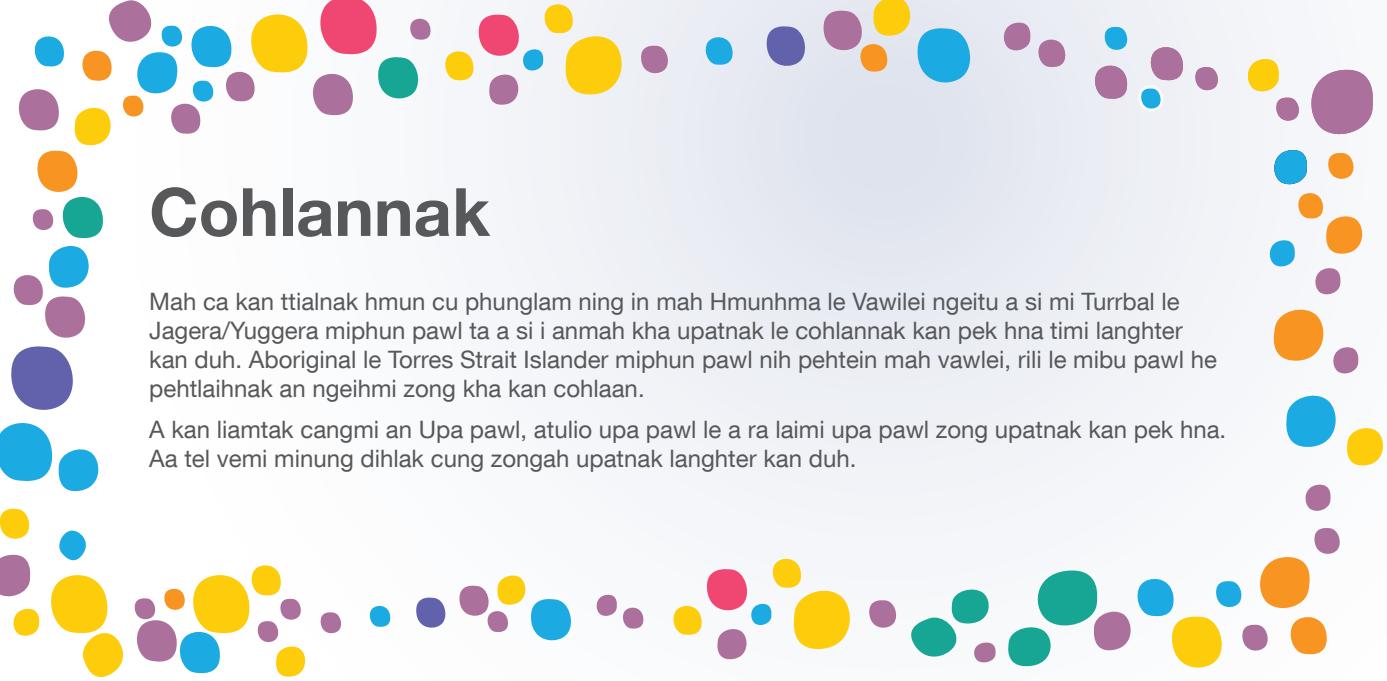


ZAPI TELTUM KHAWHNAK LAM



A TTIALTU



Cohlannak

Mah ca kan ttialnak hmun cu phunglam ning in mah Hmunhma le Vawilei ngeitu a si mi Turrbal le Jagera/Yuggera miphun pawl ta a si i anmah kha upatnak le cohlannak kan pek hna timi langhter kan duh. Aboriginal le Torres Strait Islander miphun pawl nih pehtein mah vawlei, rili le mibu pawl he pehtlaihnak an ngeihmi zong kha kan cohlaan.

A kan liamtak cangmi an Upa pawl, atulio upa pawl le a ra laimi upa pawl zong upatnak kan pek hna. Aa tel vemi minung dihlak cung zongah upatnak langhter kan duh.

Pehtlaihnak Kan Tuah

Mah Zapi Teltum Khawnak Lam kong tam deuh hngalh na duh, na ruahnak le duhmi chim na kan duh asiloah Miphun Tampi Caah Riantuannak Program kong tam deuh hngalh na duh ahcun **multicultural@anglicaresq.org.au** ah email na kan kuat khawh.



Zapi Teltum Khawhnak Lam

Miphun le phunglam tampi aa cawhmi ram a si bantuk in Australia ram i mibu zohkhenhnak hna cu biaknak phunphun, nudawkpadawk/padawknudawk sinak, phunglam phunphun, hawikom-ngeihchiah ngeihnak a phunphun, thlarau lei zumhnak a phunphun, umnak hmun kakip, pakhat cio nih an tonmi le thil sining a phunphun, ngandam thlopbulh le zohkhenhnak an herhmi a phunphun zoh in sermi an si.

Australia Cozah nih tar zohnak i a ummi vialte nih an herhmi hngalhnak le zohkhenhnak vialte tlamting in an hmuh dih lai an ti bantuk in mah Zapi Teltum Khawhnak Lam timi ca hi kan ttialmi a si.

Mah Lam kan ttial tikah tar zohkhenhnak a pemi hna nih tlamting tein bawmhnnak an pek khawhnak lai zumhawktlak le upattlak a simi hna nih an ttialmi le hmuhtonmi pawl kha cherhchan an si. Mah Lam kan ttialmi hi tar zohkhenhnak a pemi hna nih tlamtingtein bawmhnnak an pek khawhnak ding ca le pakhat cio an sinning nih a herhmi bawmhnnak lam an hmuh khawhnak caah siseh ti kan duh.

A HERHMI RUAH CHIHDING PAWL

- Zapi teltum le pehtlaihnak caah phunkhat thil tuahning nih a tlinh dih timi a um lo. Mah Lam kan ttialmi hi cu zapi teltum le pehtlaihnak caah pakhat le pakhat riantuanttinak ca le lam hmuhnak caah bawmhnnak le ruahnak cheutu ca bantuk lawng ah hmanding a si lai.
- Zapi teltumnak ah ruahnak thar pawl bet lengmang nak in bawmhnnak petu bu pawl nih a hramthok te khan a dotdot in zapi teltum ding bawmhnnak pek an i tinh awk a si.
- Pakhat le pakhat biaruah le zapi teltumnak lam kawl le cawn kha tha kan pek. Zapi Teltum Khawhnak Lam pehtein thanchoternak caah ruahnak kan cohlan.

INTERSECTIONALITY (MIPHUN, NUNNING, NU ASILOAH PA SINAK TIBANTUK HE PEHTLAIMI)

Mah i dannak le zapi teltumnak Lam kan ttialmi cu minung pakhat i a miphun, nunning, nu asiloah pasinak ruang ah a herhmi bawmhnnak hmuhding dawnkhannak an tonmi le adang tonmi an rak ngeihmi hrambunh in ttial a si ti zong kha langhter kan duh.

Intersectionality timi a sullam cu minung pakhat i a sinning cu thil a phunphun, tahchunhnak ah, a miphun, nu asiloah pasinak, nudawkpadawk-padawknudawk sinak, le a kum tibantuk nih khan lai a rel. Mah pawl kha pakhat le pakhat pehtlaihnak an ngei i mah an sinning ruangah pakhatkhat nih thleidannak le covo khahlonak zong an ton khawh.

Mah kha lungthin ah chiah in sinning aadang liangluangmi hna nih a dikmi le zapi bawmhnnak pekmi ah an co khawhnak lai mah zapi iteltumnak Lam kan tialmi a si.

I TELTUMNAK

Tar zohkhenhnak ah mibu vialte nih an herh mi bawmhnnak kha an herh caan ah an hmuh khawhnak lai zapi i teltumnak le covo i ruannak le khat tein bawmhnnak peknak lam kawl lengmang kha tha kan pekmi a si. I teltumnak timi cu "minung pawl an kumkhua, tuakhawhmi le sinning nih ngeih lo in an zapi tein an itel, an cawn le an tuanti khawhnak ding caah lam kawl, pek le bawmhchanh kha a si¹".



CHUNGUM PAWL

Zapi Teltumnak Lam nih aa tinhmi pawl

Konglam 1: Zohkhenhnak ah I Teltumnak Fianternak

Konglam 2: Biruahnak ah i Teltumnak

Konglam 3: Hruainak lei Teltumnak

Konglam 4: Mibu le Hawikom he Tonnak Hrial Caan ah Pehtlaihnak

Konglam 5: Holhlettu Pawl he Riantuantinak

Zapi i teltumnak Caah Bawmtu Pawl

- Sining Aa Dangmi Kum Upa deuh Pawl
- Phunglam le Holh aa khatlomi minung pawl
- Aboriginal le Torres Strait Islander miphun pawl
- Nudawkpadawk, padawknudawk, nu he pa he a duhmi, nusinak in pasinak asiloah pasinak in nusinak ah aathlengmi le nusinak le pasinak a pahnih in aachuahpi mi minung pawl, (LGBTQIA+)



Zapi Teltumnak Lam nih aa tinhmi pawl

TINHMI

Sining Aa dangmi Kum Upadeuh Pawl, Phunglam le Holh aa khatlomi minung pawl, Aboriginal le Torres Strait Islander miphun pawl, Nudawkpadawk, padawknudawk, nu he pa he a duhmi, nusinak in pasinak asiloah pasinak in nusinak ah aa thlengmi le nusinak le pasinak a pahnih in aachuahpi mi minung pawl, (LGBTQIA+) zohkhenhnak a petu pawl bawmhnak le cawnpiaknak caah.

