

ATTACHMENT TO AGENDA ITEM

Ordinary Meeting

15 September 2015

Agenda Item 7.3	Cultural Diversity and Inclusion Strategy & Action Plan 2015 -2018	
Attachment 1	Cultural Diversity and Inclusion Strategy and Action Plan 2015 - 2018	164



DRAFT
Cultural Diversity and
Inclusion Strategy
2015-2018

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ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

We, the Greater Shepparton City Council, acknowledge the traditional owners of the land which now comprises Greater Shepparton. We pay respects to their tribal elders, we celebrate their continuing culture and we acknowledge the memory of their ancestors.

MESSAGE FROM THE MAYOR

Greater Shepparton City Council is very proud of our region's long migration history dating back to World War I with the migration of Southern Europeans predominately from Greece, Italy, Macedonia and Albania. Post World War II further migration occurred from Europe with a large number of Turkish immigrants and in the late 1980's Punjabi Indians and Pacific Islanders began to arrive. In the 1990's Greater Shepparton welcomed Afghani, Iraqi, Sudanese and Congolese populations.

This history has resulted in a rich and diverse community in Greater Shepparton today. Greater Shepparton's multicultural community is now made up of people from over 30 nationalities, who speak more than 50 different languages. Our community comes from different places around the world bringing with it many languages, faiths and cultures that enrich the fabric of our community.

Greater Shepparton is proud to offer a point of difference and strength in the diversity of our people. We demonstrate how a rich community with many differences can live together in harmony, with respect for our individual pasts and each other's identity. It's our diversity that brings Greater Shepparton to life.

Greater Shepparton City Council is proud of the achievements the community has made with the events, festivals, education and growth that has been achieved in recent years and is privileged to partner in these. We look forward to continuing our partnerships to build on our achievements, create new opportunities and increase the positive benefits of diversity to our whole community.

To inform this strategy Council has undertaken extensive consultation with the community, service providers, educational institutions and a host of other organisations. These consultations have been undertaken in group settings, through one on one conversations and via surveys. All feedback has been considered and discussed with the relevant parties with a commitment made to drive forward the actions within the strategy.

Greater Shepparton City Council thanks everyone that has contributed to the development of this strategy and who will be involved in its success. We encourage all of Greater Shepparton to be involved in the initiatives contained within this strategy and to continue enjoying the diversity of Greater Shepparton.

Cr Dennis Patterson
Mayor
Greater Shepparton City Council



OUR COMMUNITY

Greater Shepparton is located in Central Victoria and is a regional hub that enjoys significant Aboriginal cultural, spiritual and historical heritage accompanied by a long migration history and growing multicultural communities. Greater Shepparton has two main urban centres, Shepparton and Mooroopna, as well as surrounding rural areas including nine smaller townships. Of the 63,269 residents reported as living in Greater Shepparton in the 2011 census, 13.2% identified as being born in a country other than Australia.

Whilst the Australian Bureau of Statistics (ABS) is the only formal measure of population, anecdotal evidence from local sector organisations these statistics under represent our real refugee population numbers. ABS figures show that the 'Total Overseas – Born' statistic for Greater Shepparton is 7,951 persons with the population of all four communities from Afghanistan, Congo, Iraq and Sudan in region as 1,137 persons. However, local anecdotal investigations have shown there are approximately 1,200 Afghani, 160 Congolese, 3,500 Iraqi and 284 Sudanese equating to a total of 5,144 persons from these four communities. This indicates that the overall numbers for people born overseas is likely to be under represented also for Greater Shepparton.

OUR VISION

Greater Shepparton City Council's vision for the region is to promote and facilitate good multicultural practice and leadership within and across Victorian local government. This vision is aligned with the Municipal Association of Victoria's (MAV) Statement of Commitment to Cultural Diversity.

Greater Shepparton is one of Victoria's great multicultural areas and our diversity is fundamental to our identity and contributes to our economic, social, political and cultural life. Council shares the vision with our community of providing an embracing, and supportive environment, where everyone can celebrate and share their diverse cultures.

Council will continue to work towards creating a vibrant, cohesive society that celebrates and incorporates aspects of cultural diversity within daily life. It is essential that we continue to be a welcoming place for migrants and multiculturalism into the future and provide appropriate services specific to multicultural communities.

