

Cultural Diversity Action Plan 2014 - 2018

YEAR TWO REPORT - 2015 TO 2016



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Why a Cultural Diversity Action Plan

Introduction

Latrobe City recognises the Gunai Kurnai indigenous people as the traditional custodians of the land, and values their ongoing cultural and community contribution. The City also celebrates and recognises the considerable contributions made by successive generations of migrants and refugees who have chosen to call Latrobe City home. These migrants and refugees have brought a broad range of skills, experiences, language and cultures to our municipality.

Latrobe City has a proud history of welcoming people from diverse backgrounds and cultures into the community. Their arrival has enriched our culture, strengthened our industry, added a diverse range of businesses, and made Latrobe City a more exciting, interesting and vibrant place to live. More than 30% of our community has a cultural heritage that reflects the fact that either they, or one or both of their parents, were born overseas.

Latrobe City has a vibrant social and culturally diverse community comprised of people from many different nations across the world. A total of 9,930 or 13.7% of Latrobe City residents were born overseas and 6.9% of people in Latrobe City speak a language other than English at home. ¹

Council has a strong commitment to building an inclusive, harmonious community that acknowledges diversity, engages and communicates with citizens and nurtures neighbourhoods. The development of the Cultural Diversity Action Plan demonstrates Council's commitment to address the cultural and linguistic barriers facing many of its citizens. Council recognises the need to ensure strategies are in place to capitalise on our proud and diverse multicultural history, while setting the scene for future economic, social and cultural development.

Recognising and valuing cultural diversity within the context of a harmonious community has major social and economic benefits. It creates an environment where all individuals, regardless of their cultural background, can positively contribute to society and play a constructive role in building a strong and vibrant community.

Many of the businesses within Latrobe City have international links as a direct result of our diverse and highly skilled workforce. There has also been considerable economic investment by large-scale international industry within the Latrobe City municipality.

Our Sister City relationships with Takasago in Japan and Taizhou in China are key drivers for economic, educational and cultural exchange. Our cultural diversity is also evident in regular annual high profile cultural celebrations such as our Sister Cities Festival which replaced both the Japanese Day and the Chinese Festival celebrations.

The former Monash University Gippsland Campus has attracted a large number of international students to Latrobe City, many of whom elect to make Australia their home after completing their studies.

The Latrobe City Cultural Diversity Action Plan (the Plan) has been prepared as part of Council's ongoing commitment to the cultural and linguistic diverse population in Latrobe City and outlines a strategic approach to meet the needs of our culturally diverse community. It is important that culturally diverse members of the community have access to culturally relevant and sensitive services provided by Latrobe City in accordance with the Accessible Government Services for all, a revised framework for access and equity reporting.

¹ Australian Bureau of Statistics 2011 Census results

Scope and Purpose

This Plan describes Council's commitment to recognising, valuing and supporting cultural diversity within Latrobe City. It is intended to be a long-term Plan that guides and strengthens Council's ability to embrace cultural and linguistic diversity. It is anticipated that this Plan is likely to evolve over time to better align with socio-demographic changes and community priorities.

Objectives in Detail

In order for this commitment to be put into practice, and to continuously measure our progress, the Plan has four Objectives:

1. Equal access to services, resources and facilities for all our residents

All services, resources and facilities for residents will be non-discriminatory and accessible to all members of the community. Council is committed to ensuring that access and equity principles are clearly demonstrated through our service delivery and the provision of facilities for the general community and ensure all members of the community are provided with the opportunities to access culturally relevant and sensitive services, facilities and resources.

2. Active community consultation and participation

Every person living, working, studying or visiting the municipality can contribute to the life of the broader community. The range of skills, abilities and experiences provided by community members contribute to the rich diversity and vibrancy of the Latrobe City municipality.

All residents of the municipality will be provided with the opportunity to play an active role in decision making processes. Through community development activities, all community members, regardless of their cultural or linguistic background, will be consulted and engaged on key issues, policies, strategies and actions.

3. Celebrating and valuing community diversity and cultural expression

The vibrancy and vitality that is drawn from having a large number of residents who were born outside Australia and bring a diverse mix of skills, cultures, languages and religions to the area is valued and celebrated. The harmony resulting from a multicultural society where there is acceptance and celebration of diversity is also valued.

4. Leadership and advocacy

Council must strengthen its capacity as a culturally competent organisation by embedding the philosophy of each Plan Objective into relevant Council Plans and Strategies.

