

**Multicultural Plan 2021**

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# Leadership Statement

Western Australia is a multicultural society. Our community originate from more than 190 countries and speak more than 240 languages. Western Australia needs an effective mental health and alcohol and other drugs (AOD) system that can provide mental health and AOD services that are culturally responsive and inclusive and meet the needs of people from a range of cultural and linguistic backgrounds.

As a system leader, the Mental Health Commission (MHC) recognises the current opportunity to positively reshape and set a new standard in developing a connected, consumer and carer-centred mental health and AOD system that can meet the needs of people from diverse backgrounds and experiences. The MHC recognises that a diverse and culturally responsive workforce adds value to the workplace and can contribute positively to employee engagement and organisational effectiveness and drive better outcomes for people from culturally and linguistically diverse (CaLD) backgrounds.

The MHC is committed to implementing the multicultural policy priorities outlined in the Western Australian Multicultural Policy Framework through the development of a Multicultural Plan that outlines achievable actions to facilitate an inclusive and harmonious society for all Western Australians.

The MHC Multicultural Plan outlines our commitment to:

* developing a workplace culture that is welcoming and inclusive of all people;
* providing our workforce with the knowledge, skills and understanding to provide inclusive and culturally sensitive services that meet people’s needs, regardless of their cultural background; and
* working with culturally diverse communities to develop policies, programs and services that meet the needs of people from CaLD backgrounds.

I encourage all MHC staff to work together in developing a consumer and carer-centred mental health system that can better meet the needs of people from culturally and linguistically diverse backgrounds.

**Jennifer McGrath**

**MENTAL HEALTH COMMISSIONER**

# About the Mental Health Commission

## Our Vision and Mission

Our vision is to achieve a Western Australian community that experiences minimal alcohol and other drug-related harms and optimal mental health.

We do this by being an effective leader of alcohol, drug and mental health commissioning, providing and partnering in the delivery of person-centred and evidence-based:

* Prevention, promotion and early intervention programs;
* Treatment, services and supports; and
* Research, policy and system improvements.

## Our Values

* Respect for individuals and culture
* Working together and supporting each other
* Involving and engaging others
* Ownership, transparency and accountability
* Fair and ethical decisions
* Improvement focus

## Strategic Direction

The Western Australian mental health and AOD sector has a clear vision for the future, derived from broad consultation and rigorous modelling of the optimal balance of service requirements to be achieved by 2025. This vision is articulated in the [*Western Australian Mental Health, Alcohol and Other Drug Services Plan 2015-2025*](https://www.mhc.wa.gov.au/about-us/strategic-direction/the-plan-2015-2025/) and the [*WA State Priorities Mental Health, Alcohol and Other Drugs 2020-2024*](https://www.mhc.wa.gov.au/about-us/strategic-direction/wa-state-priorities-mental-health-alcohol-and-other-drugs-2020-2024/).



The MHC recognises the current opportunity to positively reshape and set a new standard in developing a connected, consumer and carer-centred mental health and AOD system. To achieve this change, significant transformation across the system is required. The MHC will be required to lead this system transformation, working across a diverse range of stakeholder groups to drive reform across the sector.

The MHC is led by the Mental Health Commissioner, supported by six divisions responsible for a unique function which contributes to the delivery of high-quality mental health and AOD services across Western Australia:

* Strategy & Reform
* System Development
* Prevention Services Management
* Treatment Services Management, which includes frontline Drug and Alcohol Clinical Services
* Community Support Services Management
* Corporate Services

The MHC also provides corporate services support to three independent bodies, the Mental Health Advocacy Service (MHAS), the Mental Health Tribunal (MHT) and the Office of the Chief Psychiatrist (OCP) and is the employing authority for staff assisting with the work of these bodies.

## Workforce Profile

As at 30 September 2020, the MHC had a workforce headcount of 353 employees, with over one third of staff employed in the Drug and Alcohol Clinical Services area. The MHC’s workforce is primarily female, comprising three quarters of the workforce.

Almost one fifth of the MHC workforce is employed on a fixed term basis, and 9% are employed on a casual basis. The MHC’s casual and fixed term contract workforce is primarily located in the Drug and Alcohol Clinical Services area, with some fixed term contracts also associated with externally funded alcohol and other drug program management and delivery.

Based on diversity data reported by MHC employees\*, 42% of our workforce was born outside Australia, with employees reporting 37 different countries of birth.

