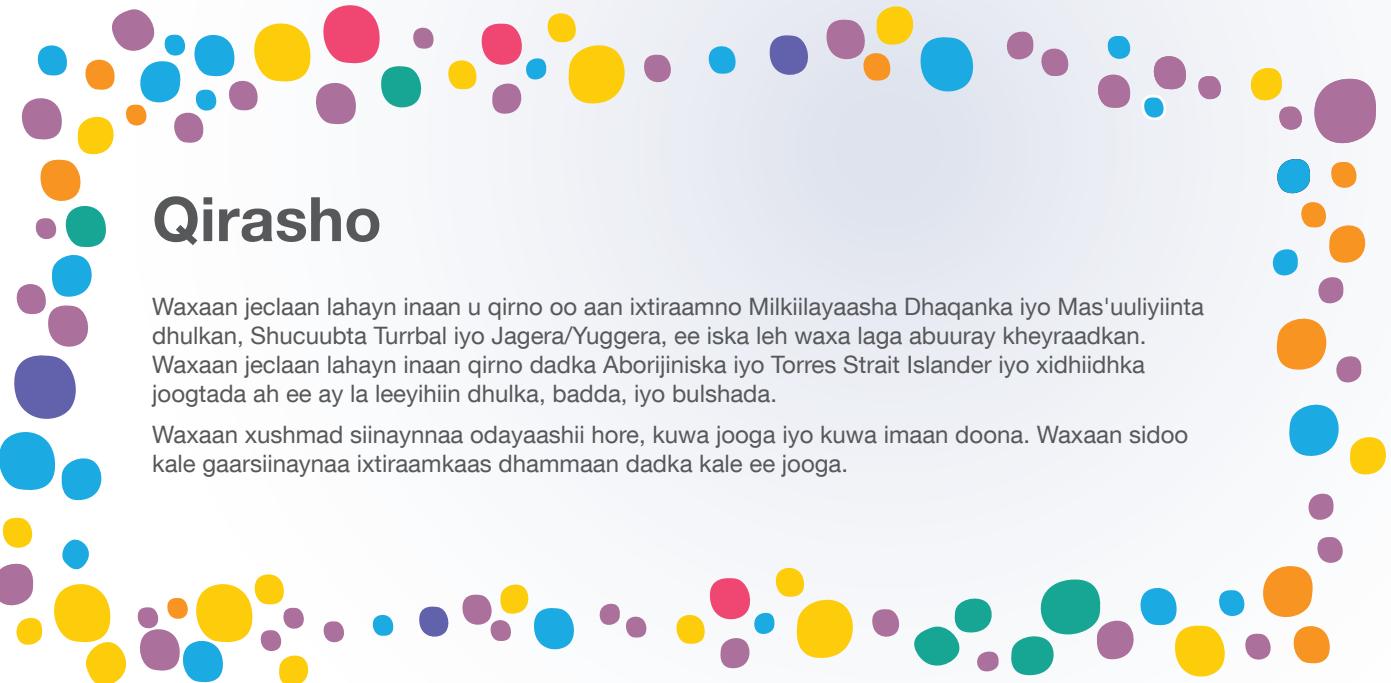


QALABKA HOWLGELINTA EE LOO DHANYAHAY



WAXAA DIYAARIYAY



Qirasho

Waxaan jeelaan lahayn inaan u qirno oo aan ixtiraamno Milkiilayaasha Dhaqanka iyo Mas'uuliysiinta dhulkaan, Shucuubta Turrbal iyo Jagera/Yuggera, ee iska leh waxa laga abuuray kheyraadkan. Waxaan jeelaan lahayn inaan qirno dadka Aborijiniska iyo Torres Strait Islander iyo xidhiidhka joogtada ah ee ay la leeyihii dhulka, badda, iyo bulshada.

Waxaan xushmad siinaynnaa odayaashii hore, kuwa jooga iyo kuwa imaan doona. Waxaan sidoo kale gaarsiinaynaa ixtiraamkaas dhammaan dadka kale ee jooga.

Nala soo xiriir

Haddii aad rabto in aad wax badan ka ogaatid Qalabka Ka-qaybgalka Loo Dhanyahay (Inclusive Engagement Toolkit), noo soo gudbi fikirkaaga, ama si aad wax badan uga ogaatid barnaamijkeena dhaqamada kala duwan, waad nala soo xidhiidhi kartaa adiga oo iimayl u soo diraya multicultural@anglicaresq.org.au



Qalabka Ka-qaybgalka loo dhan yahay (Inclusive Engagement Toolkit)

Maadaama aanu nahay dal ay ku nool yihiin dad dhaqamo kala duwan leh, bulshada Australia waxay ka tarjumaysaa dad leh diimo kala duwan, jinsiyado kala duwan, dhaqamo kala duwan, asalka dhaqan-dhaqaale oo kala duwan, ruuxiyan u kala duwan, juqraafiga ay ku fadhiyaan oo kala duwan, khibradaha shaqsiga oo kala duwan, iyo baahiyaha caafimaadka iyo daryeelka oo sidoo kale kala duwan.

Si loo taageero ballan-qaadka dawlaadha Australia ee ah in la xaqijijo in dhammaan macaamiisha daryeelka dadka da'da ah ay helaan wax kasta oo maclumaad iyo adeegyada daryeelka dadka da'da ah ee ku habboon, waxaanu sameynay Qalabkan Ka-qaybgalka Loo Dhanyahay (Inclusive Engagement Toolkit).

Qalabku wuxuu ka soo saaraya maclumaad iyo agab qirma leh ilo lagu kalsoonaan karo si uu u siiyo talooyin u horseedi kara guulo dadka bixiya adeegga daryeelka waayeellada ah. Waxaan rajeyneynaa in Qorsheyaalkan/Qalabkani uu gacan ka geysan doono sameynta bulsho daryelis fiican oo ku dhiirigelisa bixiyeyaasha daryeelka waayeellada ah inay bixiyaan adeegyo loo dhan yahay oo la jaan qaadaya baahiyaha gaarka ah ee macaamiisha.

QODOBADA MUHIIMKA AH EE AAD U BAAHAN TAHAY INAAD KA FAKARTID

- Ma jiro hal nidaam kaliya oo ku habboon dhammaan nidaamyada ka mid noqoshada iyo ka-qaybgalka. Qalabka/qorsheyaalka waa xeelado guud waana in loo istcimaalaa kor u qaadida habka iskaashiga ee ka mid noqoshada iyo ka-qaybgalka.
- Meeshii ay wax ku kordhin lahaayeen xeeladaha ka-qaybgal loo dhan yahay, ururradu waa inay ku dadaalaan inay waxkasta kasoo bilaabaan mid loo dhan yahay oo ay hirgeliyaan tallaabooyinka ka-qaybgalka loo dhan yahay oo heer kasta ah.
- Waxaan dhiirigelineynaa wadahadalka iyo barashada wadaagga ah si loo hagaajijo qorshaha loo wada dhan yahay. Waa la soo dhaweynaya fikradaha dadka si loo sii wado horumarinta Qalabka/Qorshaha Ka-qaybgalka Loo Dhanyahay.

IS-DHEX-GALKA (INTERSECTIONALITY)

Waxaan jecelnahay in aan iftiimino in wadada loo marayo marxalada kala duwanaanshaha (diversity) iyo ka mid noqoshada (inclusion) qalabkan uu ku saleysan yahay fikradda is-dhex-galka (intersectionality), taas oo xoogga saaraysa kooxaha isku milan iyo qibradaha isku midka ah.

Is-dhex-galku wuxuu aqoonsan yahay in qof kasta aqoonsigisa uu ka kooban yahay waxyaabo badan sida jinsiyadda, jinsiga, rag iyo dumar qofku waxa uu jecel yahay, iyo da'da. Waxyaabahaas oo dhan waa waxyaabo isku tiirsan oo dadku waxay la kulmi karaan takoorid iyo cadaalad darro ku salaysan is-dhexgalkooda.

Iyadoo taas maskaxda lagu hayo, qorsheyaalkaan/qalabkani wuxuu bixiyaa aasaas lagu abuurayo bulsho badan oo kala duwan oo loo wada dhan yahay iyadoo qeexaysa waxa la soo jeediyay si loo bixiyo adeegyo cadaalad ah oo ay dadkoo dhan u wada dhan yihiin.

LOO WADA DHAN YAHAY (INCLUSIVITY)

Waxaan ku dhiirigelinaynaa inaan si joogto ah ugu dadaalno hagaajinta isku-dhafka, sinnaanta, iyo gaarsiinta adeegyada daryeelka waayeelka si loo hubiyo in dhammaan xubnaha bulshada ay u helaan taageero sida ay ugu baahan yihiin iyo goorta ay u baahan yihiinba. In loo wada dhan yahay micnaheedu waxay tahay "helitaanka, bixinta, iyo fursadaha taageerista dadka da' kasta leh, awood kasta leh, oo qowmiyad kasta kasoo jeeda, in laga qeybgaliyo, waxbarashada, wax ku biiriyaanta oo ay dareemaan inay ka tirsan yihiin".



