

CHECKLIST:

How multicultural is your learning environment?

Use this handy checklist, from Inclusion Professional Nahah Hussain, to see how well you embed diversity and inclusion in your education and care service.

✓ Children:

Our staff are aware of the cultural and linguistic backgrounds of the children in their care

Our staff are encouraged to enhance their understanding of the cultures represented in the service and other diverse cultures

We have staff who speak more than one language and encourage them to use their language with the children who speak the same language

We involve local council and community groups to gain inspiration and better support children from culturally and linguistically diverse (CALD) backgrounds

Children are encouraged to develop awareness of their identity and express interest in the cultural heritage of others

We provide small group experiences to teach children their language

Resources, materials, and activities reflect the cultural diversity of our children and families.

✓ Families:

We embrace the interests and cultural backgrounds of families, making sure they feel valued and understood

Families are involved in decisions that impact their children

Families can share information about their child's needs, routine, key family events and the family's cultural practices

We understand the cultural demographics of the area of our service

Our Visual Orientation Booklet illustrates how informative and engaging our service can be. Presenting it to CALD families helps build connections and enhances our understanding of their needs.

✓ Visual displays:

We share posters, notices, and pamphlets in relevant community languages

The cultural identity of children at our service is visible in the learning environment, and children and families are encouraged to contribute

We have pictures and display boards that reflect multicultural Australia

We display people of diverse backgrounds engaged in familiar everyday activities

We have visual representations of a diverse range of cultures and in different languages to ensure families feel culturally safe and welcome.

✓ Cultural safety:

We have zero tolerance for discrimination

We have policies and procedures in place to address cultural inclusion

We provide training to educators and staff on cultural competency

Our educators use the information gathered in enrolment forms to support and promote children's cultural learning

We use interpreters to support engagement and planning with families

Bilingual children are encouraged to communicate in a variety of ways

We celebrate and participate in culturally diverse special events.

✓ Educator development:

We support educators with professional development and training on cultural diversity and inclusive practices

We regularly reflect on practices relating to diversity and inclusion

We seek out local services and collaborate with others in the community to support cultural inclusion and diversity

We seek out bicultural support from agencies when we need extra help.

✓ Programming and activities:

Our educators plan and implement programs that reflect the cultural diversity of children and families

We learn songs, dances and play music from a mix of cultures and hold group times and tell stories in the diverse languages of our families

We use visual and tactile resources that reflect the multicultural backgrounds of our community

The clothing in our home corner represents different cultures. We include a mix of everyday wear, festival and celebration attire, seasonal clothing, pieces of fabric, shoes, hats, and jewellery

Children can make and try foods from other cultures

We use cooking and eating utensils commonly used in the homes of people from diverse cultures, like a wok, chopsticks, or coffee pot. We also have diverse representational food, like wool spaghetti and cloth pita bread.



Need help with any of the above?

Call **1800 177 017** for free mentoring and program support from our expert Inclusion Professionals.

