



Department of
Local Government, Sport
and Cultural Industries

OFFICE OF MULTICULTURAL INTERESTS

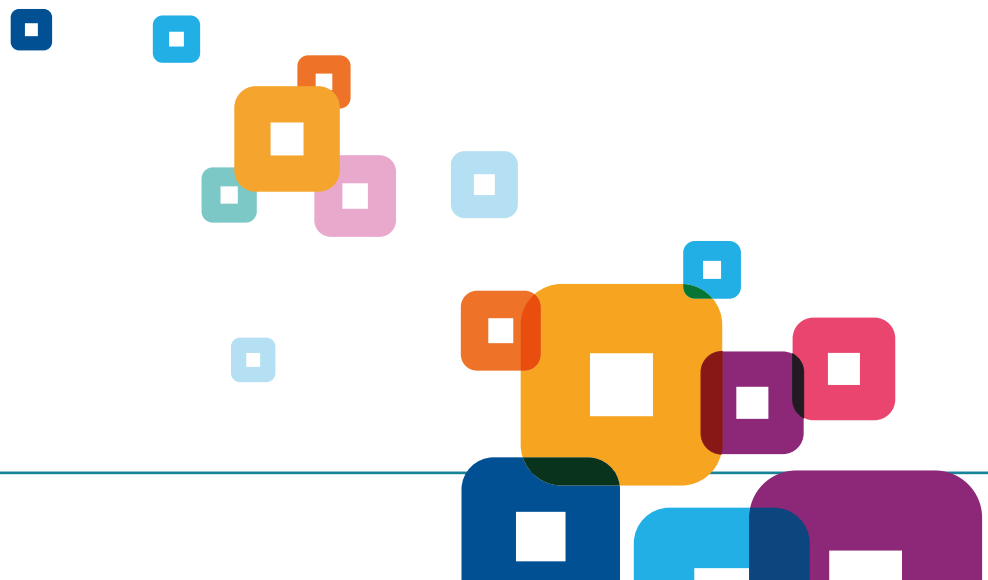


STRATEGIC PLAN 2023-26



ACKNOWLEDGEMENT OF COUNTRY

The Office of Multicultural Interests acknowledges the Aboriginal people throughout Western Australia as the Traditional Owners and Custodians of the lands, waters, and communities in which we operate. We pay our respects to all Aboriginal people and their cultures, and to Elders both past and present.





We are committed to ensuring all Western Australians are welcome and included, and that everyone is treated equitably



MINISTER'S MESSAGE

Our vision for Western Australia is for an inclusive and harmonious society where everyone has a strong sense of belonging, can participate and contribute fully in all aspects of life and can achieve their goals.

As one of the most culturally and linguistically diverse states in Australia, we have a long history of migration shaping our community. We have benefited greatly from the contributions that successive generations have made to our society, cultural life and economic prosperity. Our State has benefited in every way, from skills and innovation, to languages and a deeper connection with the rest of the world.

In times of change and uncertainty, realising our vision can seem distant. Yet when the world was shaken by the COVID-19 pandemic, it became obvious how connected we are, how much we need each other and how important it is to work together.

In Western Australia, we can be proud of how quickly individuals and organisations responded to the needs of the community. This highlighted the critical leadership role that culturally and linguistically diverse communities play in supporting the State, and the responsibility of government to understand diverse experiences and respond appropriately.

The Office of Multicultural Interests plays a vital role in ensuring that the Western Australian Government works alongside our communities to realise the full potential of Western Australia's cultural diversity.

The McGowan Government is committed to ensuring all Western Australians are welcome and included, and that everyone is treated equitably.

Since 2020, the McGowan Government's commitment to multiculturalism has been further demonstrated through the introduction of the Western Australian Multicultural Policy Framework. The Office of Multicultural Interests supports the public sector to implement the Framework and create measurable strategies to ensure policies and operations are inclusive and accessible.

This Strategic Plan sets out how the Office of Multicultural Interests will respond to current and future challenges and opportunities.

