

 Wingate Avenue Community Centre	Title:	
	CULTURAL DIVERSITY POLICY	
	Version: 1.1	Approved: Committee of Management May 2012
Administered: Manager	Next Review: February 2015	

Background

A culturally diverse community is one made up of people from a wide range of backgrounds with a variety of beliefs, values and practices. Such a community offers the people living in it a larger variety of cultural possibilities, for example, different life styles, cultural activities and living arrangements. In order to maintain harmony, diverse communities rely on mutual respect, respect for the cultural perspectives and allegiances of the individuals, families and groups who make up the community.

Harmonious communities work to ensure that being from a particular cultural or ethnic group does not mean that you are disadvantaged or that others are prejudiced against you.

Wingate Avenue Community Centre recognises, respects, promotes and celebrates the value of cultural diversity and wherever possible will provide culturally appropriate services. The community centre acknowledges however that funding for community organisations is limited. Within this context we are committed to providing practical and equitable outcomes for all participants.

Purpose

This policy outlines the principals and goals of the Wingate Avenue Community Centre in respect to ensuring the participation of people from diverse cultural, linguistic and religious backgrounds in the activities, planning and decision making of our centre.

Responsibilities

Wingate Avenue Community Centre is required by Commonwealth and State legislation to ensure that it does not discriminate in the provision of services. The legislation relevant to these policies is:

Federal

- Human Rights and Equal Opportunity Act 1986
- Racial Discrimination act 1975 and 1983
- Sex Discrimination Act 1984

State

- Equal Opportunity Act 1984
- Racial and Religious Tolerance Act 2001

Principles

Services, programs and processes undertaken by Wingate Community Centre will be guided by the following principles:

- Services and programs provided will be accessible to people from any cultural, linguistic and religious background.
- Participants from diverse cultural, linguistic and religious backgrounds should not experience barriers to access and participation.
- Staff and management will recognise and respond to specific issues of ethnicity, gender, disability, financial disadvantage, sexual preference, social, cultural and geographic isolation.
- Within the limits of the community centres resources information will be readily accessible, and in people's first language, particularly where requested or necessary. This may be via an interpreter or written information.
- Service provision will reflect sensitivity, relevance and awareness to different cultural and religious practices.

- All participants will have the right to contribute to decision-making processes and to express their views without suffering any prejudice.

Guidelines

The Community Centre will aim to make these principles a reality through providing the following. Limited resources will need to be considered:

- Providing appropriate and effective language services, utilizing Community Leaders and Translators.
- Taking into account the diverse cultural and linguistic information needs of community centre participants, in the design and delivery of relevant information.
- Provide a diverse, flexible and creative learning environment which encourages the enhancement of skills and knowledge.
- Utilising appropriate data collection methods to enable the community centre to target, plan, develop and evaluate all programs and services in a way that is relevant, equitable and accessible.
- Enabling active participation by members of diverse cultural, linguistic and religious communities in aspects of decision making within the organisation's structures.
- Developing employment and volunteer selection processes which are equitable and assist to develop diversity in the staff and volunteer team.
- Providing appropriate training for staff, volunteers and management where and when possible.

Processes

These are the specific processes that this Community Centre will put in place to make these guidelines a reality.

Information Provision

The Community Centre will endeavour to have relevant information in relation to the organisation and the services it provides made available in ways that may be understood by people attending the centre.

This may include

- Use of translators for community consultations and information sessions
- The use of pictures for presentation of information eg. posters.
- Provide information to members of the community utilising Community Leaders for assistance with translation of information.
- Check the information the Community Centre is providing is reaching the right people and being used and understood. This may be achieved through participant feedback.

Learning Environment

The Community Centre will:

- Provide additional support, where practical, to learners from culturally and linguistically diverse backgrounds.
- Create a learning environment that embraces diversity by displaying culturally diverse posters and information
- Provide space for prayer.

Data Collection

The Community Centre will

- Collect data on the people attending the Community Centre
- Evaluate the data collected and develop strategies to address any problems identified.
- Collect and analyse data on who lives in our community. