

# **Aboriginal and Torres Strait Islander Calendar of Significant Dates**

## **Significant Events**

There are many cultural days of significance in the Aboriginal and Torres Strait Islander cultural calendar, including Sorry Day, Mabo Day, Reconciliation Week, NAIDOC Week and more.

Below is a guide to the main dates. (Please note this is not a definitive list).

## **January**

## 1 Native Title (1993)

Native Title is the government response to the land rights movement of Aboriginal and Torres Strait Islander peoples, which progressed to legal agitation in the Australian Courts.

Native Title Act 1993 denotes Aboriginal and Torres Strait Islander people's entitlement to land which was taken as part of settlement processes. Legislation requires Aboriginal and Torres Strait Islander peoples to prove that they had a continuous ownership with the land that they claim (which often proves to be difficult due to historic practices of past governments).

Learn more: https://www.legislation.gov.au/Details/C2017C00178

### 26 Australia Day / Invasion Day / Survival Day

Australia Day is the official National Day of Australia. Celebrated annually on 26 January, it marks the anniversary of the 1788 arrival of the First Fleet of British ships at Port Jackson, New South Wales, and the raising of the Flag of Great Britain at Sydney Cove by Governor Arthur Phillip.

Australia Day is also a day of significance for Aboriginal and Torres Strait Islander peoples because of the sustained and significant impacts of colonisation on traditional practices over generations.

Also on this day, 26 January 1972, the <u>Tent Embassy</u> was established in front of Parliament House, Canberra as a protest to the governments approach to Aboriginal and Torres Strait Islander land rights. The goals of protesters have also changed over time, and now include not only land rights but also Indigenous sovereignty and self-determination. The Tent Embassy remains to this day and is now a heritage-listed landmark for Aboriginal and Torres Strait Islander protest.

Learn more: https://www.australiaday.org.au/

## **February**

### 13 Anniversary of National Apology (2008)

On 13 February 2008, Prime Minister Kevin Rudd delivered the National Apology to Australia's Aboriginal peoples and Torres Strait Islander peoples for the injustices of past government policies, particularly to the Stolen Generations.

Learn more: <a href="https://www.reconciliation.org.au">https://www.reconciliation.org.au</a>

### 12 - 26 Anniversary of the Charles Perkins' Freedom Rides (1965)

In 1965 students from the University of Sydney took action to draw attention to the racism that was rife in New South Wales country towns.

Find out more about the Charles Perkins' Freedom\_Rides (<a href="http://aiatsis.gov.au/exhibitions/1965-freedom-ride">http://aiatsis.gov.au/exhibitions/1965-freedom-ride</a>) or Deadly Story.



(https://www.deadlystory.com/page/culture/history/Students lead %E2%80%98Freedom Rides%E2%80%99 through segregated NSW towns)

Learn more: The 50<sup>th</sup> Anniversary of the 1965 Freedom Ride: <a href="https://www.reconciliation.org.au/wp-content/uploads/2017/11/The-50th-Anniversary-of-the-1965-Freedom-Ride1.pdf">https://www.reconciliation.org.au/wp-content/uploads/2017/11/The-50th-Anniversary-of-the-1965-Freedom-Ride1.pdf</a>

## <u>March</u>

### 13 Anniversary of the Yirrkala Bark Petitions (1963)

These petitions from the Yolngu people of Yirrkala were the first traditional documents recognised by the Commonwealth Parliament. Find out more about the history of the <u>Yirrkala Bark Petitions</u>.

## 18 Anniversary of Eric Deeral's maiden speech (1975)

Mr Eric Deeral was the first Aboriginal and Torres Strait Islander member of the Queensland Parliament. Mr Deeral was elected to the parliament for the seat of Cook in 1974.

Learn more - Eric Deeral's parliamentary biography:

https://www.parliament.qld.gov.au/documents/explore/education/factsheets/Factsheet 7.5 BioOfFirstIndige nousMember.pdf

## 20 National Close the Gap Day (commenced 2007)



Since 2007 the National #ClosetheGap Day is observed on the third Thursday of March, falling on March 20 in 2025.

