

Title	<b>MULTICULTURAL AND DIVERSITY</b>		
Responsible Director	Director Corporate and Community Services		
Adoption Date	26/06/2019	Review Date	2022

### 1 Purpose

The purpose of this policy is to ensure that Council actively supports and celebrates multiculturalism in Alice Springs, and effectively engages with Alice Springs' culturally and linguistically diverse (CALD) residents.

### 2 Policy Background

Council recognises and respects Arrernte people, the traditional custodians of Alice Springs, as fundamental to a multicultural and welcoming community. Alice Springs has a long multicultural history that has strongly contributed to the development of Alice Springs as a diverse and vibrant town. Approximately one-third of Alice Springs residents were born overseas or had a parent born overseas. Multiculturalism enriches Alice Springs through new cultures, traditions and celebrations, and is critical in fostering social cohesion and inclusion. Alice Springs provides a range of opportunities for people from CALD backgrounds, but they can also face challenges in their social, economic, cultural and political participation in community life.

### 3 Statement of policy

Council will actively encourage a diverse and welcoming Alice Springs, and the participation of people CALD backgrounds in Council services, planning and processes, through the following:

#### 3.1 Community Harmony

Council will celebrates and promote multiculturalism in Alice Springs by supporting and organising multicultural and citizenship events.

#### 3.2 Access and Equity

Council will ensure that its services, programs, facilities, events, activities, community information and promotional material consider and respond to the needs and languages of people from CALD backgrounds where possible.

#### 3.3 Consultation

Council will actively engage with people from CALD backgrounds and multicultural community groups in relation to Council planning and consultation processes to inform Council decisions.



## ELECTED MEMBER POLICY

### **3.4 Engagement**

Council will actively partner with Multicultural Community Services of Central Australia (MCSCA) as the peak body, and multicultural organisations and agencies, to further Council's knowledge and understanding of the needs of people from CALD backgrounds, especially those from new and emerging communities.

### **3.5 Advocacy**

Council will advocate on behalf of, or with, individuals and groups from CALD backgrounds to ensure better outcomes for all residents of Alice Springs.

### **3.6 Diversity**

Council will be guided by targets and key performance diversity indicators.

### **3.7 Funding**

Council will encourage and support multicultural groups in applying for multicultural community activities through the Council's Community Grants Program.