WAXA KUJIRA

Ujeedooyinka Qalabka/Qorshaha Ka-qaybgalka Loo Dhanyahay

Mawduuca 1: Hordhac ku saabsan Daryeel Loo Dhan Yahay

Mawduuca 2: Wadahadal Loo Dhan Yahay

Mawduuca 3: Hoggaan loo dhan yahay

Mawduuca 4: Isku xidhka wakhtiga kala fogaanshaha bulshada

Mawduuca 5: La shaqaynta Turjubaannada

Xaashiyaha/Waraaqaha Talo-siinta Ka-qaybgalka loo dhan yahay

- **Kala duwanaanshaha dadka waaweyn**
- **Dad dhaqan ahaan iyo luuqad ahaanba kala duwan**
- **Dadka Asaliga (Aboriginal ka) iyo Torres Strait Islander ka ah**
- **Lesbian, Khaniis, Labada Galmood (bisexual), dadka jinsigooda badalay (trans) iyo Jinsi Kala Duwan, Dadka Labeebka ah (LGBTQIA+)**



Ujeedooyinka Qalabka/Qorshaha Ka-qaybgalka Loo Dhanyahay

UJEEDADA

In la siiyo daryelayaasha ilo taageero oo ku saabsan dadka waayeellada ah ee kala duwan, dhaqamada iyo luqadaha kala duwan, Aboriginal iyo Torres Strait Islander iyo Lesbian ka, Khaniisiinta, dadka jinsigooda badalay (trans), iyo Jinsi Kala Duwan, Dadka Labeebka ah Su'aalo iyo kuwa kaloo badan (LGBTQIA+).

Marka laga hadlayo hey'adaha bixiyo adeegga daryeelka waayeellada, waxaa jira fursado iyo faa'iidooyin badan oo la xiriira siinta kooxaha kala duwan adeegyo wanaagsan, sida¹:

- horumarinta nabdqabka & caafimaadka macaamiisha;
- la shaqeysta iyo qancinta kooxaha kala duwan;
- samaynta iskaashi cusub;
- qadarinta shaqaalaha leh dhaqamada kala duwan iyo waayo-aragnimo nololeed; iyo
- kordhinta xamaasadda ka dhex jirta adeegga bulshada.



1. Xarunta Kala Duwanaanta Dhaqanka ee Gabowga. (2021).

Hordhac Ku Saabsan Daryeel Loo Dhan Yahay

Bixinta daryeel loo dhan yahay waxay u oggolaanaysaa adeegyada daryeelka waayeellada ee hadda jira inay noqdaan kuwo leh kala duwanaansho iyo ka qeybgalin qof kasta ah.

Mabaadi'da muhiimka ah ee hab loo dhan yahay waa:

- u heellanaanta fahamka iyo wax ka qabashada kala duwanaanta;
- taageeridda is-dhex-galka dhammaan kooxaha kala duwan;
- wacyigelinta bulshooyinkeena;
- u heellanaanta in meesha laga saaro caqabadaha; iyo
- dabacsanaan, jawaab celin iyo hababka la qabsiga ee dhammaan macaamiisha¹.

Marka loo eego Qaabka Kala Duwanaanshaha Daryeelka waayeellada ee Waaxda Caafimaadka Dowladda Australia, dadka waayeellada ah ee Australian ka (fiiri sawirka house) waa inay lahaadaan adeegyada daryeelka dadka waayeellada ah oo ku habboon, la heli karo, isla mar ahaantaasna xasaasi ah oo dabooli kara baahiyahooda shaqsiyed iyo waxyaabaha ay doorbidaayaans².



1. Xarunta Kala duwanaanta Dhaqanka ee Gabowga, (2021)

2. Waaxda Caafimaadka, (2017)

Mawduuca 1: Hordhac ku saabsan Daryeel Loo Dhan Yahay

Waxaan ka soo saarnay macluumaad Qaabdhismeedka Kala duwanaanshaha Daryeelka dadka waayeellada ah waxaana macluumaadkaas ku darnay tusaalooyinka dhaqanka ugu wanaagsan iyo talooyin kaa caawinaya inaad bilowdo safarkaaga bixinta daryeel loo dhan yahay.

NATIIJADA MACMIISHA	FICILKA LOOGA BAAHANYAHAY DARYEEL BIXIYAYAASHA DADKA WAAYEELLADA AH	TALOOYINKA & TUSAALOOYINKA DHAQANKA UGU FIICAN
1. G'AN QAADASHO LAGU SALEYAY XOG-OGAALNIMO <p>Dadka waayeellada ahi waxay si sahlan u heli karaan macluumaadka ku saabsan nidaamka daryeelka waayeelka iyo adeegyo ay fahmi karaan isla markaasna ay helaan macluumaad waxtar u leh inay ku dhaqmaan xulashada iyo xakamaynta daryeelka ay helayaan².</p>	<p>Ku bixi macluumaadka qaab ku habboon, iyada oo loo marayo qaabab kala duwan (online/nuql qoraal/af ahaan/wargeys) iyo luqad uu macaamilka fahmayo⁴.</p>	<ul style="list-style-type: none"> Shaqaaluhu waa inay yaqaanaan sida loo helo adeegyada tarjumadaa. <ul style="list-style-type: none"> Adeegga Qaran ee Fasiiraada iyo Turjubaanka (Translating and Interpreting Service - TIS) <ul style="list-style-type: none"> Kala xidhiidh TIS National 1300 575 847 si aad wax badan u ogaato. Shaqaaluhu waa inay yaqaanaan sida loo helo adeegyada u doodista. <ul style="list-style-type: none"> Shabakadda U doodista Qofka Waayeelka ah (Older Person Advocacy Network - OPAN) <ul style="list-style-type: none"> Kala xidhiidh OPAN 1800 700600.
2. QAADASHADA HABAB HABAYSAN OO LOO MARO QORSHAYNTA IYO HIRGELINTA <p>Dadka waayeellada ahi ayaa ah qeybo laga qeybgalini karo oo firfircoona marka laga hadlayo qorsheynta iyo hirgelinta nidaamka daryeelka waayeelka².</p>	<p>Kula shaqeey macaamiisha deegaan u nabdoon dhaqameedka ahaan, taageero leh oo awood u siinaya inay ka qaybqataan ayagoo ah ka qeybgaleyaal firfircoona, iyo sidoo kale inay sheegaan baahiyahooda gaarka ah².</p>	<ul style="list-style-type: none"> Raadso macluumaad ku saabsan caado dhaqameedka ama diinta macaamiishaada iyo qoysaskooda/ daryelleyashooda ee ah kuwo macno weyn ugu fadhiya¹.
3. DARYEEL IYO TAAGEERO LA HELI KARO <p>Dadka waayeellada ah ee ku nool miyiga, fog, tuulooyinka, iyo magaaloooyinka waaweyn ee Australia waxay heli karaan adeegyada daryeelka waayeelka iyo taageerooyinka ku habboon sifooyinkooda kala duwan iyo waaya-aragnimadooda nololeed².</p>	<p>La kaasho daneeyayaasha (stakeholders) si aad u heshid ugana gudubto caqabahaha ku aadan geeltaanka/helitaanka nidaamka daryeelka waayeelka².</p>	<p>Hel ilaha bixiya aragtiyo ku saabsan luuqado kala duwan, caadooin qowmiyadeed ama diineed iyo khibradaha socdaalka/qaxootiga ee soogalootiga da'da ah ee ku nool Australia¹.</p> <ul style="list-style-type: none"> U isticmaal Atlas Cultural bilow ahaan si aad wax badan uga ogaato sooyaalka dhaqamada kala duwan ee dadka soogalootiga ah ee ku nool Australia (https://culturalatlas.sbs.com.au/)
4. TAAGEERIDDA NIDAAMKA FIRFIRCOON ISLA MAR AHAAN TAASNA DABACSAN <p>Nidaam daryeel waayeel oo firfircoona isla mar ahaan taasna dabacsan oo ka jawaabayaa baahiyaha kooxaha kala duwan ee hada jira iyo kuwa soo bixi doona, oo ay ku jiraan shaqaalaha wax daryeela ee marba marka kasii dambeysa noqonaya kuwo kala duwan².</p>	<p>La xidhiidh bulshada deegaanka iyo daneeyayaasha (stakeholders) si aad wax uga ogaatid baahiyaha cusub ee soo baxaya iyo sida qaababka adeeg bixinta loogu waafajin karo baahidaas, taas oo ay ku jirto sida shaqaalaha hay'adu u muujiyaan habka loo wada dhan yahay ee daryeelka².</p>	<p>Shaqaalaysii oo ku dadaal inaad heshid shaqaale laba luuqadood ku hadla (xirfadleyaal, shaqaale caafimaad iyo shaqaale bulsho oo isbahaystay, iyo shaqaalaha daryeelka) kuwaas oo ku hadla luqado ka jawaabayaa oo ka tarjumaya luqadaha uu doorbidayo macaamilka.</p>