Closing the Gap is a strategy that aims to reduce Aboriginal and Torres Strait Islander disadvantage with respect to life expectancy, child mortality, access to early childhood education, educational achievement and employment outcomes.

This is an annual event that raises awareness and seeks to close the gap with respect to life expectancy, child mortality, educational and employment outcomes between Aboriginal peoples and Torres Strait Islander peoples, and non-Indigenous Australians. Departmental staff are encouraged to employ strategies and processes to make their role and work environment culturally inclusive.

Learn more: https://closethegap.org.au/close-the-gap-day/

or visit the Australian Human Rights Commission (https://www.humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/projects/close-gap-indigenous-health) or read about the history of Closing the Gap (http://www.healthinfonet.ecu.edu.au/closing-the-gap/key-facts/what-is-the-history-of-closing-the-gap).

#### 21 National Harmony Day (commenced 1999)

We celebrate Harmony Day to promote diversity and acceptance of other cultures. Harmony Day aims to start a conversation about heritage, culture and community. The event coincides with the United Nations International Day for the Elimination of Racial Discrimination.

This date is also the United Nations' International Day for the Elimination of Racial Discrimination.

Learn more: https://www.harmony.gov.au/about

## 29 Torres Strait Islander flag launched (1992)

The flag was designed by the late Bernard Namok from Thursday Island in 1992 and launched in the same year. In June 1992 the flag was recognised by the Aboriginal and Torres Strait Islander Commission and was proclaimed as an official flag of Australia in June 1995.

Learn more: https://aiatsis.gov.au/explore/articles/torres-strait-islander-flag

## <u>April</u>

### 5 Bringing Them Home Stolen Generations report released

**Bringing Them Home Report** released in 1997 was the Australian Report of the National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from their families. The report marked a pivotal moment in nation's recognition of the enduring impacts of government policies and practices relating to the forced removal of Aboriginal and Torres Strait Islander children from their families, communities, and culture. The children removed under these policies are referred to as the **Stolen Generations**.

Learn more: <a href="https://humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/bringing-them-home">https://humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/bringing-them-home</a>

## 15 Aboriginal Deaths in Custody Royal Commission report released

The Aboriginal Deaths in Custody Royal Commission report released in 1991 as an outcome of the The Royal Commission into Aboriginal Deaths in Custody (RCIADIC) (1987–1991). The commission was appointed by the Australian Government in October 1987 to study and report upon the underlying social, cultural, and legal issues behind the deaths in custody of Aboriginal people and Torres Strait Islanders, in the light of the high level of such deaths.

Learn more: <a href="https://www.naa.gov.au/explore-collection/first-australians/royal-commission-aboriginal-deaths-custody">https://www.naa.gov.au/explore-collection/first-australians/royal-commission-aboriginal-deaths-custody</a>

#### 25 ANZAC Day

This day is a **National Day of Remembrance** in Australia and New Zealand that broadly commemorates all Australians and New Zealanders who served and died in all wars, conflicts, and peacekeeping operations and the contribution and suffering of all those who have served.

Anzac Day is an important day for all Australians. It is when we remember the sacrifice and contribution made defending Australia throughout history, and today.

Aboriginal and Torres Strait Islander men and women have served alongside other Australians in all wars since before Federation. Despite the injustices Aboriginal and Torres Strait Islander people were experiencing in Australia, they served side-by-side with non-Indigenous soldiers, forming friendships, and relying on each other for survival. Aboriginal and Torres Strait Islander men and women continue to serve proudly in Australia's defence force today.

Learn more: https://nationaltoday.com/anzac-day/

## May

#### 1 Pilbara Aboriginal Stockmen's strike (1946-1949)

Hundreds of Aboriginal pastoral workers left their work for better pay and conditions in May 1946, paralysing sheep stations. The strike was organised with no phones or radios and lasted until 1949, the longest strike in Australia's history.

