

DIVERSE COMMUNITY POLICY

POLICY OBJECTIVE

This Official Council Policy deals with implementing the Principles of Multiculturalism throughout the organisation.

1. POLICY STATEMENT

The intent of this Policy is to observe and implement the Principles of Multiculturalism throughout the organisation.

2. POLICY COVERAGE

This policy applies to all areas of Council's operations and covers all Wentworth Shire Council officials.

3. STRATEGIC PLAN LINK

Objective: 4.0 Wentworth is a caring, supportive and inclusive community that is informed and engaged in its future

Strategy: 4.1 Provide strong and effective representation, leadership, planning, decision-making and service delivery

4. DEFINITIONS AND ABBREVIATIONS

Term/Word	Definition
NSW	New South Wales
CALD	Culturally and Linguistically Diverse
Council	Wentworth Shire Council

5. BACKGROUND INFORMATION

Wentworth Shire Council is committed to including the issues of CALD communities into its core functions to achieve its mission of representing and assisting the community and the stakeholders of the Shire in meeting their needs at an affordable cost.

In adopting this policy, Council is demonstrating a commitment to integrating the concepts, goals, objectives and strategies of diversity into its core business, with the vision of this policy being to create an approachable, inclusive and welcoming environment in the community for culturally and linguistically diverse communities and to improve access and equity through flexible, integrated and collaborative strategies.

6. POLICY CONTENT

It is the policy of this Council to:-

- 6.1 Embed the Principles of Multiculturalism throughout the organisation's activities.
- 6.2 The Principles of multiculturalism are defined in the *Community Relations Commission and Principles of Multiculturalism Act 2000* as follows;

Multiculturalism is founded on the following principles (the "principles of multiculturalism"):

- (a) The people of NSW are of different linguistic, religious, racial and ethnic backgrounds who, either individually or in community with other members of

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their respective groups are free to profess, practise and maintain their own linguistic, religious, racial and ethnic heritage;

- (b) All individuals in NSW, irrespective of their linguistic, religious, racial and ethnic backgrounds, should demonstrate a unified commitment to Australia, its interests and future and should recognise the importance of shared values governed by the rule of law within a democratic framework;
- (c) All individuals in NSW should have the greatest possible opportunity to contribute to, and participate in, all aspects of public life in which they may legally participate;
- (d) All individuals and institutions should respect and make provision for the culture, language and religion of others within an Australian legal and institutional framework where English is the common language;
- (e) All individuals should have the greatest possible opportunity to make use of and participate in relevant activities and programmes provided or administered by the Government of NSW; and
- (f) All institutions of NSW should recognise the linguistic and cultural assets in the population of NSW as a valuable resource and promote this resource to maximise the development of the State.

- 6.3 Parliament recognises that the principles of multiculturalism are based on citizenship. The expression "citizenship" is not limited to formal Australian citizenship, but refers to the rights and responsibilities of all people in a multicultural society.
- 6.4 The principles of multiculturalism are the policy of the each State.
 - Accordingly, each public authority must observe the principles of multiculturalism in conducting its affairs.
 - It is the duty of the chief executive officer of each public authority to implement the provisions of this section within the area of his or her administration.

7. ATTACHMENTS

Nil.

8. DOCUMENT APPROVAL

This document is the latest version of the official policy of the Wentworth Shire Council, as adopted by Council on 16 March 2022. All previous versions of this policy are null and void.

This policy may be amended or revoked by Council at any time.

A PDF copy of the signed document can be accessed from Council's record management system and Reliansys.

Signed:

21 March 2022

General Manager Wentworth Shire Council

Date