Tar zohkhenhnak rianttuantu bu le zung pawl caah sining aa khatlomi mibu a phunphun bawmhnak tthadeuh peknak lam ttha phunphun le mah nih hlawknak a phunphun a chuahpimi an um, cu hna cu¹:

- zohkhenhmi minung pawl an nunning le ngandamnak thancho ternak;
- sining aakkhatlomi mibu a phunphun he rianttuanttinak in lungsinak hmu;
- rianttuanti hawi thar sernak;
- sining aadangmi le nun hmuhtonnak phunphun a ngeimi rianttuantu pawl an santlaihnak hngalh; le
- mah mi bawmh rianttuannak ah lungthawh le lunghmuinhnak.



1. Kum Upa Zohkhenhnak chung ah Nunphung lei Dannak caah Tonnak Hmun. (2021).

Zohkhenhnak ah i teltumnak Fianternak

Zapi teltumnak zohkhenhnak peknak nih tar zohkhenhtu pawl kha an rianttuannak le bawmhnak an pekmi a kauhter deuh i pumpak cio nih an herhmi zohkhenhnak an hmuh khawhnak ding zong a bawmh hna.

Zohkhenhnak ah i teltumnak ii a muru pawl cu:

- pumpak pakhat cio an sinng aa dan ruangah an herhmi bawmhnak aadan kha hngalh le mah an herhmi bawmhnak pek ibiatak;
- aa dangmi mibu a phunphun i an sinng aa dan ruangah thleidannak le covo an i khahlonak ah bawmhnak peknak;
- kan mibu pawl cawnpiaknak;
- dawnkhaantu pawl teinak caah i biatak; le
- kan zohkhenhmi minung vialte an sinng zoh in bawmhnak an herhmi kha thlen le remh piak¹.

Aged Care Diversity Framework of the Australian Government Department of Health (Australia Cozah nih Tar Zohkhenhnak ah Zulhpung) nih an timi ning in kum upadeuh Australia minung pawl nih (atang hmanhlak zoh) an sinng ngeih in an herhmi le an duhdeuhmi zohkhenhnak kha an hmuh an co hrimhrim lai a ti².



1. Kum Upa Zohkhenhnak chung ah Nunphung lei Dannak caah Tonnak Hmun, (2021)
2. Ngandamnak lei Zungthen, (2017)

Konglam 1: Zohkhenhnak ah I Teltumnak Fianternak

Aged Care Diversity Framework timi cauk chung in a ttha tiah ruahmi tahchunhnak le zulhding pawl kha kan laak i zohkhenhnak na pek tikah zapi caah aa teltummi a sinak lai bawmtu dingah kan ttialmi a si.

KAN RANTTUUNNAK A HMANGMI PAWL CAAH A PHICHUAK	TAR ZOKHENHNNAK A PETU PAWL NIH TUAH A HERHMI	A TTHA BIKMI TAHCUNHNNAK & ZULHDING PAWL
1. A TTHAMI THIMNAK PAWL TUAKHAWHNNAK <p>Kum upadeuh pawl nih an mah zohkhenhnak kong ah tar zohnak pawl an rianttuanning le zeibantuk bawmhnak pawl dah pek khawh an si timi kha fawi tein an rel an hmuu khawh ii mah nih khan zeibantuk zohkhenhnak dah an i thim lai le an caah a that lai timi thim khawhnak zong a bawmh hna².</p>	<p>Mah konglam pawl kha an mah nih an theih khawhnak bik ding a si mi (online/catlap/bia in chim/tadinca phun tibantuk in) le an in fianmi holh in chim hna uh⁴.</p>	<ul style="list-style-type: none"> Rianttuantu pawl nih holhlehnak rianttuaniaknak pawl zeitin ngah a si timi an hngalh. <ul style="list-style-type: none"> Translating and Interpreting Service (TIS) National (Holh le Ca Lehnak Bawmhnak Peknak Zung) <ul style="list-style-type: none"> Tamdeuh hngalh na duh ahcun TIS National kha 1300 575 847 ah chawn. Rianttuantu pawl nih ruahnak petu pawl pehtlahih thiam <ul style="list-style-type: none"> Older Person Advocacy Network (OPAN) (Kum Upadeuh Pawl Ruahnak Petu Bu) <ul style="list-style-type: none"> OPAN kha 1800 700 600 ah chawn.
2. TIMHTUAHNNAK LE RANTTUUNNAK AH KHAN NINGCANG TEIN ZULH <p>Kum upa deuh pawl cu anmah zohkhenhnak system ii rianttuan timhtuanhnak le cawlcanghnak ah a biapimi khuakhang laireltu an si².</p>	<p>Zohkhenhmi minung pawl kha an phunglam ning, an siaremnan hmunhma le an duhmi ttha tein an chim khawhnak ding in lam sialpiak hna ulaw an kong khuakhannak le an herhmi bawmhnak peknak ah i teltum ter hna².</p>	<ul style="list-style-type: none"> Na minung i a caah sullam a ngeimi le a biapimi a phunglam asiloah a biaknak le a chungkar/zohkhenhtu pawl kong zong kha hngalh izuam¹.
3. ZOKHENH LE BAWMHNAK HMUH <p>Australia ram chung i lamhlat, ramlak, khuate le khuapi chung ah a ummi kum upadeuh pawl nih an sining aa dan cionak zoh in le an nunnak ah a phunphun an rak tonmi le an herhmi zoh in aa tlakmi tar zohkhenhnak le bawmhnak co khawh an si².</p>	<p>Tar zohkhenhnak bawmhnak hmuh dingah dawnkhantu a simi pawl kha mah kong rianttuanmi bu le zung pawl he hmunkhat rianttuanttinak in tei².</p>	<p>Theihngalhnak ca le konglam pawl kha Australia ah ralzam in a rak pemmi kum upa deuh pawl nih an fian khawhnak lai le an miphun le biaknak he aa tlakmi siding in holh phunphun in chuah¹. <ul style="list-style-type: none"> Cultural Atlas timi hi Australia ah a pemmi miphun tampi i an konglam le phunglam pawl hngalhnak ah a tthami a si. (https://culturalatlas.sbs.com.au/) </p>
4. DUHNING IN THIL CANG SEH TIAH TIMHCIA TEIN LE RANTTUANNING A HERHNING IN THLEN <p>Sining aa dang mi hna atulio zohkhenh a haumi pawl le hmailei ah zohkhenh a haute dingmi hna le sining a phunphun aa dangmi rianttuant hna nih an herhmi le chambaumi tlamtling tein pek khawhnak caah duhning in thil cang seh tiah timhcia tein le rianttuanning a herhning in thlen zong a herh².</p>	<p>Sang le veng i mibu pawl le mah rianttuannak ah aa telmi bu le zung pawl zong he pehtlahinak tuah hna ulaw zeitindah a tthabikmi zohkhenhnak pek a si lai timi zong i ruah uh, cun zohkhenhnak a petu bu le zung zong nih an rianttuantu pawl kha sining aa dangmi pawl an herhning cio in bawmh le zohkhenhnak a pe khomi siding in rianttuan an herh².</p>	<p>Holh phunnih a thiammi (thiamnak sang a ngeimi, ngandam zohkhenhnak a petu pawl, social work lei a tuanmi le zohkhenhtu pawl) hlan le rian pek kha zohkhenhmi minung caah a ttha le a herhmi a si.</p>