There are a number of Latrobe City corporate strategies and action plans linked closely to this Plan. These include:

- Latrobe 2026, The Vision for Latrobe Valley.
- Council Plan 2013 – 2017.
- Municipal Strategic Statement.
- Municipal Public Health and Wellbeing Plan, 2013 – 2017.
- Community Engagement Plan, 2010 – 2014.
- International Relations Plan, 2011 – 2014.

- Disability Action Plan.
- Positive Ageing Plan, 2009 – 2012.
- Events Strategy and Action Plan, 2013 -2017.
- Municipal Early Years Plan, 2011 – 2015.
- Library Plan, 2011-2017.

Community development and capacity building also requires a conscious intent to look beyond the physical borders of the municipality. Council delivers a broad range of services and facilities but many issues facing local communities are the responsibility of State or Federal Governments.

Council plays a key role in advocating to State and Federal Government on behalf of the Latrobe City community to better inform policy-makers and ensure community needs are considered across all levels of Government. Council also aims to improve community leadership by seeking to build the capacity of community members to advocate for themselves and seek to effect change through community-based programs.

Council Plan 2013 - 2017

The Council Plan 2013 – 2017 outlines Latrobe City Council's vision and direction for the community. It guides Council's decisions making and resource allocation to deliver outcomes and services to the community. The Council Plan is reviewed annually and is a requirement of the Local Government Act 1989.

The Council Plan focuses on five key themes with supporting Objectives, Strategic Directions and Strategies and Plans. Performance Indicators are listed which align to each Strategic Direction to monitor achievements, changes and trends.

The Cultural Diversity Action Plan forms part of the supporting Strategies and Plans and is aligned to theme four:

- **Theme 4**
Advocacy for & consultation with our community.
- **Objective**
To ensure effective two-way communication and consultation processes with the community in all that we do.
- **Strategic Direction**
Actively encourage and support initiatives that promote social inclusion and diversity within our community.

Latrobe City Municipal Public Health and Wellbeing Plan 2013 - 2017

The Plan is closely linked to the Latrobe City Municipal Public Health and Wellbeing Plan 2013 – 2017 (MPHWP) through the key strategic direction of 'Staying Connected'.

The aim of the MPHWP is to build positive health and wellbeing outcomes for all residents who live, learn, work and play in Latrobe City. The key strategic direction of 'Staying Connected' encourages an active, diverse and connected community within Latrobe by ensuring access and equity for all groups in the community.

The strategies and actions within the Plan contribute to achieving this key strategic direction of the MPHWP and supporting our community to live healthy, active and connected lives.

Latrobe City Cultural Diversity Action Plan 2014 - 2018 Actions

The following actions have been identified as integral to the success of the Latrobe City Council Cultural Diversity Action Plan 2014 - 2018.

Objective 1: Equal access to services, resources and facilities for all our residents

Actions

1.1 Feature cultural diversity in Latrobe City LINK.

Responsibility: Office of the Chief Executive - Community Relations

Measure: One article per year.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

Action update: Article published in May 2015 edition of LINK – ‘Program supports migrants to settle’.

A diverse range of stories on Latrobe citizens including youth, aged and vulnerable have been published in LINK. Clients from Coinda Hill helped with a story for the 26 October 2015 issue.

A story on the signing of the Latrobe City Refugee Welcome Zone declaration was published in the 25 April 2016 issue.

Action Status: **COMPLETED FOR 2015 - 2016**

1.2 Investigate and implement programs to targeted groups such as Culturally and Linguistically Diverse community members to support their needs.

Responsibility: Community Liveability - Libraries

Measure: One targeted program delivered per year.

Outcome: Increased usage of library services by culturally diverse communities groups.

When: Annually

Action update: Ongoing subscription to Press Display – features online daily newspapers and magazines in other languages. Added 100 items to the Libraries Chinese Collection. Engaged with Baw Baw Latrobe Local Learning and Employment Network to host Living Library event in Traralgon.

Living Library event Understanding Journeys was successfully held at the Traralgon Library in March 2015 and saw 60 women from diverse cultural backgrounds participating.

Meeting attended with representatives of Baw Baw Local Learning and Employment Network, United Muslim Sisters of Latrobe Valley, Centre for Multicultural Youth, Latrobe Community Health Settlement Grants Program and Latrobe City Community Development staff to plan a Living Libraries event during Cultural Diversity Week in March 2016 titled *Understanding Journeys*. The event was delivered on 16 March 2016 and was attended by seventy women.