1. Xarunta Kala duwanaanta Dhaqanka ee Gabowga, (2022)

2. Waaxda Caafimaadka, (2019)

NATIIJADA MACMIISHA	FICILKA LOOGA BAAHANYAHAY DARYEEL BIXIYAYAASHA DADKA WAAYEELLADA AH	TALOOYINKA & TUSAALOOYINKA DHAQANKA UGU FIICAN
<p>5. ADEEGYADA LOO DHAN YAHAY EE IXTIRAAMKA LEH</p> <p>Nidaam daryeel waayeeel oo firfircoo isla mar ahaan taasna dabacsan oo ka jawaabaya baahiyaha kooxaha kala duwan ee hada jira iyo kuwa soo bixi doona, oo ay ku jiraan shaqaalaha wax daryeela ee marba marka kasii dambeysa noqonaya kuwo kala duwan¹.</p>	<p>Raadi, sameyso, oo adeegso agabka, tababarka iyo macluumaadka taageera bixinta daryeel ay u dhan yihiin dadka leh sifoojin iyo waayo-aragnimo nololeed oo kala duwan¹.</p>	<p>Xarunta Kala Duwanaanta Dhaqanka ee Gabowga (Centre for Cultural Diversity in Ageing) ayaa abuurtaay ilo ku hadla luqado badan si ay u taageeraan bixinta daryeel loo dhan yahay. Ka gal ilaha lacag la'aanta ah halkan:</p> <p>http://www.culturaldiversity.com.au/service-providers/multilingual-resources</p>
<p>6. IN LA DABOOLO BAAHIYAHADADKA AAD U NUGUL</p> <p>Dadka waayeeellada ahi waxay heli karaan adeegyo daryeel caafimaad oo tayo sare leh iyo dhaqan ahaan nabdoon iyo taageero ka turjumaya baahiyahooda iyadoon loo eegayn baylahdooda shaqsi, bulsho, ama dhaqaale¹.</p>	<p>Ku bixi adeegyada qaabab loo dhan yahay si wax looga qabto baahiyaha dadka aadka u nugul, lana shaqeysa daneeyayaasha kale (other stakeholders) si loo hubiyo in baahida baaxadda leh wax laga qabtay¹.</p>	<p>Ka bilow inaad baratid shuruucda qaranka iyo hindisayaasha caawiya daboolida baahiyaha gaarka ah ee dadka waaweyn ee kala duwan.</p> <ul style="list-style-type: none"> • Shariciga daryeelka dadka waayeeellada ah 1997 (https://www.legislation.gov.au/Details/C2017C00241) • Heerarka Tayada Daryeelka Waayeeellada (https://www.agedcarequality.gov.au/providers/standards) • Qaabka Loo Daryeelo Dadka Waayeeellada ah ee Kala Duwan (https://www.health.gov.au/resources/publications/aged-care-diversity-framework)

ILAHA

Xarunta Kala Duwanaanshaha Dhaqanka ee Gabowga. (Centre for Cultural Diversity in Ageing - 2021). Heerarka Adeegga Loo Dhan Yahay (Daabacaadda Labaad).

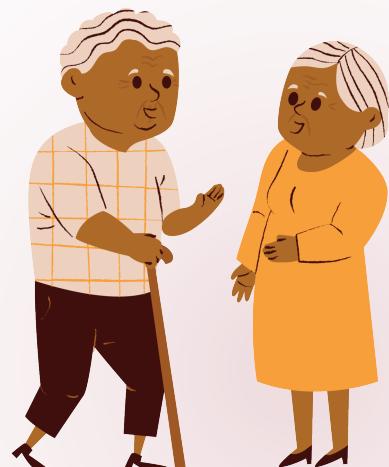
<http://www.culturaldiversity.com.au/documents/inclusive-service-standards/1434-inclusive-service-standards-second-edition-1/file>

Xarunta Kala Duwanaanshaha Dhaqanka ee Gabowga. (Centre for Cultural Diversity in Ageing - 2022). Tilmaamaha Ku-dhaqanka - Macluumaadka Dhaqanka- Gaarka ah. <http://www.culturaldiversity.com.au/images/CCDA-inclusive-service-standards-v2-corrections.pdf>

Waaxda Caafimaadka. (2017). Qaabka Loo Daryeelo Dadka Waayeeellada ah ee Kala Duwan. Dowlaadda Australia. <https://www.health.gov.au/resources/publications/aged-care-diversity-framework>

Daryeelka waayeeellada ee dhaqamada kala duwan. (2019). Hagaha daryeelka ugu fican: Taageerida kala duwanaanshaha dadka waayeeellada ah iyo daryeelka bulshada dhexdeeda. MAC-A-GUIDE_25.06.19.pdf

OPAN: (Older Person Advocacy Network) Shabakadda U doodista Qofka Waayeeelka ah. <https://opan.org.au/>



1. Waaxda Caafimaadka, (2019)

Isigaarsiin loo dhan yahay

QAABABKA WADA-HADALKA IYO DHAGAYSIGA

Markaad la macaamilayso kooxo kala duwan, qaababka laisula hadlo iyo xirfadaha dhegeysiga ayaa loo baahan yahay si loo bixyo daryeel. Marka lala hadlayo dadka waayeellada ah ee kala duwan, dhaqanka guud ee qofka waa in la tixgeliya.

Waxaa muhiim ah in la xasuuusnaado in aysan jirin **koox dhaqameed oo wax kasta iskaga wada mid ah**. Shakhsiyadka ka tirsan koox dhaqameed sidoo kale way ku kala duwanaan karaan wax yaabaha qaar. Lahaanshaha aqoon ku saabsan sida ay shakhsiyadka waxyaabaha qaar ku kala duwan ay uga wada mid ahaan karaan koox isku dhaqan ah, waxay noo sahlaysaa inaan la macaamiiitano dhaqamo kala duwan¹.

Dulucda Dhaqanka (Cultural Context) waxaa loola jeedaa dhaqankii uu qofku kusoo koray iyo sida ay taasi u saamayso dabeecadaha ay ka midka yihiin wadahadalka.

DULUC SARE (HIGH CONTEXT): Dhaqamada adeegsada qaabab wadahadal oo aan toos ahayn iyo mid faahfaahsan.	DULUC HOOSE (LOW CONTEXT): Dhaqamada isticmaala qaabab wadahadal oo degdega ah iyo kuwa tooska ah.
<ul style="list-style-type: none">• Marka hore door bido xidhiidh ka hor inta aanay bixin macluumaadka.• Dhaqanka dulucda sare (High context culture) waxay tixgeliyaan:<ul style="list-style-type: none">– Heerka bulsho– Deegaanka– Taariikhda• Waxay diirada saaraan bey'adda dibadda marka aad wada hadlaysaan. <p>Wadamada: Japan, Philippines, China, France, Spain, Brazil, etc.</p>	<ul style="list-style-type: none">• Waxay doorbidaan inaad diirada saarto fariinta• Ma daneeyaan macnaha guud• Waxay isticmaalaan erayo, dhaqdhaqaqyo, iyo cod si aad ula xidhiidho.• Qodobka ay ka hadlayaan ayay toos u abaaraan <p>Wadamada: United Kingdom, United States of America iyo Australia.</p>



Mawduuca 2: Wadahadal Loo Dhan Yahay

Hababka isgaadhsinta (communication styles) waxa loola jeedaa sida ay dadku u door bidaayan in ay isu dhexgalaan oo ay maclumaadka isu dhaafsadaan marka la wada xiriirayo. Waxyaabahaasi waxay saameeyaan sida farriimaha loo helo iyo sida loo fasiro.

Falanqaynta: Wax macquul ah oo xaqiyo ku salaysan <ul style="list-style-type: none">• Waxay u baahan yihiin maclumaadka oo dhan• Doorbidaayan xiriir degdeg ah oo toos ah oo macquul ah	Wax ku ool ah (practical): Abaabulan oo door bidooy qorshayaal faahfaahsan, iyo habraacyo <ul style="list-style-type: none">• Noqo qof abaabulan oo diyaarsan markaad wada hadal sameyneyso.• Bixi maclumaad kulanka iyo faahfaahinta tallaabo-tallaabada ah kahor.
Tijaabada (experimental): Baadhi kara maclumaadka oo u dulqaadan kara hubanti la'aanta <ul style="list-style-type: none">• Waxay door bidaan qorshooyin ballaaran waxayna ka caajisaan qorshooyin faahfaahsan• Waxay jecel yihiin hal-abuurka	Xiriir (relational): Dadka shucuurtooda muujija markay wada hadal sameynayaan & waxay ogaan karaan tilmaamo aan hadal ahayn <ul style="list-style-type: none">• Go'aan qaadashadooda waxay ku salaysan tahay shucuurtooda• Waxay door bidaan inay hadaladooda kusoo gudbiyaan sheekhooyinka gaarka ah.

TALO KU AADAN DHAGEYSIGA WANAGSAN

Dhageyso: Dhegayso si aad u fahantid.

- Sii qofka dareenkaaga oo aan la kala qaybin
- U tus qofka aad dhagaysanayso qaab ah tilmaamo oo aan hadal ahayn.
- **Tusaale ahaan:** madax luxidda, indhaha oo qofka laga eego, iyo qaabka codka

Qirashada (acknowledge): Ha ogaado qofka kale waxa aad u malaynayso in uu yidhi (si afka ah iyo si aanan afka looga dhihinba).

- Xaqiji inay ogaadaan in taasi ay tahay sida aad adigu wax u fasiratay oo kaliya.
- U soo bandhig fariimahooda muhiimka ah.
- **Tusaale ahaan:** "Si aan u ogaado, ma u dareentay sidan oo kale sababtoo ah..."