I look forward to working with all Western Australians to make our vision a reality.



Hon Dr Tony Buti MLA
Minister for Citizenship and
Multicultural Interests

DIRECTOR GENERAL AND EXECUTIVE DIRECTOR'S MESSAGE

Vibrancy, inclusiveness and resilience are the traits of a successful community.

This inspires the work of the Department of Local Government, Sport and Cultural Industries in supporting our proudly multicultural State.

The Department is committed to supporting participation of Western Australians from culturally and linguistically diverse backgrounds in the arts, sports, and civic engagement, as well as ensuring that our significant reform agenda is reflective of the needs of the whole community.

The Office of Multicultural Interests (OMI) is focused on advocating for the needs and aspirations of Western Australians from culturally and linguistically diverse backgrounds.

OMI does this by enabling connections between culturally and linguistically diverse communities, and the public, private,

and not-for-profit sectors to build understanding, trust and collaboration.

The Office of Multicultural Interests Strategic Plan 2023–26 sets out how we will work across sectors to ensure policies, programs and services are equitable, inclusive and informed by the community.

This plan rests on three pillars: recognition and mutual respect; access and equity; and participation and representation. This forms a roadmap for us to achieve the Government's vision and has been created in consultation with stakeholders across the community.

Through this work we will build a stronger and more harmonious Western Australia that draws on the diversity of skills, knowledge and experiences of our community – a State where everyone can participate fully in society.

It is our great privilege to work with culturally and linguistically diverse communities, government partners and other valued stakeholders to deliver this strategic plan.