The Latrobe City Libraries Coordinator attended the Cultural Diversity Advisory Committee meeting on 10 February 2016.

Coordinated a Library Open Day on 25 June 2016 specifically targeting culturally diverse communities; information flyer distributed to members of the Latrobe City Cultural Diversity Advisory Committee and other organisational groups for promotion to networks.

Action Status: COMPLETED FOR 2015 - 2016

- 1.3** Ensure the Latrobe City website has the line: “If you require this information in languages other than English, or in other formats, please contact Latrobe City on 1300 367 700”.

Responsibility: Office of the Chief Executive - Community Relations

Measure: Presence of information on Latrobe City website.

Outcome: Latrobe City publications are more accessible to culturally diverse residents.

When: Annually

Action Update: Website provides a call to action: ‘If you require this information in languages other than English, or in other formats, please contact Latrobe City on 1300 367 700’. The statement remains in place.

Action Status: COMPLETED FOR 2015 - 2016

- 1.4** Review Departmental email and mail out lists to identify and include culturally diverse interests.

Responsibility: All Divisions

Measure: Two intranet notices per year requesting that Departments update email and mail out lists.

Outcome: Greater communication with culturally diverse communities.

When: Bi-annually

Action Update: Email sent to Senior Managers and Coordinators to request that their teams update mailing lists to include Ethnic Community Groups (list provided by Gippsland Multicultural Services) in May 2015. The Ethnic Community Groups list has also been included in Latrobe City New Residents packs.

The list of cultural groups has been added to the master register of information at the visitor information centre. Staff and volunteers now able to provide contacts for local cultural groups to new residents or visitors.

Key Future Planning Team contact lists have been updated to have the Gippsland Multicultural Services Ethnic Community Groups list added to each. These community groups will now receive all whole community correspondence from the Statutory Planning and Future Planning teams. Latrobe City’s CALD Groups are engaged in planning issues more than ever.

Contacted Gippsland Multicultural Service to obtain their current ethnic community groups list; this list was posted on the Latrobe City staff intranet in March 2016.

Action Status: COMPLETED FOR 2015 - 2016

1.5 Promote the Latrobe City Community Directory to service providers through Community Development networks.

Responsibility: Community Liveability - Community Strengthening

Measure: Promotion of Community Directory at Community Groups Forums.

Outcome: Greater communication with culturally diverse communities.

When: Quarterly

Action Update: Promoted community directory at various meetings including:

- Morwell Community Groups Forum in May 2015.
- Churchill & District Community Groups Forum on 7 October 2015.
- Community Groups Event Training (2 workshops) on 8 October 2015.
- Small Towns Annual Forum 21 October 2015.
- Morwell Community Groups Facebook Workshop in November 2015.
- Reducing and Managing Fraud/Risks Community Groups Forum on 18 November 2015.
- Best Practice for Office Bearers workshop on 9 March 2016 and 4 May 2016.
- Morwell Community Groups Forum on 23 March 2016.
- Strategic Planning Community Groups Forum on 1 June 2016.

Attended meeting with the President of the Filipino Seniors and Carers Support Group in April 2016 and assisted to enter details into Community Group Directory.

Response to letter received from Slavic Women of Gippsland confirming their recent inclusion in the directory.

Directory listings have increased from 70 to 120.

Action Status: COMPLETED FOR 2015 – 2016

1.6 Promote the Latrobe City Community Grants program and individual assistance available to culturally diverse communities.

Responsibility: Community Liveability - Community Strengthening

Measure: Promote the annual Community Grants to culturally diverse communities.

Outcome: Strengthen the ability of culturally diverse communities to access Community Grants.

When: Annually

Action Update: The Latrobe City Community Grants program and individual assistance available was promoted at the Writing Success Grant Applications Community Groups Forum and at the Morwell Community Groups Forum in May 2015.

Information on Latrobe City Community Grants Program for 2015/ 2016 distributed amongst networks and CALD groups. Contact lists for culturally diverse groups were reviewed and updated.

Action Status: COMPLETED FOR 2015 - 2016

1.7 Include information for culturally diverse communities in Latrobe City New Residents Packs for distribution through Gippsland Multicultural Services and other appropriate Agencies

Responsibility: Planning and Economic Sustainability – Tourism

Measure: Information is included in New Residents packs and provided to Gippsland Multicultural Services and other appropriate agencies for distribution.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Quarterly

Action Update: Translating & Interpreting service contact number listed on 'Welcome to Latrobe City' pamphlet.

