discrimination (49 complaints). The most common areas of complaint were the provision of goods and services and employment.

For detailed information, see **Appendix 2A: Enquiries and complaints by Aboriginal and Torres Strait Islander people 2022-23**.

Complaints finalised in 2022-23

We work to provide an effective and efficient complaint handling service, prioritising complaints and finalising them as quickly as possible. A finalised complaint is one that is resolved, referred to the NSW Civil and Administrative Tribunal (NCAT), declined, withdrawn or abandoned.

In 2022-23, we finalised 95% of accepted complaints within 12 months of receipt and 99% within 18 months of receipt. The average time taken to finalise a complaint was 4.5 months.

We give priority to complaints where someone's current employment or housing, for example, may be at risk and these are generally finalised more quickly.

Table 1: Outcome of complaints finalised in 2022-23

Outcomes	Number	Percentage
Settled (before, at or after conciliation)	162	11.1%
Referred to NCAT	126	8.6%
Declined after assessment – s89B	457	31.2%
Declined after investigation – s92	113	7.7%
Declined after investigation and referred to NCAT	29	2.0%
Withdrawn – s92B	240	16.4%
Abandoned – s92C	337	23.0%
Total	1,464	100%

Service complaints

We welcome feedback including complaints about the quality of our services and are committed to continuous improvement. In 2022-23 we received eight service complaints (down from nine the previous year) – seven about decisions we made in accordance with our legislation and one which was a disagreement with the procedures we follow.

Raising awareness

We provide Aboriginal and Torres Strait Islander outreach, and focus on other identified priority areas for community engagement including disability, multicultural, youth and LGBTQ+.

Our community engagement team is busy, connecting and working with diverse groups in the community to raise awareness about discrimination, its impacts and the services available to help people who experience it.

We provide Aboriginal and Torres Strait Islander outreach, and focus on other identified priority areas for community engagement including disability, multicultural, youth and LGBTQ+.

We have been working to increase our profile in regional areas of the state, including engaging with Multicultural NSW, Legal Aid NSW and NSW Fair Trading to tie in with their regional engagement strategies.

We arranged and participated in a wide range of in-person and online meetings and events, including conferences, workshops, training sessions and webinars.

Aboriginal and Torres Strait Islander outreach

We raise awareness in Aboriginal and Torres Strait Islander communities across NSW about rights and responsibilities under the *Anti-Discrimination Act 1977* and the services available to support people who experience discrimination. We offer culturally safe advice and support to Aboriginal and Torres Strait Islander people with discrimination enquiries and complaints.

This year we ran a range of community information sessions, including sessions at Nepean Hospital in Penrith and at Minto Neighbourhood Centre (in partnership with Corrective Services NSW).

We play an active role in the Good Service Mob, a collaboration of staff from complaint-handling agencies who help Aboriginal and Torres Strait Islander people understand their rights as consumers, and the services available to them.

Good Service Mob forums are held in partnership with other agencies, to provide information and services to Aboriginal and Torres Strait Islander communities across NSW. This year the Good Service Mob travelled to Bega for a community event. ADNSW, the Good Service Mob and Neami National also partnered with Corrective Services to open a community hub at Minto Community Centre for Aboriginal and Torres Strait Islander people and their family who have connections with Community Corrections. The hub offers a safe place to have a yarn and access services.

We are part of the Energy and Water Ombudsman Reconciliation Action Plan working group. We participated in a range of stakeholder and inter-agency meetings, including Western Sydney Koori Interagency, Better Regulation Division Aboriginal Community Voice Network and Aboriginal Workers Circle Inner West.

On 26 January, we had a stall at the annual Yabun Festival, the largest one-day gathering and recognition of Aboriginal and Torres Strait Islander cultures in Australia.

In the lead-up to The Voice referendum, we worked with Lifeline's 13YARN to produce a resource to help people in NSW, particularly Aboriginal and Torres Strait Islander people, to protect their mental health and report race discrimination or racial vilification. We launched the '6 ways to look after yourself and mob during The Voice referendum debate' resource at a special event on 28 June 2023. See *Highlights 2022-23* on page 7 for more details and photos.

At our Refugee Week event in June 2023, we launched a brochure about our services in 22 community languages.

People with disability

We engaged with stakeholders about disability discrimination in employment. In September 2022, we launched a series of podcasts and videos about workplace adjustments in the public service. See *Highlights 2022-23* on page 6 for details.

ADNSW was represented on an International Day of People with Disability panel at an online forum hosted by Relationships Australia in December 2022, on the topic *Not all disabilities are visible*. We also presented a webinar for Legal Aid NSW community workers.

Multicultural communities

We work with diverse community groups, community leaders and other organisations across NSW to raise awareness of anti-discrimination laws and available services and resources.

Despite race discrimination consistently being the second most common type of discrimination complaint lodged with ADNSW, our community consultations identified some barriers to reporting.

One of these was a need for more in-language information to help culturally and linguistically diverse (CALD) communities better understand anti-discrimination law and ADNSW services. So, in November 2022 we launched a series of explainer videos about ADNSW and the complaint process translated into some of the most spoken languages in NSW – Arabic, Vietnamese, Cantonese, Mandarin and Korean. A range of multicultural media were included in the launch.

The videos added to the translated information resources on our website including ADNSW's complaint form available in 22 community languages. Our community languages webpage was viewed more than 2,500 times in 2022-23, with the most popular being the Arabic, Chinese, Vietnamese and Italian resources.

At our Refugee Week event in June 2023, we launched a brochure about our services in 22 community languages. See *Highlights 2022-23* on page 7 for details and photos.

In February 2023, we ran an online information and discussion session for Pacific communities in NSW. Approximately 45 people attended, with many sharing their experiences of race discrimination and barriers to reporting it.

ADNSW has developed an inclusive recruitment research project to help understand the experiences and barriers faced by CALD communities in recruitment. With funding from the Department of Communities and Justice Innovation Fund Program, we are working with social research experts at The Insight Centre to identify obstacles people from CALD communities face when seeking a job, including in the application, interview and assessment processes. It will also explore how public sector agencies can attract more culturally diverse job applicants, who may not have considered a career in the public sector.

We continued work on our African community engagement plan to better understand the discrimination affecting these communities and help empower them to access services to address it. We established a project reference group and have been consulting regularly. This group is also giving input to our inclusive recruitment research.

We know that equity and discrimination are among the top concerns reported by young people in NSW (Mission Australia Youth Survey 2022).

Young people

We know that equity and discrimination are among the top concerns reported by young people in NSW (Mission Australia Youth Survey 2022).

We consult with young people, overseas students, local councils, youth agencies and youth sector workers. We run youth workshops and work closely with the Advocate for Children and Young People and their Youth Advisory Council, as well as the Office of Regional Youth and their Youth Taskforce.

This work helps us to better understand young peoples' experiences of discrimination, as well as the resources that they need from us and how they prefer to access them. We raise awareness among younger people of their rights and responsibilities under the Act.

Gender diversity

In 2022-23, ADNSW received 34 complaints of homosexual discrimination (up from 14 in 2021-22) and 19 complaints of transgender discrimination, as well as 25 complaints of homosexual vilification (up from 5), 21 complaints of transgender vilification (up from 4) and a complaint of HIV/AIDS vilification.

ADNSW consults with community and other stakeholders to understand the discrimination issues that people face because of their homosexuality or transgender status and help to ensure that services and organisations are inclusive and respectful.

We help raise awareness of anti-discrimination law and services at events, interagency meetings, workshops and training courses. We work with a range of organisations and community groups, including Rainbow Families (a voice for lesbian, gay, bisexual, transgender and queer parents and their kids); Twenty10 (supporting young LGBTIQ+ people) and leading HIV and LGBTQ+ health organisation ACON.

We partnered with The Gender Centre to run a Legal Aid NSW community workers webinar to mark International Transgender Day of Visibility in April 2023, and staff training on working with transgender clients.

Carers

Treating someone less favourably because of their responsibilities as a carer is against the law at work in NSW. The law protects people who support or care for their child (including a stepchild, adopted child or foster child), a child or adult for whom they are a guardian, or a family member.

In 2022-23 we received 28 complaints of carer's discrimination in employment. We work with Carers NSW to provide information, education and training to support carers, and have facilitated workshops for young and adult carers. We are working together on a Carer Rights Education Project, including online fact sheets.

We featured young and adult carer stories in our online newsletter Equal Time to highlight Carers Week in October 2022.

Communications

We are committed to educating people about anti-discrimination legislation so they can recognise discrimination and know where to report it.

We use a range of digital and traditional channels to:

- inform, connect and engage with diverse communities across NSW
- promote the role, free services and activities of ADNSW
- raise awareness of discrimination and its impacts
- influence attitudes and behaviour and promote equity and inclusion.

These included:

- monthly Equal Time newsletter
- media releases
- website content including case studies and news stories
- Facebook, LinkedIn and Twitter posts
- social media toolkits for stakeholders to share our messages.

We continued to broaden our reach to more people in more areas across the state – including in Aboriginal and Torres Strait Islander and CALD communities.

News and media

ADNSW was mentioned in approximately 200 different online and print publications this year. This ranged from major national media including the ABC, SBS TV, The Australian, Channel 9 News and MSN Australia, to local news outlets in all areas across NSW and in other states and territories. Our role and services were also covered in a diverse range of multicultural, youth and targeted professional and lifestyle publications.

Website

The ADNSW website is an important and trusted source of truth for information about discrimination and the law for the people of NSW.

In 2022-23, the website attracted around 103,000 users, 138,000 sessions and 360,000 page views. New visitors accounted for approximately 86%.

We added to the resources available on our website in different community languages. Our fact sheets and growing collection of videos and podcasts were well used.

The top three most-visited pages (after our homepage) were:

1. Types of discrimination
2. Your rights and responsibilities as an employer
3. How to make a complaint

Website page views 2022-23

359,798

Our Facebook, LinkedIn and Twitter pages and posts help us to connect with diverse people and community groups, to raise awareness about discrimination, the law and ADNSW services, resources and activities.

Social media

Social media is a vital part of our communications and engagement strategy, allowing us to reach a broad audience at minimal cost.

Our Facebook, LinkedIn and Twitter pages and posts help us to connect with diverse people and community groups, to raise awareness about discrimination, the law and ADNSW services, resources and activities.

Our total followers increased to 4,600 this year. LinkedIn showed the strongest growth, with a 37% increase in our LinkedIn followers.

Monthly newsletter

We produced 12 editions of our email newsletter, Equal Time, which included a range of interviews, case studies, news and community resources. We ended the year with 1,280 subscribers, up slightly from 2021-22.

Granting exemptions and certifications

The Act makes certain types of discrimination in certain public places against the law. It also sets out exceptions where discrimination is allowed.

Exemptions and certifications help to improve access to jobs, programs, services, or facilities for certain groups of people. Exemptions are generally granted when the proposed action will promote equal opportunity for groups that experience discrimination.

Exemptions – section 126

An exemption is an approval granted under section 126 of the Act, to help improve access to specific jobs, programs or services for certain groups of people.

Exemptions generally relate to employment and recruitment, for example, targeted jobs or recruitment programs for a particular group already protected by the Act.

ADNSW continues to receive a high number of exemption applications. In 2022-23 we received 77 applications for exemptions, including four applications to vary an existing exemption and we granted 58 exemptions during the financial year.

Most exemptions granted related to education, training and employment of Aboriginal and Torres Strait Islander people (48 exemptions or 83%*), education, training and employment of women (20 exemptions or 34%*), with some also relating to employment of people with disability (six exemptions or 10%*). We received applications from the private sector, government departments, local councils, universities and non-government organisations.

ADNSW also reviewed compliance reports on exemptions, to monitor effectiveness.

*Please note: Percentages total more than 100% as some exemptions related to multiple grounds.

Certifications – section 126A

Certification is an approval granted by the NSW Attorney General under section 126A of the Act, certifying special needs programs, activities or facilities that promote access for certain groups of people affected by unlawful discrimination.

During 2022-23, there were four applications for certification under section 126A and the Attorney General granted three of these during the financial year.

For a full list of exemptions and certifications, see **Appendix 3: Granted exemptions and certifications 2022-23.**

Advising government about discrimination issues

ADNSW works closely with internal and external stakeholders to raise awareness about discrimination and its impacts, and to contribute to the development of public policy. We provided feedback in response to ministerial questions and correspondence, and provided advice on law reform and policy as required.

During 2022-23, we considered the impact of proposed laws, made submissions and provided input on various issues.

We consulted with the Department of Communities and Justice (DCJ) in relation to amendment of the *Anti-Discrimination Act 1977* to prohibit religious vilification. The *Anti-Discrimination Amendment (Religious Vilification) Act 2023* will come into force on 12 November 2023.

This year, we welcomed the Attorney General's referral of the *Anti-Discrimination Act 1977* to the NSW Law Reform Commission. ADNSW is assisting the Commission and helping spread the word about its call for preliminary submissions on the Terms of Reference for the review.

ADNSW is also consulting with DCJ and the Ministry of Health in relation to the NSW Government's election commitment to ban LGBTQ+ conversion practices. We are looking at other Australian jurisdictions to understand different approaches to this issue.

We made submissions to various other law reform processes and consultations, including the NSW Electoral Commission review into Technology Assisted Voting and the Australian Law Reform Commission Inquiry into Religious Educational Institutions and Anti-Discrimination Laws.

ADNSW regularly liaises with DCJ and other government departments. This year, we participated in a sexual harassment prevention project and other Public Service Commission initiatives arising from the Respect@Work Report. We are an active member of the NSW Community Resilience and Response Plan (COMPLAN) Committee, chaired by Multicultural NSW.

Financial report

This year, our total cost of services shows an underspend of \$215,264, representing 5% of our budget. The underspend was due to savings in telecommunications, travel, postage and utilities.

Our other operating expenses budget went mostly towards community engagement and staff professional development activities.

Table 2: Full year financials 2022-23

Anti-Discrimination NSW	Actual \$	Budget \$	Variance \$	Variance %
Employee related	3,726,568	3,782,784	56,216	1%
Other operating	578,853	682,938	104,085	15%
Total expenses (before non-cash items)	4,305,421	4,465,722	160,301	4%
Net cost of services (before non-cash items)	4,305,045	4,465,722	160,677	4%
Crown liabilities	81,934	108,984	27,050	25%
Depreciation	95,429	123,230	27,801	23%
TOTAL NET COST OF SERVICES	4,482,672	4,697,936	215,264	5%

Policy attestations

ADNSW is a small statutory body that operates under the umbrella of the Department of Communities and Justice (DCJ).

