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14 March 2023

Department of Home Affairs  
By email: [multiculturalaffairs@homeaffairs.gov.au](mailto:multiculturalaffairs@homeaffairs.gov.au)

**Re: Multicultural Framework Review – Terms of Reference (draft)**

The Australian Services Union (ASU) is one of Australia's largest Unions, representing approximately 135,000 employees. The ASU is the largest union of workers in the social and community services sector. Our members predominately work in non-government, not-for-profit organisations that support people experiencing or at the risk of experiencing crisis, disadvantage, social dislocation or marginalisation. We have members who work for Australian multicultural community services.

We have reviewed the draft terms of reference and submit the Department should update the terms to explicitly consider the migrant and multicultural non-government workforce.

We look forward to making a submission once the Terms of Reference have been finalised.

Yours faithfully

A handwritten signature in black ink, appearing to read "Egaske", with a long horizontal flourish extending to the right.

Emeline Gaske  
**ASSISTANT NATIONAL SECRETARY**