



# Gladstone Regional Council

## Council Policy

Title	<b>CULTURAL DIVERSITY POLICY</b>
Policy Number	<b>P-2014/9</b>
Responsible Directorate	<b>CORPORATE AND COMMUNITY SERVICES</b>
Responsible Officer	<b>MANAGER COMMUNITY WELLBEING</b>
Date of Adoption	<b>1 JULY 2014</b>
Resolution Number	<b>G/14/2045</b>
Date Review Due	<b>1 JULY 2017</b>

### **1.0 PURPOSE:**

To provide a public statement of Council's position with respect to cultural diversity and its influence on planning and delivery of services by Council.

### **2.0 SCOPE:**

This policy provides foundation principles for the delivery and recognition of cultural diversity in Council's operations, infrastructure and services within the Gladstone Region.

### **3.0 RELATED LEGISLATION:**

- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

### **4.0 RELATED DOCUMENTS:**

- The People of Australia - Federal Multicultural Policy
- A Multicultural future for all of us - Queensland's Cultural Diversity Policy
- Gladstone Regional Council's Corporate Plan 2013 -2017
- Gladstone Regional Council's Policies and Corporate Standards.

## 5.0 DEFINITIONS:

*LAMP* means 'Local Area Multi-Cultural Program'.

*NESB* means 'Non-English Speaking Background'

*NGO* means 'Non-Government Organisation'

*CQU* means 'Central Queensland University'.

## 6.0 POLICY STATEMENT:

Council recognises and endorses the Queensland Government's Cultural Diversity Policy 2014<sup>1</sup> as the foundation and guiding principles for supporting and promoting cultural diversity in the Gladstone Region.

The Queensland Cultural Diversity Policy (the Policy) focuses on improving outcomes to language independence, education participation and attainment, economic independence and community participation.

In recognising and endorsing the Queensland Government's Cultural Diversity Policy Council will seek to incorporate the priorities and actions identified in the Policy into Council's priorities and actions insofar as such priorities and actions are able to be implemented by Council through Council's policies and operations subject to any legislative and funding constraints.

Council recognises that it currently undertakes the following specific actions in support of the areas identified in the policy:

### 1. Language Independence

- (a) providing adequate translation and interpreter access so individuals learning English can fully understand what services are available;

*(For example: LAMP has conducted induction training for Council Customer Service staff in relation to access to translating and interpreting services when dealing with residents from NESB)*

- (b) providing information in languages other than English.

*(For example: LAMP has developed a multilingual disaster management guide in case of floods and fire and intends to develop a multilingual food handling standards guide for local restaurant owners from NESB).*

### 2. Education participation and independence

- (a) Facilitating a supply of language diverse book stock appropriate to the Gladstone Region's diversity profile.

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<sup>1</sup> *Queensland rich in our diversity* - <http://www.datsima.qld.gov.au/resources/datsima/culturaldiversity/publications/cultural-diversity-policy.pdf>

*(For example: LAMP has Improved access to Gladstone City Library's Service by providing feedback on resources required by members from NESB)*

### **3. Economic independence and participation**

- (a) promoting pathways to employment, business start-ups and ownership, and financial independence;

*(For example: LAMP has facilitated the delivery of information session for new residents addressing employment and self-employment opportunities within the region)*

- (b) supporting the growth of culturally diverse businesses and promoting pathways for culturally diverse Queenslanders to establish businesses;

*(For example: LAMP has facilitated the delivery of corporate governance and grants application funding workshops for all Gladstone residents)*

- (c) supporting the families of skilled migrants and international students to participate in the broader Queensland community;

*(For example: LAMP has facilitated the establishment of the multicultural week working group, in which CQU is a key member)*

- (d) promoting pathways into the workforce of the future for international students studying in Queensland.

*(For example: LAMP intends to assist CQU Gladstone Campus during its transition process from a Regional Campus to an International Campus by fostering collaborative alliances between CQU and Multicultural Non-Government Organisations)*

### **4. Community participation**

- (a) developing capability and leadership within culturally diverse communities;

*(For example: LAMP facilitates Intercultural, Industry, Interfaith and Multicultural Week Committees as key tools to engage, monitor and enrich decision making processes and to implement strategies across the community)*

- (b) enabling community organisations to support individual members;

*(For example: LAMP supports Multicultural NGOs Strategic planning processes and prospective cooperative alliances by implementing a Cultural Diversity Framework)*

- (c) encouraging civic and cultural participation;

*(For example: LAMP intends to work with the newly formed Youth Council in order to increase awareness within young people from culturally and linguistically diverse backgrounds)*

- (d) improving acceptance and understanding of cultural diversity;

*(For example: LAMP delivers cross-cultural training for new Council staff members as part of its induction process as well as for Community based organisations such as Ozcare, Anglicare, Roseberry Youth Services, Schools, etc.)*

- (e) promoting awareness of services to new migrants;

*(For example: LAMP co-facilitates the Welcome to Gladstone Morning Teas and information sessions and integration programs as part of the Welcome-Settlement-Integration Strategy)*

- (f) improving support for migrants to connect with their local community.

*(For example: LAMP co-facilitates the Welcome to Gladstone Morning Teas and information sessions and integration programs as part of the Welcome-Settlement-Integration Strategy).*

## 7.0 ATTACHMENTS:

Nil

## 8.0 REVIEW TRIGGER:

This policy will be reviewed when any of the following occur:

1. The related legislation/documents are amended or replaced.
2. Other circumstances as determined from time to time by a resolution of Council
3. Periodic Review – 3 years from date of adoption.

TABLE OF AMENDMENTS		
Originally Adopted	December 12, 2007	12/12/2007/9 (former Gladstone City Council Policy)
Amendment 1	1 JULY 2014	G/14/2045
Amendment 2	<INSERT DATE COUNCIL MEETING>	<INSERT RESOLUTION NUMBER>
Amendment 3	<INSERT DATE COUNCIL MEETING>	<INSERT RESOLUTION NUMBER>

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STUART RANDLE  
CHIEF EXECUTIVE OFFICER