Link: https://www.pilbarastrike.org/

#### **26 National Sorry Day**

2023 marks the 28th anniversary of the tabling of the Australian Human Rights and Equal Opportunity Commission Report 'Bringing Them Home'. The report, tabled in Federal Parliament on 26 May 1997,

detailed painful evidence of the removal of Aboriginal and Torres Strait Islander children from their families. The launch of the report was an event that shook Australia.

The five-petal Native Cotton, Desert Rose, or Native Hibiscus was chosen by community members to symbolise the scattering of the Stolen Generations. This flower was adopted because it is found widely across Australia, and it is a survivor in itself.

Stolen Generation commemorative flowers can be ordered from the Kimberley Stolen Generation Aboriginal Corporation (http://www.kimberleystolengeneration.com.au/).

Learn more: <a href="https://healingfoundation.org.au/who-are-the-stolen-generations/">https://healingfoundation.org.au/who-are-the-stolen-generations/</a> and <a href="https://healingfoundation.org.au/who-are-the-stolen-generations/">https://healingfoundation.org.au/wh

## 27 Anniversary of the 1967 Referendum

2025 marks the 58th anniversary of the 1967 Referendum that saw the amendment of the Australian Constitution to allow the Commonwealth to make laws for Aboriginal people and include them in the national census. The outcome was a landmark achievement following decades of activism by Aboriginal and Torres Strait Islander and non-Indigenous people. More than 90 percent of Australians voted in favour of amending two sections of the Australian Constitution that discriminated against Aboriginal and Torres Strait Islander Australians.

Learn more: National Archives of Australia (http://www.naa.gov.au/collection/fact-sheets/fs150.aspx)

## 27 May - 3 June Reconciliation Week



National Reconciliation Week celebrations commemorate two significant milestones in the reconciliation journey: the anniversaries of the successful 1967 Referendum and the High Court Mabo Decision.

Reconciliation is a journey for all Australians – as individuals, families, communities, organisations and importantly as a nation. At the heart of this journey are relationships between the broader Australian community and Aboriginal and Torres Strait Islander peoples.

We all have a role to play when it comes to reconciliation, and in playing our part we collectively build relationships and communities that value Aboriginal and Torres Strait Islander peoples, histories, cultures, and futures.

The theme for Reconciliation Week changes each ear. The theme for 2025 is 'Bridging Now to Next', the National Reconciliation Week (NRW) 2025 theme, Bridging Now to Next, reflects the ongoing connection between past, present and future.

At a time when Australia faces uncertainty in its reconciliation journey, this theme calls on all Australians to step forward together.

Bridging Now to Next urges us to look ahead and continue the push forward as past lessons guide us.

More information about the #NRW2025 theme, including actions, posters and resources will be released in 2025.

National Reconciliation Week draws our attention each year to the ongoing efforts to walk together with a shared purpose and to build a stronger future for all Australians.

Minister for Indigenous Australians, the Hon Ken Wyatt AM, MP, has asked Australians to think about what reconciliation means to them and what practical steps they can take to build trust, mutual respect and opportunities for Indigenous Australians.

Learn more: www.reconciliation.org.au

#### 29 Anniversary of the Torres Strait Island flag (1992)

The flag was officially presented to the people of the Torres Strait at the sixth Torres Strait Cultural Festival on 29 May 1992. The flag was recognised by the former national body, the Aboriginal and Torres Strait Islander Commission in June 1992 and given equal prominence with the Aboriginal flag.

The Government of Australia granted it Flag of Australia status, under the Flags Act 1953 (Cth), by proclamation on 14 July 1995. In the proclamation, the flag "is recognised as the flag of the Torres Strait Islander people of Australia and a flag of significance to the Australian nation generally" and appointed "to be the flag of the Torres Strait Islander people of Australia and to be known as the Torres Strait Islander Flag".