1. Kum Upa Zohkhenhnak chung ah Nunphung lei Dannak caah Tonnak Hmun, (2022)

2. Ngandamnak lei Zungthen, (2019)

KAN RANTTUUNNAK A HMANGMI PAWL CAAH A PHICHUAK	TAR ZOKHENHNNAK A PETU PAWL NIH TUAH A HERHMI	A TTHA BIKMI TAHCHUNHNNAK & ZULHDING PAWL
<p>5. UPAT AWKTLAK LE ZAPI TELNAK RANTTUUNPIAKNAK PAWL</p> <p>Sining aa dang mi a simi hna a tulio zohkhenh a haumi pawl le hmailei ah zohkhenh a haute dingmi hna le sining a phunphun aa dang mi rianttuantu hna nih an herhmi le chambaumi tlamlting tein pek khawhnak caah duhning in thil cang seh tiah timhcia tein le riantuanning a herhning in thlen zong a herh¹.</p>	<p>Sining le hmuhtonmi aa dangmi hna a ttahibik in zohkhenhnak pek khawhnak caah ruahnak hal, ruahnak thar chuah, mah ca chung i lam hmuhsaknak pawl zong ful law tintan tehna zong kai¹.</p>	<p>Centre for Cultural Diversity in Ageing nih zapi telum ding in zohkhenhnak peknaah Holphun tami in ca an chuah. Mah ca pawl kha man lo in kaa hin laa: http://www.culturaldiversity.com.au/service-providers/multilingual-resources</p>
<p>6. SANTLAI LO LE BAWMH A HERH BIKMI HNA AN HERHMI HMUHKHAWHNNAK</p> <p>An pumpak sining, hawikom le nunning asiloah tangka lei a chambau mi kum upadeuh pawl nih a tthami le an phunglam he aatlakmi tar zohkhenhnak an hmuu khawh¹.</p>	<p>Santlai lo le bawmhnak a herh bikmi pawl nih an caah aa tlakmi le an herhmi zohkhenhnak an hmuu khawhnak lai lam kawl le mah riantuannak ah aatalmi hna bu le zung pawl zong he i bawm in an herhmi bawmhnak pek khawh ding i zuam¹.</p>	<p>Pumpak le sining aa dangmi kum upa pawl an herhmi zohkhenh le bawmhnak peknaah caah rampi cozah nih a timi tahfung pawl hngal law mah khan hramthawk.</p> <ul style="list-style-type: none"> • Kum Upa Zohkhenhnak Phunghram (Aged Care Act)1997(https://www.legislation.gov.au/Details/C2017C00241) • Kum Upa Zohkhenhnak Tahfung (Aged Care Quality Standards) (https://www.agedcarequality.gov.au/providers/standards) • Dannak Ngeimi Kum Upa Zohkhenhnak Rian(Aged Care Diversity Framework)(https://www.health.gov.au/resources/publications/aged-care-diversity-framework)

CHERHCHANMI CAUK PAWL

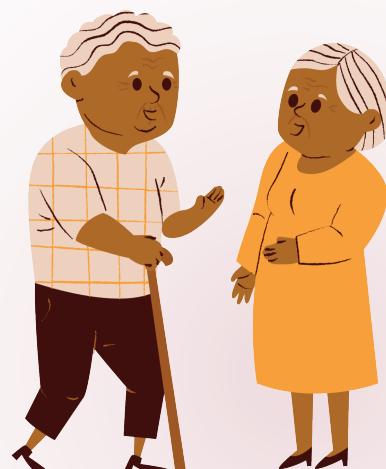
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Kum Upa Zohkhenhnak chung ah Nunphung lei Dannak caah Tonnak Hmun (Centre for Cultural Diversity in Ageing). (2022). Cawnnak Lammuhsaknak – Nunphung – Theiternak Dikthir. <http://www.culturaldiversity.com.au/images/CCDA-inclusive-service-standards-v2-corrections.pdf>

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Nunphung Tampi aa Cawhmi Kum Upa Zohkhenhnak. (2019). *A ttha bikmi cawnnak zohkhenhnak lammuhsaknak: Kum upa le pawngkam zohkhenhnak chung ah dannak thapeknak*. MAC-A-GUIDE_25.06.19.pdf

OPAN: Older Person Advocacy Network. <https://opan.org.au/>



1. Ngandamnak lei Zungtthen, (2019)

Biaruah le Khuakhannak ah Talter

CHAWNHBIAK NING LE BIANGEIH

Sining aa khat lomi mibu phunphun he rianttuanti tikah le zohkhenhnak pek tikah chawnhbiak le biangeih thiam kha a biapi
Sining aa khatlomi kum upa he chawnhbiak tik ah an phunglam le sining tuakpiak kha a biapi.

Phunglam pakhat le pakhat aa khat **lo timi hngalh kha a biapi**. Phunglam aa khatmi mibu chung hmanh khin phunglam tengnge tete an um i pakhat le pakhat an i khat lo. Phunglam aa khatmi pawl chung in phunglam tengnge tete an i dannak le sining hngalhnak nih sining le phunglam aa khatlomi pawl he chawnhbiak le rianttuanti khawhnak a kan bawmh¹.

Phunglam Umtuning ttimi cu minung pakhatkhat zei phunglam chung ah dah a tthan ii mah nih khan a ziaza, chawnhbiaknak le pehtlaihning tibantuk ah zeitin a danter a ti duhmi a si.

UMTUNING SANG: Dengteo in chim lo in a vel in vel i tling cikcek in chim a hmangmi phunglam.	UMTUNING NIAM: Dengteo in chim in duhnak fiang le tawi in chim a hmangmi phunglam.
<ul style="list-style-type: none">Konglam an chim hlanah pehtlaih le theihhngalhnak tuah an duh hmasa.Phunglam umtuning sang nih an tuak chihmi pawl cu:<ul style="list-style-type: none">- Nunning san le niam- Pawngkam- TuanbiaPehtlaih le chawnhbiaknak an tuah tikah a lenglei thil sining kha biapi ah an chiah. <p>Ram Pawl: Japan, Philippines, China, France, Spain, Brazil tibantuk pawl</p>	<ul style="list-style-type: none">Chimmi bia muru ah khan a sullam laak an duhdeuhAn chimning le pawngkam biahehnak pawl ah a sullam an la loBiafang, pum umtuning le awnem/awsan tibantuk an hman.An duhmi dengteo in an chim <p>Ram Pawl: United Kingdom, United States of America and Australia.</p>



Konglam 2: Biruahnak ah i Teltumnak

Biaruah lechawnhbiak ning phunphun a ti duhmi cu konglam i chimh le chawnhbiak tikah minung pawl nih an duh deuhmi ningcang kha a ti duhmi a si. Mah pawl nih khan chim duhmi zeitin an laak le a sullam an fian timi lai a rel.

<p>Hlathlai: A si kho maw si kho lo, a sitaknak tette a um maw</p> <ul style="list-style-type: none">• Konglam vialte theih dih an herh• A si khomi konglam pawl kha reng tein le dengteo in theih an duh deuh	<p>A si khomi le tuah khawhmi: Timhciatein um i tuahding pawl a dotdot le tuahning pawl tling tein ttialmi an duh deuh</p> <ul style="list-style-type: none">• Chimpuan le biaruah lai ah timhcia tein an um.• Iton hlanah konglam an phawt hmasa hna i a dotdot in konglam tlingtein an fianh.
<p>Hneksak: Konglam pawl kha an zoh an hlat i thil a fianglomi cung zongah an lungsau</p> <ul style="list-style-type: none">• Tinhmi a kau pipi kha an duhdeuh i mah tinhmi konglam a dihlak tlingtuk in tialmi rel an huam lo• Thil thar tuah le ruahnak thar chuah ah an i nuam.	<p>Pehtlaihnak: Lungthin hmangin pehtlaih an hmang ii holh in chimlomi pawl a sullam zong an purhdah khawh</p> <ul style="list-style-type: none">• Bia an chah tikah an lungthin i a umning kha an hman.• Chawnh le biaruah tikah pumpak kong tuanbia hman kha an duhdeuh.

THADEUH IN BIANGEIHNNAK CAAH ZULHAWK THAMI PAWL

Biangaih: A sullam hngalhnak ding in biangaih.

- Nalunghin dihlak in bia a chimmi kha ngaihpiak
- A bia chimmi na ngaihnak kha na umtu le hoiher in laughter.
- **Tahchunhnakah: lu khun, mit zoh, le aw chuahning (aw nem/aw san tibantuk)**

Hngalh ter: An chim duhmi na hngalhning kha (na bia le na pum umtuning in) hngalh ter

- Nangmah in na lungfianning lawng a si kha hngalh ter hna.
- An chim duhmi na lungfianning kha chim tthan hna.
- **Tahchunhnak ah: "Na chimmi ka fian taktaknak ah, mah ti na ummi cu mahruangah na ti duhnak a si maw"**

Hal: An chim duhmi na fian taktak ding in hal.

- An chim duhmi na lungfianning na chimh dih in khan, na fianning a hman le hman lo hal hna
- Mah na tuahnak nih khan na lungfianning a hman le hman lo le a herhmi a chim chap khawhding a fawiterdeuh lai
- **Tahchunhnak ah: "Mah ti cun a si maw?", "Mah ti cun a hman maw?", "Ka hollehmi a hman maw?"**

Hlat: Thil a cangmi le a tonmi pawl a chim khawhnak lai kaupi in hal.