We are supported in key functions such as human resources, internal audit and risk management, asset management and information technology including cyber security by DCJ.

Appendices

Appendix 1: Enquiries by type of discrimination and public area 2022-23

		Not applicable												
Type of discrimination		Employment	Goods & services	Accommodation	Education	Clubs	Qualifying bodies	Racial vilification	Homosexual vilification	HIV/AIDS vilification	Transgender vilification	Area not covered	Total	%
	Disability	228	275	46	53	10	1					71	684	26.7%
	Sex – includes pregnancy and breastfeeding	134	31	6	7	4	0					18	200	7.8%
	Sexual harassment	60	2	1	0	2	0					6	71	2.8%
	Race	169	91	20	28	9	0					48	365	14.3%
	Age	54	51	14	4	4	0					12	139	5.4%
	Carer's responsibilities	51										5	56	2.2%
	Homosexuality	16	4	2	3	0	0					2	27	1.1%
	Transgender	12	14	0	5	1	0					6	38	1.5%
	Victimisation	27	8	4	3	0	0					3	45	1.8%
	Marital status	1	9	1	0	0	0					1	12	0.5%
	Racial vilification							23				0	23	0.9%
	Homosexual vilification								9			0	9	0.4%
	Transgender vilification										7	0	7	0.3%
	Ground not covered	163	121	23	18	8	2					549	884	34.5%
Total		915	606	117	121	38	3	23	9	0	7	721	2,560	100%
%		35.7%	23.7%	4.6%	4.7%	1.5%	0.1%	0.9%	0.4%	0.0%	0.3%	28.2%	100%	

Appendix 2: Complaints by type of discrimination and public area 2022-23

✗ Not applicable

		Employment	Goods & services	Accommodation	Education	Clubs	Qualifying bodies	Racial vilification	Homosexual vilification	HIV/AIDS vilification	Transgender vilification	Area not covered	Total	%
Type of discrimination	Disability	141	294	18	32	8	1	✗	✗	✗	✗	25	519	28.3%
	Sex – includes pregnancy and breastfeeding	86	56	6	4	6	1	✗	✗	✗	✗	11	170	9.3%
	Sexual harassment	68	17	0	7	1	0	✗	✗	✗	✗	4	97	5.3%
	Race	112	149	8	20	4	3	✗	✗	✗	✗	10	306	16.7%
	Age	52	73	19	3	2	0	✗	✗	✗	✗	6	155	8.5%
	Carer's responsibilities	28	2	0	0	0	0	✗	✗	✗	✗	5	35	1.9%
	Homosexuality	16	12	5	0	1	0	✗	✗	✗	✗	0	34	1.9%
	Transgender	3	10	0	4	0	0	✗	✗	✗	✗	2	19	1.0%
	Victimisation	111	104	4	16	2	0	✗	✗	✗	✗	30	267	14.6%
	Marital status	14	27	11	0	1	1	✗	✗	✗	✗	6	60	3.3%
	Racial vilification	11	16	1	2	0	0	44	✗	✗	✗	6	80	4.4%
	Homosexual vilification	7	6	0	0	0	0	✗	12	✗	✗	0	25	1.4%
	HIV/AIDS vilification	0	1	0	0	0	0	✗	✗	0	✗	0	1	0.1%
	Transgender vilification	0	9	0	1	0	0	✗	✗	✗	10	1	21	1.1%
	Aiding an unlawful act	7	6	1	0	0	0	✗	1	✗	2	0	17	0.9%
	Ground not covered	7	11	0	2	0	0	✗	✗	✗	✗	7	27	1.5%
	Total	663	793	73	91	25	6	44	13	0	12	113	1,833	100%
	%	36.2%	43.3%	4.0%	5.0%	1.4%	0.3%	2.4%	0.7%	0.0%	0.7%	6.2%	100%	

Appendix 2A: Enquiries and complaints by Aboriginal and Torres Strait Islander people 2022-23

Enquiries by Aboriginal and Torres Strait Islander people 2022-23

Type of enquiry	All enquiries	Aboriginal and Torres Strait Islander enquiries	% of all enquiries
Phone	2,151	94	4.4%
Written	409	10	2.4%
Total	2,560	104	4.1%

Complaints by Aboriginal and Torres Strait Islander people by type of discrimination and public area 2022-23

		Employment	Goods & services	Accommodation	Education	Clubs	Racial vilification	Area not covered	Total	%
Type of discrimination	Disability	15	14	1	1	1		0	32	20.1%
	Sex – includes pregnancy and breastfeeding	5	4	0	0	0		1	10	6.3%
	Sexual harassment	4	2	0	0	0		0	6	3.8%
	Race	19	24	0	3	1		2	49	30.8%
	Age	1	3	0	2	1		0	7	4.4%
	Carer's responsibilities	1						0	1	0.6%
	Homosexuality	0	0	0	0	1		0	1	0.6%
	Transgender	0	1	0	0	0		0	1	0.6%
	Victimisation	16	10	0	1	1		0	28	17.6%
	Marital status	1	6	0	0	0		1	8	5.0%
	Racial vilification	3	3				7	2	15	9.4%
	Aiding an unlawful act	0	1	0	0	0		0	1	0.6%
	Total	65	68	1	7	5	7	6	159	
	%	40.9%	42.8%	0.6%	4.4%	3.1%	4.4%	3.8%		