Key Strategic Links

Key Local Government Strategies

Greater Shepparton Council Plan 2013-2017

The Council Plan 2013-2017 is a requirement under the *Local Government Act 1989* and drives the strategic direction of Council. The themes outlined in the Council Plan are the vehicle for achieving our desired future and have been identified following extensive consultation with the Greater Shepparton community.

Goal 1 Active and Engaged Communities (Social) "Objective 1.5 Embrace and strengthen cultural harmony and diversity"

Greater Shepparton's Municipal Health and Wellbeing Action Plan

The Municipal Health & Wellbeing Action Plan for Greater Shepparton has been endorsed by the Department of Health as meeting Local Governments requirement to produce a Municipal Health Plan. The annual development of a Health and Wellbeing Action Plan plays an important role in

enabling community, local stakeholders and Council to set the strategic direction for positive health and wellbeing initiatives that address population health trends to maximise health outcomes. Many targets in the Health and Wellbeing Action Plan consider the provision of a diverse and inclusive community.

Greater Shepparton's Volunteer Strategy and Action Plan

The Volunteer strategy provides a framework for the promotion, recruitment/retention, recognition and celebration of Councils volunteers at a local level, encouraging a responsive and supportive environment for all volunteers. The four year Action Plan outlines measurable actions for the key strategic directions including the promotion and support to Culturally and Linguistically Diverse (CALD) community volunteering.

Greater Shepparton's Community Safety Strategy

The Community Safety Strategy has been developed to address the highest safety priorities identified within Greater Shepparton through community feedback and perception as well as local statistics. The four year Action Plan outlines measurable initiatives for an inclusive community and includes working with local agencies on projects and events which have cultural significance for Greater Shepparton.

Municipal Association Victoria (MAV) Statement of Commitment to Cultural Diversity

The MAV provides leadership and support in promoting a whole-of-council response to cultural diversity through its Statement of Commitment to Cultural Diversity. MAV, through the Statement of Commitment, aims to support and strengthen Councils; advocacy, knowledge base, partnerships, organisational capacity and identification promotion and celebration of cultural diversity.

Key State and Federal Government Legislation

- *Human Right and Equal Opportunity Act 1986*
- *Racial Discrimination Act 1975*
- *Victorian Multicultural Act 2011*
- *Racial and Religious Tolerance Act 2001*
- *Victorian Equal Opportunity Act 2010*

CULTURAL DIVERSITY AND INCLUSION STRATEGY 2012-2015 OUTCOMES

This strategy replaces the Cultural Diversity and Inclusion Strategy 2012-2015. Some of the key outcomes achieved in the delivery of the Cultural Diversity and Inclusion Strategy 2012-2015 included the following action by Greater Shepparton City Council:

- Joining and participating in the "Racism. It stops with me" campaign
- Signed a commitment to be a Refugee Welcome Zone
- Adopted the Language Service CEO Directive – an internal document providing guidance on engaging with the community using interpreters, translators and Auslan services
- Worked in partnership with the Settlement Planning Committee and other organisations to deliver two Respecting Difference Forums
- Delivered a cultural leadership workshop
- Coordination of the inaugural St George's Rd Food Festival
- Development and distribution of annual Our Community, Our Culture calendars
- Embedded Localities Embracing and Accepting Diversity (LEAD) training in Council's compulsory inductions

- Supported a primary school visit to discuss what is multiculturalism and specifically in Greater Shepparton

THE NEW STRATEGY

This strategy is Council's second Cultural Diversity and Inclusion Strategy and is designed to build on the achievements already made by Council and the community through the actions of the inaugural strategy. The new Cultural Diversity and Inclusion Strategy strives to be inclusive of all members of the multicultural community regardless of age, socio economic status, sexuality and gender. The strategy is based on valuing our community's diversity, recognising contributions to our society and celebrating the many cultures and diversity in our community.

This strategy is not intended to apply to Aboriginal communities within Greater Shepparton. Council has an Aboriginal Partnership Six Point Plan to inform Council's work in this area.