- Na lungfianlomi konglam pawl lawng kha hal chap.
- **Tahchunhnak ah: "Tuandeuh ah ...kong na chimmi kha... Zei na ti duhnak dah a si cu?"**



CHERHCHANMI CAUK PAWL

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Effective Communication techniques: <https://skills.carergateway.gov.au/player/?m=2>

Teltumnak A Hmangmi Hruainak

Teltumnak a hmangmi hruaitu pawl cu upat tlak an si ii midang aa ruangte in an chawnhbiak an hruai hna. Minung pakhat cio in an idannak kha an sunglawih i aadangmi mibu a phunphun i an ruahnak kha a hmanzia an thiam¹.

HMANNAK & UPATNAK	SUNLAWIH & NGEIHMI THIL	MAHLEMAH I ZUMH & MIDANG NIH ZOHCHUNHTLAK IN UM
Rian le covo khatte in le buaklak in phawt	Pakhat cio i an idannak le santlaihnak kha hngalh ter i riantuan hawi he komh le nuamh.	Aadangmi mibu dihlak caah a himmirian hmun le an si khawhtawk in rian an tuan khawhnak hmun ser i an duhnak chim le phuan ngamding in ser.

Tuchan rianttuannak hmun cu hlanlio bantuk khan phunglam le pomning aa khatmi phukhat lawng si lo in sinning le nunning aa dangmi tamdeuh an um cang i mah nih khan riantuannak i papek ning le hruaitu pawl i an riantuan thiamning zong a dan ter¹. Teltumnak a hmangmi hruainak ah a biapimi thil phun ruk zulhding a um i mah nih khan bu le zung pawl nih zapi caah a thami teltumnak a hmangmi hruaitu tha a pek hna¹.

TELUMNAK A HMANGMI HRUAINAK AH A BIAPIMI THIL PHUN RUK	CAWN KHAWH LE REMH KHAWHMI ZIAZA PAWL
I biatak : teltumnak a hmangmi hruaitu pawl cu pakhat le pakhat sinning an i dannak kha upatnak an pek i zapi teltum khawhnak caah an ibiatak.	Mah-le-mah i hngalh : mah ahkhan mah-le-mah i hngalhnak caah caan lak le kapkhat lei tanhnak ka ngei maw, zeidah ka thawnnak a si i zeidah ka champaunak a si ti i chek zong aa tel.
Ralthatnak : na lungum kha chim law nangmah le midang nih phunglam aadangmi hna nih an tuak le ruahning hmuu izuam in le zapi caah a thami a si maw ti hngalh izuam. (tahchunhnak ah, miphun namneh le zawmthaihnak na hmuu ahcun chim law report tuah).	Na Champaunak Zong Kha Hruainak Ah Ralthattein Hmang : Na champaunak kha ihngal law chim ve hna. An zohchukdeuhmi asiloah mitlawn deuh a simi mibu caah chimrel piak hna.
Hngalhnak : nangmah le na rianttuannak nih kapkhat lei tanhnak nan ngeih sua khawhmi zong kha hngal.	A baunak hngal : na champaunak le theihhngalhnak na baumi zong kha hngalh izuam.
Hngalhduhnak : midang nih thil sinning an hmuuning/ruahning le an tonning zong kha hngalhduhnak lungthin ngei (tahchunhnak ah, na lungfiannak ah a konglam na hlat khawh asiloah an ruahnak le hmuuning kha upatbutein na hal khawh hna).	Na Lungfiannak ah Ngai : minung hna an champaunak pehtonh piaknak caah an bia ngai law hngalhnak zong chim hna.

Konglam 3: Hruainak lei Teltumnak

TELUMNAK A HMANGMI HRUAINAK AH A BIAPIMI THIL PHUN RUK	CAWN KHAWH LE REMH KHAWHMI ZIAZA PAWL
<p>Phunglam Hngalhnak: miphun dang phunlam hngalduhnak le theihthiamnak lunghthin ngei.</p>	<p>Midang he Tlonlenning Hngalhnak: midang le pawngkam he na tlonlen le nunning kha hngal law mah kha zapi nih hrawm khawhmi phunglam sernak bawmtu ah hmang.</p>
<p>Tuantinak:sining idan ko bu ah zapi teltumkhawhnak serding in pakhat cio kha thazaang pe hna.</p>	<p>Pehtlaihnak Tuah: mibu pakhat le pakhat sining ikhah lo le dannak kha zapi caah teltum khawhnak siding caah dawnkhantu pawl hngalhnak le a herhmi tuahding hngalhnak ah midang he pehtlaihnak tuah.</p>

CHERHCHANMI CAUK PAWL

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Centre for Creative Leadership. (2022). *Inclusive Leadership: Steps Your Organisation Should Take to Get It Right.* <https://www.ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/#:~:text=Inclusive%20leaders%20are%20individuals%20who,collaborate%20more%20effectively%20with%20others.>

Centre for Creative Leadership. (2022). *Sullam hngalding in biangeih timi cu zeidah a si? How Can I Do It Better?* <https://www.ccl.org/articles/leading-effectively-article/coaching-others-use-active-listening-skills/>

Dillon, B and Bourke, J. (2016). *Teltumnak a hmangmi hrainak ah a biapimi thil phun ruk zulhding: Sining aakhat lo mi vawlei thar ah hlawhtlinnak.* Deloitte University Press. <https://www2.deloitte.com/content/dam/Deloitte/au/Documents/human-capital/deloitte-au-hc-six-signature-trait-inclusive-leadership-020516.pdf>



Midang he Tonkhawlo Caan le Ierh Lio Caan ah midang he pehtlaihnak

COVID-19 zawnak i midang he ton khawhlonak a chuahpimi nih kum upadeuh pawl caah nuam tein an nunnak ding ah dawnkhantu pawl a chuahpi i a caan phak hlanah thihnak zong a chuahpi. Midang he ton le tlonlentinak nih zawnak ichawnh le thihnak tiang a chuahpi khawh i kan ngandamnak le nun nuamhnak zong ah harnak a kan pek khawh¹.

Midang he iton lo in um timi cu mah lawng in um asiloah umhar-lilen in um timi a sullam a si lo i a chuahpi ding zong a si lo. COVID nih a chuahpi mi pawl cu kan ton lengmang mi bantuk a si cang i kan upadeuh pawl khamnak caah ruahnak thar le upadi thar pawl zong ser an si. Zohkhenhnak petu kan si bantuk in zapi himnak caah cozah nih a chuahmi upadi pawl kha zulhding tuanvo kan ngeih.

Tinhmi cu a hopaoth nih an phunglam he aatlakmi le fawitein lungfiang kho ding in an herhmi konglam an hngalhnak tuah kha a si. Phunglam le Sining Aadangmi Kum Upadeuh pawl nih dawnkhannak an tonmi cheukhat pawl kan langh ter.

DAWNKHAANTU PAWL

PUMPAK NGEIHCIAH/CHAWVA	THATHAWHNAK LE LUNGPUT	PHUNGLAM HE PEHTLAIMI PAWL
<ul style="list-style-type: none">Lungthawnnak ah chambauInternet duhtawk hmannak ah chambauFimthiamnnak le hngalhnak ah chambauTangka lei chambauUmnak hmun hlatPum tlamtlin lo le hnachehMah-le-mah zumhnak chambauHawikom le chungkhat lei chambau	<ul style="list-style-type: none">Midang he pehtlaih le chawnhbiak a thatnak hngalh leiah chambauTuahding a thami pawl hngalhnak ah chambauA konglam hngalh duhnak chambauNawlneitu pawl zumh dih loDuh le ruahning in thil a can loRuahnak pekmi liangluang nih thluak buai ter	<ul style="list-style-type: none">Miphun hmete/a tlawmmi miphun siHohl le caBiaknak le mah in a rami zumhnakCommunity division



1. Smith, Steinman & Casey, (2020)

Konglam 4: Mibu le Hawikom he Tonnak Hrial Caan ah Pehtlaihnak

COVID-19 LIO le HMAILEI TUAHDING PAWL

1

TELEPHONE IN CHAWNHBIAKNAK

Telephone in mizaw zohnak (Telehealth) tibantuk pawl kha kan zohkhenhmi minung pawl he pehtlaihnak ah hmang. Mibu damnak zohkhenhtu pawl, social worker pawl, siibawi, sii saya/mah pawl le adang pawl kha hi bantuk caan har lioah kan zohkhenhmi hna minung pawl an ngandamnak, an himnak le an herhmi hngalhnak caah telephone in pehtlaihnak tuahter hna uh.

2

INTERNET IN PEHTLAIHNAK

- Nifatin an nunnak le tuahsernak ah video in chawnhbiak kha an iziak ding in tuahding a si.
- Kum upadeuh pawl kha internet hmang in chawnhbiak le pehltaih an thiamnak lai cawnpiaak ding¹.
- Online in chawnhbiak tuahnak, tahchunhnak ah Skype, Face time, MS Teams, Zoom tibantuk pawl he pehtlaihnak tuahpiak ding.