Nine percent of MHC employees report a language other than English as their primary language spoken at home, with employees reporting 17 different primary languages, including Mandarin, Ndebele, Punjabi, French and Malayalam.

Using the Public Sector Commission’s definition of culturally and linguistically diverse (CaLD) for workforce reporting purposes as outlined in Appendix 1, data show that 19.5% of the MHC workforce are from a CaLD background.

*\*This information relies on self-nomination and is based on a percentage of valid responses to the equal opportunity survey. It is therefore possible that these results may over or under-represent the diversity of the MHC workforce.*

# Cultural Diversity of WA

Australia is recognised as one of the most diverse countries in the world. Aboriginal peoples are the First Peoples of this country and provide a rich and diverse foundation of culture, language and spirituality. Since European settlement, migrants to Australia have created an even more diverse society. Western Australians now come from more than 190 countries and speak approximately 240 languages including around 50 Aboriginal languages.

The data from the 2016 Census demonstrates Western Australia’s cultural diversity:

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| AirplaneAustralia | *32.2% of Western Australians were born overseas, compared with the national figure of 26.3%.* |
| *77.2% of Western Australians have a non-Australian ancestry.* | Group of people | *53.5% of Western Australians have one or both parents born overseas.* | Family with two children |
| Earth globe Asia and Australia | *The top 10 countries of birth outside of Australia include England, New Zealand, India, South Africa, Philippines, China, Malaysia, Scotland, Italy and Ireland.* |

# WA Charter of Multiculturalism

The WA Charter of Multiculturalism demonstrates the Western Australian Government’s commitment to multiculturalism and a multicultural policy position that embraces all of us. The purpose of the Charter is to explicitly recognise that the people of Western Australia are of different linguistic, religious, racial and ethnic backgrounds, and to promote their participation in democratic governance within an inclusive society.

The Charter is founded on four principles:

**Participation**

The full and equitable participation in society of individuals and communities, irrespective of origins, culture, religion, ethnicity and nationality.

**Fairness**

The pursuit of public policies free of prejudice, discrimination and exclusion on the basis of characteristics such as origins, perceived ‘race’, culture, religion, ethnicity and nationality.

**Equality**

Equality of opportunity for all members of society to achieve their full potential in a free and democratic society where every individual is equal before, and under, the law.

**Civic Values**

The equality of respect, mutual respect, individual freedom and dignity for all members of society subject to the acceptance of the rule of law, social, political and legal institutions and constitutional structures.

# Western Australian Multicultural Policy Framework

The Western Australian Multicultural Policy Framework articulates policy priorities and provides a guide for government to translate the WA Charter of Multiculturalism’s principles and objectives into actions that will lead to positive outcomes for all Western Australians.

The Framework identifies three multicultural policy priorities:

 **Charter Principles Multicultural Policy Priorities**

**Civic Values**

**Fairness**

**Equality**

**Participation**

**Harmonious and inclusive communities**

**Culturally responsive policies, programs and services**

**Economic, social, cultural, civic and political participation**

# Our Vision for Multiculturalism

The MHC strives to establish mental health and AOD systems that meet the needs of Western Australia’s population and deliver quality outcomes for individuals and their families. The MHC understands an effective mental health and AOD system must be able to provide care to people that is appropriate to their cultural background and the language they speak.

In Western Australia, people from CaLD backgrounds can be under-represented in mental health and AOD services, due to barriers of language, lack of awareness of services, and factors such as fear of stigmatisation. People from CaLD backgrounds may have also experienced a range of stressors including trauma and discrimination.[[1]](#footnote-1)

In response to the recommendations of the Methamphetamine Action Plan Taskforce’s Final Report, the MHC, in partnership with the Office of Multicultural Interests (OMI), engaged Multicultural Futures to undertake consultation and research to better understand the prevalence of mental health issues and use of illicit drugs among CaLD communities in WA and identify opportunities to address the barriers to accessing mental health and AOD services.

The MHC then engaged the Nous Group to undertake further stakeholder engagement, and review the reports developed by Multicultural Futures and provide independent recommendations regarding how the mental health and AOD service systems could be enhanced to better meet the needs of CaLD communities. The Nous Group prepared a report (the Nous Report) with the following nine recommended actions for the MHC:

* Increase the understanding of mental health issues and AOD use and its effects within CaLD communities, through development of partnerships between government, current services providers and CaLD communities, including spiritual and cultural leaders.
* Increase the peer workforce of people from CaLD backgrounds with lived experience with mental health issues and/or AOD use to improve availability of peer workers for consumers and carers.
* Investigate opportunities to increase access and uptake of language services within health, mental health and AOD services, including translating and interpreting services.
* Support ongoing development of cultural competence within mental health and AOD services through training and workforce diversification strategies.
* Increase the availability of professionals, including peer workers, counsellors, social workers and other specialists from different cultural backgrounds.
* Develop the capability of service providers, including clinicians, to understand the role of culture, religion and spirituality in mental health and AOD treatment and support.
* Build the evidence base regarding: the scope of need of mental health and AOD services; impacts of mental health and AOD issues for CaLD communities in WA; and the efficacy of interventions to inform planning and service delivery.
* Maximise the ‘voice’ of people from CaLD backgrounds, including those with lived experience, in the assessment of needs and the design, delivery and oversight of mental health and AOD service provision, policy development, representation, decision making and evaluation.
* Enhance continuity of care for people from CaLD backgrounds, that engages a range of service providers to meet the holistic needs of the consumer, carers and supporters, including improved coordination of services.

The MHC recognises substantial improvements are required to address the barriers faced by people from CaLD backgrounds accessing mental health and AOD services. This Multicultural Plan outlines the initial actions the MHC will undertake over the next year to implement the multicultural policy priorities outlined in the Western Australian Multicultural Policy Framework, focusing on:

* developing an internal workplace culture that is welcoming and inclusive of all people;
* equipping our workforce with the knowledge, skills and understanding to provide inclusive and culturally sensitive services that meet people’s needs, regardless of their cultural background; and
* working with culturally diverse communities to develop policies, programs and services that meet the needs of people from CaLD backgrounds.

In 2021, the MHC will undertake a comprehensive external consultation process to develop a longer-term Multicultural Plan that includes actions and priorities to address the recommendations of the Nous Report, working towards developing an effective mental health and AOD system that meets the needs of people from a range of cultural and linguistic backgrounds.

In developing this Multicultural Plan, the MHC has considered the recommendations of the Productivity Commission’s Mental Health Inquiry regarding meeting the needs of people from CaLD backgrounds and the Public Sector Commission’s *Culturally and Linguistically Diverse People Action Plan to Improve WA Public Sector Employment Outcomes 2020–2025*.