Strategy Development Process

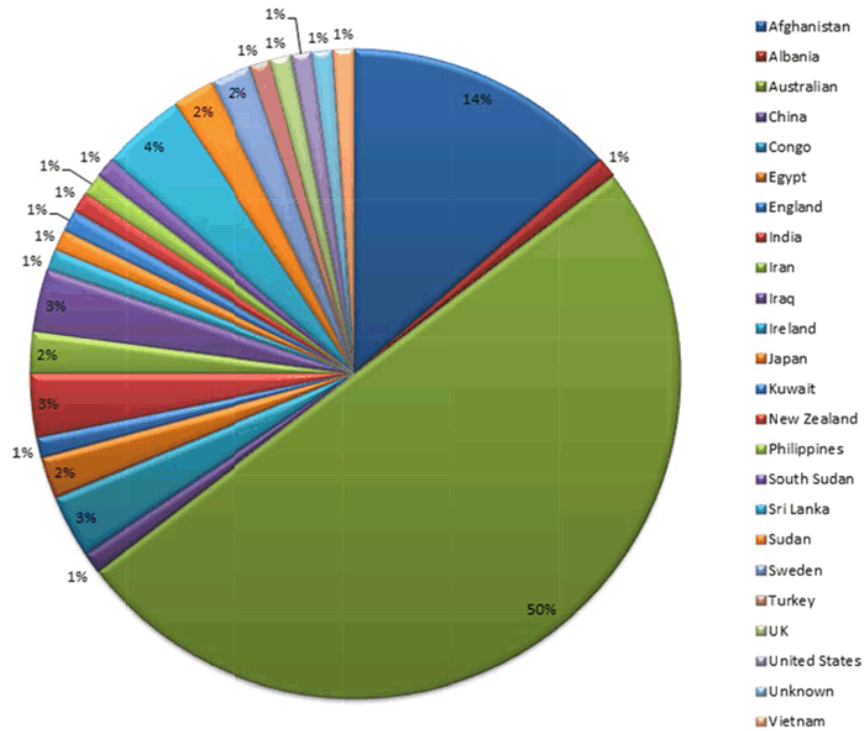
In developing this strategy and action plan Council consider data collected through the consultation period in conjunction with readily available public information and policy. This incorporated official statistics and anecdotal evidence of the local demographics, the review of relevant legislation as well as extensive consultation with the community, service providers, government and local organisations.

Consultation through community engagement is an essential part of informing Council's decision making and ensures a whole of community approach, towards the ultimate goal of meeting the needs, aspirations and expectations of the community. Consultation for this strategy included various methods of direct and indirect consultation. A survey that was developed and made available online and in hard copy to the community, service providers, local organisations, education providers and different levels of government. A public notice inviting feedback was placed in the Shepparton News and advertised on Council's website. Council conducted group consultation sessions with service providers and collected participants responses in person.

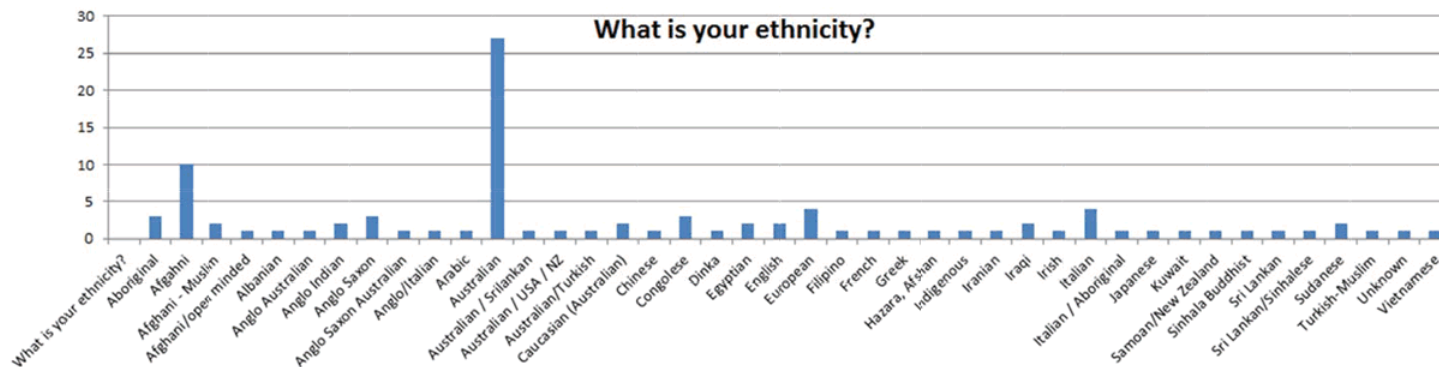
The 2015-2018 Cultural Diversity and Inclusion Strategy and Action Plan outlines Council's commitment and actions over the next three years to support cultural diversity within the region and continue to develop a cohesive society. These actions will be monitored and reviewed annually to track their progress with an annual report provided to Council.