3

BAWMHNAK PEKNAK

- Chan thar thiamnak hmang in pehtlaihnak na tuah piak hna hnu cun midang he tuahti khawhmi pawl, tahchunhnak ah, carelti, eksasai tuahti le online lenteceilhti tibantuk tuahpiak ding zong ruah piak hna.
- Hlanlio thil tuahning cang kha hmang law pehtlaihnak ah kuttial tehna khan ca ikua uh.
- An inn na len hna hlanah peng cozah le mipi ngandamnak zung nih COVID himnak caah nawl an chuahmi pawl kha chek law zul².
- Na chungkhat kum upa pawng na um asiloah kum upami innpa na ngeih ahcun an herhmi thilri pawl kha an innka hram ah chiahpiak hna, cun an herhmi thilri pawl, tahchunhnak ah, eidin awk tehna cawk le laakpiak ding in chim hna¹.

CHERHCHANMI CAUK PAWL

Australian Institute of Family Studies (2020). *COVID-19 lio ah Australia ram chung Chungkhar pawl Nunnak Hlathlainak: Theihternak 2, kan i hlat lio ah Pehtlaihnak Ngaihnak..* Australian Cozah http://www3.aifs.gov.au/institute/media/docs/x8YeUlkf/Covid-19-Survey-Report-2_Staying-connected.pdf?_ga=2.185129454.637053534.1645506110-1407501199.1640044278

Capire., (2021). *COVID-19 Toolkit lio ah Pawngkam Tolrelnak..* <https://capire.com.au/impact/publications/>

Capire., (2020). *Inclusive Community Engagement: pumpak hlaat lio caan ah.* <https://capire.com.au/impact/publications/>

Ngandamnak lei Zungtthen. (2022). *Australia Rammi Upa Zohkhenhnak Hmun chung ah COVID – 19 Karhnak.* Australian Cozah <https://www.health.gov.au/resources/collections/covid-19-outbreaks-in-australian-residential-aged-care-facilities#more-information>

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Smith, M., Steinman, L., & Casey, E.A., (2020). *Combatting Social Isolation Among Older Adults in a Time of Physical Distancing: The COVID-19 Social Connectivity Paradox.* <https://www.frontiersin.org/articles/10.3389/fpubh.2020.00403/full>

1. Chungkhar Cawnnak pawl ii Australia Institute, (2020)

2. Ngandamnak Zungtthen, (2022)

Holhlettu pawl rianttuannak

HOLHLETTU PAWL AN RIAN

Holhleh in rian a ttuanmi le a paw aa cawmmi pawl nih Australian Institute of Interpreters and Translators (AUSIT) nih a timi Ziaza le Zulhpung pawl ning in rian an ttuan a herh.

ZEIRUANGAHDAH HOLHLETTU PAWL HE RIANTUANTI KAN HERH	ZEIRUANGAHDAH HOLHLETTU PAWL HE RIANTUANTI KAN HERH
<ul style="list-style-type: none">• Upadi tangah tuahding rian kan ngeih.• Chimduhmi a sullam theihthiam lo in kan um sualnak hnga lo kan zohkhenhmi minung pawl cung ah tuanvo kan ngeih.• Kan zohkhenhmi hna minung pawl nih theih an hngalhmi konglam pawl hngalh le fian a feh ter.	<ul style="list-style-type: none">• Mirangholh duhtawk in a rak chim khomi pawl zong an tonni thil asiloah an zawtnak pakhatkhat ruangah an duhmi chim kho ti lo in an um kho.• Kan zohkhenhmi minung nih kan riantuantu i an chimmi a sullam an hngal lo.• Kan zohkhenhmi minung nih mirangholh thatein a chim thiam lo.• Kan zohkhenhmi minung nih holhlettu an herhnak an langh ter.• A si khawh ahcun, kan zohkhenhmi minung nu a si ahcun nu holhlettu laak piak law pa an si ahcun pa holhlettu laak piak hna.• Ngandamnak kong cawnpiaknak ah.

Cozah nih tangka a bawmhmi tar zohkhenhnak pawl nih Ca le Holh Lehnak Zung (Translating and Interpreting Service (TIS)) in holhlettu pawl MAN LO in an hman khawh. Tamdeuh hngalhnak ah TIS National kha 131 450 ah chawn hna.

Adang ca le holh lehnak riantuantu pawl:

- Kum 65 tang minung pawl caah Holh le Ca Lehnak in Chawnhbiak (Interpreting, Translating and Communication (SWITC)) bawmhnaek peknak
- Rampumpi Hnachet Chawnhbiaknak Bawmtu (National Relay Service)

CHUNGKHAR ASILOAH HAWIKOM PAWL KHA HOLHLETTU CAAH HMAN KHAWH AN SI MAW?

Chungkhar, hawikom, asiloah an mah mibu chung in aa naihniam mi hna cu kan zohkhenhmi minung nih hoilhlettu ah hmanning in a hal zongah hmanning an SI LO.

1. A hawikom asiloah chungkhar nih zeitlukindah Mirangholh asiloah kan zohkhenhmi minung i a holh a thiam timi kha na hngal theng lai lo.
2. Holhlettu sinak lehhmat a ngeilomi holh phun hnih a thiammi hna cu lakhruak thil har ton caan, a herh tukmi thil ton caan le holhlettu sinak lehhmat a ngeimi holhlettu an um lo lawngah hmanning an si. A zeitik caan hmanh ah kum tling lo ngakchia pawl cu holhlettu ah hmanning an si lo.
3. Holhlettu sinak lehhmat a ngeilomi asiloah aatlaklomi holhlettu hmannak nih dihlak caah thil poipang nganpi a chuahpi khawh ahleiin upadi asiloah ngandamnak kong he pehtlaimi pawl a si tikah.
4. Holhlettu sinak lehhmat a ngeimi holhlettu hmannak nih kan zohkhenhmi minung i a pumpak konglam kha kilvennak le upatnak a pek i ahleiin huhphenhding pumpak kong le biachahnak tuah tehna ah.

Konglam 5: Holhlettu Pawl he Riantuantinak

PHUNGLAM LEI BAWMTU

Kan zohkhenhmi minung nih a phunglam a hngalmi asiloah ruahnak petu/tha petu ka herh a ti ahcun tlinhpiak ding izuam. Mah hna pawl nih holhlettu hmuhnhma an laakding balte a si lo. Aatlakmi holhlettu hmuhnak ah na sang i a ummi Cozah Zung pawl hal hna.

ZOHKHENHMI MINUNG NIH HOLHLETTU HMAN A DUH LO

Zohkhenhmi minung nih holhlettu hman an duh lo ahcun an mah nawl le covo a si i mah kong balte kha record ah thatein tial. Na cung bawi (Team Leader) sin zong ah mah kong report pek na hau lai zeicahtiah mah kha rian ah thil cangmi phun khat ah tuak a si.

THOKNAK	UMTTHUTNAK	HOLHNAK
<ul style="list-style-type: none">Tonnak nih aa tinhmi zei a si kha holhlettu chim. Mah kha holhlettu na halnak form ah na tial khawh chung asiloah tonnak nan tuah hlam minit 10 aa duh zong ah na chimh khawh hna. Mah na tuahnak nih khan tonnak caah holhlettu ttadeuh in timtuahnak a bawmh lai i aatalmi dihlak pakhat le pakhat chim duhmi i fiannak a bawmh lai.Holhlettu cu phunglam lei hngalhnak bawmtu zong a si kho i na minung nih an lehmi/chimmi le na chim duhmi sullam a laakning pawl na hngalhdeuhnak zong ah an bawmh khawh.	<ul style="list-style-type: none">Mirangholh a thiam lomi na minung kha na hmai ah ttut ter i holhlettu kha nan kam ah ttut ter kha a ttami thutning a si.Holhlettu kha na minung sinah mah-le-mah hngalhernak tuah ter. A phunglam nih upathnak pek lo ti a sullam a ngeih lo ahcun a mah kha biapi bik a si ti langhernak caah na minung a mit kha zoh lengmang.	<ul style="list-style-type: none">Lung tuaitamlonak caah na minung kha zoh in chawn. Mah nih khan na chim duhmi zapi lungfannak a bawmh lai.Biafang sullam hngalh a fawimi le a tawi tete in chim.Na minung asiloah holhlettu nih a sullam an hngalhnak lai le biahalding an i ruah khawhnak lai na chim lioah idin pah lengmang.Holhlettu zong nih na chim duhmi a fiannak lai a herh ning in ka hal ka nolh ter than tian chim.Holh thuk, micheukhat nih mah le mah chawnnak ah an hman i an mah lawng nih a sullam an hngalhmi, phuahchommi bia asiloah phunghluk tehna hmang in chim kha hrial.