Hubi (check): Hubi inaad fahantay qofka.

- Markaad si qoto dheer u sharaxdid kabacdi, weydii haddii aad si sax ah u fahantay
- Tani waxay u sahlaysaa qofka inuu xaqijiyo ama ku daro fahamkaaga
- **Tusaale ahaan:** "Tani sax ma tahay?" "Taasi ma sax baa?" "Sida aan wax u fasirtay ma saxan tahay?"



Weydii (enquire): Weydii su'aalo aanan "haa" ama "maya" looga jawaabi karin oo ka caawin doona qofka inuu ku siiyo maclumaad gaar ah oo ku saabsan dhacdooyinka ama falalka.

- Kaliya weydii maclumaadka aadan fahmin.
- **Tusaale ahaan:** "Hore waxaad u tilmaantay.... Taas maxaad uga jeedday?"

ILAHA

Culture Plus Consulting Pty. Ltd. (2018). *Sagaal Waxyaabood oo ah Farqiga Qiimaha Dhaqan ee aad u baahan tahay inaad ogaato*. <https://cultureplusconsulting.com/2015/06/23/nine-cultural-value-differences-you-need-to-know/>

Daryeelka kala duwan. Little Book of Cultural Tips, p 10 - 15. http://www.diversicare.com.au/wp-content/uploads/2015/09/Little_Book_of_Cultural_Tips_final_proof_7_May_2015-FINAL-4-27pm.pdf

Farsamooyin layskula xiriiri karo oo waxtar leh: <https://skills.carergateway.gov.au/player/?m=2>

Hoggaan loo dhan yahay

Madax loo dhan yahay waa madax xushmad leh oo dadka ula dhaqma si cadaalad ah, waxay qiimeeyaan gaarnimada ay leeyihiin shakhsiyadka waxayna ka faa'iidaystaan fikirka kooxaha kala duwan¹.

CADDAALAD & IXTIRAAM	QIIMAH & LAHAANSHAHAA (VALUE & BELONGING)	KALSOONI & DHIIRI GALIN
Sinaan in lagu dhaqmo iyo fursadaha	Shakhsiyadka waxay dareemayaan in la garanayo waxa ay dadka kale kaga duwan yihiin, waxayna dareemayaan ku xirnaan bulsho.	U samee jawi badbaado leh oo dhammaan dadka kala duwan si ay codkooda u muujyaan oo ay ku dadaalan shaqada intii karaankooda ah.

Deegaanka shaqadu waxa uu noqday mid aan isku mid ahayn oo aad uga duwan sidii hore taas oo aakhirka saamaynaysa mudnaanta ganacsiga iyo dib u qaabaynta awoodaha looga baahan yahay hoggaamiyayaasha¹. Wuxuu jira lix astaamood oo ah hoggaamin loo dhan yahay oo soo jeediya xeelado lagu caawinayo ururrada inay kobciyaan awoodaha loo wada dhan yahay ee guud ahaan hoggaaminta bulshadooda¹.

LIX HAB DHAQAN OO AY LEEYIHIIN HOGAANKA LOO DHAN YAHAY	DABEECADAHA LA QAADAN KARO
Ballanqaad (commitment): hoggaamiyayaasha loo dhan yahay waxaa ka go'an kala duwanaanshaha iyo ka qeyb-galinta dadka oo dhan.	Is-wacyigelinta (self-awareness): taas waxaa ka mid ah inaad waqtii siiso si aad u fahamto eexdaada, meelaha aad ku fiican tahay, iyo meelaha aad ku liidato.
Geesinimo (courage): u hadal oo kula tartan naftaada iyo dadka kale si aad wax uga aragto aragti dhaqameedyo kala duwan oo loo dhan yahay. (tusaale ahaan, haddii aad aragto dhaqan cunsuriyadeed, waa inaad wax ka dhahdaa oo soo sheegtaa).	Ku hogaami nuglaanta Geesinimada leh: faham daciifnimadaada oo la wadaag. U dood dadka la ilduufay ama qayb ka ah kooxaha laga tirida badan yahay.
Garashada (cognitive): ka fiiroso eexda adiga iyo hey'ada laga yaabo inaad leediihin.	Aqoonso dulduleelada: hel meelaha aad ku liidato iyo goldaloolooyinka aqoonta.
Xiisaha (curiosity): lahoow maskax aad ku fahanto sida ay dadka kala duwani u arkaan iyo qibrada ay u leeyihiin adduunka (tusaale, waxaad raadin kartaa maclumaad si aad u fahanto ama aad si xushmad leh ugala hadashid dadka aragtidooda).	Dhegaysa Si Aad U Fahantid: dhegaysa oo dadka ka caawi inay kaafiyaa daldaloolada oo ay gaadhsiiyaan aqoonta.

Mawduuca 3: Hoggaan loo dhan yahay

LIX HAB DHAQAN OO AY LEEYIHIIN HOGAANKA LOO DHAN YAHAY	DABEECADAHA LA QAADAN KARO
<p>Dhaqan Ahaan Garawshiyaheeda Leh (Cultural Intelligence): waxay leeyihiin karti, aqoon, iyo la qabsi si aad u ogaatid dhaqan ahaan.</p>	<p>Wacyigelinta Bulshada: faham deegaankaaga bulsho oo u isticmaal macluumaaadkaas si aad u dhisto dhaqan loo dhan yahay.</p>
<p>Iskaashiga (collaboration): awooda sii shaqsiyaadka si ay ugu lug yeeshaan kala duwanaanshiyaha iyo ka mid noqoshada.</p>	<p>Abuur Xiriiro (create connections): la xiriir dadka kale si aad u fahamto caqabadaha iyo ficiilada si aad si fiican ugu dhexjirto iyo kala duwanaansho.</p>

ILAHA

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Isku xidhka inta lagu jiro wakhtiga kala fogaanshaha bulshada

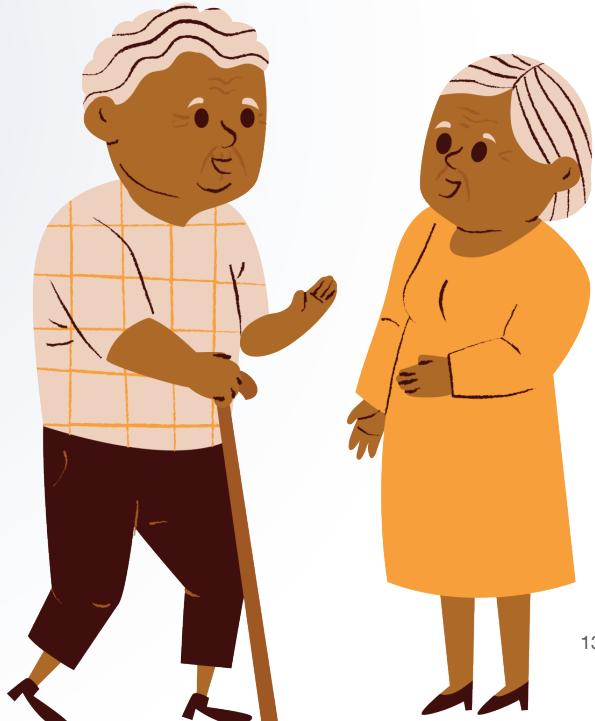
Saamaynta COVID-19 iyo go'doominta bulshada ee dadka waayeellada ah waxay saameyn xun ku yeelatay tayada nolosha iyo dhimashada dhiciska. Dhexgalka Bulshadu waxay saameyn ku leedahay khatarta aan ugu jirno xanuunada iyo geerida oo ay la socoto caafimaadkeenna iyo fayoqabkeenna guud¹.

Kala-fogaanshaha bulshadu macnaheedu maaha waa inay keento go'doon ama kalinimo. Iyadoo COVID uu noqday caadooyinka cusub, xeelado iyo xeerar ayaa la dejiyay si loo ilaaliyo waayeelka. Waa waajibaad na saaran haddii aanu nahay adeeg bixiyayaal inaan u hoggaansomma qawaaniinta dawladda si aan u hubinno badbaadada qof kasta.

Ujeeddadu waa in la hubiyo in dadka oo dhan ay heli karaan maclumaad si fudud loo fahmi karo si ay u badbaadaan dhaqan ahaan. Waa kuwan tusaalayaal caqabado ah oo laga yaabo inay la kulmaan dadka waayeellada ah ee kala duwan.