# Policy Priority 1 – Harmonious and Inclusive Communities

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| **Policy outcome**Every Western Australian values cultural, linguistic and religious diversity and feels they belong. |
| **Strategy:** Promote the benefits of cultural and linguistic diversity and celebrate the achievements of people from culturally diverse backgrounds. |
| **Action** | **Responsibility** | **KPI’s** | **Timeframe** |
| * 1. Develop a calendar of culturally significant dates and promote the benefits of cultural diversity through various internal and external communication methods.
 | People and Culture and Strategic Communications teams | Calendar developed and made available to staff. | 30 June 2021 |
| * 1. Celebrate Harmony Week and other significant multicultural days through events and internal and external communications to promote the benefits of cultural diversity.
 | People and Culture and Strategic Communications teams | At least two internal events held annually to celebrate significant multicultural days. | Ongoing |
| * 1. Celebrate the achievements and positive stories of people from culturally diverse backgrounds through the Engagement team’s newsletter, the Multicultural Mental Health Sub Network page on the MHC intranet, and via general communications (including social media and the MHC newsletter).
 | System Development and StrategicCommunications  | At least two articles distributed annually, celebrating achievements and positive stories of people from CaLD backgrounds. | Ongoing |
| **Strategy:** Address racism and discrimination at both an individual and institutional/systemic level, including implementing the Policy Framework for Substantive Equality. |
| **Action** | **Responsibility** | **KPI’s** | **Timeframe** |
| * 1. Develop an online training module through the MHC’s learning management system covering diversity and inclusion, unconscious bias, discrimination and harassment and include as part of the MHC induction program. Encourage all staff to complete training.
 | People and Culture team | Online training program made available and communicated to all staff. | 31 December 2021 |
| * 1. Include equal opportunity, discrimination and harassment workshops as part of the MHC’s annual professional development program.
 | People and Culture team | Equal opportunity, discrimination and harassment training offered to all MHC staff twice per year. | 31 December 2021 |
| * 1. Communicate the MHC’s Elimination of Harassment and Discrimination in the Workplace Policy to all staff and reinforce zero tolerance for discrimination and harassment in the workplace.
 | People and Culture team | All staff advised of policy during induction.Inclusion in the People and Culture communications email twice per year. | 31 December 2021 |
| **Strategy:** Develop workplace cultures that are welcoming and inclusive of all Western Australians. |
| **Action** | **Responsibility** | **KPI’s** | **Timeframe** |
| * 1. Include Diverse WA online cultural competency training as part of the MHC induction process and encourage current staff to complete the training to increase understanding of cultural diversity.
 | People and Culture team | Diverse WA training included as mandatory training in MHC induction.70% of MHC staff to have completed Diverse WA training by 31 December 2021. | 31 December 2021 |
| * 1. Use images of people from CaLD backgrounds on internal and external documents, websites, communications and promotional materials.
 | Strategic Communications and People and Culture teams | Images used in materials and communications reflect our diverse community. | Ongoing |
| * 1. Review the Dress Standards Policy and Guidelines to ensure the policy is inclusive of people from CaLD backgrounds and considers cultural attire and customs.
 | People and Culture team | Dress Standards Policy and Guidelines reviewed and updated where required. | 30 April 2021 |
| * 1. Identify staff to champion, lead and promote cultural diversity, inclusion and awareness across the Commission.
 | All Divisions | One champion within each Division. | Ongoing |
| * 1. Ensure cultural requirements are considered in the planning and execution of MHC events and wellness activities.
 | All Divisions | Cultural requirements are considered and communicated in the planning and execution of MHC events and wellness activities. | Ongoing |
| * 1. Encourage staff to share information about their cultural and linguistic background on MyHR to ensure workforce data reflects the diversity of the MHC workforce.
 | People and Culture team in conjunction with Managers | Increase completion rate of EEO information on MyHR to 85% | Ongoing |
| **Strategy:** Initiate and support events and projects that build mutual understanding and respect between cultures. |
| **Action** | **Responsibility** | **KPI’s** | **Timeframe** |
| * 1. Promote Ishar’s Let’s Talk Culture events to MHC staff, increasing awareness and understanding of CaLD communities.
 | People and Culture team | Let’s Talk Culture events included in People and Culture monthly email communication. | Ongoing |
| * 1. Promote the OMI events calendar to MHC staff, increasing awareness of diverse community events.
 | People and Culture team | OMI’s event calendar circulated annually. | 31 January 2021  |
| * 1. Engage people from CaLD backgrounds to deliver information sessions to MHC staff, sharing stories and building mutual understanding and respect.
 | All Divisions | At least one information session held annually. | Ongoing |