CHERHCHANMI CAUK PAWL

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Calehnak le Holhlehnak Riantuanpiaknak (Translating and Interpreting Services (TIS)). <https://www.tisnational.gov.au/>



ZAPI TELTUM KHAWHNAK CAAH A THAMI ZULHDING PAWL

Mah catlap chungah sining le phunglam aakhatlomi mibu pawl he riantuanti tikah zulhding a thami le tuahding pawl aatial.

- 1.** Sining le Phunglam Aa khatlomi Kum Upadeuh Pawl
- 2.** Phunglam le Holh Aa khatlomi Pawl
- 3.** Aboriginal le Torres Strait Islander Minung Pawl
- 4.** Nudawkpadawk, padawknudawk, nu he pa he a duhmi, nusinak in pasinak asiloah pasinak in nusinak ah aathlengmi le nusinak le pasinak a pahnih in aachuahpi mi minung pawl, (LGBTQIA+)

Mah a thami zulhding pawl le ruahnak peknak ca hi a herhnak ah tar zohkhenhnak a pemi bu le zung pawl nih hman khawh a si timi kha na lung ah ichiah.
Tar zohkhenhnak ah aa pemi bu le zung pawl nih sining le phunglam aadangmi mibu pawl an kong theih le hngalh chap an duh ahcun an caah a thami rel chap khawhnak tehna kan pek hna.



SINING AADANGMI KUM UPADEUH PAWL

Department of Health (Ngandamnak Zung) nih kum upadeuh pawl pakhat le pakhat an herhmi, an sining le an nunnak ah rak hmuhtonmi aa dan kha an hngalh i mah pawl nih khan mibu pakhat asiloah mibu phun tampi cawhmi chungah an ital khawhnak le pheunak, midang nih remlonak le thleidannak an rak ton khawhmi a si zong an hngalh¹.

Australia kum upadeuh pawl cu atanglei bantuk in mibu phunkhat chung asiloah mibu phuntampi chungah aatalmi zong an si kho.



SINING AADANGMI KUM UPADEUH PAWL

DAWNKHAANTU PAWL	ZULHDING LE TUAHAWK A TTHAMI PAWL
<p>Konglam: sining aa dangmi kum upadeuh pawl nih thil sining le konglam pawl hngalh an iharhdeuh kho asiloah ca an rel khawhning zong aadang kho.</p> <p>(tahchunhnak ah, kum upadeuh Asian nu nih inn ah bawmhnak le tar zohkhenhnak konglam le sinng hngalh zong bawmh a herh kho).</p>	<ul style="list-style-type: none">Konglam le thil sinng pawl kha fawitein an lungfian khawhding ca in pe hna.Atanglei bantuk an si ahcun konglam le thil sinng pawl kha an holh in aatialmi ca in pe hna Phunglam le Holh Aakkhatlomi PawlZohkhenhmi minung nih zeitindah konglam le thil sinng hngalh khawh a si timi a fiannak lai chim. <p>(tahchunhnak ah, zohkhenhmi pek khawhmi konglam kha zohkhenhmi minung nih an hngalhnak lai konglam le thil sinng fianternak ca pawl lehding ah holhettu zung pehtlaihnak tuah).</p>
<p>Bawmhnak pek le phanh: lam hla i a ummi hna caah tar zohkhenhnak le konglam le thil sinng fianternak le bawmhnak an bau.</p> <p>(tahchunhnak ah, Aboriginal le Torres Strait Islander minung pawl cu lam hla ah an um. Kan bawmhnak hmuhding an herh thiamthiam).</p>	<ul style="list-style-type: none">Sining le nunning aadangmi hna le umnak hmunhma aadangmi kan zohkhenhmi hna dihlak nih zohkhenhnak tlamtlings in an hmuhding a si.Lam hla i a ummi hna caah bawmhnak petu pawl kawl piak. <p>(tahchunhnak ah, an mibu lak ahkhan ital law mah ka i a ummi tar zohkhenhnak ah zeidah a bau i khuaika hmunhma pawl ahdaah tar zohkhenhnak bawmh an herh bik ti tehna hal hna)</p>

ZAPI CAAH A THAMI BAWMHNAK PAWL

- Pakhat le pakhat upatnak a ngeimi pehtlaihnak ser.
- Na zohkhenhmi minung i a nundaan, a ngandamnak caah a herhmi le phunglam kong tehna kha hal.
- An herh le duhmi cawlcanghnak pawl tuahpiak hna (tahchunhnak ah, a mibu pawl he tonnak le an biaknak hmunhma ah kalpi tibantuk)
- An i dannak kha cohlang law an herhmi bawmhnak hmuhnak caah an sinng zoh khan bawmhnak pekning zong thleng.
- Zapi teltumnak khawhnak bawmhnak peknak caah midang zong kha fim chim hna.

CHERHCHANMI CAUK PAWL

Ngandamnak Zungtthen, (2019). *Sining le nunphun aadangmi kum upadeuh pawl caahxtuhti dingmi: tar zohkhenhnak petu pawl nih zulhding*. Australian Cozah <https://www.health.gov.au/resources/publications/shared-actions-to-support-all-diverse-older-people-a-guide-for-aged-care-providers>

CarerGateway. Thluak zawtnak a ngeimi minung na zohkhenh maw? Find support and services to help you. <https://www.carergateway.gov.au/tips/looking-after-person-mental>

CarerGateway. Ralkap pensen a lami na zohkhenh maw? Find support and services to help you. <https://www.carergateway.gov.au/tips/veteran-carer-support-services>

CarerGateway. Are you looking after a person with disability? 10 ways to make your life easier. <https://www.carergateway.gov.au/tips/tips-disability-caring>



ABORIGINAL LE TORRES STRAIT ISLANDER MIPHUN PAWL

Australia milu ah 798,400 hrawng cu Aboriginal le Torres Strait Islander miphun pawl an si. Aboriginal le Torres Strait Islander miphun pawl nih an tonmi dawnkhaantu pawl teinak caah zulh le tuah a thami cheukhat pawl ka hin kan ttial.



DAWNKHAANTU PAWL	ZULHDING LE TUAHAWK A TTHAMI PAWL
<p>Ziaza le lungput, sunlawih le zumhnak pawl cu miphun pakhat le pakhat nih an hmuu le pomning aadang hna i zohkhenhnak an hmuuning zong aadang. <i>(tahchunhnak ah, Australia ram a tla hmasa bikmi miphun pawl nih an upa pawl zohkhenh ding ah an chungkhat sahlawh rualchan nih pek kha an duhdeuh).</i></p>	<ul style="list-style-type: none"> Aboriginal le Torres Strait Islander miphun pawl kha zeitindah zohkhenhnak pek an duh timi hal hna. <i>(tahchunhnak ah, "Anglicare nih Australia ram a tla hmasa bikmi miphun pawl bawmtu ding in riantuantu kan ngeihmi na hngal maw? An mah he pehtlaih piaknak tuah na duh maw?").</i>
<p>Chawnhbiaknak <i>(tahchunhnak ah, Australia ram a tla hmasa bikmi miphun pawl cu phunglam sang a hmagmi an si i a sullam cu pumpak pehtlaihnak ngeih hmasa le biahlnak pawl kha tuanbia chim in leh an duhdeuh).</i></p>	<ul style="list-style-type: none"> Australia ram a tla hmasa bikmi miphun pawl cu phunglam sang a hmagmi an si i a sullam cu bia pipa iruah hlanah pumpak pehtlaihnak ngeih hmasa an duh. Mah mibu pawl kha an biangaihnak nawl pe hna. An tuanbia chimnak nawl pe hna. <i>(tahchunhnak ah, na lungsau law an tuanbia kha ngeihpiaknak in zeidah an chim dumi a si kha pehton).</i>
<p>Zumh <i>(tahchunhnak ah, Australia tuanbia ah a rak cangmi thiil sining pawl, Australia ram a tla hmasa bikmi miphun pawl nih a bu in thah an rak tonnak, thongin chung tehna ah thiil an tonnak le Cuar rang a simi Australia miphun lawng timi zulhpung ruangah cozah rian hmun pawl ah tuannak nawl an ngeih lo le an fale hramhram in an rak laakpiak mi tehna ruangah zumhlonak thinlung a ngeih ter hna).</i></p>	<ul style="list-style-type: none"> Aboriginal le Torres Strait Islander miphun pawl caah pun glam lei a himmi le an siaremnaik hmuhma serpiaknak caah tar zohkhenhnak hmun i midon le luhnak hmun le kan zung kip ahkhan an aalan thlaapiak le Australia ram a tla hmasa bikmi miphun an sinak kan cohannak tehna kha tar hna. Phunglam phunphun cawlcanghnak pawl ah i tel <i>(tahchunhnak ah, zumhnak sernak caah Australia ram a tla hmasa bikmi miphun pawl kha kan tar zohkhenhnak hmun pawl le mileng dong le chawnbiatu caah rian pek. Zung chung le zung lei minung pawl he ton le biaruahnak tehna ah Australia ram a tla hmasa bikmi miphun pawl an sinak le mah itonnak hmuhma a ngeitu an sinak cohannak tehna chim).</i>
<p>Miphun thleidannak <i>(tahchunhnak ah, Australia ram tuanbia ah Australia ram a tla hmasa bikmi miphun pawl cu an miphun sinak ruangah an thenpheunak le thleidannak tehna an rak tong. Miphun thleidannak cu zoh sawhsawh le cohan ding a si lo).</i></p>	<ul style="list-style-type: none"> Minung cheukhat cu zeihmanh daantatnak tong lo in miphun thleidanan an tuah¹. Mah bantuk ziaza cu cohlaan le nawl pekding an si lo. Minung dihlak le an idannak kha upatnak pe hna. <i>(tahchunhnak ah, miphun dang hna he pehtlaihnak na tuah hlanah an phunglam/mah phunglam tangah phunglam tengne an ngeih rihami, an zumhnak le sunsanghmi tehna kha cawn izuan, zeicahthiak miphun pakhat le pakhat an sining aakhat lo. Miphun zawmteihnak, thleidannak le thinhunternak bia tehna hmang hlah).</i>
<p>Bawmhnnak A Phunphun <i>(tahchunhnak ah, zeibantuk riantuanning pakhatkhat hmanh zapi caah a thadih timi a um lo. Australia ram a tla hmasa bikmi miphun pawl zong an herhmi le duhmi aadang hna i an phunglam tangah siaremni le aatlakmi bawmhnnak pawl pek an herh).</i></p>	<ul style="list-style-type: none"> An mah nih upa an timi hna sullam fian. Australia ram a tla hmasa bikmi miphun pawl sin in ruahnak hal. Sang i a ummi Australia ram a tla hmasa bikmi miphun pawl le an mah bawmhnnak bu pawl aiawh khan Tar Zohnak le Ngakchia le Chungkhar bawmhnnak a petu bu le zung pawl sinah pehtlaihnak tuah. <i>(tahchunhnak ah, na sang i a ummi Australia ram a tla hmasa bikmi miphun pawl Ngandamnak a zohkhenhbu le zung pawl sinah khan zeitindah tar zohkhenhnak pawl nih an upa pawl a tha bikmi bawmh le zohkhenhnak kan pek khawh hna lai timi ruahnak zong hal hna).</i>