Highlights From 2015 Community Consultation Survey

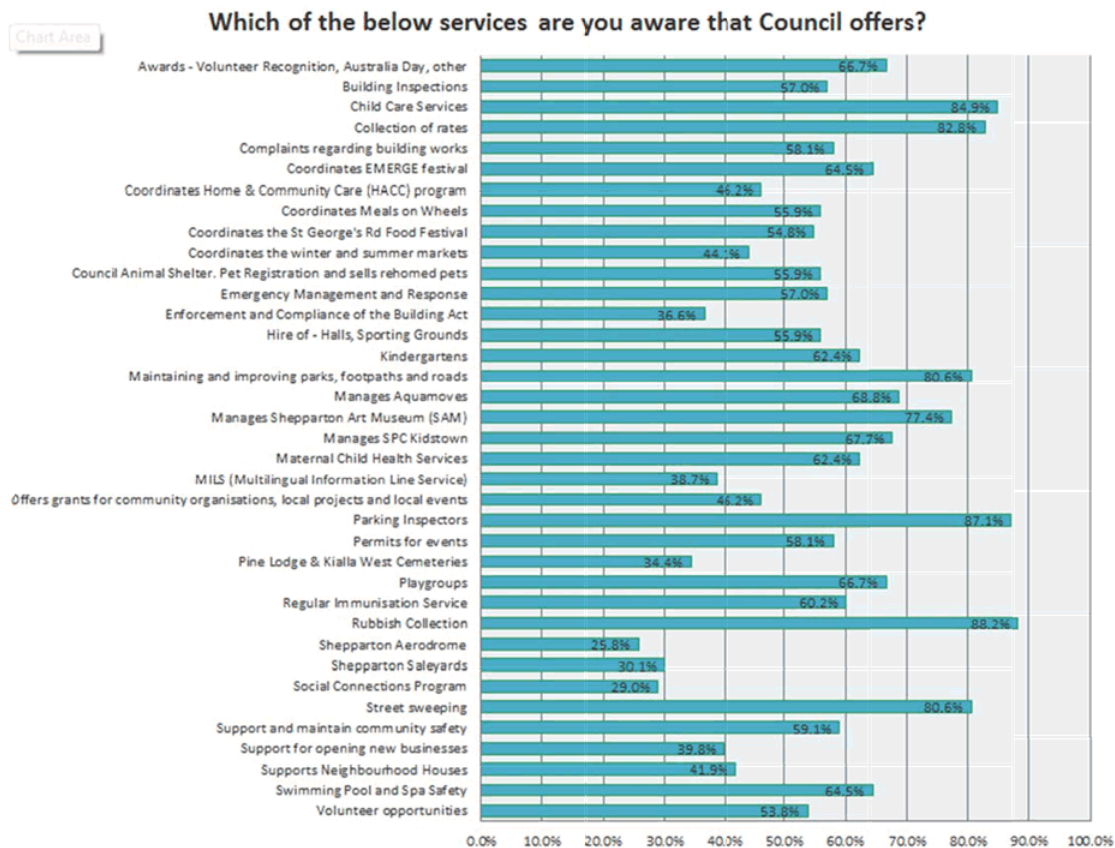
What Country were you born in?



50% of respondents identified as being born in Australia



With 50% of respondents born in Australia, only 28% identified Australia as their ethnicity



All of the services listed above are services Council offers. The above outlines what services respondents are aware of.



Strategic Direction

Cultural diversity and inclusion is respecting and living within a society with multiple communities and a variety of cultural ideas, customs and beliefs. It's about creating a socially cohesive community that celebrates multiculturalism. Council is proud of this regions migration history and the positive influence cultural diversity has within the community.

The Cultural Diversity and Inclusion Strategy and Action Plan aligns with the strategic objectives of various Council policies and reflects current state and national legislation.