Appendix 3: Granted exemptions and certifications 2022-23

Granted exemptions

Organisation	Description	Sections	Granted/varied	
AFL SportsReady Ltd	To advertise, designate and recruit: <ul style="list-style-type: none"> up to 60 traineeship, cadetship, and employment positions per year for Aboriginal and Torres Strait Islander persons only, the role of Aboriginal and Torres Strait Islander Mentor. 	8 & 51	Granted	
			Decision date	14/11/2022
			Length	5 years
			Expiry	13/11/2027
AMES Australia	To advertise, designate and recruit up to 15 frontline roles for Aboriginal and or Torres Strait Islander persons only in pursuit of a 3% Aboriginal and Torres Strait Islander workforce participation rate.	8 & 51	Granted	
			Decision date	14/11/2022
			Length	5 years
			Expiry	13/11/2027
Apprenticeship Careers Australia	To advertise, designate and recruit up to: <ul style="list-style-type: none"> 15 positions per year for Aboriginal and Torres Strait Islander women only 25 positions per year for Aboriginal and Torres Strait Islander persons only 100 positions per year for women only. 	8, 10, 25, 27 & 51	Granted	
			Decision date	31/8/2022
			Length	10 years
			Expiry	30/8/2032
APRA AMCOS	To advertise, designate, recruit and employ all positions within its National Aboriginal and Torres Strait Islander Music Office (NATSIMO) for Aboriginal and Torres Strait Islander persons only.	8 & 51	Granted	
			Decision date	28/3/2023
			Length	10 years
			Expiry	27/3/2033
Australia & New Zealand Banking Group Limited (ANZ) and its wholly owned subsidiaries	To designate, recruit and promote women only for roles in its Institutional Division.	25, 26 & 51	Granted	
			Decision date	13/2/2023
			Length	5 years
			Expiry	12/2/2028
Australia and New Zealand Banking Group Limited (ANZ) and its wholly owned subsidiaries	To advertise, recruit and employ an Aboriginal and/ or Torres Strait Islander person in the position of Indigenous Small Business Manager.	8 & 51	Granted	
			Decision date	15/12/2022
			Length	5 years
			Expiry	14/12/2027
Australian Catholic University	To advertise, designate and recruit roles for Aboriginal and Torres Strait Islander persons only in pursuit of a 3% Aboriginal and Torres Strait Islander workforce participation rate.	8 & 51	Granted	
			Decision date	17/8/2022
			Length	5 years
			Expiry	16/8/2027

Organisation	Description	Sections	Granted/varied	
Ballina Shire Council and HGT Australia Ltd (T/A Novaskill)	To advertise, designate and recruit 10 traineeships and apprenticeships positions for women only in the Corporate and Community, Civil Services and Planning and Environmental Health Divisions.	25 & 51	Varied	
			Decision date	16/12/2022
			Length	fixed term
			Expiry	15/2/2026
Bathurst Regional Council	To designate, recruit and employ an Aboriginal and/or Torres Strait Islander person only as an Animal Welfare Trainee.	8 & 51	Granted	
			Decision date	10/2/2023
			Length	3 years
			Expiry	9/2/2026
Bathurst Regional Council	To designate, recruit and employ an Aboriginal and/or Torres Strait Islander persons only as a trainee Environmental Health Officer.	8 & 51	Granted	
			Decision date	31/1/2023
			Length	8 years
			Expiry	30/1/2031
Bellingen Shire Council	To designate, advertise and recruit an Aboriginal and/or Torres Strait Islander person only for the role of Indigenous Liaison Officer.	8 & 51	Granted	
			Decision date	22/6/2023
			Length	2 years
			Expiry	21/6/2025
Carers NSW	To designate, advertise and recruit for Aboriginal and Torres Strait Islander persons only: <ul style="list-style-type: none"> up to six trainee positions for Carer Services, Peer Support and Coaching, Community Engagement and Communications Multiple Aboriginal Outreach workers Practice Specialist. 	8 & 51	Granted	
			Decision date	6/12/2022
			Length	3 years
			Expiry	5/12/2025
Carrie's Place Domestic Violence and Homelessness Services Incorporated	To: <ul style="list-style-type: none"> designate, advertise and recruit for Aboriginal and/or Torres Strait Islander management committee members only give one additional day of leave during National Aborigines and Islanders Day Observance Committee (NAIDOC) week for Aboriginal and Torres Strait Islander people only 	8 & 51	Granted	
			Decision date	7/7/2022
			Length	10 years
			Expiry	6/7/2032
Cessnock City Council	To advertise, designate and recruit positions for Aboriginal and Torres Strait Islander persons only to achieve a 7% Aboriginal and Torres Strait Islander workforce participation rate.	8 & 51	Granted	
			Decision date	24/11/2022
			Length	10 years
			Expiry	23/11/2032
City of Parramatta	To designate, advertise and recruit the positions of Administration Support Officer and Community Capacity Building Lead for Aboriginal and Torres Strait Islander persons only.	8 & 51	Granted	
			Decision date	22/6/2023
			Length	10 years
			Expiry	21/6/2033

