

City of Kwinana

Version 2

Multicultural Action Plan 2017-2020



Working to strengthen multiculturalism and social cohesion
in Kwinana – a community where everyone belongs.



Mayor's Message

Kwinana is a City built on rich cultural diversity and an unwavering community spirit. In recent years, we have seen a significant increase in the number of culturally and linguistically diverse residents choosing to call Kwinana home. The City recognises the many benefits this diversity brings, which has led to the development of the Multicultural Action Plan 2017-2020 and the Multicultural Advisory Group. The plan sets out a number of objectives to support multicultural Kwinana.

From humble beginnings as a Shire built to support local industry in the 1950s, Kwinana has grown into a vibrant metropolitan City home to more than 40,000 residents. We are one of the fastest growing communities in all of Australia, and it's easy to see why: Kwinana is fortunate to be surrounded by natural bushland, boast state-of-the-art facilities and a fantastic transport network – yet still offers affordable living.

This growth has led to increased cultural and linguistic diversity in the Kwinana community, bringing with it an array of new opportunities and benefits.

The Kwinana Multicultural Action Plan aims to further improve social cohesion in our City, creating a supportive environment, where everyone feels like they belong.

With the help of the recently established Multicultural Advisory Group, the City is working with the community to support the needs and priorities of culturally diverse residents. After all, we can achieve so much more together.

City of Kwinana Mayor Carol Adams



Welcome to the abridged version of the City of Kwinana Multicultural Action Plan 2017-2020

Working to strengthen multiculturalism and social cohesion in Kwinana – a community where everyone belongs. The Multicultural Action Plan will guide the work of the City and its partners from 2017 to 2020.

Kwinana is amongst the most culturally and linguistically diverse municipalities in the Perth metropolitan area with more than 42% of all residents born overseas and 28.6% speaking a language other than English at home.

As Kwinana's diversity continues to grow, the City has recognised the need for a framework supporting our CaLD (Culturally and Linguistically Diverse) community. The Multicultural Action Plan 2017-2020 will guide the work of the City and its partners to improve access, remove barriers and promote awareness of cultural diversity in the City.

Multiculturalism is at the heart of modern Australia's national identity and has many social benefits including increased tolerance, flexibility and open-mindedness. Further, it contributes to resilience and innovation and the development of thriving, vibrant and contemporary communities.

Kwinana's Multicultural Action Plan has been developed in alignment with the Multicultural Planning Framework recommended by the WA Government.

Objectives of the Multicultural Action Plan 2017-2020

- Objective 1:** Full participation and inclusion of CaLD (Culturally and Linguistically Diverse) communities in social, economic and cultural life.
- Objective 2:** Remove the barriers to equity experienced by CaLD communities.
- Objective 3:** Promote the benefits of Kwinana's cultural and linguistic diversity.