Five strategic goals were identified through the community consultation for Greater Shepparton's Council Plan 2013-2017. This is the overarching strategic direction for all Council's strategies, business plans and individual work plans. In line with the Council Plan the new Cultural Diversity and Inclusion Strategy and Action Plan will adopt these goals to frame the future action Council will take to support cultural diversity within the region. The five strategic goals are:

- 1. Active & Engaged Community (Social)**
- 2. Enhancing the Environment (Natural)**
- 3. Economic Prosperity (Economic)**
- 4. Quality Infrastructure (Built)**
- 5. High Performing Organisation (Leadership & Governance)**

This strategy and associated action plan is considered a living document and will be reviewed by the Cultural Development Officer on an annual basis.

Key Agencies and Definitions

Service Providers include:

- Ethnic Council Shepparton & District
- Primary Care Connect
- Kildonan Uniting Care
- Shepparton Interfaith Network
- GOTAFE
- Emergency Services Providers
- National Ethnic & Multicultural Broadcasters Council
- Goulburn Valley Business Rural and Industry Network (GVBRaIN)
- Other service providers within the municipality who have an interest in certain actions within the plan
- Victoria Police
- Valley Sports
- Department of Justice
- Department of Health & Human Services
- Rural Housing Network
- Goulburn Family Violence Prevention Network

Community

- People living or working within the municipality

Local Businesses

- Local businesses within the municipality who have an interest in certain actions within the plan

Volunteer Managers Network

- A network of volunteer managers and co-ordinators who meet bi-monthly and explore, evaluate and enhance the functions of volunteering

Local Organisation

- Local organisations within the municipality with an interest in certain actions within the plan



2015-2018 Greater Shepparton Cultural Diversity and Inclusion Strategy – Action Plan

1. Active & Engaged Community (Social)

We will improve liveability through social and recreational opportunities, a range of inclusive community services and activities valuing our diversity.

	ACTION	MEASURE	RESPONSIBILITY/PARTNERS	TIMEFRAME
AE 1.1	Support public events that educate the wider community on cultural and religiously significant days	Council support of four community lead events per annum	GSCC (Cultural Development Officer)	Annually
AE 1.2		Council to develop an Easy English 'how to' guide to support the community to lead their own events	GSCC (Cultural Development Officer) GSCC (Team Leader Tourism & Events)	1
AE 2.1	Continue to provide significant cultural festivals and events to support the community to showcase their many cultures	Council to continue to coordinate a multicultural festival and the St George's Rd Food Festival in partnership with community and funding bodies	GSCC (Cultural Development Officer) GSCC (Team Leader Tourism & Events) Shepparton Arts Festival Local Service Providers Community	Annually
AE 2.2		Review the sustainability of the Festivals and investigate long term funding options	GSCC (Cultural Development Officer) GSCC (Team Leader Tourism & Events) Shepparton Arts Festival	2
AE 2.3		Coordinate a committee of local service providers and organisations to deliver a collaborative event for Cultural Diversity Week and Refugee Week	GSCC (Cultural Development Officer) Local Service Providers Local Organisations Local Businesses Community	Annually
AE 2.4	Develop a Cultural Diversity Week and Refugee Week calendar of events		GSCC (Cultural Development Officer) Local Service Providers	Annually

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		highlighting what is on offer for both weeks across the municipality	Local Organisations	
AE 3.1	Promote and support multicultural community volunteering to increase social connectedness	Support the Volunteer Managers Network to investigate and implement suitable education methods to increase the number of multicultural people volunteering	GSCC (Cultural Development Officer) Volunteer Managers Networks (Internal & External)	1
AE 3.2		Directly promote opportunities to volunteer with Council programs to the CALD community and service providers via Volunteer Managers Network	GSCC (Community Development Officer) Volunteer Managers Networks (Internal)	2
AE 4.1	Provide opportunities for culturally appropriate activities for women	Work with local sports facilities and organisation to identify, promote and engage multicultural women in active activities	GSCC (Cultural Development Officer) GSCC (Active Living) Valley Sports	2
AE 5.1	Provide opportunities for culturally appropriate activities for men	Work with local sports facilities and organisation to identify, promote and engage multicultural men in active activities	GSCC (Cultural Development Officer) GSCC (Active Living) Valley Sports	2
AE 6.1	Review and investigate cultural aged service provisions	Investigate and identify funding options to pilot language specific aged care social connections programs	GSCC (Cultural Development Officer) GSCC (Team Leader Positive Ageing) GSCC (Team Leader Client Services)	2
AE 6.2		Increase the promotion of Council's available aged and home care support programs to multicultural communities	GSCC (Cultural Development Officer) GSCC (Positive Ageing) GSCC (Client Services)	1