ABORIGINAL LE TORRES STRAIT ISLANDER MIPHUN PAWL



CHERHCHANMI CAUK PAWL

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PHUNGLAM LE HOLH AADANGMI MIPHUN PAWL

Phunglam le Holh Aadangmi Miphun Pawl (Culturally and Linguistically Diverse People (CALD)) timi cu mirangholh a hmanglomi hna asiloah phunglam dang a ngeimi hna pawl kha a sawh duhmi a si. Mah mibu pawl (CALD) nih dawnkhaantu tamnawn an in, ahleiin tar zohkhenhnak ah. Mah dawnkhaantu pawl teinak ah tuah le zulh a thami pawl kan langh ter¹.



DAWNKHAANTU PAWL

Ziaza le lungput, sunglawih le zumhnak pawl cu miphun pakhat le pakhat nih a hmuh le pomning aa dang hna i zohkhenhnak an hmuuning zong aadang.
(tahchunhnak ah, Filipin minung tamdeuh nih cun an nulepa tar zohkhenhnak i chiahnak khan an fale zohkhenh an duhdeuh).

ZULHDING LE TUAHAWK A TTHAMI PAWL

- Na zohkhenhmi minung i a phunglam le an phunlam ah zeitin tar an izohkhenh ning a si ti tehna hal hna.
- Na zohkhenhmi minung i a phunglam puaituahnak tehna ah ital.
(tahchunhnak ah, Hi Jocelyn, nan ram ah tar zohkhenhning na ka chim kho hnga maw?").

Chawnhbiaknak
(tahchunhnak ah, na zohkhenhmi minung pawl nih holh phundang an hman khawh, mah nih khan zeibantuk zohkhenhnak le bawmhnak an herh timi hngalh a har tardeuh).

- Chawnhbiaknak ah hmanhlak ummi catlap pawl, calettu pawl, chungkhar le holhleettu tehna hmang.
(tahchunhnak ah, "Hi Ms Kim, cozah nih a lak in hmannah navl a kan pekmi holhleettu an um i nangmah le na nu nih nan hman khawh timi kha hngalh ter kan duh. Man lo a si i nan caah a thami biachahnak bawmtu a si lai. Mah bawmhnak hman na duh asiloah konglam tamdeuh hngalh na duh ahcun zaangfahnak in ka chim").

Umnak hmunhma thar iziaknak
(tahchunhnak ah, umnak hmunhma thar i tthal ruangah kan zohkhenhmi hna minung nih phunglam le sining thar iziak lo le thinphang, lungnuamh lo zong in a um tar khawh hna).

- Phunglam le Holh Aadangmi Miphun Pawl (CALD) le an bu pawl he riantuan ti².
(tahchunhnak ah, na zohkhenhmi minung kha a pawngkam mibu thar he theihhngalhnak tuah piak.
(tahchunhnak ah, na zohkhenhmi minung kha a mah he phunglam aa hrawmmi a miphun hawi pawl he theihhngalhnak tuah piak. Mah nih khan an umnak hmunhma thar iziakdeuhnak a bawmh hna lai).

Tar zohkhenhnak cuanhnak
(tahchunhnak ah, minung cheukhat caah cun tar zohkhenhnak cu hngaklh bal lo mi a si i, mah nih khan Tar Zohkhenhnak Kong an zoh le an cuanh tikah fian an iharh kho).

- Tar Zohkhenhnak Kong le Zohkhenhnak Petu Pawl kong kha ca le tintan tuahnak tehna in cawnpiaik hna.
- Na zohkhenhmi minung nih tar zohkhenhnak kong a lungfiannak ding bawm.
(tahchunhnak ah, "Tar Zohkhenhnak Kong na lungfian deuhnak ah kan bawm kho lai maw?" "Mah kong fianternak tintan an tuahmi ka hmuuh. Kan pahnih in kan kalti kho i tar zohkhenhnak kong kan cawngti lai").

1. AIHW, (2020)

2. Ngandamnak lei Zungtthen, (2019)

PHUNGLAM LE HOLH AADANGMI MINUNG PAWL



DAWNKHAANTU PAWL

Phunglam le Holh Aa dangmi hna bawmhnak
 (tahchunhnak ah , tar zohkhenhnak ah riantuanmi vialte nih holh dang an thiam dih lo, kan zohkhenhmi minung pawl zeitindah miphun cawh in tuahmi cawlcanghnak pawl ah an itelcum khawh lai ti cawnpiak kha anmah caah a bawmtu a si lai).

ZULHDING LE TUAHAWK A TTHAMI PAWL

- Holhlettu hman le miphun tampi caah an ttialmi ca te hna zeitin ka laakpiak khawh hna lai ti tehna kha cawng.
- Phunglam le Holh Aa dangmi riantuantu/hlawh lo in rianbawmtu pawl caah tintan tehna kawl le katernak tuah.
- Miphun tampi i an phunglam sunlawihnak puai tehna talpi hna.
 (tahchunhnak ah, "Hi Lee, Taluk puai tu zarh donghnak ah a um lai!
 Puai ah ratpi ve na ka duh maw?").

Mah a si caah mah cu a si lai tiah ruahning (aapalh tawn)
 (tahchunhnak ah, Jose nih mirangholh a thiam sihmanhsehlaw mirangca a rel thiam tinak a si lo. A chelchel ahcun ruahdawmh kan hmang tawn. Hal le fehter lengmang kha a thabikmi a si).

- Miphun tampi i an phunglam sunlawihnak pawl tuah law an phunglam phunphun sining hngalh zong izuam.
- Phunglam phunphun cawnding khan na lungthin kauh ter.
- A hopaoh nih Mirangholh an chim thiam an rel thiam dih tiah ruat hlah.
 (tahchunhnak ah, na zohkhenhmi minung kha a mah he phunglam aa hrawmmi a miphun hawi pawl he theihhngalhnak tuah piak. Mah nih khan an umnak hmunhma thar iziakdeuhnak a bawmh hna lai).

