



**South
Regional**

South Regional TAFE

Multicultural Plan 2021-24



RTO Code 52790

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Multicultural Plan 2021-24

Foreword



South Regional TAFE aims to be inclusive and create opportunities, which benefits its staff and clients in the towns and communities in which it operates. In the college's Strategic Plan 2020-22, the goals of unity and respect and equity of access and participation are identified in the values we hold as well as our stated priorities and actions. Among our actions to achieve these goals is this Multicultural Plan which will be used to ensure people from culturally and linguistically diverse (CaLD) backgrounds can reach their highest potential within the workplace and have opportunities to participate in all aspects of the college.

On 17 March 2020, the Western Australian Government launched the inaugural Western Australian Multicultural Policy Framework (WAMPF) for the WA public sector. Public sector agencies were required to develop a Multicultural Plan to develop actions that meet the policy priorities of the WAMPF. As part of the Western Australian public sector, South Regional TAFE is committed to supporting the capacity and contribution of people from CaLD backgrounds in Western Australia's civic, social and economic environments.



Sue Lapham
Managing Director
South Regional TAFE

South Regional TAFE

South Regional TAFE services the Great Southern and South West regions of Western Australia and stretches to include Esperance in the east and Narrogin in the north, an area of approximately 196,000 square kilometres. This expansive area is serviced by the 12 college campuses of Albany, Bunbury, Busselton, Collie, Denmark, Esperance, Harvey, Katanning, Manjimup, Margaret River, Mount Barker and Narrogin.

The college is responsive to the training demands of the communities and industries it serves across the regions, delivering training beyond its established campuses in schools, prisons, community venues and within industry.

The college aims to support the development of inclusive communities in which it operates.

South Regional TAFE Multicultural plan

The Multicultural Plan is a three-year plan that will guide the college's responsiveness, employment opportunities and community outputs for people of CaLD backgrounds.

The Multicultural Plan is supported by an implementation strategy. The plan will be monitored throughout its three-year phase to track actions and reviewed at its completion. Progress of the plan will be reported annually through the college's annual report.

Contact details

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This South Regional TAFE Multicultural Plan is available in alternative formats upon request including electronic format, in standard and large print, audio version and on the website at www.southregionaltafe.wa.edu.au.

Policy priority 1 – Harmonious and inclusive communities

<p>WAMPF Strategies</p> <ul style="list-style-type: none"> Promote the benefits of cultural and linguistic diversity and celebrate the achievements of people from culturally diverse backgrounds. Address racism and discrimination at both an individual and institutional/systemic level, including implementing the Policy Framework for Substantive Equality. Develop workplace cultures that are welcoming and inclusive of all Western Australians. 			
Initiatives	Responsibility	KPIs	Timeframe
Multicultural events including Harmony Week, Diwali and Chinese New Year are acknowledged and celebrated at a wide college level. Identify and acknowledge events within smaller communities the college operates in.	Student Services Training Managers Regional Campus Managers	Up to four events per year promoted that celebrate multiculturalism.	December 2021
Promote and celebrate cultural diversity in training and college communities.	Student Services	Each of the annual Student Awards Ceremony having a Cultural Diversity category.	December 2021
	Corporate Communications Training Managers	Planned (average once a term) positive multiculturalism engagement articles and/or testimonials on college website and social media.	December 2021
Developing a dedicated intranet home page that promotes multicultural diversity.	Student Services	Page created which will showcase all college activity including Multicultural Plan, calendar of events, awards promotions, legislative requirements, and article links.	June 2021
Increase cultural competency skills of staff members through promotion of Office of Multicultural Interests Diverse WA online training	Human Resources All Managers	1. Increase staff completion rate from 18% to 50% 2. Make Diverse WA program a promoted component of new staff inductions.	December 2021
Fund awards which promote participation by students of CaLD backgrounds	Student Awards Committees	Identify sponsors for new awards with goal of recurrent funding to sustain any new awards.	December 2021
Staff time allocated to develop activities to support multicultural events.	Student Services	Budget requirements reviewed to hold events at two largest campuses.	December 2021
Desired impacts			
Staff and students enjoy an inclusive and welcoming workplace by gaining a broader awareness about issues and events which impact CaLD communities, and how participating and engaging with these communities can enhance the college experience.			