AE 7.1	Share cultural art at a local level	Investigate joint funding partnerships to provide a multicultural community art program.	GSCC (Cultural Development Officer) Shepparton Art Museum Kildonan Uniting Care Ethnic Council Primary Care Connect Community	2
AE 8.1	Promote Council events to multicultural communities	Promote Council events and activities through targeted multicultural media including the 'ENGAGE' radio program	GSCC (Cultural Development Officer) GSCC (Marketing and Communications) Ethnic Council Kildonan Uniting Care National Ethnic and Multicultural Broadcasters Council	Ongoing
AE 9.1	Raise awareness of Australian Laws within the multicultural communities including the justice system and road laws	Conduct a minimum of one multicultural community awareness session annually	GSCC (Cultural Development Officer) GSCC (Community Safety Officer) Department of Justice	Annually
AE 10.1	Create greater understanding of the important role of emergency services within multicultural communities	Provide opportunities for emergency services and the multicultural community to engage and mutually understand the roles of each group including, representation at events	GSCC (Cultural Development Officer) GSCC (Community Safety Officer) Emergency Service Providers Kildonan Uniting Care	Ongoing
AE 11.1	Continue to support initiatives that support reducing racism and discrimination	Evaluate the Victorian Equal Opportunity and Human Rights Commission third party racism reporting scheme in Greater Shepparton and its application to multicultural communities	GSCC (Cultural Development Officer)	2



AE 12.1	Encourage education programs and initiatives that prevent or reduce Family Violence, including the impact on individuals and community, promoting local services available, gender equity and respectful relationships	Work with and support Victoria Police and the Goulburn Family Violence Prevention Network in identifying opportunities to raise awareness of gender equity within multicultural communities	GSCC (Cultural Development Officer) GSCC (Community Safety Officer) Goulburn Family Violence Prevention Network Ethnic Council Victoria Police	2
AE 13.1	Provide public education on culture and religion to improve knowledge and understanding	Develop annual 'Our Community, Our Culture' calendars highlighting information on important cultural and religious dates and incorporating local images	GSCC (Cultural Development Officer) Service providers Local organisations	Annually
AE 13.2		Work with the GVBraIN committee to engage a multicultural speaker at one of their events to raise the awareness of the wider community around the respect for difference and benefits of culturally diversity	GSCC (Cultural Development Officer) GSCC (Investment and Attraction) Goulburn Valley Business Rural and Industry Network (GVBraIN)	1
AE 13.3		Work with service providers and organisations to facilitate a minimum of one community forum or workshop per year where cultures can be explored in a safe environment	GSCC (Cultural Development Officer) Service providers Local organisations	Annually
AE 14.1	Investigate transport initiatives and programs available to multicultural communities	Identify available community transport models that may meet multicultural transport needs and investigate opportunities to promote these	GSCC (Cultural Development Officer) Service providers Local organisations	2



AE 15.1	Undertake regular consultation and engagement with multicultural communities	Establish a community representative committee to meet on a minimum biannual basis to discuss emerging opportunities	GSCC (Cultural Development Officer) Community	1
AE 16.1	Support the education of the risks of alcohol and other drugs	Explore and apply for external funding opportunities to implement community education sessions for the multicultural community regarding alcohol and other drugs	GSCC (Cultural Development Officer) GSCC (Community Safety Officer) GSCC (Municipal Health Project Officer)	Ongoing



2. Enhancing the Environment (Natural)

We will continue to value our heritage, open spaces and natural environments, maintaining and enhancing them, and enabling greater access for people to connect with our environment.

