

FILE NO: PSC2014-03911

TITLE: MULTICULTURAL POLICY

POLICY OWNER: STRATEGY AND ENVIRONMENT SECTION MANAGER

1. PURPOSE:

1.1 The purpose of this Policy is to guide Council in recognising and responding to cultural diversity in the exercise of functions such as service provision, planning, advocacy and community development.

2. CONTEXT/BACKGROUND:

2.1 This Policy provides a platform for collaboration and partnerships between Council, business, service providers, other tiers of government and the community where cultural diversity is observed, respected and appreciated.

2.2 Councils have statutory obligations to observe the multicultural principles outlined in the *Multicultural NSW Act 2000* (NSW) and to recognise diverse local community needs and interests in decision making under the *Local Government Act 1993* (NSW).

2.3 The multicultural principles are as follows:

2.3.1 All individuals in New South Wales, irrespective of their linguistic, religious, and ancestral backgrounds, should demonstrate a unified commitment to Australia, its interests and future.

2.3.2 All individuals in New South Wales should recognise the importance of shared values governed by the rule of law within a democratic framework.

2.3.3 The people of New South Wales are of different linguistic, religious and ancestral backgrounds who, either individually or in community with other members of their respective groups, are free to profess, practise and maintain their own linguistic, religious and ancestral heritage.

2.3.4 All individuals and institutions should respect and make provision for the culture, language and religion of others within an Australian legal and institutional framework where English is the common language.

2.3.5 All individuals in New South Wales should have the greatest possible opportunity to:

- 2.3.5.1 contribute to, and participate in, all aspects of public life in which they may legally participate, and
- 2.3.5.2 make use of, and participate in, relevant activities and programs provided or administered by the Government of New South Wales.
- 2.3.6 All institutions of New South Wales should recognise the linguistic and cultural assets in the population of New South Wales as a valuable resource and promote this resource to maximise the development of the State.

3. SCOPE:

- 3.1 This Policy is designed to support Council in fulfilling obligations to observe and recognise cultural diversity under the *Multicultural NSW Act 2000* and the *Local Government Act 1993*.

4. DEFINITIONS:

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| Cultural diversity | Means the different linguistic, religious and ancestral backgrounds of the people of New South Wales. |
| Principles of Multiculturalism | The multicultural principles outlined in section 3 of the <i>Multicultural NSW Act 2000</i> and as listed in this Policy. |

These definitions are sourced from the *Multicultural NSW Act 2000*.

5. POLICY STATEMENT:

- 5.1 The Port Stephens Multicultural Policy aims to achieve the following objectives in order to observe the Principles of Multiculturalism:
- 5.1.2 Objective 1: Leadership
Council promotes the principles of multiculturalism both within the organisation and to the wider community.
- 5.1.3 Objective 2: Community Harmony
Council works with communities and stakeholders to promote activities and initiatives that foster inclusion.
- 5.1.4 Objective 3: Access and Equity
Council endeavours to provide information, programs, services and facilities that are accessible for the community and makes provision for cultural diversity.

- 5.1.5 Objective 4: Economic and Cultural Opportunities
Council, in collaboration with community and stakeholders, promotes the benefits of cultural diversity as a social, cultural and economic asset for the local government area.
- 5.1.6 Objective 5: Planning and Engagement
Council’s approach to integrated planning and community engagement embraces cultural diversity and aims to increase inclusivity.

6. POLICY RESPONSIBILITIES:

- 6.1 The key position/s are responsible for implementing, complying with, monitoring, evaluating, reviewing and providing advice on this Policy:
 - 6.1.1 General Manager - to lead staff (either directly or through delegated authority) in their understanding of this Policy and the application of the multicultural principles.
 - 6.1.2 Group and Section Managers - to plan, action, communicate, and exercise functions in accordance with this Policy as it impacts their areas of responsibility.
 - 6.1.3 All Council officials - to observe this Policy.

7. RELATED DOCUMENTS:

- 7.1 *Local Government Act 1993*
- 7.2 *Multicultural NSW Act 2000*

CONTROLLED DOCUMENT INFORMATION:

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| EDRMS container No | PSC2014-03911 | EDRMS record No | 19/97280 |
| Audience | Council Staff and Community | | |
| Process owner | Strategy and Environment Section Manager | | |
| Author | Strategic Planning Coordinator | | |
| Review timeframe | Two years | Next review date | February 2021 |
| Adoption date | 12 February 2019 | | |

VERSION HISTORY:

| Version | Date | Author | Details | Minute No. |
|----------------|------------------|--------------------------------|--|-------------------|
| 1.0 | 12 February 2019 | Strategic Planning Coordinator | <p>Reviewed the Policy, included numbering to each paragraph.</p> <p>Substantial re-write of the Policy which necessitates the existing Cultural Diversity Policy dated 9 December 2014 (Minute No. 337) to be revoked.</p> <p>No significant departure from the intent of the existing Policy.</p> <p>Draft prepared for public exhibition.</p> | 023 |