Policy priority 2 – Culturally responsive policies, programs and services

<p>WAMPF Strategies</p> <ul style="list-style-type: none"> • Integrate multicultural policy goals into strategic and corporate planning, procurement and review processes. • Identify inequities in service access and outcomes for Western Australians from CaLD backgrounds and develop strategies to address them. • Provide language services to ensure language is not a barrier to equitable access to information and services, including complaints processes. • 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. • 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. • Implement recruitment and selection processes that facilitate workforce diversity and provide opportunities for the development of cultural competencies across the workforce. 			
Initiatives	Responsibility	KPIs	Timeframe
Highlight cultural and linguistic diversity in key planning and strategic documents and college policies as they come up for review.	All Directors and Managers	Where specific cohorts are acknowledged, there is a reference to CaLD. More frequent appearances of references and terms relating to the goals of this Multicultural Plan.	December 2023
Develop a specific Language Services Policy for the college.	Student Services	SRTAFE Language Services Policy approved and on the intranet business system	September 2021
Review commonly used public forms and documents, such as complaints and feedback, to be accessible for people who do not speak English well, and how alternatives can be provided.	Student Services	Review completed and changes implemented.	December 2021
Promote the college's commitment to cultural diversity to the wider community.	Student Services	South Regional TAFE Annual Report acquittal on initiatives and KPIs of the college multicultural plan.	June 2021
	Corporate Communications Training Managers Regional Campus Managers	Annual review of college public website to ensure adequate promotion and currency on cultural diversity webpages.	June 2021

Agency data analysed to identify inequities in service access and outcomes for people of CaLD backgrounds.	Student Services	Identify any areas of concern or barriers which may need addressing.	June 2021
Collect and analyse annual agency data to identify inequities in service access and outcomes for people of CaLD backgrounds.	Student Services	Identify and areas of concern or barriers which may need addressing.	June 2021
		Consult with CaLD stakeholders and clients to identify potential barriers to services access or achievement of positive outcomes.	September 2021
Increase cultural competency skills of staff through completion of Office of Multicultural Interest's <i>Diverse WA: Cultural Competency Training</i> .	All Directors and Managers	Make cultural competency training a promoted component of all areas' new staff inductions.	December 2021
		Increase staff completion rate from current 18% to 50%	December 2021
Promote cultural diversity from within the college to the wider community.	Corporate Communications Student Services	Report on cultural diversity of student's populations, staff diversity, staff increase of cultural awareness training and cultural events in the annual report.	June 2021
Provide people from CaLD backgrounds the same opportunities as other people to obtain and maintain employment	Human Resources	Implement flexible employment practices and promote provisions that support unique needs from CaLD backgrounds. (such as cultural leave).	June 2021
Increase knowledge of EO management plans to current staff, to encourage them to promote employment opportunities to people of CaLD backgrounds.	Human Resources	The Plan and its policies and programs are communicated to all staff.	June 2021
Desired impacts			
Ensuring all staff and college clients experience a sense of belonging and inclusion in the work environment.			

Policy priority 3 – Economic, social, cultural, civic and political participation

<p>WA MPF strategies</p> <ul style="list-style-type: none"> • Achieve equitable representation of people from CaLD backgrounds at all levels and in decision making roles. • Identify, develop and promote initiatives that support the development of businesses and the entrepreneurial potential of WA’s CaLD community. • Identify, develop and implement initiatives that encourage social, cultural, civic and political participation by members of WA’s CaLD community. 			
Initiatives	Responsibility	KPIs	Timeframe
Promote SRTAFE campuses and the towns they operate in as a destination for international students.	Student Services	Continued participation in the Bunbury-Geographe International Students Project Steering Committee, which has a goal to increase regional international student numbers.	December 2023
	Corporate Communications	More content offered TAFE International WA website.	December 2021
Increase the awareness of assistance available to complete the recruitment process.	Human Resources	Applicants from CaLD backgrounds enquiring or applying for positions vacant, are made aware of assistance if required.	June 2021
Encourage people from CaLD backgrounds to use the service of the Overseas Qualifications Unit to assist with a competitive application, whether it be for recruitment or study.	Student Services	Promote the services of the OQU whenever possible in discussions with applicants from CaLD backgrounds.	June 2021
Desired impacts			
The college increases its ability to engage with CaLD communities and improve relationships with existing and new stakeholders.			

Progress of Multicultural Plan – Key highlights and achievements for each Financial Year

Policy priority 1 – Harmonious and inclusive communities		
FY 2021/2022		
FY 2022/2023		
FY 2023/2024		
Policy priority 2 – Culturally responsive policies, programs and services		
FY 2021/2022		
FY 2022/2023		
FY 2023/2024		
Policy priority 3 – Economic, social, cultural, civic and political participation		
FY 2021/2022		
FY 2022/2023		
FY 2023/2024		