Lanie Chopping

Director General

Department of Local Government,
Sport and Cultural Industries



James Jegasothy

Executive Director

Office of Multicultural Interests

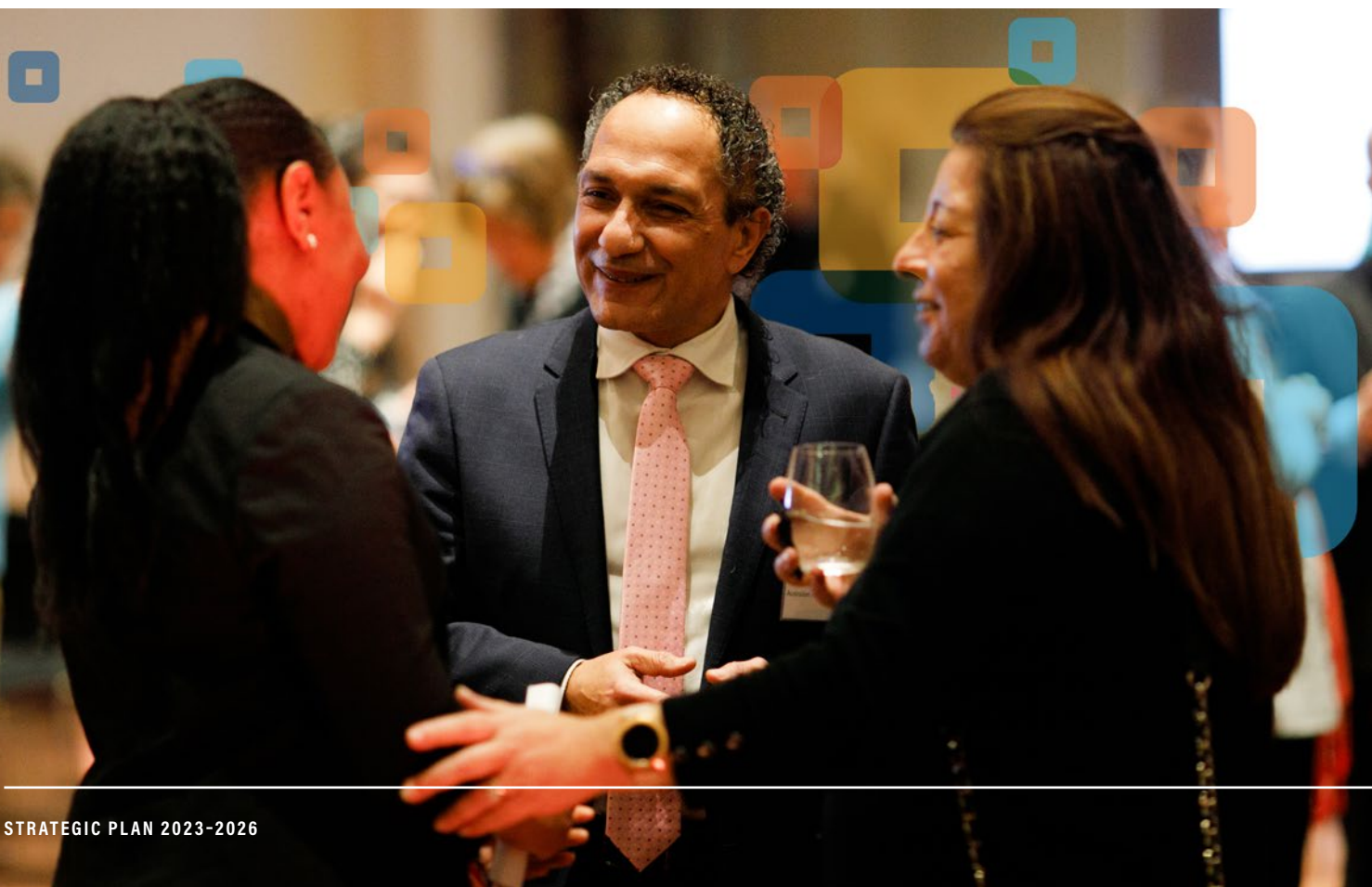
INTRODUCTION

The role of the Office of Multicultural Interests is to assist the Western Australian Government to achieve the full potential of multiculturalism. Fairness, equality, participation and civic values are the core principles at the heart of the State's multicultural policy which is articulated in the *WA Charter of Multiculturalism*.

The Western Australian Multicultural Policy Framework, launched in 2020, translates the Charter's principles into three key policy priorities:

- **Harmonious and inclusive communities**
- **Culturally responsive policies, programs and services**
- **Economic, social, cultural, civic and political participation**

These principles and policy priorities are the basis for the *Office of Multicultural Interests Strategic Plan 2023–2026*.





Fairness, equality, participation and civic values are the core principles at the heart of the State's multicultural policy.

OUR VISION

An inclusive and harmonious society where everyone has a strong sense of belonging, can participate and contribute fully in all aspects of life and can achieve their goals

OUR PLAN

OMI will work to achieve this vision by providing information, advice, funding and support, and by facilitating partnerships and collaboration, guided by three focus areas

Recognition and Mutual Respect

Outcomes

All Western Australians recognise and celebrate the value of cultural, religious, and linguistic diversity

The achievements, contributions and skills of Western Australians from culturally and linguistically diverse backgrounds are respected and acknowledged

Strategies

- Create, support and promote initiatives that:
- enable culturally and linguistically diverse communities to maintain and share their cultures, traditions and languages
 - build intercultural understanding
 - facilitate greater understanding among Western Australians from culturally and linguistically diverse backgrounds of the unique heritage and experiences of Aboriginal people

Collaborate across sectors to elevate the visibility and contributions of Western Australians from culturally and linguistically diverse backgrounds

Develop and support policies and programs to counter racism and discrimination

Access and Equity

Outcomes

Western Australians from culturally and linguistically diverse backgrounds have equitable access to programs and services that are culturally appropriate and responsive to their needs

Strategies

Support the public sector to fully implement the WA Multicultural Policy Framework

Develop and promote initiatives to address inequities in service access or policy outcomes, including advocating for the collection and use of data to guide program and policy development

Engage with culturally and linguistically diverse communities and relevant agencies to enable meaningful community involvement in the design, delivery and review of policies, programs and services

Support provision of settlement assistance and services that effectively meet the needs of migrants, refugees and people seeking asylum

Promote the use of language services and the development of cultural competency

Fund and support community associations and specialist service providers to lead and deliver services that meet the needs of Western Australians from culturally and linguistically diverse backgrounds