The Torres Strait Islander flag, designed by the late Bernard Namok of Thursday Island, symbolises the unity and identity of all Torres Strait Islanders.

Learn more: <a href="http://www.tsra.gov.au/the-torres-strait/torres-strait-flag">http://www.tsra.gov.au/the-torres-strait/torre

### June

#### 3 Mabo Day

3 June 2022 will mark the 27th year since the High Court of Australia overturned the principle of 'terra nullius' or 'vacant land' as claimed by the British when they first arrived in this country. This decision has paved the way for land rights now known as Native Title.

Learn more: **Eddie Mabo** (<a href="http://www.indigenous.gov.au/eddie-mabo-the-man-behind-mabo-day">http://www.indigenous.gov.au/eddie-mabo-the-man-behind-mabo-day</a>) and **Mabo Day**. (<a href="http://www.tsra.gov.au/the-torres-strait/regional-events-calendar/regular-events">http://www.tsra.gov.au/the-torres-strait/regional-events-calendar/regular-events</a>)

#### 10 Myall Creek Massacre (1838)

On this day in 1893, the Myall Creek Massacre occurred in NSW, and every year a Myall Creek Massacre Memorial Ceremony is held in its memory.

The Myall Creek massacre was neither the first nor last massacre of Aboriginal people in Australia but the NSW Supreme Court trials that followed set a judicial precedent. However, attitudes towards such massacres took longer to change.

Learn more: https://www.nma.gov.au/defining-moments/resources/myall-creek-massacre

## 11 June Barunga Statement presentation (1998)

The Barunga Statement is one of several significant painted documents that Aboriginal people have presented to the Australian Government.

Painted during the 1988 Barunga Sport and Cultural Festival, it was the culmination of years of engagement and discussion between Aboriginal groups in the Northern Territory and the Australian Government.

The statement combines Aboriginal symbolism from northern and central Australia and a translation of these into English language text, signalling collaboration and communication across cultures and languages.

Learn more: https://aiatsis.gov.au/explore/barunga-statement

## July

## 1 Coming of the Light (1871)

The Coming of the Light festival marks the day the London Missionary Society first arrived in Torres Strait. The missionaries landed at Erub Island on 1 July 1871, introducing Christianity to the region. This is a significant day for Torres Strait Islanders, who are predominantly of Christian faith and religious and cultural ceremonies across Torres Strait and mainland Australia are held on 1 July each year.

Learn more: https://www.slq.qld.gov.au/blog/coming-light

### First Full week in July NAIDOC Week

National NAIDOC Week celebrations are held across Australia in the first week of July each year (Sunday to Sunday), to celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week is an opportunity for all Australians to learn about Aboriginal and Torres Strait Islander peoples' cultures and histories and participate in celebrations of the oldest, continuous living cultures on earth.

The word NAIDOC was originally an acronym for National Aboriginal and Islanders Day Observance Committee (NAIDOC).



## 6 - 13 July 2025

NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. It is usually held from the first Sunday in July until the following Sunday.

NAIDOC provides all Australians with the opportunity to reflect on the past and look to a future that better understands and celebrates the unique connection that Aboriginal and Torres Strait Islander people have to country. For information about Queensland and national events visit the NAIDOC website.

Each year a different theme is announced, the 2025 theme is '*The Next Generation: Strength, Vision & Legacy*'.

2025 NAIDOC Week marks a powerful milestone: 50 years of honouring and elevating Aboriginal and Torres Strait Islander voices, culture, and resilience. The 2025 theme, "The Next Generation: Strength, Vision & Legacy," celebrates not only the achievements of the past but the bright future ahead, empowered by the strength of our young leaders, the vision of our communities, and the legacy of our ancestors. The NAIDOC journey began as a movement for recognition and rights, sparked by Indigenous communities who saw a future built on justice and equality. Over the decades, it has grown into a powerful national celebration, a testament to the enduring strength of Aboriginal and Torres Strait Islander peoples. As we commemorate this 50-year legacy, we also look forward, honouring the next generation who will carry the torch, shaping the future with courage, insight, and deep respect for our roots. Guided by the wisdom of our Elders and the groundwork laid by our forebears, each NAIDOC Week reinforces our vision for an Australia where Indigenous voices are not only heard but lead the way.