A section on 'Cultural Diversity' in the Latrobe City section titled 'A great place to work, an even better place to live' is included within the booklet. This includes the relationship Latrobe City has with Japan and China. This section also provides contact information for the International Relations team unit for readers. A section on Arts, Culture & Events is also included in the booklet.

Cultural information such as contact details for Gippsland Multicultural Service is included in the 'Linking Latrobe' information card.

Promotion of events such as the 'Sister Cities' festival in the 'What's on in Latrobe' magazine.

A Cultural & Lifestyle section in the Latrobe City 'Living Edge' guide.

Information for culturally diverse communities was included in all New Residents Packs and distributed through the Council Service Centres, the Visitor Information Centre and Gippsland Multicultural Services in October, November and December 2015 and in March, April and May 2016.

Assistance provided in the development of a new flyer on joining community groups.

Action Status: COMPLETED FOR 2015 - 2016

Objective 2: Active community consultation and participation

Actions

- 2.1** Identify community safety issues relevant to people from culturally diverse backgrounds (evidence based) and consider how these could be incorporated into Latrobe City community safety activities.

Responsibility: Community Liveability - Community Strengthening

Measure: Number of issues identified and incorporated in community safety activities.

Outcome: Positive perceptions of safety for people from culturally diverse backgrounds.

When: Annually

Action Update: The Latrobe City Cultural Diversity Advisory Committee was asked to identify any relevant safety issues. Limited feedback has been received and so further follow up is required.

Action Status: **INCOMPLETE**

- 2.2** Invite representatives from service providers to a Cultural Diversity Advisory Committee meeting to discuss service needs of culturally diverse communities.

Responsibility: Community Liveability - Community Strengthening

Measure: Services providers identified and invited to attend a Cultural Diversity Advisory Committee Meeting.

Outcome: Increased awareness of service issues for people from culturally diverse backgrounds.

When: Annually

Action Update: This action was listed on the agenda for the 13 May 2015 Latrobe City Cultural Diversity Advisory Committee meeting. The meeting did not go ahead due to the lack of a quorum.

A representative from Victoria Police and representatives from the Youth Advisory Group from the Centre for Multicultural Youth attended the 11 November 2015 Committee meeting.

A representative from the LV Community Mental Health Service and the Coordinator of Latrobe City Libraries attended 10 February 2016 Committee meeting.

A representative from the Gippsland Community Legal Service attended the 11 May 2016 Committee meeting.

Action Status: **COMPLETED FOR 2015 - 2016**

2.3 Identify culturally specific services and invite participation on the Latrobe City Service Providers Network.

Responsibility: Community Liveability - Community Strengthening

Measure: Culturally specific services identified and invited to attend the Latrobe City Service Providers Network.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

Action Update: Strong participation from a number of culturally specific services on the Latrobe City Service Providers Network includes the Centre for Multicultural Youth and Latrobe Community Health Service (Settlement Grants Program). Gippsland Multicultural Service and Gippsland Ethnic Committee Council invited to participate.

Attended and assisted with the Latrobe City Service Providers Network workshop on 4 February 2016, on 'Early Steps to Preventing Family Violence' with culturally specific services present. Ten participants identified being from a CALD, Migrant or culturally specific service.

Action Status: **COMPLETED FOR 2015 - 2016**

2.4 Promote community consultations offered by the Victorian Multicultural Commission to gain an understanding of issues facing culturally diverse communities.

Responsibility: Community Liveability - Community Strengthening

Measure: Community consultation sessions promoted.

Outcome: Increased awareness of community consultations and provide a voice to State Government.

When: As they occur.

Action Update: Promoted the Victorian Government Multicultural Policy Consultation session held by the Victorian Multicultural Commission on 3 February 2016 to the Latrobe City Cultural Diversity Advisory Committee members.

Promoted the Victorian Multicultural Commission Grants Information Session held in Morwell on 1 April 2016 to the Latrobe City Cultural Diversity Advisory Committee members.

Action Status: **COMPLETED FOR 2015 - 2016**

Objective 3: Celebrating and valuing community diversity and cultural expression

Actions

- 3.1 Ensure images in the Latrobe City Council photo library are representative of the diverse nature of residents in Latrobe City and are regularly published.

Responsibility: Office of the Chief Executive - Community Relations

Measure: Publications reflect the diverse nature of our community.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

Action Update: Photo library maintained (diversity images are identified). We continue to take photos at the citizenship ceremonies and various events around Latrobe City ensuring our images are representative of a diverse community. Photographers are also briefed to capture diversity.