CAQABADHA

KHAYRAADKA SHAKHSI AHAANEED	DHIIRIGELINTA IYO DABEECADDAA	WAXYAABAHA DHAQANKA AH
<ul style="list-style-type: none">Adkeysi shaqsiyeed oo koobanHelitaanka internetka xadidanWaxbarasho iyo karti xadidanLacag xadidanGo'doon juqraafiyeedDareenka naafanimada iyo dacifnimadaKalsooni xadidanShabakado bulsho oo xadidan	<ul style="list-style-type: none">Aqoon xadidan oo ku aadan faal'iidooyinka hawlgelintaAqoon xadidan oo ku aadan hawlaho hawlgelintaXiiso kooban oo ku aadan mawduucaKalsooni xadidan oo ku aadan dadka go'aamada ay ka go'aanRajada aan la gaarinLa tashiga 'daal'	<ul style="list-style-type: none">Kooxaha laga tirada badan yahayLuuqada iyo qoraal-akhiskaQiimaha iyo caqiidadaQaybinta bulshada



1. Smith, Steinman & Casey, (2020)

Mawduuca 4: Isku xidhka wakhtiga kala fogaanshaha bulshada

FICILADA INTA LAGU JIRO COVID-19 IYO WIXII KA DAMBEEYA:

1

XIRIIRKA TALEEFANKA

Isticmaal hababka sida Telehealth si aad u taageerto xidhiidhka aad la yeelanayso macaamiisha. Lahow shaqaalahaa caafimaadka bulshada, shaqaalahaa bulshada, daaweyyayaasha, iyo shaqaalahaa kale ha la xiriiraan macaamiisha si ay u qiiameyaan xaaladooda guud oo ay u ogaadaan baahidooda xilliyada adag iyagoo markaas ka wacaya taleefanka.

2

XIDHIIDHKA LOO ISTICMAALO INTERNET KA (VIRTUAL COMMUNICATION)

- Hawl maalmeedka waa in lagu fuliyaa wicitaanada fiidyaha.
- Ku xidh macaamiisha waayeellada ah barnaamijyada/adeegyada akhris-qoraalka dhijitaalka ah¹.
- Soo deji akoonnada isgaadhsiinta ee khadka internet ka sida Skype, Face Time, MS Teams, Zoom, iwm.

3

ADEEG GAARSIINTA (SERVICE DELIVERY)

- Marka aad samaysato xidhiidh adiga oo isticmaalaya tignoolajiyada, ka fakir inaad isticmaashid waxyaabaha intarneedka ee la wadaago sida akhriska, jimicsiga, ama wada ciyaarista ciyaar khadka ah.
- Ku laabo aasaaska oo qor xarfo gacanta lagu qoray si aad ugu xidhnaato.
- Kahor intaadan samayn booqashada guriga, xaqiji inaad hubiso amarada caafimaadka gobolka iyo dadweynaha oo aad raacd qorshooyinka Nabdoon ee COVID (COVID Safe plans)².
- Haddii aad ku nooshahay meel ay ka ag dhow yihiin qof waayeelel ah oo aad jeceshahay ama deriska ah, uga tag xirmo ay ku jirto waxyaabaha daryeelka albaabkooda ama weydii inay u baahan yihiin in loo soo qaadayo alaabaha muhiimka ah, sida raashinka, iyaga¹.

ILAHA

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Capire., (2021). *Qalabka/Qorshaha Ka-qaybgalinta Bulshada inta lagu jiro COVID-19*. <https://capire.com.au/impact/publications/>

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Waaxda Caafimaadka. (2022). *COVID-19 Ka dillaacay Australia Xarumaha Daryeelka Dadka Da'da ah*. Dowladda Australia. <https://www.health.gov.au/resources/collections/covid-19-outbreaks-in-australian-residential-aged-care-facilities#more-information>

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1. Machadka Australia ee Barashada Qoyska, (Australian Institute of Family Studies 2020)

2. Waaxda Caafimaadka, (2022)

La shaqaynta Turjubaanada

DOORKA TURJUBAANADA

Turjubaanada xirfadlayaasha ah waxaa xiraya heerarka anshaxa iyo xirfadda ee Machadka Australia ee Turjubaanada iyo Turjumaanada (Australian Institute of Interpreters and Translators AUSIT) Xeerka Akhlaaqda iyo Xeerka Anshaxa.

MAXAA LOOGU BAAHAN YAHAY IN LALA SHAQEYYO TURJUBAANADA	GOORTA AAN U BAAHNAA IN AAN LA SHAQEYNO TARJUBAANADA
<ul style="list-style-type: none">• Waa waajib sharci in aanu sidaas samayno.• Waxa na saaran waajibka daryeelka macaamiisheena si loo yareeyo khatarta is fahanwaaga.• Waxay xaqqijinaysaa in macaamiisheena ay helaan dhammaan macluumaadka ay u baahan yihiin si ay u gaaraan go'aamo ay xog ogaal u yihiin.	<ul style="list-style-type: none">• Macmiilka caadiyan si fiican ugu hadla luuqada Ingiriiska wuxuu noqdaa mid aan awoodin in uu si fiican wax u sharraxo sababtuna waxay tahay culeysyo la xidhiidha xaaladdooda ama marxalada caafimaad.• Macmiilku ma awoodo inuu fahmo hadalada ay ku hadlayaan xubnaha shaqaalaha.• Macmiilku ma awoodo inuu si fiican ugu hadlo luuqada Ingiriiska.• Macmiilku waxa uu muujinayaa baahida loo qabo in lala xidhiidho turjumaan sabab kasta ha ahaatee.• Haddii ay suurtagal tahay, hubi in turjubaanka uu ku habboon yahay macmiilka jinsi ahaan.• Bixinta waxbarashada caafimaadka.

Bixiyeyaasha daryeelka loogu talagalay dadka waayeellada ah ee ay dawladdu maalgeliso waxay u isticmaali karaan Adeegga Fasiraada iyo Turjumaada (Translating and Interpreting Service TIS) National si lacag la'aan ah si ay u gutaan mas'uulyadooda ah bixiyayaasha la ansixiyay. Kala xidhiidh TIS National 131 450 si aad wax badan u ogaato.

Adeegyada kale ee fasiraada iyo tarjumaada:

- Dadka ka yar 65 sano, Taageerada Turjumaada, Fasiraada iyo Wada-hadalka (Support with Interpreting, Translating and Communication - SWITC)
- Adeegga Gudbinta Qaranka (National Relay Service)

QOF KA MID AH QOYSKA AMA SAAXIIB MA NOQON KARAAN TARJUMAAN?

Qoyska, asxaabta, ama xubnaha bulshada ee aad isku dhow dihiin waa inaan loo isticmaalin turjubaan ahaan, xitaa haddii macaamiishu ay sidaas kaa codsadaan:

1. Waxaa laga yaabaa inaadan garanaynin aqoonta luuqada ingiriiska ee saaxiibka ama qaraabada ama luqadda macmiilka midkood.
2. Dadka labada luuqadood ku hadla ee aan la aqoonsan ayaa loo isticmaali karaa inay ka caawiyaan wadahadalka xaaladaha gurmadka degdegga ah, xaaladaha degdegga ah ama haddii aan la heli karin turjumaan la aqoonsan yahay. Marnaba maaha in carruurta (carruurta) la isticmaalo.
3. Istimmaalka turjubaano aan u qalmin ama aan habboonayn waxay ku yeelan karaan saamayn culus dhammaan dhinacyada ay khusayso, gaar ahaan marka ay jiraan jahawareer ama arrimo sharci iyo/ama caafimaad ku lug leeyihiin.
4. Istimmaalka turjumaan diiwaangashan, waxay kaa caawin kartaa in la ilaaliyo sharafta iyo sirta macmiilka gaar ahaan marka arrimaha xasaasiga ah laga hadlayso, ama go'aannada la gaarayo.

Mawduuca 5: La shaqaynta Turjubaannada

TAAGEERADA DHAQANKA (CULTURAL SUPPORT)

Ku dhiiri geli isticmaalka qof taageera dhaqanka (cultural support person) ama u doode haddii macmiilku codsado. Waa inaan loo isticmaalin beddelka turjumaan sharcieyesan. La xidhiidh Adeegyada Dawladda Hoose ee xaafadaada si aad u hesho adeeg turjubaan oo kugu habboon.

MACMILKA HADDII UU DIIDO INUU LA HADLO TURJUBAANKA

Haddii macmiilku diido inuu la shaqeeyo turjubaan, taas oo ah xuquuq ay leeyihii, hubi inaad diidmadaas meel ku qortid. Waxaad sidoo kale u baahan doontaa inaad taas u sheegtid Hogaamiye Kooxeed (Team Leader) maadaama dhacdadaas oo kale loo aqoonsan yahay dhib yar oo ka dhacay goobta shaqada.

BILAABIDDA	BOOSKA (POSITIONING)	HADALKA
<ul style="list-style-type: none">U sheeg turjubaanka hadafka ballanta. Tan waxa lagu samay karaa qaybtu qoraalada ee foomka ballansashada ama kulan la yeesho 10 daqiqo ka hor ballanta. Tani waxay ka caawin doontaa turjubaanka inuu u diyaargaroobo ballanta iyo in dhammaan dadka ay si wanaagsan isu fahmaan.Turjumaanku wuxuu noqon karaa kaaliye dhaqameed kaasoo awooda inuu ku siiyo xog la xiriirta dhaqanka taasoo kordhinaysa fahamkaaga falcelinta iyo jawaabaha.	<ul style="list-style-type: none">Waxaa habboon inaad adigu kasoo jeesato meel macmiilka aan Ingiriisiga ku hadlin si toos ah kaaga soo eegayo oo uu turjumaankuna fadiyo dhinac.U ogolow turjubaanka inuu is baro macmiilka. Xaqiji inaad markasta isha ku heysa macmiilkaaga aan Ingiriisiga ku hadlin si aad u muujiso inay yihiin qofka aad mudnaanta siinayso, in taas loo arki karo ixtiraam daro dhaqan ahaan mooyee.	<ul style="list-style-type: none">Had iyo jeer ula hadal qofka sidii inaad adiga ama adinka iska hadleysaan (first person) si aad isaga ilaaliso jahwareerka. Tani waxay xaqiijinaysaa in fariinta ay si sax ah u fahmaan dhammaan dadka.Isticmaal luuqad fasiix ah iyo erayo kooban.Hakad yar oo hadalka ah sameey marar badan si aad ugu oggolaato macaaumiisha ama turjubaanada inay dhuuxaan macluumaadka oo ay tixgeliyaan su'aalaha.Ku dhiirigeli turjubaanka inuu weeydiyo sharaxaad ama weydii in laguugu soo celiyo wixii la dhabay haddii taas loo baahdo.Iska ilaali inaad isticmaasho hadalo adag, hadalada ciyaalka xaafada, hal-ku-dhegyo, ama maahmaahyo.

ILAHA

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Caafimaadka Queensland. (Queensland Health 2019).

Adeegyada Turjubaanka ee Caafimaadka Queensland - macluumaadka shaqaalah. <https://www.health.qld.gov.au/multicultural/interpreters/qhis-for-staff>

Barnaamijka (app-ka) Caawinta ee CALD. <http://www.culturaldiversity.com.au/good-practice-stories/713-cald-app>

Adeegyada Fasiraada iyo Turjubaanka (Translating and Interpreting Services - TIS). <https://www.tisnational.gov.au/>



XAAANSHIDA TILMAAMAHAA EE KA QEYBGALINTA LOO DHAN YAHAY

Xaashiyaha tilmaamaha waxay soo bandhigayaan tixgalino muhiim ah marka lala shaqaynayo kooxahan kala duwan ee bulshada:

- 1.** Dadka Waayeellada ah ee kala duwan
- 2.** Dad Dhaqan ahaan iyo Luuqad ahaanba kala duwan
- 3.** Dadka Asaliga ah (Aboriginal ka) iyo Torres Strait Islander
- 4.** Lesbian, Khaniis, Labada Galmood (bisexual), dadka jinsigooda badalay (trans) iyo Jinsi Kala Duwan, Dadka Labeebka ah (LGBTQIA+)

Maskaxda ku hay in xaashiyahan talooyinka ah ay hay'adaha bixiya adeegyada daryeelka dadka waayeellada ah u isticmaali karaan hage ahaan si ay u isticmaalaan haddii loo baahdo. Wuxaan bixinay xiriirin (links) waxtar leh si loo helo macluumaad dheeri ah haddii kuwa bixiya adeegga daryeelka dadka waayeellada ah ay xiiseynayaan inay wax badan ka bartaan kooxahan kala duwan.



DADKA WAAYEELLADA AH EE KALA DUWAN

Waaxda Caafimaadka waxay wax ka qabataa in dadka waayeellada ah ay qabaan baahiyoo kala duwan, astaamo, iyo waayo-aragnimo nololeed taasoo ka dhigaysa qayb ka mid ah koox ama kooxo badan oo laga yaabo inay la kulmaan ka-saarid (exclusion), ceebayn, iyo takoorid inta ay nool yihiin¹.

Australiyaanka waayeellada ahi waxay noqon karaan qayb ka mid ah koox ama kooxo badan oo ah kuwa hoos ku xusan:



DADKA WAAYEELLADA AH EE KALA DUWAN

CAQABADHA	TALO
<p>Macluumaad: Dadka waayeellada ah ee kala duwan ayaa laga yaabaa inaysan aqoon sida loo helo macluumaadka ama waxay lahaan karaan heerar aqooneed oo kala duwan. (tusaale ahaan, qof dumar ah oo da'deedu weyn tahay oo Asian ah ayaa u baahan adeegyo ka caawinaya guriga iyo helista macluumaad la xiriira daryeelka dadka waayeellada ah).</p>	<ul style="list-style-type: none"> Sii macluumaad sahan oo si fudud loo akhrin karo. Bixi macluumaad ku qoran luqado kala duwan haddii ay ka yimaadeen Kooxaha Dhaqanka iyo Luuqadaha kala duwan (Culturally and Linguistically Diverse - CALD). Hubi in macmiilku yaqaan sida loo heli karo macluumaadka. (tusaale ahaan, la xidhiidh adeegyada turjubaanka si aad u turjunto baahiyaha macmiilka iyo adeegyada daryeelayaashu bixin karaan).
<p>Taageero iyo Helida: dhulka miyiga waxaa ka maqan daryeel bixiyayaasha dadka waayeellada ah si ay u taageeraan macaamiisheena uguna oggolaadaan helitaanka macluumaadka iyo adeegyada. (tusaale ahaan, Aboriginal iyo Torres Strait Islanders qaarkood ayaa ku sugar meelo fog-fog. Wali waxay u baahan yihiin inay helaan adeegyadeena).</p>	<ul style="list-style-type: none"> Macaamiisha ka kala yimid meelo iyo goobo kala duwan waa inay helaan daryeel habboon. U hel adeegyada dadka meelaha fog-fog jooga. (tusaale ahaan, ku lug lahoov bulshada deegaanka oo la billow wada hadal dadka deegaanka si aad u hesho daldalool oo aadna u ogaato meelaha u baahan inay helaan adeegyada daryeelka waayeelka oo dheeraad ah).

ADEEGYADA LOO DHAN YAHAY (INCLUSIVE SERVICES)

- Dhis xiriir ixtiraam leh.
- Weydii su'aalo ku saabsan qaab nololeedka macmiilka, baahiyaha caafimaadka, aqoonsiga dhaqanka, iwm.
- Qorshee waxqabadyo si ay u daboolaan baahiyahooda (tusaale, ka qaybgalka bulshada deegaanka ama shirkarka diimeed)
- Aqoonso oo taageer kala duwanaanshahooda adoo siinaya adeeg bixin dabacsan si ay u daboolaan baahidooda.
- Bar dadka kale ka-wada-mid-ahaanshaha.

ILAHA

Waaxda Caafimaadka, (2019). *Tallaabo la wadaago oo lagu taageerayo dhammaan dadka waayeelka ah ee kala duwan: Hagaha bixiyayaasha daryeelka dadka da'da ah.* Dowlaadha Australia. <https://www.health.gov.au/resources/publications/shared-actions-to-support-all-diverse-older-people-a-guide-for-aged-care-providers>

Albaabka Daryeelka (CarerGateway). Ma waxaad daryeel siisaa qof qaba cudurka dhimirk? Hel taageero iyo adeegyo ku caawiya. <https://www.carergateway.gov.au/tips/looking-after-person-mental>

Albaabka Daryeelka (CarerGateway). Ma daryeeshaa mujaahid/khabiir (veteran)? Hel taageero iyo adeegyo ku caawiya. <https://www.carergateway.gov.au/tips/veteran-carer-support-services>

Albaabka Daryeelka (CarerGateway). Ma waxaad daryeel siisaa qof naaf ah? 10 siyaabood oo aad noloshaada ugu fududayn karto. <https://www.carergateway.gov.au/tips/tips-disability-caring>



DADKA ABORIGINALKA IYO TORRES STRAIT ISLANDER KA AH

Bulshada Aborijiniska iyo Torres Strait Islander ka waxaa lagu qiyaasaa 798,400 oo dadweynaha Australia ah. Waa kuwan qaar ka mid ah talooyin kaa caawinaya sidii looga gudbi lahaa caqabadaha caadiga ah ee ay la kulmaan bulshada Aborijiniska iyo Torres Strait Islander.