This year, the National NAIDOC Committee takes an important step toward independence, embracing self-determination as a model for the next generation. With every story shared, every act of resilience remembered, and every cultural practice celebrated, we honour a legacy that reaches far into the past and extends into the future. As we celebrate this milestone, we look toward the next 50 years with excitement and confidence, while everyday ensuring that NAIDOC remains a movement grounded in community-led vision and integrity.

From this solid foundation, the next generation will rise—grounded in the strength of our Elders, history, inspired by a shared vision, and committed to building a legacy of unity, respect, and self-determination for all. This NAIDOC Week, we celebrate not just a milestone but a movement that endures, grows, and evolves—driven by the unwavering strength of our communities, the shared vision of our people, and the enduring legacy we pass on to those who will shape our future. Together, we walk forward, honoring where we've come from and looking boldly to the next generation who will carry NAIDOC and their communities into the future.

Through our collective efforts, we can forge a future where the stories, traditions, and achievements of Aboriginal and Torres Strait Islander communities are cherished and celebrated, enriching the fabric of the nation with the oldest living culture in the world.

In 2025, how will you celebrate NAIDOC?

Learn more: https://www.naidoc.org.au/

### 12 Anniversary of the Aboriginal Flag being first flown (1971)

The Aboriginal flag is recognised as being designed by Harold Joseph Thomas, a Luritja man from Central Australia. The flag was first flown at Victoria Square, Adelaide on National Aborigines' Day on 12 July 1971.

It was used later at the Tent Embassy in Canberra in 1972. Today the flag has been adopted by all Aboriginal groups and is flown or displayed permanently at Aboriginal Centre's throughout Australia.

Learn more: NAIDOC website. http://www.naidoc.org.au/indigenous-australian-flags

#### August

### 4 National Aboriginal and Torres Strait Islander Children's Day

National Aboriginal and Torres Strait Islander Children's Day officially started in 1988 and is now the largest day to celebrate Aboriginal and Torres Strait Islander children. Historically, authorities recorded the 4th of August as the birthday of many children they took away from their parents.

National Aboriginal and Torres Strait Islander Children's Day is an opportunity for all Australians to learn about the crucial role that community, culture and family play in the life of every Aboriginal and Torres Strait Islander child.

Children's Day and the week leading up to it, is a time to for Aboriginal and Torres Strait Islander families to celebrate the strengths and culture of their children. The day is an opportunity for all Australians to show their support for Aboriginal and Torres Strait Islander children, as well as learn about the crucial impact that community, culture and family play in the life of every Aboriginal and Torres Strait Islander child.

The day focuses on Aboriginal and Torres Strait Islander children's themes like poverty, education access and celebrates their strengths, pride and culture. "We want [First Nations kids] to flourish, achieve their greatest potential and enjoy the same quality of life as all other Australian children," Murial Blamblett, SNAICC chairperson.

The theme for 2025 is yet to be announced, the theme for 2024 was **Strong in Culture, Stronger Together**...



Learn more: https://www.aboriginalchildrensday.com.au/.

## 9 International Day of the World's Indigenous Peoples (Declared 1994)

International Day of the World's Indigenous Peoples is a chance to celebrate the achievements, diversity, and culture of Indigenous peoples around the world. Held each year on 9 August the United Nations' International Day of the World's Indigenous people promotes the protection of the rights of the world's Indigenous population, and recognises the cultures, history, and languages of the world's Indigenous

peoples. This event also recognises the achievements people make to improve world issues such as environmental protection.

Learn more: https://www.un.org/en/observances/indigenous-day .

