

1. BACKGROUND

Under the Local Government Act 1993 (NSW) Section 8 it is Council's responsibility to promote the principles of multiculturalism, ongoing commitment to and engagement with multicultural communities.

All NSW government agencies are expected to provide high quality services to the people of NSW, which are inclusive of people from culturally diverse backgrounds. The multicultural principles as outlined in Section 3 of the Multicultural Act 2000 (NSW), governed by Multicultural NSW provides resources to assist Council to develop and deliver multicultural outcomes through the Multicultural Services Plan (MSP). Multicultural NSW also oversees the Multicultural Planning Framework which is the foundation and structure for the plan.

2. PURPOSE

The purpose of this policy is to ensure Council engages and plans effectively for the needs and well-being of people from culturally diverse and linguistically diverse backgrounds. This policy supports the Multicultural Services Plan and ensures that Council is compliant with relevant legislation.

3. POLICY OBJECTIVE

This policy is to ensure equality of access to Council services and the voices from non-English speaking backgrounds are heard in Council's decision-making processes assisting to maximize the development of our multicultural community.

We are committed to maintaining the Coonamble Local Government Area (LGA) as a multicultural community. Coonamble's ethnic, religious, and cultural diversity is an integral part of our identity and vitality.

Council is committed to an inclusive and socially cohesive community where everyone can participate in the opportunities our community offers and our services are responsive to the needs of residents from all backgrounds.

4. LEGISLATION

Local Government Act 1933 (NSW)
Anti- Discrimination Act 1977 (NSW)
Multicultural Act 2000 (NSW)

5. APPLICATION/SCOPE

This policy applies to all council programs providing services to the communities within the Local Government Area.

6. POLICY

Coonamble Shire Council is committed to the continued development of an inclusive, harmonious, and cohesive community and to enact a model of best practice in this area.

To ensure this Council will:

- Endeavour to ensure all residents have equitable access to Council services and facilities regardless of race, language, religion, or culture.
- Be responsive to the needs of residents from culturally and linguistically diverse backgrounds.
- Support anti-discrimination policies and practices and the principles of Multiculturalism.
- Council's consultative and decision-making processes will recognise and encourage the participation and contribution of residents from culturally and linguistically diverse backgrounds.
- Council will identify gaps and barriers in the delivery of Council services and facilities to residents from culturally linguistically diverse backgrounds and (where possible) will develop strategies in response to the issues identified.
- Council will foster a climate of community harmony and mutual respect.

6.1 MULTICULTURAL SERVICES PLAN

The Multicultural Services Plan (MSP) is a four-year plan which outlines Council's vision, priority areas and partnership opportunities to meet Council's responsibilities under the Local Government Act 1993 (NSW). The aim of this plan is to deliver a range of social, cultural, and economic strengths through meaningful engagement, inclusion and support of multicultural communities.

A report on progress associated with the MSP will be provided to the Community Relations Commission on an annual basis and be available to the public through Council's Annual report.

7. DEFINITION

Term	Meaning
Multiculturalism	A term which describes the cultural and ethnic diversity of contemporary Australia.
Inclusive, Harmonious & Cohesive Community	To include and promote a tolerant and culturally diverse society providing mutual respect, effective relationships, clear communication and understanding.
Equitable Access	Ensuring all Australians regardless of race, culture or non – English language backgrounds enjoy full access to services to which they are entitled too.
Anti-Discrimination	Opposed to the unjust and prejudicial treatment of different categories of people, the unfair treatment of someone because of their age, race, material status, pregnancy, sex, disability, intersex status, gender identity, religion and sexual orientation.
Principles of Multiculturalism	Set out in the Multicultural NSW Act 2000, provide guidance to all public authorities, including council, to recognise and promote the benefits of cultural diversity.

Title: Multicultural Policy		
Department: Corporate & Sustainability		
Version	Date	Author
1	11 June 2014	
2	30 May 2017	Human Resources Officer
3	21 October 2020	Human Resources Officer
4	5 May 2021	Human Resources Officer
<p>This policy may be amended or revoked at any time and must be reviewed at least three (3) years since its adoption (or latest amendment). The Executive Leader – Corporate & Sustainability will be responsible for the review of this policy. Review of this policy will incorporate relevant legislation, documentation released from relevant state agencies and best practice guidelines.</p> <p>Review Date: June 2024</p>		
Amendments in the release:		
Amendment History	Date	Details
Submitted to Council	11 June 2014	Approved by the General Manager
Adopted by Council	13 August 2014	Adopted by Council - Min #1027
Reviewed – no change	30 May 2017	General Manager
Reviewed – internally	21 October 2020	Manager- People, Risk & Improvement
Reviewed	16 June 2021	Resolution: 2021/119
Annexure Attached:		
Multicultural Services Plan		
Hein Basson General Manager		
	22-6-2021.	