CHERHCHANMI CAUK PAWL

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Lilly Xiao: *Cross-cultural care program for aged care staff*

<https://www.openlearning.com/courses/developing-themulticultural-workforce-to-improve-the-quality-of-care-for-residents>

1. Ngandamnak lei Zungthen, (2019)

NUDAWKPADAWK, PADAWKNUDAWK, NU HE PA HE A DUHMI, NU SINAK IN PA SINAK ASILOAH PA SINAK IN NU SINAK AH AATHLENGMI LE NU SINAK LE PASINAK A PAHNIH IN AA CHUAHPI MI MINUNG PAWL (LGBTQIA+)

A SULLAM PAWL

1

A SINING NIH NU/PA DUHDEUHNNAK

Minung pakhat i a thinlung le a taksa nih zeipawl kha dah a duhdeuh hna timi khan khiak. Mah i aa tal khomi cu, mah nih a tlinhdih tinak a si lo, Nudawkpadawk, padawknudawk, nu he pa he a duhmi, nu he pa he ihti zong a duh lo mi, pa nih nu lawng duh/nu nih pa lawng duh, pakhatkhat he lungthin naihniamnak an ngeih hnu lawngah an mah he ihti a duhmi, nutheng ti lo patheng ti lo an duhmi minung lawng he ihti a duhmi ti in a phunphun in um khawh a si. 'Nu ma a duhdeuh pa dah a duhdeuh' ti in khan holh le ca pawl ah tial le hman ding a si lo zeicahtiah mah kha cu duh thimnak a si¹.

2

NU/PA SINAK

Aa chuahpi mi a sinning nak khan minung pakhatkhat i ka si a timi tu kha cohlan piak. Anmah le anmah an i hmuhnung kha a biapimi a si. Nusinak, pasinak in aa thok i 'nu zong si lo, pa zong si lo' asiloah 'nu he pa he ka si' aa timi tiang an um kho¹.

3

NU/PA SINAK (AUHNINGCANG)

Anmah nih an i ti le auhning khan au ko hna. An thil hrrukning, bia an chimning, an umtu hoisher, an itamhning, tahchunhnak ah, an sam le hmai an itamh le thuhning cang tehna zong khan ngiat khawh an si. Pa taksa umtuning, nu taksa umtuning asiloah pa taksa/nu taksa sinning zong si lo ti in a phunphun zong in an ithleng kho. Nu/pa sinak le nu/pa duhdeuhnak timi cu an mah nu an si pa an si ruangah mah cu a si lai tiin ruahdamh ding a silo¹.

4

NU/PA SINAK A PHUNPHUN

Nu/pa sinak timi cu zipi-zaran nih hngalh le chimnak nu, pa tinak lawng a si lo, nusinak in pa sinak ah asiloah pa sinak in nu sinak ah aathialmi le nu zong si lo pa zong si lo ti zong in a phunphun an um kho.

Mah LGBTQIA+ mibu pawl nih cun hlaanlio in thleidannak an rak tonmi, tukvelh/nek an rak huahmi le midang nih nek le remlonak an rak tonnak ruangah nu/pa an sinak asiloah nu/pa an duhdeuhnak zong kha langhter lo in an um khomen.



NUDAWKPADAWK, PADAWKNUDAWK, NU HE PA HE A DUHMI, NU SINAK IN PA SINAK ASILOAH PA SINAK IN NU SINAK AH AATHLENGMI LE NU SINAK LE PASINAK A PAHNIH IN AA CHUAHPI MI MINUNG PAWL (LGBTQIA+)

TUAH	TUAH HLAH
<p>Hngalhternak tuah</p> <ul style="list-style-type: none"> Kum upadeuh LGBTQIA+ mibu pawl an sining le an herhmi aa dannak zong kha cohlaang. 	<ul style="list-style-type: none"> Nu/pa ka si tiah anmah le anmah an i tinak zoh in hrial le zeirel lo in um hna hlah. Na zumhnak cherhchan in ningzah ter asiloah thil dik lo tuah hmang hlah.
<p>A himmi pawngkam le umnak hmunhma serpiak hna</p> <ul style="list-style-type: none"> Na zumhnak hna le upatnak langhter. LGBTQIA+ mibu pawl sin in konglam hal na duh tikah aa tlakmi ningcang hmang. Na zohkhenhmi minung i a herhmi kha bawm. 	<ul style="list-style-type: none"> Pumpak sining le konglam phuan piak. Zohkhenhmi hna minung pawl i nu/pa an sinak, nu/pa an duhdeuhnak cherhchan in ningzahnak pek. Thinhunternak bia le holh hmang hlah.
<p>An thimmi chungkhar</p> <ul style="list-style-type: none"> Zohkhenhmi LGBTQIA+ i a chungkhar a duh/thimmi kha a ca i tuahmi tar zohkhenh timhtuahnak ah tal ter (zohkhenhmi minung nih a duh lo ahcun tal ter hlah) A chungkhar pawl kha zapi cawlcaanghnak le nuamhnak tehna ah sawm hna (zohkhenhmi minung hnatlaknak in). 	<ul style="list-style-type: none"> An i pehtlaihning zoh in khan a chungkhar pawl kha telumnak ah tal lo ding in tuah hlah. Minung pakhatkhat i nu/pa sinak, nu/pa he ihttii a duhdeuhnak kong ceih le thangchiat hmang hlah.
<p>Zohkhenh & bawmh</p> <ul style="list-style-type: none"> Minung pakhatkhat mah a si ruangah mah cu a si lai timi ruahdawmhnak ruangah zohkhenhmi hna minung i bawmhnak an hmuuhmi a that ter lo khawh. Mah a canlonak ding iruah uh. LGBTQIA+ mibu pawl caah tuahmi puai tehna ah ital. LGBTQIA+ mibu pawl kong le bawmhnak petu pawl tehna he pehtlaihnak tuah. An mah thapek le ttanpinak hmelchunh a langhtermi, tahchunhnak ah chuncha aalan, tawh/card tibantuk putnak hngawngbah, zuk le hmanthlak tehna kha an mah hmuhnak ah thlai le benhnak tuah¹. 	<ul style="list-style-type: none"> Minung pakhatkhat mah a si ruangah mah cu a si lai timi ruahdawmhnak Kaphat lei tanh in thil tuah An i Uarhlannak langhter le hmelchunh tehna langhterding kham. Zohkhenhmi LGBTQIA+ ca i santlai dingmi thil itheighter lo.



NUDAWKPADAWK, PADAWKNUDAWK, NU HE PA HE A DUHMI, NU SINAK IN PA SINAK ASILOAH PA SINAK IN NU SINAK AH AATHLENGMI LE NU SINAK LE PASINAK A PAHNIH IN AA CHUAHPI MI MINUNG PAWL (LGBTQIA+)

AN SINING HE AATLAKMI HOLH HMANNING

• An sining he aatlakmi in auhning.

An sining le umtuming zoh in auhnak in zeitindah auh an duh timi anmah hal kha a thaduh.

Tahchunhnak ah: "Hi Sarah, midang he hngalhernak ka tuah tikah, zeitin hngalhernak tuah dah na duhdeuh?"

• Zapi caah aatlakmi biafang.

Nu/pa sinak asiloah nu/pa he ihti duhdeuhnak a langhterlomi biafang hman in halnak nih na zohkhenhmi minung kha a siaremterdeuh lai i sining aadangmi hna he riantuanti na sirenmak zong a langhter lai.

Tahchunhnak ah: "Nanza tein zing tha, na kawp/na hnakruh kong ka chim tuah uh".

"A mah cu mah khan ah a um"

• Chungkhar sining idannak kha cohlang.

Chungkhar pakhat i minung vialte kha nu nih pa duh/pa nih nu duh mi an si dih lo, an ichuahpimi sining zong kha an si ti lo kho i thisa aa pehtlailomi zong an si kho.

Tahchunhnak ah: "Na kawp/hnakruh, chungkhar (pawl) asiloah zohkhenhtu (pawl) zeirian an tuan?"

• Nu/pa sinak, nu/pa he ihti dudeuhnak aadangmi a phunphun an ummi cohlanak:

LGBTQIA+ minung pakhatpkhat he nu/pa duhdeuhnak le ihti duhdeuhnak kong iruah tikah siaremtonak langhternak nih an ningzahnak, siaremtonak le kapkhat lei a tangmi lawhter a si kho i mah nih khan an herhmi bawmhnnak peknak ah dawnkhannak a chuahpi khawh. A si khawh le relrem ahcun an kawp/hnakruh kha biachahnak ah tal ter hna.

Tahchunhnak ah: "Mah biaruhnak ah na kawp/hnaktuh tal ter na duh ve maw?"

CHERHCHANMI CAUK PAWL

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Anglicare
Southern Queensland

ZAPI TELTUM KHAWHNAK LAM

Anglicare Southern Queensland nih atu kan zung le rianttuannak hmun hi Ram Ngeitu hna ta a si i an vawlei ah kan dir timi kan cohlan. A kan liam tak cangmi an Upa pawl, atulio upa pawl le a ra laimi upa pawl zong upatnak kan pek hna i Aboriginal le Torres Strait Islander miphun pawl cu annah le mibu zohkhenhnak ah a biapimi an si zong kan cohlaan.

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