#### 14 Anniversary of the Yirrkala Bark Petitions (1963)

These petitions from the Yolngu people of Yirrkala were the first traditional documents recognised by the Commonwealth Parliament.

Learn more: Yirrkala Bark Petitions <a href="https://www.nma.gov.au/defining-moments/resources/yirrkala-bark-petitions">https://www.nma.gov.au/defining-moments/resources/yirrkala-bark-petitions</a> 14

#### **18 Anniversary of the Coniston Massacre (1928)**

The Coniston massacre, which took place in the region around the <u>Coniston cattle station</u> in the then Territory of <u>Central Australia</u> (now the <u>Northern Territory</u>) from 14 August to 18 October 1928, was the last known officially sanctioned <u>massacre</u> of <u>Indigenous Australians</u> and one of the last events of the <u>Australian</u> Frontier Wars.

In a series of <u>punitive expeditions</u> led by <u>Northern Territory Police</u> constable <u>William George Murray</u>, people of the <u>Warlpiri</u>, <u>Anmatyerre</u>, and <u>Kaytetye</u> groups were killed. The massacre occurred in response to the murder of <u>dingo</u> hunter Frederick Brooks, killed by Aboriginal people in August 1928 at a place called Yukurru, also known as Brooks Soak. Official records at the time state that at least 31 people were killed, however analysis of existing documentation and Aboriginal oral histories reveal that the fatalities were likely to have been as high as 200.

Learn More: Coniston Massacre | Monument Australia

## **September**

## 1 Sea of Hands (1998)

In 1998 ally group Australians for Native Title and Reconciliation (ANTaR) displays a Sea of Hand at Uluru, NT. ANTaR's Sea of Hands is an iconic symbol of reconciliation and a way for communities all around Australia to engage with Aboriginal and Torres Strait Islander issues and events.

Learn more: https://antar.org.au/sea-hands

## First Wednesday - Indigenous Literacy Day

# 3 September 2025

Indigenous Literacy Day is a national celebration of culture, stories, language, and literacy. This day raises awareness of the disadvantages experienced in remote communities and advocates for more access to literacy resources.

Coordinated by the Indigenous Literacy Foundation, this day aims to help raise funds to raise literacy levels and improve the lives and opportunities of Aboriginal and Torres Strait Islander Australians living in remote and isolated regions. The foundation, together with community support, helps raise funds to buy books and literacy resources for children in these communities.

Learn more: https://www.indigenousliteracyfoundation.org.au/.

#### 8 Anniversary of Neville Bonner's Maiden Speech (1971)

Mr Neville Bonner was the first Indigenous Australian to sit in Federal Parliament. For more information about Neville Bonner visit the Biographical Dictionary of the Australian Senate

Learn more: http://biography.senate.gov.au/index.php/bonner-neville-thomas/

## 13 Anniversary of the UN Declaration on the Rights of Indigenous Peoples

The Declaration on the Rights of Indigenous Peoples was adopted by the General Assembly on Thursday, 13 September 2007. The Australian Government announced its support for the Declaration in 2009.

Learn more: https://www.humanrights.gov.au/publications/un-declaration-rights-indigenous-peoples-1

#### 15 – 18 Winds of Zenadth Cultural Festival

Every second September, Thursday Island holds the Winds Of Zenadth Cultural Festival where the communities of the Torres Strait descend on the island. This spectacular cultural event includes song, dance, and art.

The Winds of Zenadth Cultural Festival showcases the rich Torres Strait diversity of culture, shared history and knowledge of the Torres Strait Island region, this event occurs over four spectacular days on Thursday Island.

Learn more: https://www.queensland.com/en-au/event/winds-of-zenadth-cultural-festival

#### 24 - 27 Queensland Murri Carnival

This event in partnership with the Arthur Beetson Foundation, Queensland Rugby League and the Institute of Urban Indigenous Health to deliver sport and recreational activities for Aboriginal and Torres Strait Islander people. This event brings together Aboriginal and Torres Strait Islander people from around Queensland to participate in sport and active recreation and a great platform to deliver free health checks, health and nutrition information and active participation in sports.