Action Status: **COMPLETED FOR 2015 – 2016**

- 3.2 Develop a list of significant cultural days for culturally diverse communities and place on the Latrobe City website.

Responsibility: Community Liveability - Community Development

Measure: List of significant cultural days for culturally diverse communities is published on the Latrobe City website.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

Action Update: Web link to the Calendar of Cultural and Religious Dates available via the Australian Government Department of Social Services website placed on the Latrobe City website in May 2016.

Action Status: **COMPLETED FOR 2015 - 2016**

- 3.3 Support National/Cultural days activities at Immigration Park by supplying National Flags when requested.

Responsibility: Planning and Economic Sustainability – Events & International Relations

Measure: National flags displayed on days of cultural significance.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

Action Update: National Flags provided to local communities to complement events, social & cultural activities and national days of celebrations. Supplying National Flags complements Latrobe City's diverse multicultural festivities and celebrations. Flags supplied: Indian, Estonian and Maltese.

Action Status: **COMPLETED FOR 2015 - 2016**

3.4 Support the promotion of Immigration Park to the community and visitors.

Responsibility: Planning and Economic Sustainability - Tourism

Measure: Immigration Park is actively promoted to the community and visitors.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

Action Update: Immigration Park was promoted on the Latrobe City tourism website, 'What to See and Do' brochures and the Central Gippsland Official Visitor Guide and when appropriate, by staff and volunteers at the Visitor Information Centre.

Promoted the Immigration Park in the Central Gippsland Official Visitors Guide and e-brochure on two tourism websites.

Conducted a promotional photo shoot at Immigration Park. New images have been included in the new Central Gippsland Official Visitor Guide being developed.

Immigration Park is suggested as a place of interest to see for visitors at the visitor centre.

Promotion of the Park Tracks App on Facebook, this App includes the Heritage Walk.

Promoted all events and multicultural celebrations staged at Immigration Park via Latrobe City's Calendar of Events and social media platforms.

Action Status: COMPLETED FOR 2015 - 2016

3.5 Promotion of Citizenship Ceremonies via Latrobe City Council's Twitter and Facebook accounts to build greater community awareness of our cultural diversity.

Responsibility: Office of the Chief Executive - Community Relations

Measure: Citizenship Ceremonies promoted on Latrobe City social media channels.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

Action Update: Dates of Citizenship ceremonies scheduled in Social Media Planner. Citizenship ceremonies promoted through social media.

Action Status: COMPLETED FOR 2015 – 2016.

3.6 Utilise networks to promote Australia Day celebrations.

Responsibility: Planning and Economic Sustainability – Events & International Relations

Measure: Australia Day celebrations promoted to networks.

Outcome: Greater community awareness of our cultural diversity.

When: Annually

Action Update: Latrobe City Celebrated Australia Day 2015 with a variety of different events and activities including township breakfasts and celebrations, ambassador luncheon and Civic function which included a citizenship Latrobe City and Australia Day Awards presentation and Sporting Hall of Fame Inductees. Over 4745 people attending Latrobe City sponsored events on the day.

2016 Australia Day community celebrations successfully completed.

Information sheet to advise nominations for 2017 Australia Day Awards closing on 9 September 2016 provided to Community Development to distribute through their CALD databases. To be promoted on Latrobe City Website when the promotions campaign is activated for 2017. Communications plan includes distribution through CALD database.

Action Status: COMPLETED FOR 2015 – 2016

3.7 Cultural Diversity Advisory Committee members are invited to attend Latrobe City Citizenship Ceremonies.

Responsibility: Community Liveability - Community Strengthening

Measure: Develop roster for Cultural Diversity Advisory Committee members' attendance at Citizenship Ceremonies.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: As they occur.

Action Update: Latrobe City Cultural Diversity Advisory Committee members invited to all Latrobe City Citizenship Ceremonies. Citizenship Ceremony dates promoted to Committee members at Committee meetings and through the Committee meeting agenda.

Action Status: COMPLETED FOR 2015 - 2016

3.8 Investigate options for individuals to wear their National costumes at Citizenship Ceremonies.

Responsibility: Office of the Chief Executive - Mayoral and Council Support

Measure: Candidates are encouraged to wear National costumes at Citizenship Ceremonies.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: As they occur

Action Update: The following is included in the Citizenship Ceremony Information Sheet provided to candidates. *“People attending citizenship ceremonies usually wear smart casual or formal clothing. You are also welcome to wear your national costume if you so choose”.*

Action Status: **COMPLETED FOR 2015 - 2016**

3.9 Provide information regarding Australia Day awards to the Cultural Diversity Advisory Committee for distribution to networks.

