

Governance and Corporate Leadership

GL23 Cultural Diversity



24 May 2017

This policy was adopted by Council to set governing principles in place that align the strategic direction of the organisation with Goal 2 Welcoming and Inclusive Communities.

Objectives

It is the objective of the Shire of Augusta Margaret River to ensure that the Council's operations are sensitive to the needs of people from culturally and linguistically diverse backgrounds and to promote the principles of respect, shared responsibility, equal opportunity, access and celebration as they relate to multiculturalism in Augusta Margaret River.

These principles are:

- *Respect:* Differences are valued and mutual respect is encouraged and practiced across the community. Council policies and operations are free of prejudice, discrimination and exclusion on the basis of origins, perceived 'race', culture, religion, ethnicity and nationality
- *Shared Responsibility:* Councillors and staff have a responsibility to promote commitment to Australia and the basic values and structures of Australian democracy, respect for individual freedom and dignity of all members of society
- *Equal Opportunity:* Every person, regardless of their race, age, gender, language, religion and beliefs enjoy equal opportunity to express themselves and participate in employment, education, social and recreational activities that enhance their quality of life.
- *Equal Access:* Every person, regardless of their race, age, gender, language, religion and beliefs enjoy equal access to facilities, services and programs that support their health and wellbeing.
- *Celebration:* The Shire's heritage and cultural assets such as food, clothing, history, artefacts and language are celebrated and shared by communities both within and outside the Shire.

Policy

Multiculturalism is defined as a framework for respecting people's culture, language, religion, beliefs and way of life and to encourage their contribution to society, free from any prejudice or discrimination. Multiculturalism recognises the cultural and ethnic diversity of the Shire's residents. Council policy promotes equality, mutual respect and full participation in political, social and economic life, regardless of linguistic, religious, racial or ethnic background.

The Shire of Augusta Margaret River's commitment to multiculturalism and cultural diversity is demonstrated by –

- Promoting cultural diversity and multiculturalism and valuing the Shire's cultural heritage and diversity;
- Ensuring Council's programs and services are delivered in a manner that is responsive to the needs of the Shire's culturally and linguistically diverse community.

- Advocating that other levels of Government provide residents from culturally and linguistically diverse backgrounds with fair and equitable access to resources and services.
- Supporting the Shire's culturally diverse community to strengthen the capacity of individuals, groups and organisations.

The Shire of Augusta Margaret River will demonstrate its commitment to cultural diversity and multiculturalism by –

- Reflecting cultural diversity in the Strategic Plan for the Future.
- Incorporating information and images of the Shire's culturally diverse population in its media and marketing materials.
- Encouraging and supporting initiatives that counter racism within the community.
- Including respect for cultural diversity as part of the Councillors and Committee Members and the Staff Codes of Conduct and provide opportunities for cross-cultural awareness training to Staff.
- Providing the community access to information in languages other than English where appropriate and utilising the services of qualified translators or Telephone Interpreter Service when required.
- Ensuring people from culturally and linguistically diverse backgrounds are effectively consulted where appropriate in relation to the Shire's programs and services.
- Where appropriate, advocating on behalf of the culturally diverse community members to improve social, economic, educational and health outcomes for people from culturally and linguistically diverse backgrounds.
- Seeking opportunities to access State and Federal Government funding for multicultural community development in the Shire.
- Developing creative and collaborative relationships with community, government and business organisations for delivering multicultural festivals, events and programs within the Shire.

Application

Responsibility for the implementation of this policy rests with all Councillors and CEO. The policy is to be reviewed every three years.

**Adapted from the Redcliffe Shire Council Multicultural Policy.*

Document and version control table

Strategic outcome	Community Strategic Plan 2033, Corporate Business Plan 2016-2020 Goal 2 Welcoming and Inclusive Communities
Responsible Directorate	CEO
Authority of original issue	Council
Date of original issue	Council meeting date 27 August 2009
Contact officer	CEO EA
Date of next review	May 2020
Document No.	N132119

Version	Date issued	Brief description
1.0	27/8/2009	Initial issue

2.0	23/1/2013	Full review
3.0	24/5/2017	Full review
