

	<b>COUNCIL POLICY</b>	
	<b>Cultural Diversity Policy</b>	
	POLICY NO	068
	DEPARTMENT	Community & Client Services
	PROGRAM	Community Lifestyle
ADOPTED BY COUNCIL	28 February 2018 (Folio 48959)	

## 1.0 Scope

The Cultural Diversity Policy applies to all facilities, services, programs, activities and information owned by or under the control of Mackay Regional Council (MRC). It is also applicable to all MRC staff (temporary and permanent), Councillors, contractors and consultants who are acting on MRC's behalf or engaged in Council's business.

## 2.0 Purpose

This policy has been developed to demonstrate MRC's commitment to ensuring that all members of the region's community, regardless of their cultural, linguistic or religious background:

- have equitable access to services and programs that respond appropriately to their needs
- are able to fully participate in and benefit from all aspects of life in the Mackay region
- feel a sense of belonging in a cohesive and harmonious community.

## 3.0 Reference

- Australian Government Multicultural Access and Equity Policy: Respecting diversity. Improving responsiveness.
- United Nations' Universal Declaration on Cultural Diversity.
- Queensland *Anti-Discrimination Act 1991*
- *Human Rights and Equal Opportunity Commission Act 1986*
- Multicultural Recognition Act 2016
- Our Story, our future; Queensland Multicultural Policy 2016
- Mackay Regional Council's Language Services Policy
- Mackay Regional Council's Indigenous Policy
- Mackay Regional Council's Reconciliation Action Plan

## 4.0 Definitions

To assist in interpretation the following definitions shall apply:

**Council** shall mean the Mayor and Councillors of Mackay Regional Council.

**Cultural Diversity** shall mean the many and varied groups of people living in a community from different cultural backgrounds, who possess various attitudes, beliefs, language, behavior, lifestyles that are an expression of their culture.

**MRC** shall mean Mackay Regional Council.

**Multiculturalism** shall mean ensuring that all Australians have equality of opportunity to benefit from the contribution to all aspects of life without prejudice or discrimination.

**Culturally and Linguistically Diverse (CALD) Community.** For the purpose of this policy, people from CALD backgrounds include:

- People who were born overseas (citizens, residents, refugees);
- Descendants of people who were born overseas;
- Long and short term visitors from overseas (tourists, international students, delegations, people on working visas etc);
- Australian South Sea Islander people;
- Aboriginal and Torres Strait Islander People (see MRC's Indigenous Policy and MRC's Reconciliation Action Plan).

## 5.0 Background

11.3% of the region's population indicated in the 2016 census that they were born overseas, and since 2013 residents from 79 countries have been represented at citizenship ceremonies held at MRC.

5.1% of Mackay's population indicated in the 2016 census that they identify as Aboriginal and/or Torres Strait Islander. In addition, Mackay is home to the largest population of Australian South Sea Islander people in Queensland with local studies estimating that there is a population of approximately 6,000.

## 6.0 Policy Statement

MRC embraces the contributions of the region's CALD community to the social, cultural and economic fabric of our region. It acknowledges that all residents, regardless of their background, must have equal opportunity to access and participate in MRC facilities, services, programs, activities and information and the opportunity to feel a sense of belonging in the local community.

With this in mind, this policy demonstrates MRC's corporate commitment to enhancing outcomes in the areas of:

- Accessibility and participation of CALD community members in MRC programs, services, activities, events and planning and decision making processes.
- Education of MRC staff and Councillors about cross cultural issues through internal training programs and promotional activities/events.
- Provision of support to MRC programs and departments working directly with CALD communities, building effective working partnerships.
- Increasing responsiveness of MRC programs and services to CALD community needs.
- Provision of Translating and Interpreting services to allow for equitable access (See MRC's Language Services Policy)
- Building and strengthening identity and pride in the local CALD community in a variety of ways, including through the provision and support of local groups, festivals and events.
- Consultation and engagement with community members from culturally and linguistically diverse backgrounds, allowing MRC to identify, respond to and address current and emerging issues.
- Encouraging the building of strong networks across the region where people of all backgrounds can interact socially and safely through sport, recreation, cultural life and the arts.

It does this with the aim of:

- Strengthening the appreciation of and responsiveness to cultural and linguistic diversity within MRC and the community;
- Promoting positive intercultural relations and social cohesion in the region;
- Allowing for equitable access to MRC programs, services, activities, events and planning and decision making processes.

## 7.0 Review

This policy will be reviewed when any of the following occur:

1. The related documents are amended or replaced.
2. Other circumstances as determined from time to time by a resolution of Council

Notwithstanding the above, this policy is to be reviewed at intervals of no more than three (3) years.

Version Control:

Version	Reason / Trigger	Change	Endorsed / Reviewed	Date
1	Review by Community Development.		To be reviewed by CEO and Directors.	16/03/2015
			Adopted by Council	13/05/2015
2	Review of Policy	Amendments	Council	28/02/2018