Responsibility: Community Liveability - Community Strengthening

Measure: Information provided to Cultural Diversity Advisory Committee members to promote to their networks.

Outcome: Increased awareness of Australia Day Awards and encourage nominations from our culturally diverse communities and residents.

When: Annually

Action Update: 2016 Australia Day Nominations closed on 9 October 2015. Australia Day Awards 2017 Nominations close on 9 September 2016.

Information distributed to Committee members for circulation to their networks.

Action Status: **COMPLETED FOR 2015 – 2016**

Objective 4: Leadership and advocacy

Actions

4.1 Promote Latrobe City Social Support volunteer programs to culturally diverse communities.

Responsibility: Community Liveability – Social Support

Measure: Social Support volunteer programs promoted to culturally diverse communities.

Outcome: Increased participation and access by residents from culturally diverse backgrounds in Latrobe City Social Support volunteer programs.

When: Annually

Action Update: Social Support continues to offer/promote volunteering opportunities within its programs to the community including those from culturally diverse backgrounds. Volunteer opportunities are promoted in a multitude of ways that are inclusive of people's diversity.

The volunteer base is continually changing in its profile including an increase in volunteers from culturally diverse backgrounds.

Inclusive and culturally sensitive practice maintained by staff. Increased staff awareness in the diversity of their volunteer base.

Latrobe City Social Support Coordinator attended LG Pro Special Interest Group for Volunteers in November 2015.

Two volunteers from an Indian background and one from a Sudanese background approached Latrobe City to volunteer in the Meals on Wheels Program. They have commenced delivery of meals.

Discussions held with Italian Seniors Group around volunteering opportunities within Social Support in January 2016.

Meetings took place with Gippsland Multicultural Service and Polish/Philippine Senior groups in early February 2016.

Action Status: COMPLETED FOR 2015 -2016

4.2 Gather information about how other Local Government Authorities in Gippsland are working with culturally diverse communities.

Responsibility: Community Liveability - Community Strengthening

Measure: Information gathered and presented to Cultural Diversity Advisory Committee.

Outcome: The Cultural Diversity Advisory Committee is informed of activities.

When: Annually

Action Update: Two local governments contacted to date, with each having little to report.

Action Status: **COMPLETED FOR 2015 – 2016**

4.3 Identify opportunities to promote activities of the Latrobe City Cultural Diversity Advisory Committee in the local media.

Responsibility: Community Liveability - Community Strengthening

Measure: Activities promoted through local media.

Outcome: Increased awareness of the activities of the Cultural Diversity Advisory Committee.

When: As appropriate.

Action Update: The adoption of the Latrobe City Cultural Diversity Action Plan 2014 -2018 was featured in a media release in the Latrobe Valley Express on 12 March 2015.

Media release to promote the Centre for Multicultural Youth, Youth Advisory Group's attendance at the Cultural Diversity Advisory Committee meeting on 11 November published in Latrobe Valley Express on 7 December 2015.

Action Status: **COMPLETED FOR 2015 - 2016**

4.4 Develop and deliver a cultural competency training program for Latrobe City staff.

Responsibility: Corporate Strategy - Learning and Development

Measure: Cultural competency training program developed and delivered.

Outcome: Council Officers have increased skills in working with culturally diverse clients. Latrobe City has increased skills in understanding and working with diversity. Council officers have the skills and knowledge to embed cultural diversity into plans, strategies and projects.

When: Annually.

Action Update: This project was put on hold in 2015 due to conflicting priorities and staff changeover within the Learning and Development Team. Initial scoping commenced in 2016.

Action Status: **NOT STARTED**

4.5 Encourage stronger links between culturally diverse communities and Neighbourhood Houses and Universities of the Third Age.

Responsibility: Community Liveability - Community Strengthening

Measure: Neighbourhood Houses Coordinators and University of the Third Age representatives invited to a Cultural Diversity Advisory Committee Meeting.

Outcome: Increased awareness of educational opportunities and mutual support programs for culturally diverse communities.

When: 2014 – 2015

Action Update: Invitation not issued as guest speaker roster for Latrobe City Cultural Diversity Advisory Committee meetings during 2015 – 2016 was full.

Action Status: **INCOMPLETE**