CAQABADAHA	TALO
<p>Fikradaha, qiyamka, iyo caqiidooyinka ayaa ku kala duwan dhaqamada taas oo ay ku jirto sida dadku u arkaan daryeelka. (tusaale ahaan, Bulshooyinka ugu horeeya ee loo yaqaan First Nations waxay door bidaan in eheladoodu ay adeegyo u fidiyaan waayeeladooda).</p>	<ul style="list-style-type: none"> U oggolow dadka Aborijiniska iyo Torres Strait Islander inay bixiyaan fikrado ku saabsan sida ay u jeelaan lahaayeen inay u helaan daryeelka. <p>(tusaale ahaan, "Ma la socotaa in Anglicare ay leedahay shaqaale taageero siyya dadka First Nations ka? Ma jeelaan lahayd inaan kugu xidho iyaga?").</p>
<p>Xiriirka/wadahadalka (tusaale ahaan, Ummadaha Koowaad ee loo yaqaan First Nations waa dhaqamo macne sare leh, taas oo macnaheedu yahay inay doorbidaanyaan in xidhiidh lala yeesho oo ay wadahadal u sameeyaan qaab ah sheekoojin si ay uga jawaabaan su'aalaha).</p>	<ul style="list-style-type: none"> Ummadaha Kowaad (First Nations) waa dhaqamo macne sare leh, taasoo micnaheedu tahay inay marka hore rabaan inay xidhiidh samaystaan ka hor inta aysan wada hadal qotodheer yeelean. U ogoloow kooxdan in la dhageysto. U ogolow inay sheekayan. <p>(tusaale ahaan, dulqaad yeelo oo dhegaysio sheekada si aad isugu wada geysid waxa ay ka hadlayaan).</p>
<p>Kalsoonida (tusaale ahaan, taariikhda Australiya ee ku wajahan dadyowga First Nations waxay abuurtag kalsooni darro badan oo ay ugu wacan tahay xasuuqji la dubay, dhimashada xabsiga lagu hayo iyo siyaasada Cadaanka Australiya taas oo ka saaraysa dadyowga First Nations meelaha caamka ah qaarkood, oo ay ku jiraan kuwa ka badbaaday jilal la xaday).</p>	<ul style="list-style-type: none"> Abuur jawi dhaqan ahaan u nabdoon adigoo soo bandhigaya calamada Aborijiniska iyo Torres Strait Islander iyo aqoonsiga dalka dhamaan goobaha soo dhawaynta daryeelka dadka da'da ah, oo ay ku jiraan DHAMMAAN goobaha soo dhawaynta xafiisiyada ee ururka oo dhan. Ka qaybgal dhacdooyinka dhaqan ahaan loo wada dhan yahay (tusaale ahaan, aasaas kalsooni adoo shaqaalaysiinaya shaqaalaha Ummadaha Koowaad (First Nations) si ay uga shaqeeyaa xarumahayaga daryeelka waayeelka iyo kooxaha adeegyada macmiilka. Bixi macluumaad iyo agab taageeraya sida aqoonsiga wadamada marka loo qabanayo dadka gudaha ama dibada jooga shirarka ama bandhigyada).
<p>Cunsuriyadda (tusaale ahaan, taariikhda Australiya ee ku wajahan Ummadaha Koowaad (First Nations) waxay ahayd mid kala soocid, iyo takoorid ah, dhaqanka cunsuriyadda waa inaan loo dulqaadan).</p>	<ul style="list-style-type: none"> Dadka qaar waxay u dhaqmaan si cunsurinimo ku jirto taas oo abuuri karta marxalad aanan ula kac loo sameyn¹. Waa inaan xaqijinaa inaan dhaqankan la ogolayn. Ixtiraam dadka iyo kala duwanaanshahooda. <p>(tusaale ahaan, baro dhaqankooda/dhaqan-hoosaadkooda ka hor intaanad la macaamiil tamin maadaama qabiilo kala duwani ay leeyihiin caadooyin dhaqameedyo, caqiidooyin iyo caadooyin ka duwan midba midka kale. Ha isticmaalin aflagaado isir, takoorid ama ha u dhaqmin si xun).</p>
<p>Adeegyada Kala Duwan (Diverse Services) (tusaale ahaan, ma jirto hal nibaam kuwada haboon, dadka kasoo jeeda Ummadaha Koowaad waxay qabaan baahiyoo iyo shuruudo kala duwan, dhaqan ahaan badbaado leh iyo adeegyo ku haboon).</p>	<ul style="list-style-type: none"> Faham micnaha dadka waayeellada ah. Talo weeydiiso dadka kasoo jeeda Ummadaha Koowaad. Ku xidh xarunta daryeelka dadka waayeellada ah, iyo xarunta Carrurta iyo Qoysaska hay'adaha Ummadaha Koowaad (First Nations) ee deegaanka iyo bulshada adigoo ka wakiil ah macaamiisha Ummadaha Koowaad. <p>(tusaale, Isku xir bixiyayaasha iyo adeegyada caafimaadka Ummadaha Koowaad ee maxaliga ah oo raadso talobixintooda ku saabsan sida ugu wanaagsan ee loogu adeegayo dadka da'da ah ee Ummadaha Koowaad ama waayeelada kujira xarumaha daryeelka).</p>

DADKA ABORIGINALKA IYO TORRES STRAIT ISLANDER KA AH



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Albaabka Daryeelaha. Taageerada loogu talagalay dadka ku nool miyiga iyo daryeelayaasha meelaha fog. <https://www.carergateway.gov.au/tips/rural-andremote>

DAD DHAQANKOODA IYO LUUQADAH AKAALI KU KALA DUWAN

Dad Dhaqan ahaan iyo Luuqad ahaanba kala duwan (Culturally and Linguistically Diverse People - CALD) waxaa loola jeedaa dadka asal ahaan iyo/ama dhaqan ahaan aan Ingiriisiga ku hadlin. Kooxaha CALD waxay la kulmaan caqabado gaar ahaan dhanka daryeelka da'da. Waa kuwan qaar ka mid ah talooyin si looga gudbo caqabadaa caadiyan jira qaarkood¹.



CAQABADAHA	TALO
<p>Fikradaha, qiyamka, iyo caqiidooyinka waa ay ku kala duwan dhaqamada, oo ay ku jiraan sida ay dadku u arkaan daryeelka (tusaale ahaan, qoysaska Filibiin ka ah badankoodu dhaqan ahaan waxay door bidaan in caruurtoodoo ay daryeelaan waalidiinta intii ay isticmaali lahaayeen adeegyada daryeelka dadka waayeellada ah).</p>	<ul style="list-style-type: none"> Waydii macmiilkaaga dhaqankooda iyo sida daryeelka waayeelka uu u shaqeyyo marka laga hadlayo dhaqamadooda. Ka qayb qaado dabbaaldegyada dhaqameed ee macaamiisha. (tusaale ahaan, "Hi Jocelyn, waxaan is waydiinayay inaan ogaado sida ay daryeelka dadka waayeellada ah uga shaqeyso dalkaaga?").
<p>Xiriirka/wadahadalka (tusaale ahaan, macaamiishu waxay ku hadli karaan luqad kale, taas oo adkeyn karta in la fahmo daryeelka ay u baahan yihiin).</p>	<ul style="list-style-type: none"> Isticmaal xeeladaha sida kaararka cue, fasiraad, xubnaha qoyska, turjumaanada si aad ula xiriirto/u wada hadashaan. (tusaale, "Hi Ms. Kim, waxaan jeelaan lahaa inaan ku ogeysiyo inaan hayno adeegyo turjubaano oo ay dawladdu maalgeliso oo adiga iyo hooyadaa haeli kartaan. Waa lacag la'an waxayna kaa caawin kartaa inaad qaadatid go'aan aad xog ogaal u tahay. Fadlan ila socodsii haddii aad dooneyso inaad heshid adeegan ama haddii aad rabto inaad macluumaad dheeraad ah ka ogaato").
<p>La qabsiga deegaanka (tusaale ahaan, naxdin dhaqameedku waxay ku dhici kartaa macaamiisha sababtuna waxay tahay u haajiridda meel cusub).</p>	<ul style="list-style-type: none"> La wadaag bulshada CALD iyo ururada². (tusaale ahaan, bar macmiilkaaga bulsho cusub) (tusaale ahaan, bar macmiilkaaga dad ka tirsan bulshada ay isku dhaqanka yihiin. Tani waxay ka caawin kartaa inay la qabsadaan deegaankooda cusub).
<p>Inaad kala baratid qaabka uu u shaqeyyo nidaamka daryeelka waayeelka (tusaale ahaan, dadka qaarkood nidaamka daryeelka dadka waayeellada ah waa uu ku cusub yahay, tani waxay keeni kartaa caqabado marka ay kala baranayaan qaabka uu u shaqeyyo My Aged Care).</p>	<ul style="list-style-type: none"> Bixinta macluumaadka iyo kulamada tababarka ee ku saabsan sida loo helo Daryeelkayga waayeelka ah (My Aged Care) iyo bixiyeyasha CHSP. Ka caawi macmiilka inuu si fiican u kala fahmo nidaamka daryeelka waayeelka. (tusaale ahaan, "Miyaan kaa caawin karaa inaad si fiican u fahantid qaabka uu u shaqeyyo daryeelkayga waayeelka ah?" "Waxaan helay kulan lagu heli karo macluumaad oo aan aadi karno, si aan labadeenaba wax badan uga ogaano daryeelka waayeelka").