Organisation	Description	Sections	Granted/varied	
City of Sydney Council	To advertise, recruit and employ Aboriginal and Torres Strait Islander persons only in the position of Program Coordinator, part of the City's Cultural Programs and Services Business Unit.	8 & 51	Granted	
			Decision date	10/2/2023
			Length	5 years
			Expiry	9/2/2028
City of Sydney Council	To advertise, designate and recruit for the position of Centre Manager Redfern Community Centre for an Aboriginal or Torres Strait Islander person only.	8 & 51	Granted	
			Decision date	7/7/2022
			Length	5 years
			Expiry	6/7/2027
CyberCX	To: <ul style="list-style-type: none"> conduct targeted advertising of women only to support their entry into the All-Women Academy Program in support of advancement and promotion of women in cyber security offer graduate positions of Associate Consultants in Strategy and Consulting, Governance Risk and Compliance and Managed Security Services for women only in pursuance of a 50% workforce participation rate. 	25 & 51	Granted	
			Decision date	8/6/2023
			Length	5 years
			Expiry	7/6/2028
DeadlyScience	To advertise, designate and recruit positions for Aboriginal and Torres Strait Islander persons only in pursuit of a 70% Aboriginal and Torres Strait Islander workforce participation rate.	8 & 51	Granted	
			Decision date	9/1/2023
			Length	3 years
			Expiry	8/1/2026
Department of Communities and Justice	To provide targeted programs and recruitment for Aboriginal and Torres Strait Islander people, women, people with a disability, carers, people from racial, ethnic, ethno-religious minority group backgrounds, and refugees and asylum seekers who are eligible to work in Australia.	8, 10, 25, 27, 49D, 49F, 49V, 49X, 51	Granted	
			Decision date	7/6/2023
			Length	10 years
			Expiry	6/6/2033
Department of Regional NSW	To: <ul style="list-style-type: none"> advertise, designate and recruit for leadership positions and create a talent pool of eligible candidates for Aboriginal and Torres Strait Islander people only in pursuance of its goal of a 6% workforce participation rate develop talent pools of candidates with a specific disability for Policy and Project roles advertise, designate and recruit for pipeline roles and up to 45% leadership roles for women only. 	8, 10, 25, 27, 49D, 49F & 51,	Granted	
			Decision date	30/5/2023
			Length	3 years
			Expiry	29/5/2026
Dubbo Regional Council	To advertise, designate and recruit the position of Aboriginal Cultural Development Officer for an Aboriginal or Torres Strait Islander person only.	8 & 51	Granted	
			Decision date	31/8/2022
			Length	5 years
			Expiry	30/8/2027

Organisation	Description	Sections	Granted/varied	
Essential Energy	To designate, advertise and recruit approximately 30% of all Early Talent Pathway positions for female applicants only in pursuance of a 30% women workforce participation rate.	25 & 51	Granted	
			Decision date	9/6/2023
			Length	10 years
			Expiry	8/6/2033
Financial Rights Legal Centre	To advertise, recruit and employ an Aboriginal and/or Torres Strait Islander person only as Director of Mob Strong Help.	8 & 51	Granted	
			Decision date	13/1/2023
			Length	10 years
			Expiry	12/1/2033
Foodbank NSW & ACT Limited	To advertise, designate and recruit the position of Regional Food Relief Coordinator for an Aboriginal and Torres Strait Islander person only.	8 & 51	Granted	
			Decision date	8/8/2022
			Length	2 years
			Expiry	7/8/2024
Football Australia	To advertise, designate and recruit up to 48 paid internships for women aged between 18 to 28 only in the areas of Photography, Videography, Communications and Digital Media, and Broadcasting.	25, 27, 49ZYD, 51	Granted	
			Decision date	21/9/2022
			Length	2 years
			Expiry	20/9/2024
Goulburn Mulwaree Council	To advertise, recruit and employ an Aboriginal or Torres Strait Islander person in an Environmental Health Officer Traineeship position.	8 & 51	Granted	
			Decision date	12/5/2023
			Length	10 years
			Expiry	11/5/2033
Grant Samuel Services Pty Limited	To advertise, recruit and provide up to two corporate finance internships per year for women only.	25 & 51	Granted	
			Decision date	7/7/2022
			Length	10 years
			Expiry	6/7/2032
Grata Fund	To advertise, designate, and recruit the position of Senior Campaigner for an Aboriginal or Torres Strait Islander person only.	8 & 51	Granted	
			Decision date	16/12/2022
			Length	10 years
			Expiry	15/12/2032
Hunter Water Corporation	To advertise, designate and recruit roles for women only in pursuance of a 50% workforce participation rate.	25 & 51	Granted	
			Decision date	29/3/2023
			Length	fixed term
			Expiry	31/12/2026