# Policy Priority 2 – Culturally responsive policies, programs and services

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| **Policy outcomes*** All Western Australians are informed and have equitable access to government services.
* Programs and services are culturally appropriate to the needs of all Western Australians.
* Customised culturally and linguistically diverse (CaLD) specific services are provided for those who need them.
* A workforce that is culturally competent and representative of its community, and business and client needs.
 |
| **Strategy:** Integrate multicultural policy goals into strategic and corporate planning, procurement and review processes. |
| **Action**  | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Acknowledge people from a CaLD background as a vulnerable/priority cohort in key strategies and plans including the MHC’s Strategic Plan, Young People Priority Framework and the Quarterly update for the WA State Priorities Mental Health, Alcohol and Other Drugs 2020-2024.
 | All Divisions | People from a CaLD background acknowledged as a priority cohort in MHC strategies and plans. | 31 December 2021 |
| * 1. Include the MHC’s Multicultural Plan as a standing item at the Executive Leadership Group meeting.
 | Office of the Commissioner | MHC’s Multicultural Plan included as a standing item on ELG’s agenda. | 31 January 2021 |
| * 1. Review MHC’s procurement practices to ensure cultural responsiveness and inclusivity for all relevant procurement processes.
 | Procurement | Procurement practices are culturally responsive and inclusive of CaLD businesses. | 31 December 2021 |
| **Strategy:** Identify inequities in service access and outcomes for Western Australians from CaLD backgrounds and develop strategies to address them. |
| **Action** | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Undertake a comprehensive consultation process (including, but not limited to, Multicultural Advisory Council, Multicultural Mental Health Sub Network and Integrated Services Consumer Involvement Committee) to develop a longer-term Multicultural Plan that includes actions to address the recommendations of the Nous Report.
 | Corporate Services | External consultation process undertaken, and longer-term Multicultural Plan developed. | 31 December 2021 |
| * 1. Through the implementation of *A Safe Place: A Western Australian strategy to provide safe and stable accommodation, and support to people experiencing mental health, alcohol and other drug issues 2020-2025*, ensure dedicated consumer, family and carer consultation and engagement to develop initiatives specifically for identified cohorts, including representation of people from a CaLD background.
 | Strategy and Reform | Dedicated consumer, family and carer consultation and engagement with CaLD people undertaken for the implementation of A Safe Place.  | 31 December 2021 |
| * 1. Continue to liaise with the Mental Health Advisory Council and Multicultural Mental Health Sub Network Steering Committee to identify ways to address mental health and AOD use in CaLD communities.
 | System Development | Consultation undertaken with relevant Councils and Committees. | Ongoing |
| * 1. Commence an evaluation of the MHC’s cultural responsiveness through completion of the Embrace Multicultural Mental Health’s ‘Framework for Mental Health in Multicultural Australia: Towards culturally inclusive service delivery’.
 | All Divisions led by Corporate Services | Evaluation process developed and commenced. | 31 December 2021 |
| **Strategy:** Provide language services to ensure language is not a barrier to equitable access to information and services, including complaints processes. |
| **Action**  | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Provide information about the Western Australian Language Services Policy (WA LSP) on the MHC intranet and promote OMI’s language services resources to MHC employees, including information on accessing an interpreter through the Department of Finance’s Common Use Arrangement (CUA) for Interpreting and Translating Services.
 | Strategic Communications Team | Information available on the intranet. | 31 December 2021 |
| * 1. Incorporate the Western Australian Language Services Policy into MHC communications-related policies
 | Strategic Communications Team | Language Services Policy developed. | Ongoing, as policies are reviewed/ developed |
| * 1. Review the MHC’s Publication Development and Dissemination Policy and include reference to interpreting and translating services.
 | Strategic Communications Team | Publication Development and Dissemination Policy reviewed and updated. | 31 December 2021 |
| * 1. Business areas to consider the need for the provision of translated publications during project planning and incorporate resources and funding for translation where required.
 | All Divisions | Budget for translating publications incorporated into projects where required. | Ongoing |
| **Strategy:** Collect and analyse cultural and linguistic data to contribute to the identification of client needs, the development of policies and programs, and evaluation of outcomes. |
| **Action** | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Identify what cultural and linguistic data is currently collected across the MHC and develop a consistent approach to data collection that will assist in planning for future service delivery and program development.
 | Strategy and Reform | Cultural and linguistic data collected across the MHC is identified and consistent approach to data collection is developed. | 30 June 2021 |
| * 1. Support the recognition of the CaLD workforce and consumers by supporting the improvements of data collection, measurement and reporting.
 | Strategy and Reform | Improved data collection, measurement and reporting is implemented. | 31 December 2021 |
| **Strategy:** Enable culturally diverse communities to have meaningful input into policies, programs and systems through co-design and planning, co-delivery and implementation, and evaluation processes. |
| **Action** | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Consider workforce development recommendations from the Nous Report in the development of the MHC’s Workforce Strategic Framework Implementation Plan.
 | Strategy and Reform | Recommendations from the Nous Report considered in the development of the MHC’s Workforce Strategic Framework Implementation Plan. | 31 December 2021 |
| * 1. Continue to identify and implement initiatives to engage people from CaLD backgrounds with the National Disability Insurance Scheme (NDIS), including establishing a WA NDIS Health Reference Group which includes representatives from a CaLD background.
 | Strategy and Reform | Initiatives to engage people from CaLD backgrounds with the NDIS identified and implemented. | Ongoing |
| **Strategy:** Implement recruitment and selection processes that facilitate workforce diversity, and provide opportunities for the development of cultural competencies across the workforce. |
| **Action** | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Review recruitment practices, in conjunction with CaLD employees, to identify real and potential barriers to employment for people from CaLD backgrounds and identify potential improvements.
 | People and Culture team | Recruitment practices reviewed.Barriers and improvements identified. | 31 December 2021 |
| * 1. Educate recruitment panels on Section 51 of the *Equal Opportunity Act 1984* to target recruitment and development opportunities to increase representation of people from CaLD backgrounds.
 | People and Culture team | Panel members advised of Section 51 targeted recruitment. | Ongoing |
| * 1. Ensure diversity and cultural representation on recruitment panels.
 | Panel Chairperson | Panels to include members from a culturally diverse background. | Ongoing |
| * 1. Increase cultural competency of recruitment panels to ensure recruitment and selection processes are inclusive and free from bias.
 | People and Culture team | All panel members to complete Diverse WA cultural competency training. | 31 December 2021 |