1. AIHW, (2020)

2. Waaxda Caafimaadka, (2019)

DADKA DHAQAN IYO LUUQAD AHAAN KU KALA DUWAN



CAQABADHA	TALO
<p>Caawinta loogu talagalay dadka Dhaqan ahaan iyo Luuqad ahaan ku Kala Duwan (Culturally and Linguistically Diverse - CALD).</p> <p>(tusaale ahaan, daryeеле kastaa ma yaqaan luuqad kale, barashada sida loo heli karo loogana qayb qaato hawlaho dhaqamada kala duwan waxay caawin kartaa macmiilka).</p>	<ul style="list-style-type: none"> Baro sida loo helo turjubaanada iyo maclumaadka dhaqamada kala duwan. Raadso/ka qaybgal fursado tababar shaqaalah CALD/mutadawiciinta. Qorshayso waxqabadyo si aad ugu dabaaldegto kala duwanaanshaha. <p>(tusaale ahaan, "Hi Lee, dabbaaldegyada Shiinuhu waa dhammaadka usbuucan! Ma waxaad rabtaa inaan kuu raaco xafadda?).</p>
<p>Muuqaal dadka laga aaminsan yahay (Stereotyping)</p> <p>(tusaale ahaan, Jose, wuxuu ku hadli karaa Ingiriisiga, laakiin taasi macnaheedu maaha inuu akhrin karo. Mararka qaarkood malo ayaa la sameeyaa, had iyo jeer way wanaagsan tahay in su'aalo la weydiyo oo la hubiyo).</p>	<ul style="list-style-type: none"> Qorshayso waxqabadyada si kor loogu qaado kala duwanaanta iyo soo bandhigidda dhaqamo badan. U niyad furnoow inaad baratid dhaqamo kala duwan. Ha u qaadan in qof kastaa ku hadli karo ama akhrin karo Ingiriis¹. <p>(tusaale ahaan, bar macmiikaaga dad ka tirsan bulshada ay isku dhaqanka yihii. Tani waxay ka caawin kartaa inay la qabsadaan deegaankooda cusub).</p>

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<https://www.health.gov.au/resources/publications/actions-to-support-older-cald-people-a-guide-for-agedcare-providers>

Lilly Xiao: *Barnaamijka daryeelka dhaqamada kala duwan ee shaqaalah daryeelka dadka waayeellada ah*

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

1. Waaxda Caafimaadka, (2019)

LESBIAN, KHANIIS, LABADA GALMOOD (BISEXUAL), DADKA JINSIGOODA BADALAY (TRANS) IYO JINSI KALA DUWA, LABEEBYADA (LGBTQIA+)

QEEXITAANNO

1

QOFKU JINSIGA UU KA HELO (SEXUAL ORIENTATION)

Waxa loola jeedaa qofka uu shucuur ahaan, jidh ahaan iyo/ama jacaylku soo jiito. Tan waxa ku jiri kara, laakiin aysan ku koobnayn, khaniisyada, lesbian ka, kuwa u galmooda rag iyo dumarba, dadka aanan dareen dhan ba lahayn, heterosexual, demisexual, pansexual iyo qaar kale oo badan. Ereyga 'sexual preference' waa in aan lagu isticmaalin luqad ama dukumeenti, sababtoo ah waxay tusinaysaa in qofka gal moodkiisu yahay wax lakala dooranayo.¹.

2

AQOONSIGA JINSIGA (GENDER IDENTITY)

Waxa loola jeedaa sida uu qofku dareemayo iyada oo aan loo eegin jinsiyada la siiyay markay dhasheen. Waxay ku saabsan tahay sida qofku u arko naftiisa. U dhaxay lab iyo dheddig ilaa 'wax ka badan labadaas' ama 'qof aysan u kala soocneen lab iyo dheddig'¹¹.

3

MUUJINTA (JINSIGA)

Waxaa loola jeedaa sida uu qofku u muujinayo aqoonsigiisa. Tani waxay noqon kartaa mid ku lug leh, dharka, sida ay u hadlaan, u dhaqmaan, isu soo bandhigaan sida timaha iyo is-qurxinta. Tani waxay u dhaxayn kartaa lab ama dheddig ama midkoodna waqtio kala duwan. Aqoonsiga jinsiga iyo nooca gal moodka lama qaadan karo iyadoo lagu salaynayo muujinta jinsiga¹.

4

KALA DUWANAANSHAHA JINSIGA (GENDER DIVERSITY)

Eray loo isticmaalo in lagu qeexo aqoonsiga jinsiga oo muujinaya kala duwanaansho hadal oo ka baxsan qaabka lab iyo dheddig ee raga iyo dumarka, oo ay ku jiraan dadka isu aqoonsaday inay yihiin transgender iyo marba jinsi.

Bulshada waayeelada ee LGBTQIA+ waxaa laga yaabaa in aysan usoo bandhigin jinsigooda iyo/ama gal moodkooda daryeelayaasha sababtoo ah kooxahani waxaa laga yaabaa in ay la kulmeen takoorid, rabshado, iyo ceebayn hore.



1. Waaxda Carrurta, Caddaaladda Dhallinyarada iyo Arrimaha Dhaqamada kala duwan, (Department of Children, Youth Justice and Multicultural Affairs) (2021)

LESBIAN, KHANIIS, LABADA GALMOOD (BISEXUAL), DADKA JINSIGOODA BADALAY (TRANS) IYO JINSI KALA DUWA, LABEEBYADA (LGBTQIA+)

YEEL	HA YEELIN
<p>Abuur wacyigelin</p> <ul style="list-style-type: none"> • Qir in dadka LGBTQIA+ ee waayeellada ahi ay leeyihii aqoonsiyo iyo baahiyoo kala duwan. 	<ul style="list-style-type: none"> • Ka aamus/fogoow macaamiisha iyadoo lagu salaynayo aqoonsigooda jinsiga. • Ceeb ama ficiil ku salaysan waxa aad aaminsantahay.
<p>Abuur deegaan nabdoon</p> <ul style="list-style-type: none"> • U muuji kalsooni iyo ixtiraam. • Iisticmaal hababka saxda ah si aad macluumaadka uga ururiso macaamiisha LGBTQIA+. • Taageer baahiyaha macmiilka. 	<ul style="list-style-type: none"> • La wadaag macluumaadka gaarka ah. • Bahdil macaamiisha iyadoo loo eegayo aqoonsigooda ama aqoonsiyadooda. • Ha isticmaalin luuqad xun
<p>Qoyska doorashada (family of choice)</p> <ul style="list-style-type: none"> • Ku dar LGBTQIA+ qoyska doorashada ee macaamiisha qorshaha daryeelka waayeellada (inuuusan macmiilku rabin taas maahee). • Ku martiqaad qoysaska inay ku soo biiraan dhacdooyinka iyo hawlaho bulshada (iyada oo ogolaansho macmiil laga helayo). 	<ul style="list-style-type: none"> • Ha ka saarin xubnaha qoyska sababo khuseeya xirirkha macmiilku la leeyahay iyaga awgeed. • Ha ku xamanin qofna dookhooda dadka ay ka helaan ama shaqsiyadooda.
<p>Daryeelka & taageerada</p> <ul style="list-style-type: none"> • Ka wada hadla sida fikradaha khaldan ay u saameeyaan tayada adeegga la siyo macaamiisha. • Ka qayb qaado dhacdooyinka LGBTQIA+. • Bixi macluumaadka LGBTQIA+, adeegyada taageerada, iwm. • Si muuqata taageero ugu muuji calanka qaanso-roobaadka, lanyard, farshaxan, sawir, iwm¹. 	<ul style="list-style-type: none"> • Fikradaha qaldan ee dadka qaar laga aamino (stereotype). • U dhaqan si eex ah. • U diido macaamiisha xaqa ay u leeyihii inay muujiyaan KIBIR. • Waxaan jirin kasoo qaad macluumaadka caawin kara macmiilka LGBTQIA+ ah.



LESBIAN, KHANIIS, LABADA GALMOOD (BISEXUAL), DADKA JINSIGOODA BADALAY (TRANS) IYO JINSI KALA DUWA, LABEEBYADA (LGBTQIA+)

LUQADDA KU HABOON IN LOO ISTICMAALO JINSIYADA

• Magac-u-yaalka ragga iyo dumarka

Weydii dadka inay door bidaan magac-u-yaalka ayaa ka wanaagsan in loo maleeyo iyadoo lagu saleynayo sida ay u eg yihiin.

Tusaale ahaan: "Hi Sarah, markaan qofka kale ku baro, magac-u-yaalekee ayaad doorbidaysaa?"

• Luqadda jinsiga ee dhexdexaadka ah

Weydii su'aalo furan adiga oo aanan iska qiyaasanayn jinsiyada ay ka helaan/jecel yihiin ama sifooyinka galmo waxay tusinaysaa macmiilka inaad ku qanacsan tahay kala duwanaanshaha.

Tusaale ahaan: "Subax wanaagsan qof walba, ii sheeg lamaanahaaga/xaaskaaga"

"Qofka qolkaas ku jira"

• Aqbalaada kala duwanaanshaha qoysaska

Qoys kastaa maaha kuwa toosan (heterosexual ah), jinsi ama bayoloji xidhiidh la leh.

Tusaale ahaan: "Maxay qabtaan lammaanahaaga, xubnaha qoyskaaga ama daryeel bixiyayaasha?"

• In la aqoonsado ama la qiro heerka galmoodka iyo/ama xiriirka qofku leeyahay iyo dadka uu ka helo

Ku faraxsanaan la'aanta ka hadalka LGBTQIA+ xidhiidhada hoose waxay muujin kartaa xishood, eex ama xasilooni darro, taas oo abuuri karta caqabad xagga adeeg bixinta. Haddii ay khuseyso ku qeybgali la-hawlgalayaasha nidaamka go'an gaarista.

Tusaale ahaan: "Ma jeclaan lahayd in lammaanahaagu uu soo fadhiisto wada hadalkan?"¹.

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QALABKA KA-QAYBGALKA LOO DHAN YAHAY (INCLUSIVE ENGAGEMENT TOOLKIT)

Anglicare Southern Queensland waxay aqoonsan tahay Milkiiyaaasha Dhaqanka ee dhulka ay adeegyadeenu hadda ku taagan yihiin. Waxaan aad u ixtilaamaynaa odayaasha - hore, hadda iyo kuwa soo baxaya - waxaan aqoonsanahay doorka muhiimka ah ee dadka Aborijiniska iyo Torres Strait Islander ee daryeelka bulshadooda.

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