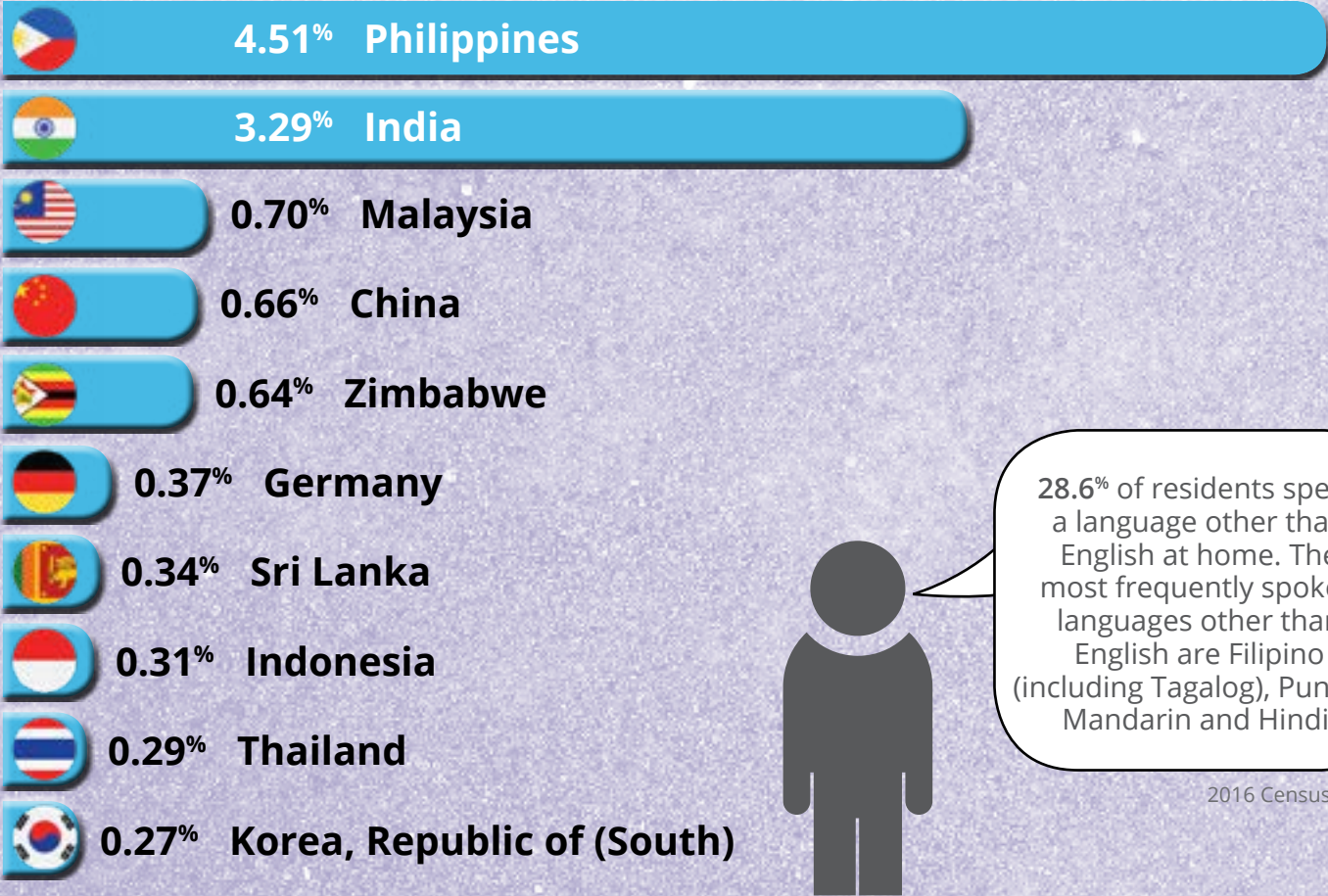
Multicultural Advisory Group

The City of Kwinana Multicultural Advisory Group (MAG) was established in early 2017. The group meets regularly to provide advice to the City on issues relating to people of a CaLD background, and to guide and monitor the implementation of the City's Multicultural Action Plan. The group is comprised of City of Kwinana Councillors, representatives from Kwinana's CaLD communities who have an interest in multicultural issues, as well as service providers from the multicultural sector.



Kwinana's Cultural Diversity at a Glance

According to the 2016 Census, Kwinana's residents of non-English-speaking background were born in the following nations (top ten):



28.6% of residents speak a language other than English at home. The most frequently spoken languages other than English are Filipino (including Tagalog), Punjabi, Mandarin and Hindi.