# Policy Priority 3 – Economic, Social, Cultural, civic and political participation

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| **Policy outcomes*** Western Australians from culturally and linguistically diverse backgrounds are equitably represented in employment and on boards, committees and other decision-making bodies.
* Western Australia’s culturally and linguistically diverse community is harnessed to grow economic, social, cultural, civic and political development
 |
| **Strategy:** Implement recruitment and career development processes that support employment and progression of staff from CaLD backgrounds. |
| **Action** | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Work with OMI to identify avenues for advertising MHC employment opportunities within the CaLD community and encourage managers to incorporate these avenues into their recruitment strategies.
 | People and Culture team | Advertising avenues identified. | 31 December 2021 |
| * 1. Offer job application and interview training for staff as part of the annual MHC Development Program, providing opportunities to support career progression for staff from CaLD backgrounds.
 | People and Culture team | At least one job application and interview training workshop held annually. | 31 December 2021 |
| * 1. Actively encourage staff from CaLD backgrounds to engage in professional development opportunities including training, conferences and mentoring programs.
 | Managers | Staff encouraged to engage in professional development opportunities. | Ongoing |
| **Strategy:** Achieve equitable representation of people from CaLD backgrounds at all levels and in decision making roles. |
| **Action** | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Review current workforce data to identify the number and proportion of people from CaLD backgrounds across the MHC and in decision-making roles. Use workforce data to set specific agency diversity targets.
 | People and Culture team. | Workforce data reviewed, and agency diversity target set. | 31 December 2021 |
| * 1. Actively encourage people from CaLD backgrounds to nominate for internal and external committees and working groups and ensure equitable representation of people from CaLD backgrounds on committees.
 | All Divisions | CaLD representative on 50% of internal committees by 31 December 2021. | Ongoing |

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| **Strategy:** Identify, develop and promote initiatives that support the development of businesses and the entrepreneurial potential of Western Australia’s CaLD community. |
| **Action** | **Responsibility**  | **KPI’s** | **Timeframe** |
| * 1. Explore opportunities to engage CaLD businesses through internal training, events and corporate services activities.
 | Corporate Services | Relevant CaLD businesses identified and engaged where appropriate. | Ongoing |
| * 1. Identify avenues for advertising tender opportunities within the CaLD community and advertise opportunities where appropriate.
 | Procurement | Advertising avenues identified. | 31 December 2021 |
| * 1. Include requirements for non-government organisation (NGO) service providers to embed culturally responsive and inclusive practices into the delivery of services in all service agreements and procurement documents.
 | Procurement | Multicultural considerations included in service agreements and procurement documents. | 31 December 2021 |

# Appendix 1 - Definitions

**Culturally and linguistically diverse**

Culturally and linguistically diverse (CaLD) was introduced in 1996 to replace ‘non-English speaking background’ (NESB) and was intended to be a broader, more flexible and inclusive term. It is generally applied 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.

For the purposes of data collection, the Australian Bureau of Statistics *Standards for Statistics on Cultural and Language Diversity* apply. These are national standards for measuring diversity and include a core and standard set of cultural and language indicators.

The core set comprises:

* country of birth
* main language other than English spoken at home
* proficiency in spoken English
* Indigenous status (used when the focus is not specifically on people from migrant and refugee backgrounds).

The other indicators in the standard set are:

* ancestry
* birthplace of parents
* first language spoken
* languages spoken at home
* main language spoken at home
* religious affiliation
* year of arrival in Australia.

**Public Sector Commission’s definition of culturally and linguistically diverse (CaLD) used for workforce reporting purposes**

Employee’s ancestry is other than Aboriginal or Torres Strait Islander, Anglo Saxon or Anglo Celtic. Specifically, the employee’s country of birth is a country other than Australia, New Zealand, United Kingdom, England, South Africa, United States of America, Canada, Northern Ireland, Ireland, Scotland and Wales.

1. Western Australian Mental Health Commission. The Western Australian Alcohol and Other Drug Services Plan 2015-2025. [↑](#footnote-ref-1)