Organisation	Description	Sections	Granted/varied	
Intereach	To advertise, designate and recruit up to seven positions of Aboriginal Community Transport Driver, Trainee Aboriginal Community Transport Driver and Child, Family and Community Worker for Aboriginal and Torres Strait Islander persons only.	8 & 51	Granted	
			Decision date	17/11/2022
			Length	5 years
			Expiry	16/11/2027
John Holland	<ul style="list-style-type: none"> To run women's leadership, career development and mentoring programs and initiatives for women only To advertise, designate, recruit and employ women only to meet 40% target for all roles and 25% target for Non-Traditional Roles To advertise, designate and provide scholarships for women only. 	25, 33 & 51	Granted	
			Decision date	15/2/2023
			Length	10 years
			Expiry	14/2/2033
K&L Gates	To advertise, recruit and employ up to six paid internships per year for Aboriginal and Torres Strait Islander people only.	8 & 51	Granted	
			Decision date	21/9/2022
			Length	5 years
			Expiry	20/9/2027
Lake Macquarie City Council	To designate, advertise and recruit for an Aboriginal Community Development Officer.	8 & 51	Granted	
			Decision date	16/6/2023
			Length	10 years
			Expiry	15/6/2033
Lake Macquarie City Council	To advertise, designate and employ an Aboriginal or a Torres Strait Islander person in the position of Arts Project Officer.	8 & 51	Granted	
			Decision date	29/3/2023
			Length	6 years
			Expiry	28/3/2029
Lake Macquarie City Council	To advertise, designate and recruit up to five Aboriginal or Torres Strait Islander persons and up to five women only for Trainee Works Assistants positions, and a junior cadetship in engineering for women only.	8, 25 & 51	Granted	
			Decision date	17/8/2022
			Length	5 years
			Expiry	16/8/2027
Link Wentworth Housing Ltd	<p>To advertise, designate and recruit the following roles for Aboriginal and Torres Strait Islander persons only:</p> <ul style="list-style-type: none"> one Sustainable Tenancy Specialist one Community Program Coordinator one Aboriginal Communities Coordinator. <p>To advertise, designate and recruit roles for Aboriginal and Torres Strait Islander persons only in pursuit of a 5% workforce participation rate by 2025.</p> <p>To implement First Nations Ceremonial Leave Policy for Aboriginal and Torres Strait Islander persons only.</p>	8 & 51	Granted	
			Decision date	14/3/2023
			Length	10 years
			Expiry	13/3/2033

Organisation	Description	Sections	Granted/varied	
McKinsey & Company	To advertise, designate and recruit up to: <ul style="list-style-type: none"> 20 management consultant internships or scholarships for women only five management consultant internships or scholarships for Aboriginal and Torres Strait Islanders only. 	8,19, 25, 33 & 51	Granted	
			Decision date	27/7/2022
			Length	10 years
			Expiry	26/7/2032
MG My Gateway	To designate and recruit up to 30 apprenticeships and traineeships per year for Aboriginal and Torres Strait Islander persons only.	8 & 51	Granted	
			Decision date	1/3/2023
			Length	5 years
			Expiry	29/2/2028
NSW Police Force	To: <ul style="list-style-type: none"> offer professional development programs and initiatives to women and Aboriginal and Torres Strait Islander persons only advertise, designate and recruit nine senior leadership positions for Aboriginal and Torres Strait Islander persons only. 	8, 25 & 51	Granted	
			Decision date	7/12/2022
			Length	fixed term
			Expiry	31/12/2025
Orange City Council	To advertise, designate and recruit the position of Horticulture Trainee for Aboriginal or Torres Strait Islander person only.	8 & 51	Granted	
			Decision date	17/8/2022
			Length	10 years
			Expiry	16/8/2032
People With Disability Australia	To advertise, designate and recruit: <ul style="list-style-type: none"> 30 women for a leadership program which includes 15 women mentors and 15 women mentees up to four Aboriginal and Torres Strait Islander people in the roles of Individual Advocate. 	8, 25 & 51	Granted	
			Decision date	21/3/2023
			Length	4 years
			Expiry	20/3/2027
Procter & Gamble Australia Pty Ltd	To advertise, designate, and recruit: <ul style="list-style-type: none"> up to 2 paid internships positions per year for Aboriginal and Torres Strait Islander persons only positions for Aboriginal and Torres Strait Islander persons only, in pursuit of a 5% Aboriginal and Torres Strait Islander workforce participation rate. 	8 & 51	Granted	
			Decision date	24/11/2022
			Length	5 years
			Expiry	23/11/2027
SFDC Australia Pty Ltd (Salesforce)	To advertise, designate and recruit the position of Reconciliation Action Plan Lead for an Aboriginal or Torres Strait Islander person only.	8 & 51	Granted	
			Decision date	6/12/2022
			Length	10 years
			Expiry	5/12/2032
Social Ventures Australia Limited (SVA)	To designate, advertise and recruit positions for Aboriginal and Torres Strait Islander persons only in pursuance of a 3% workforce participation rate.	8 & 51	Granted	
			Decision date	6/12/2022
			Length	5 years
			Expiry	5/12/2027