Learn more: <a href="http://murrirugbyleague.net/">http://murrirugbyleague.net/</a>

### October

## 26 Uluru was returned to traditional owners (1985)

The ceremony to handback the title took place at the base of Uluru on 26 October 1985. Hundreds of Aboriginal and non-Aboriginal people looked on as Governor-General Sir Ninian Stephen passed over the title deeds to Uluru–Kata Tjuta.

The traditional owners then signed an agreement to lease the park back to the Australian National Parks and Wildlife Service for 99 years.

Learn more: https://www.nma.gov.au/defining-moments/resources/uluru-handback-anangu

#### 30 Racial Discrimination Act takes effect (1975)

The *Racial Discrimination Act 1975* promotes equality before the law for all people regardless of race, colour or national or ethnic origin. It is unlawful to discriminate against people on the basis of race, colour, descent or national or ethnic origin.

Learn more: https://humanrights.gov.au/our-work/employers/racial-discrimination

### November

#### 11 Remembrance Day

On November 11, Australia observes Remembrance Day to honour those who died or suffered while serving in wars, conflicts, and peace operations. This day is the anniversary of the Armistice of 1918, which ended fighting in World War I. It is a day to reflect on the sacrifices made by the soldiers at war and is commonly facilitated by a minute of silence. Aboriginal and Torres Strait Islander people have fought in all wars and actions alongside non-Indigenous fighters, many of whom did not return home.

Learn more: <a href="https://www.awm.gov.au/commemoration/remembrance-day">https://www.awm.gov.au/commemoration/remembrance-day</a>

#### 16 International Day for Tolerance

"Tolerance is respect, acceptance and appreciation of the rich diversity of our world's cultures, our forms of expression and ways of being human."

In 1996, the UN General Assembly adopted Resolution 51/95 proclaiming 16 November as International Day for Tolerance.

This action followed the adoption of a Declaration of Principles on Tolerance by UNESCO's Member States on 16 November 1995. Among other things, the Declaration affirms that tolerance is neither indulgence nor indifference. It is respect and appreciation of the rich variety of our world's cultures, our forms of expression and ways of being human. Tolerance recognises the universal human rights and fundamental freedoms of others. People are naturally diverse; only tolerance can ensure the survival of mixed communities in every region of the globe.

Learn more: https://www.un.org/en/academic-impact/international-day-tolerance-16-november

#### 18 - 22 Inclusion at Work Week

Is an annual event led by the Diversity Council Australia (DCA) to recognize organizations that are working to promote inclusion in their workplaces.

Inclusion at Work Week is a time to: Reflect on an organisation's progress, implement insights, connect and share ideas, and post on social channels about why inclusion matters.

The Gari Yala – Speak the Truth report (2020) was the first national survey which centred the work experiences of Aboriginal and/or Torres Strait Islander Australians. The report revealed that Aboriginal and Torres Strait Islander employees continue to experience significant workplace racism and exclusion which directly results in the wellbeing and job satisfaction.

Learn more: https://www.dca.org.au/research/gari-yala-speak-truth

## December

## 10 Human Rights Day (1948)

The day the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights (UDHR): a milestone document proclaiming the inalienable rights which everyone is inherently entitled to as a human being regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status.

<u>Queensland's Human Rights Act 2019</u> came into effect from 1 January 20202 and aims to: protect and promote human rights; help build a culture in the Queensland public sector; and creates a dialogue about the nature, meaning and scope of human rights.

• <u>Section 28 of the Human Rights Act 2019</u>, acknowledges the Cultural rights of Aboriginal and Torres Strait Islander peoples.

#### **16 Aboriginal Land rights act (NT passed1976)**

In December 1976 the federal parliament passed the Aboriginal Land Rights (Northern Territory) Act. It was the first legislation in Australia that enabled First Nations peoples to claim land rights for Country where traditional ownership could be proven.