2016 Census



42%

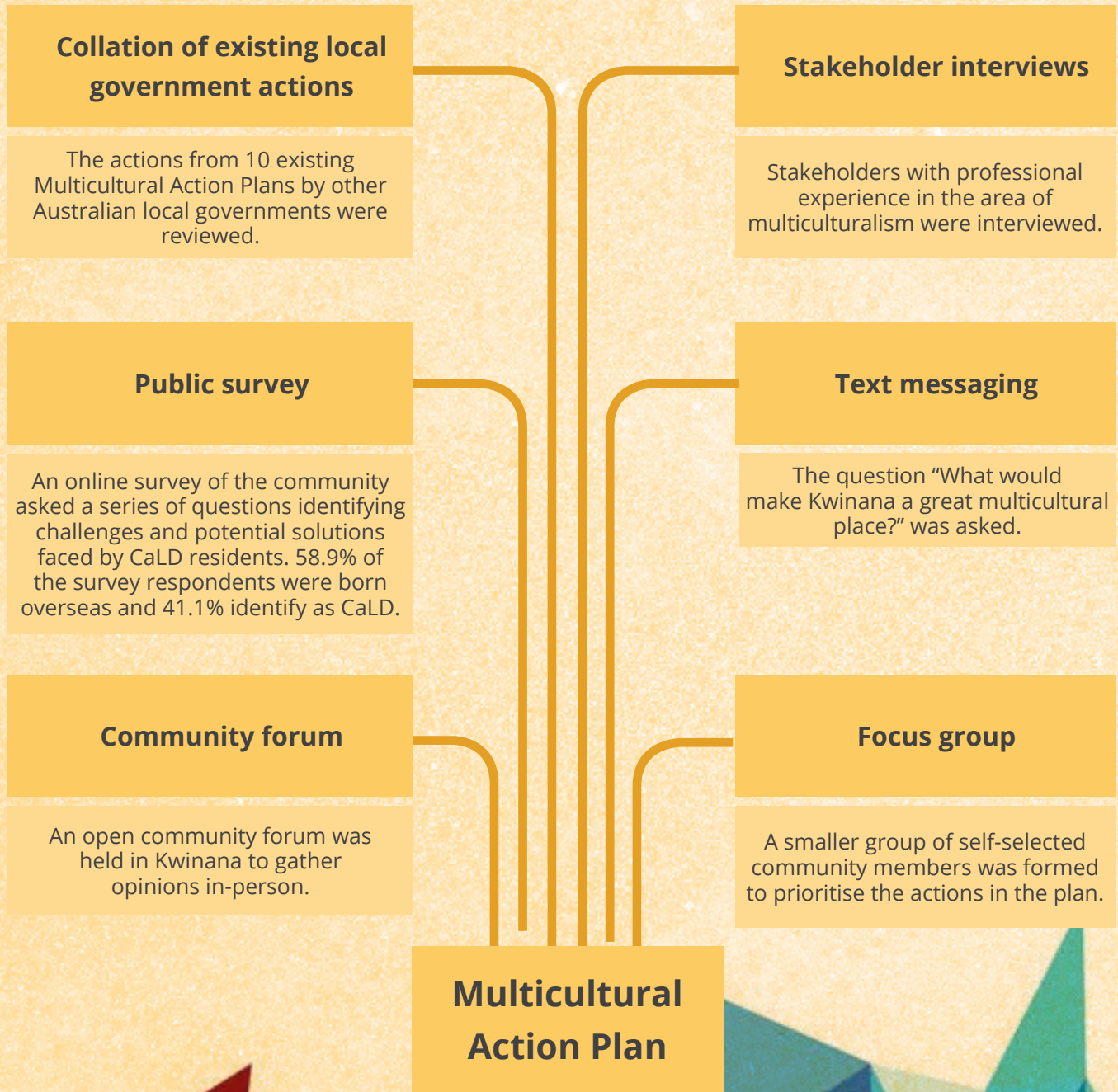
More than 42% of all Kwinana residents are born overseas, coming from over 50 countries.

2016 Census



Community engagement and development of the plan

The consultation for the development of the City of Kwinana’s Multicultural Action Plan was informed by the City’s Community Engagement Policy. The City undertook the following consultation to help develop the plan.