Organisation	Description	Sections	Granted/varied
Suncorp Group Limited	To advertise, designate and recruit for up to five information technology internships per year for women only.	25 & 51	Granted
			Decision date 31/1/2023
			Length 5 years
			Expiry 30/1/2028
Sydney Opera House Trust Staff Agency	To advertise, designate and recruit for one Aboriginal or Torres Strait Islander Graduate Accountant role.	8 & 51	Granted
			Decision date 7/7/2022
			Length 1 year
			Expiry 6/7/2023
Tamworth Regional Council	To advertise, designate and recruit up to 60 positions for Aboriginal and Torres Strait Islander persons only in pursuance of a 10% workforce participation rate.	8 & 51	Granted
			Decision date 6/12/2022
			Length 10 years
			Expiry 5/12/2032
Tamworth Regional Council	To advertise, designate and recruit the positions of Aboriginal Liaison Officer and Senior Youth Services Assistant for Aboriginal or Torres Strait Islander persons only.	8 & 51	Granted
			Decision date 31/8/2022
			Length 5 years
			Expiry 30/8/2027
The Australian Health Practitioner Regulation Agency	To advertise, designate and recruit up to eight positions per year for Aboriginal and Torres Strait Islander persons only	8 & 51	Granted
			Decision date 17/11/2022
			Length 5 years
			Expiry 16/11/2027
The Hills Shire Council	To advertise, designate and recruit up to four people who self-identify as having an intellectual disability for Library Shelves positions.	49D & 51	Granted
			Decision date 21/9/2022
			Length 10 years
			Expiry 20/9/2032
Transport for NSW	To implement diversity and inclusion programs for designated target groups including: <ul style="list-style-type: none"> • Women • Aboriginal and Torres Strait Islanders • People with a specific disability • People under the age of 25 • Refugees and migrants on a relevant visa 	8, 10, 25, 27, 49D, 49F, 49ZYB, 49ZYD & 51	Varied
			Decision date 7/6/2023
			Length fixed term
			Expiry 13/4/2027

Organisation	Description	Sections	Granted/varied	
University of New South Wales	To offer, advertise and facilitate scholarships (PhD/HDR, Coursework) and fellowships for women in the fields of science, technology, engineering, mathematics and medicine (STEMM), economics, finance and business (EFAB), the built environment, as well as other programs where the percentage of commencing women enrolments is below 40%.	25, 31A & 51	Granted	
			Decision date	30/1/2023
			Length	5 years
			Expiry	29/1/2028
University of New South Wales	To advertise, designate and recruit two project administrators who self-identify as having a lived experience of an intellectual disability.	49D & 51	Varied	
			Decision date	17/8/2022
			Length	fixed term
			Expiry	5/4/2024
Wollongong City Council	To advertise, designate and recruit two Aboriginal and Torres Strait Islander persons for the Cadet, Apprentice, Trainee and School-Based Trainee program (CATS).	8 & 51	Granted	
			Decision date	21/4/2023
			Length	10 years
			Expiry	20/4/2033

Granted certifications

Organisation	Description	Granted
Infrastructure NSW	To run the NSW Government Women in Construction program.	Granted
		Decision date 28/2/2023
		Length Indefinitely
Uber	To provide and promote a feature allowing female drivers to elect a preference to receive requests from female riders.	Granted
		Decision date 19/8/2022
		Length Indefinitely
Women for Election Australia Ltd (WFEA)	To provide its EQUIP Program, Masterclasses, Regional Roadshows and scholarship tickets for these, to women only.	Granted
		Decision date 22/11/2022
		Length Indefinitely

We are committed to eliminating discrimination and promoting equality and equal treatment for everyone in New South Wales, including by resolving enquiries and complaints, raising awareness about discrimination and its impacts, and taking action to influence change.

Our vision and values

Our **vision** is a New South Wales that is free of discrimination.

Our **values** are:

- Service
- Trust
- Accountability
- Integrity
- Respect



Anti-Discrimination
New South Wales

Enquiries and complaints

Phone (02) 9268 5544

Toll free number 1800 670 812

complaintsadb@justice.nsw.gov.au

Telephone interpreter service

131 450

Website

antidiscrimination.nsw.gov.au

Social media

 Anti-Discrimination NSW

 Anti-Discrimination NSW

 @ad_nsw

Head office

Locked Bag 5000

Parramatta NSW 2124

Phone (02) 9268 5555