



INNER WEST COUNCIL

Title	Multicultural policy
Summary	To provide policy guidance on supporting people from multicultural backgrounds and celebrating cultural diversity in the Inner West of Sydney
Background	<p>At the time of the 2016 Census, the Inner West Council area had a population of 182,037. Of these 62,228 or 34% were born overseas and 51,597 (28%) spoke a language other than English at home. Inner West Council resolved to develop new initiatives in Multicultural policy on 24 April 2018. This policy is to ensure equity of access to council services and to ensure the voices of people from non-English speaking backgrounds are heard in Council's decision-making. It seeks to promote Council celebration of its unique and diverse communities. In recognising diversity, Council embraces all ethnic/racial/cultural, ancestral, religious and linguistic differences.</p>
Policy Type	Council
Relevant Strategic Plan Objective	<p>Links to Community Strategic Plan, Strategic Direction 4: Caring, healthy communities. Particularly 4.1 Everyone feels welcome and connected to the community.</p> <p>The Community Strategic Plan indicator for the outcome is: Satisfaction with programs and support for newly arrived and migrant communities.</p>
Relevant Council References	<p>This policy is informed by the draft Social and Cultural Planning Framework. The policy intersects with Council's <i>Banner Policy 2018</i>, in relation to display of national flags. The policy supersedes policies of the former Ashfield Council: <i>Local Ethnic Affairs Policy 1998</i> and <i>Culturally Diverse Society Principles Policy 1997</i>.</p> <p>Citizen and stakeholder engagement is delivered through the <i>Community Engagement Framework 2017</i>.</p>
Main Legislative Or Regulatory Reference	<i>Multicultural NSW Act 2000</i> and its principles
Applicable Delegation Of Authority	As per delegations register
Other External References	Multicultural Policies and Services Program (Multicultural NSW) and the statutory framework <i>Multicultural Planning of NSW Government Agencies</i>
Attachments	NA
Record Notes	External
Version Control	See last page



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Document:	Council Policy	Uncontrolled Copy When Printed	
Custodian:	Social and Cultural Planning Manager	Version #	1
Approved By:	Group Manager, Community Services and Culture	TRIM Ref #	18/49133
Adopted By:	Council	Publish Location	Internet
Adopted Date:	13 November 2018	Next Review Date	November 2020

1. PURPOSE

The purpose of this policy is to ensure Council engages with and plans effectively for the needs and well-being of people from culturally and linguistically diverse backgrounds.

2. OBJECTIVE

The objectives of policy are to ensure that people from multicultural backgrounds participate in local decision making, including in design of Council's services and policies; access and are supported by Council services and policies; and that people from diverse backgrounds are celebrated and acknowledged across our communities in the Inner West. Through working across these domains, Council aspires to create social inclusion for people from diverse backgrounds: particularly for children and young people, older people and people with disability, and particularly in education, employment, health care, and aged care and disability service provision.

Multicultural policy encompasses projects and programs that respond to cultural diversity in the Inner West; as well as broader approaches for building equitable participation including community relations, access and equity, social justice, equal opportunity and anti-racism and participation.

3. SCOPE

The policy seeks to ensure that residents of the Inner West from a diversity of backgrounds achieve equitable social and economic participation. Council recognises that the engagement with multicultural communities and their expressions of culture and faith enrich our whole community and build inclusion across the city.

3.1. In scope

All advocacy, policy development, service design and delivery of the Inner West Council.

3.2. Out of scope

Not applicable

4. DEFINITIONS

People from multicultural backgrounds include those who were not born in Australia, including those who speak a language other than English at home. Many of the second generation family members in multicultural communities will also identify as having heritage formed by their diverse background. Newly arriving communities are recognised as having specific support needs as they settle in a new cultural context.



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5. LINKS TO COMMUNITY STRATEGIC PLAN

The Community Strategic Plan is structured around a guiding principle: to work together in a way that is creative, caring and just. Five strategic directions give effect to this principle: an ecologically sustainable Inner West; unique, liveable, networked neighbourhoods; creative communities and a strong economy; caring, happy, healthy communities; and progressive local leadership.

6. POLICY STATEMENT

Council affirms the principles of the *Multicultural NSW Act 2000* including that people of different linguistic, religious and ancestral backgrounds are free to profess, practise and maintain their own linguistic, religious and ancestral heritage. Further, that all people should be able to contribute to, and participate in, all aspects of public life and make use of, and participate in, relevant activities and programs provided or administered by Council.

Council is committed to listening and responding to the specific needs of people from diverse backgrounds. This response may be improvements to Council services and programs, or it may be more focussed advocacy with the NSW and Commonwealth governments.

7. POLICY

That Council service delivery is effective for people from diverse backgrounds, and is supported inclusive and responsive planning. Council values diversity and equitable access to opportunity in Council policy and decision making. Effective engagement with diverse communities in communicating Council actions and services is supported by authentic input into policy development, service design and advocacy. Council recognises that the engagement with multicultural communities and their expressions of culture enrich our whole community and build inclusion across the city.

8. RESPONSIBILITIES

That the principles of the *Multicultural NSW Act 2000* guide inclusion of people from diverse backgrounds, and of their needs, in Council policy development and decision making, advocacy and in service delivery.

9. ASSOCIATED PROCEDURES

Availability of key Council information in community languages and access to appropriate and specific support services relevant to the needs of diverse communities supports social and economic participation.

Version	Amended By	Changes Made	Date	TRIM #
1	Social and Cultural Planning Manager	New policy of IWC	November 2018	18/49133