Almost 100 unique potential actions were identified through consultation with community and through reviewing actions from other local government’s plans. The focus group prioritised these actions classing the top 25% of them as high-priority. The following two quarter were classed as medium-priority and the bottom 50% were omitted from the plan.

The top four challenges experienced by people of a CaLD background living in Kwinana were identified as:

- Racism/discrimination;
- Difficulty gaining employment;
- Difficulty getting involved in local community groups and volunteering; and
- Language barriers.



Implementation

Implementation of the Multicultural Action Plan 2017-2020

The Multicultural Action Plan will be implemented by the City of Kwinana through regular consultation with the Multicultural Advisory Group.

The City of Kwinana encourages all local organisations and businesses to adopt the values of the Multicultural Action Plan and support the implementation of the Plan.

Accountability

The implementation of the Multicultural Action Plan 2017-2020 will be monitored through the following mechanisms:

1. Regular reporting to Council. A biennial Multicultural Action Plan Implementation Report will be provided to Council.
2. Regular consultation through the Multicultural Advisory Group. This Group will be formed, meet quarterly, provide advice to the City on issues relating to people of CaLD background and monitor the implementation of this Plan.

Action Plan

1. Participation: Full participation and inclusion of CaLD communities in social, economic and cultural life

ACTION		WHEN
High Priorities		
1.1	Establish a multicultural social club to provide opportunities for CaLD residents to practice their English and connect with other community members	Ongoing
1.2	Facilitate the holding of workshops on skills for success in the Australian job market	Ongoing
1.3	Participate in networks that facilitate coordinated approaches to education, employment and training for CaLD residents	Ongoing
1.4	Facilitate culture sharing by organising get-togethers and classes for cooking, dance and other hobbies	Ongoing
1.5	Work with the State and Commonwealth governments, and non-government agencies, in job creation initiatives targeting CaLD residents	Ongoing
1.6	Develop and disseminate a "New Residents' Kit / Welcome Pack" including information about local resources and services	2017/18
Medium Priorities		
1.7	Advocate for and with CaLD communities in all appropriate forums and networks to share information about CaLD-related issues and opportunities	Ongoing
1.8	Consider the community's diversity when reviewing vacancies; and where appropriate, include CaLD-related competencies in selection criteria (including relevant language skills)	Ongoing
1.9	Develop and implement youth programs that increase engagement between CaLD young people, and Aboriginal Australian and non-CaLD young people; and consider mentoring opportunities as part of these	Ongoing

1.10	Ensure CaLD-specific strategies in the City's future plans relating to training and employment development for the Kwinana community	Ongoing
1.11	Advocate and work with all levels of government and the business community to strengthen Kwinana's position as a diverse and inclusive community	Ongoing
1.12	Engage CaLD people with English language proficiency to assist those who don't with employment and housing, etc.	Ongoing
1.13	Investigate the possibility of developing a work placement program for CaLD residents	2017/18
1.14	Organise small community gatherings to build relationships	Ongoing
1.15	Assist unincorporated CaLD groups to access funding	Ongoing
1.16	Develop a Multicultural Officer position at the City to be the support person for referrals, information and possible advocacy	2019/20 onward
1.17	Ensure information about grant and tender opportunities is communicated to CaLD communities in an accessible manner	Ongoing
1.18	Provide CaLD communities with training and support in grant and tender writing	Ongoing
1.19	Work with the City's residents and community groups to increase CaLD residents' participation in community life	Ongoing
1.20	Collate and monitor data on the proportion of grants and tenders that support CaLD communities	Ongoing
1.21	Ensure job advertisements encourage applicants from CaLD backgrounds	Ongoing