	ACTION	MEASURE	RESPONSIBILITY/PARTNERS	TIMEFRAME
EE 1.1	Provide appropriate and safe spaces for community to meet socially	Engage multicultural communities in recreation master planning process to consider needs of our community	GSCC (Cultural Development Officer) GSCC (Team Leader Sports Development & Strategic Planning)	3
EE 1.2		Review community spaces within the municipality that are culturally appropriate and promote to the community	GSCC (Cultural Development Officer) GSCC (Team Leader Sports Development & Strategic Planning) GSCC (Team Leader Citizen Services)	1
EE 1.3		Review available information and create a list of public open spaces outlining the amenities and facilities and distribute to multicultural communities	GSCC (Cultural Development Officer) GSCC (Recreation Administration) GSCC (Team Leader Marketing and communications)	2



3. Economic Prosperity (Economic)

We will promote economic growth through working with existing businesses and industries, encouraging new business development and diversification, attracting supporting education within our city, and strengthening the agricultural industry.

	ACTION	MEASURE	RESPONSIBILITY/PARTNERS	TIMEFRAME
EP 1.1	Increase the diversity of staff in local business and organisations	Explore options to engage local businesses and organisations to create a meet and greet program that also incorporates organisation specific workshops of recruitment procedures	GSCC (Cultural Development Officer) GSCC (People and Performance) Service Providers Local business and organisations	3
EP 2.1	Explore opportunities for work experience and apprenticeship and traineeships for the Multicultural community	Facilitate opportunities for work places and education institutions to discuss the work experience needs relevant to the multicultural community	GSCC (Cultural Development Officer) GSCC (Team Leader – Investment Attraction) Business and Industry Ethnic Council	3
EP 2.2		Facilitate opportunities for work places and education institutes to discuss apprenticeships and traineeships needs relevant to the multicultural community	GSCC (Cultural Development Officer) GSCC (Team Leader – Investment Attraction) Business and Industry GOTAFE	3
EP 3.1	Explore opportunities to assist communities in the establishment of business and social enterprises	Work in collaboration with business industry support agencies to provide opportunities to educate and support the multicultural communities to promote entrepreneurship	GSCC (Team Leader Investment Attraction) GSCC (Cultural Development Officer)	2



EP 4.1		Provide support to the development of new business and social enterprise by the multicultural communities to navigate the requirements facilitated by local government	GSCC (Team Leader Investment Attraction) GSCC (Team Leader Environmental Health) GSCC (Team Leader Statutory Planning)	Ongoing
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4. Quality Infrastructure (Built)

We will provide and maintain urban and rural infrastructure to support development and liveability of our communities.

	ACTION	MEASURE	RESPONSIBILITY/PARTNERS	TIMEFRAME
QF 1.1	Increase access through design consideration in new and renewed buildings	Provide input to design guidelines and planning submissions that consider our diverse communities needs	GSCC (Planning)	Ongoing
QF 1.2		Facilitate and educate the multicultural community on planning submission process and how feedback can be provided	GSCC (Cultural Development Officer) GSCC (Planning)	3
QF 2.1	Utilise existing Council assets to provide culturally appropriate meeting spaces	Promotion of community rate Council venues to multicultural communities	GSCC (Cultural Development Officer) GSCC (Recreation Administration) Ethnic Council Primary Care Connect Kildonan Uniting Care	1
QF 3.1	Promote culturally significant infrastructure to ensure the community is aware of the quality facilities available in the municipality	Identify and promote, publically and privately available, culturally significant community spaces	GSCC (Cultural Development Officer) Service Providers Local Organisations Community	2
QF 3.2		Collaborate with community partners to provide education and opportunities to explore these culturally significant buildings	GSCC (Cultural Development Officer) Local Organisations Community	1



QF 4.1	Promote the need for suitable and affordable accommodation options in Greater Shepparton	Advocate for greater availability of housing options in Greater Shepparton available to our diverse community	GSCC (Cultural Development Officer) Department of Health & Human Services Rural Housing Network	Ongoing
QF 4.2		Work in collaboration with local housing providers and networks to make available information on resources to assist individuals to investigate housing options including crisis & emergency accommodation	GSCC (Cultural Development Officer) Department of Health & Human Services Rural Housing Network	2
QF 4.3		Support local service providers to provide access to 'Know Your Rights' housing information sessions	GSCC (Cultural Development Officer) Department of Health & Human Services Rural Housing Network Department Of Justice – Consumer Affairs	1
QF 5.1	Promote our multicultural precincts	Investigate opportunities and funding to create an App that can identify places of cultural foods and materials to new multicultural residents and the wider community in Greater Shepparton	GSCC (Cultural Development Officer) GSCC (Team Leader Investment Attraction) GSCC (Team Leader Marketing and Communications)	2
QF 5.2		Coordinate St George's Rd Food Festival	GSCC (Cultural Development Officer) GSCC (Team Leader Tourism & Events) Shepparton Arts Festival Service Providers Community	Annually



5. High Performing Organisation (Leadership & Governance)

We will deliver council services to the community efficiently, and provide leadership and governance that is future thinking, transparent and accountable.