Participation and Representation

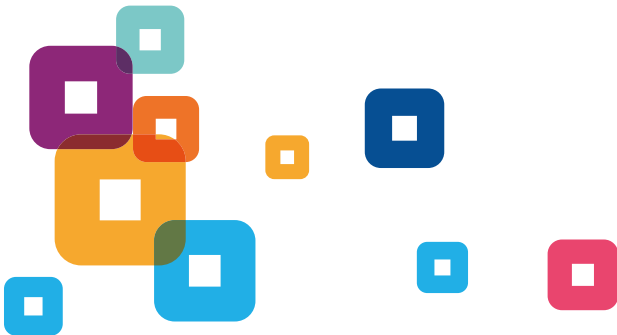
Outcomes

Western Australians from culturally and linguistically diverse backgrounds can participate equitably in cultural, social, economic, civic and political life

Strategies

Empower culturally and linguistically diverse communities to lead, represent and support their members

- Influence, facilitate and promote development of policies and initiatives that support:
- economic participation through skills recognition, and business and employment opportunities
 - civic and democratic participation
 - representation and leadership on decision-making bodies (e.g. boards and committees)
 - social and cultural inclusion





Creating a vibrant and inclusive Western Australia
is at the heart of everything we do.

OUR VALUES



Diversity

We recognise, celebrate and promote cultural, linguistic and religious diversity, and are responsive to the needs of Western Australia's culturally and linguistically diverse communities



Fairness and integrity

We are ethical, fair, equitable, open and transparent in our work



Respect

We are respectful and inclusive in our interactions, and encourage mutual respect between groups and individuals in our society



Collaboration

We nurture relationships, collaboration and partnerships with government, non-government, business and community sectors to achieve outcomes that strengthen culturally and linguistically diverse communities, individually and collectively



Leadership

We demonstrate leadership in multicultural interests and recognise the leadership and capacity in our culturally and linguistically diverse communities



Excellence

We strive for excellence and are committed to making a positive difference that benefits all Western Australians

STAKEHOLDERS

Minister

Minister and Multicultural
Advisory Council



Culturally and Linguistically Diverse Communities (CaLD)

- CaLD community associations and clubs
- CaLD community service organisations
- CaLD community peak and umbrella bodies
- Language services sectors
- Religious organisations and places of worship



Government

Western Australian,
Australian, Local
Governments

Other Partners

- Community and not-for-profit services sector
- Corporate and business sectors
- Media
- Academia
- Education and training providers
- Consular Corps



Wider Community



Department of **Local Government,**
Sport and Cultural Industries
Office of **Multicultural Interests**

Office of Multicultural Interests
GPO Box 8349 Perth Business Centre WA 6849
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OMI.WA.GOV.AU

OUR TERMINOLOGY

Multiculturalism, as a policy defined in the WA Charter of Multiculturalism (the Charter), is about all of us.

It recognises that difference is a feature of any society. In addition to culture, language and religion, there are differences such as in gender, age, disability and socioeconomic background. What binds us is our commitment to our country and its laws, principles and practices.

It recognises that our multicultural community includes everyone, and that Aboriginal people have a unique status as Australia's First Peoples.

Fundamental to the Charter are equality of opportunity, equitable outcomes, and mutual respect. These are reflected in the Charter's four principles:

- **Civic values** – Mutual respect, individual freedom and dignity for all members of society and a commitment to the laws and structures of Australia
- **Fairness** – Public policies free of prejudice, discrimination and exclusion on the basis of origins, perceived 'race', culture, religion, ethnicity and nationality
- **Equality** – Equal opportunity for all members of society to achieve their full potential
- **Participation** – Equitable participation for all Western Australians in all aspects of life

Culturally and Linguistically Diverse (CaLD) applies to groups and individuals who differ according to religion, language and ethnicity, and whose ancestry is other than Aboriginal or Torres Strait Islander, Anglo-Saxon or Anglo-Celtic.