2. Equity: Remove the barriers to equity experienced by CaLD communities

ACTION		WHEN
High Priorities		
2.1	Advocate to the Department of Transport to develop more bus routes/more frequent buses in Kwinana	2017/18
2.2	Investigate the opportunity to develop a local shuttle bus	2017/18
2.3	Review all operations to remove barriers to accessibility for CaLD communities	2017/18
2.4	Advocate for expansion of affordable English classes for newcomers and those previously without access	2017/18
2.5	Hold foreign language classes taught by locals who speak those languages	Ongoing
Medium Priorities		
2.6	Establish a shared database of multilingual staff who can assist Customer Service staff with enquiries and referral	2017/18
2.7	Increase CaLD content in all community, cultural, health and recreational facilities and services	Ongoing
2.8	Provide culturally-appropriate food options at City events and functions	Ongoing
2.9	Ensure multilingual support (partial or complete) on City websites	Ongoing
2.10	Establish a budget for interpreting and translating, and monitor and review usage across the City	2019/20 onward
2.11	Increase CaLD content at the Kwinana Public Library and Youth Zone Space (e.g. multilingual Storytime sessions and CaLD-related youth activities)	Ongoing
2.12	Increase CaLD content in City marketing and promotional materials	Ongoing
2.13	Work with other organisations to ensure essential community information available in priority community languages	Ongoing
2.14	Identify priority City publications for translation into key community languages, and translate them	2019/20 onward
2.15	Introduce a standardised multilingual message, including a contact number for an interpreting service, on all City letterhead and communications	2017/18

3. Promotion: Promote the benefits of Western Australia's cultural and linguistic diversity

ACTION	WHEN
High Priorities	
3.1 Assist CaLD community groups to present cultural celebrations, including Chinese New Year and Diwali	Ongoing
3.2 Ensure local multicultural groups are involved in all local events	Ongoing
3.3 Work with CaLD groups and relevant service providers to ensure newcomers are welcomed and integrated into the community	Ongoing
3.4 Hold a large multicultural festival with food, a market, music, fashion, and crafts	Ongoing
3.5 Leverage all available opportunities to promote the benefits of cultural diversity and the success of Kwinana as a harmonious multicultural community	Ongoing
3.6 Offer cross-cultural training to all City of Kwinana staff	Ongoing
3.7 Present and support Harmony Week events	Ongoing
3.8 Promote the importance of cross-cultural awareness training in the community	Ongoing
3.9 Advocate for a more diverse range of languages to be offered in school as a second language	2017/18
3.10 Advocate for cultural workshops in schools	Ongoing
3.11 Undertake and support anti-racism initiatives	Ongoing
3.12 Advocate to the State and Commonwealth governments for the promotion of Kwinana's growth potential through its CaLD-related strengths	Ongoing

Medium Priorities	
3.13 Incorporate a "multicultural tent" into Kwinana Festival to celebrate diversity	Ongoing
3.14 Present Aboriginal cultural celebrations that people of other cultures can be involved in	Ongoing
3.15 Present cultural programs and workshops that invite residents of all cultural backgrounds to come together	Ongoing
3.16 Present more multicultural festivals outside of Harmony Week	Ongoing
3.17 Partner with community organisations to respond to racism and safety concerns	Ongoing
3.18 Present and support events and activities that provide opportunities for positive interaction between CaLD communities and other residents	Ongoing
3.19 Present more art exhibitions by local CaLD artists	Ongoing
3.20 Promote multiculturalism through multimedia displays at City facilities such as the Administration Building's and Darius Wells' reception areas	Ongoing
3.21 Incorporate CaLD themes into all City events	Ongoing
3.22 Present and support arts initiatives relating to Kwinana's diversity	Ongoing
3.23 Support the development of student exchange opportunities through schools and community organisations (e.g. Rotary)	Ongoing

This is an abridged version of the City of Kwinana Multicultural Action Plan. For the full version please visit www.kwinana.wa.gov.au.



Administration

Cnr Gilmore Ave & Sulphur Rd, Kwinana WA 6167

PO Box 21, Kwinana WA 6966

Telephone 08 9439 0200

Email customer@kwinana.wa.gov.au

www.kwinana.wa.gov.au

**For the full version of this document, please visit the
City's website www.kwinana.wa.gov.au**