	ACTION	MEASURE	RESPONSIBILITY/PARTNERS	TIMEFRAME
HP 1.1	Support leadership within multicultural communities	Engage with and support the multicultural community to participate in the GSCC Community Leadership Program	GSCC (Cultural Development Officer) GSCC (Community Development Officer)	Ongoing
HP 2.1	Continue to increase Council staff knowledge skills in liaising with multicultural clients	Review of Council's induction material to ensure the currency of information around Equal Employment Opportunities and diversity	GSCC (Cultural Development Officer) GSCC (People & Performance)	2
HP 2.2		Review and support the Council induction process relevant to new employees cultural diverse needs	GSCC (Cultural Development Officer) GSCC (People & Performance)	3
HP 2.3		Make available cultural awareness training to employees on an annual basis	GSCC (Cultural Development Officer) GSCC (People & Performance) Kildonan Uniting Care	1
HP 2.4		Review of Language Service CEO Directive four yearly	GSCC (Cultural Development Officer) GSCC (Access & Inclusion Officer)	3
HP 3.1	Develop multicultural communities capacity to apply for funding	Facilitate at minimum of one grants workshops for multicultural communities per annum	GSCC (Cultural Development Officer) GSCC (Community Development Officer)	Annually



HP 4.1	Continue to improve information of Council services	Undertake regular promotions of the MILS to the community	GSCC (Cultural Development Officer) GSCC (Marketing and Communications)	Annually
HP 4.2		Undertake annual review of information available on the MILS for currency	GSCC (Cultural Development Officer) VITS GSCC (All departments)	Annually
HP 4.3		Identify appropriate Council staff to participate in Easy English training and provide access to this training	GSCC (Cultural Development Officer) GSCC (People & Performance)	2
HP 4.4		Review of Council webpage to incorporate promotion of the MILS in an easy to identify and engage with format	GSCC (Cultural Development Officer) GSCC (Marketing & Communications)	1
HP 5.1	Continue advocacy and partnerships on key networks and working groups to support multicultural communities in Greater Shepparton	Attend a minimum of 6 Municipal Association Victoria's Victorian Local Government Multicultural Issues Network (VLGMIN) meetings per annum	GSCC (Cultural Development Officer)	Ongoing
HP 5.2		Maintain representation on Municipal Association Victoria's Multicultural Committee	GSCC (Manager, Neighbourhoods)	Ongoing
HP 5.3		Attend quarterly Victorian Multicultural Commission's Hume Regional Advisory Council as per appointment	GSCC (Cultural Development Officer)	1 & 2
HP 5.4		Attend local Settlement Planning Committee	GSCC (Cultural Development Officer)	Ongoing



HP 5.5		Attend Department of Justice Hume Region CALD Advisory quarterly meetings	GSCC (Cultural Development Officer)	Ongoing
HP 5.6		Advocate to State and Federal departments to raise awareness of opportunities and issues presenting to Greater Shepparton's multicultural communities	GSCC (Cultural Development Officer)	Ongoing
HP 6.1	Increase the diversity of Council staff	Hold two workshop to outline Council's recruitment procedures targeted specifically at the multicultural community	GSCC (Cultural Development Officer) GSCC (People and Performance) GOTAFE (Multicultural Centre of Education) Ethnic Council Primary Care Connect Kildonan uniting Care	2
HP 7.1	Increase applications to Council awards programs from multicultural communities	Educate and promote Councils awards programs including: <ul style="list-style-type: none"> - Bi-annual Cultural heritage Awards - Annual Volunteer Awards - Australia Day Awards - Civic Recognition Awards 	GSCC (All departments)	Ongoing
HP 8.1	Identify and promote work experience and professional placement programs within Council to the Multicultural community	Explore opportunities for work experience to the Multicultural community	GSCC (Cultural Development Officer) GSCC (People and Performance) GSCC (Marketing and Communications)	2



GREATER SHEPPARTON

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RACISM. IT STOPS WITH ME