

General Policy**CULTURAL DIVERSITY POLICY**
A UNIQUE – CHANGING – PRODUCTIVE – VIBRANT - PEOPLE

Intent Cairns Regional Council is committed to ensuring that Cairns community members can fully participate in Cairns economy and society, whether born in or having migrated to it, or residing in it.

Scope This policy applies to Councillors, all employees and to all consultants engaged by Council.

PROVISIONS

Cairns Regional Council acknowledges and celebrates the richness and diversity of cultures of Cairns and recognises this is as a result of the long history of migration. A culturally diverse community is one that is innovative, economically strong and socially vibrant, because it is open to a rich diversity of ideas, skills, traditions and customs.

The Policy shares the same vision and targets identified in the Queensland Multicultural Policy focusing on achieving culturally responsive government policy, services and programs; inclusive harmonious and united communities; and improved economic opportunities for all Australians.

Cairns Regional Council will consider cultural diversity principles as outlined in the Queensland Multicultural Policy the Queensland Government Multicultural Action Plan the Multicultural Queensland Charter (2016) and the Queensland Government Language Services Policy, in the implementation, operation, review, or development of Council's existing or future Policies, plans, initiatives, activities and programs.

To achieve this Council will

- Provide training programs for Councillors, employees, stakeholders and consultants engaged by Council.
- Provide information in languages other than English.
- Provide adequate translation and interpreter access so individuals can fully understand services available.

Related Documents

- Cairns Regional Council Community Engagement Policy
- Queensland Multicultural Policy: Our story, our future.
- Queensland Government Multicultural Action Plan
- Queensland Plan: 30 year vision for Queensland
- Australian Government's Statement: *Multicultural Australia - united, strong, successful*
- Cairns Regional Council's Corporate Plan 2017-2022

Statutory

- Queensland Anti-Discrimination Act 1991.
- Multicultural Recognition Act 2016
- Racial Discrimination Act 1975

This policy is to remain in force until otherwise determined by Cairns Regional Council.

General Manager Responsible for Review:

Community, Sport & Cultural Services

ORIGINALLY ADOPTED: 1/12/2005

CURRENT ADOPTION: 21/02/2018

DUE FOR REVISION: 21/02/2022

REVOKED/SUPERSEDED:



John Andrejic
Chief Executive Officer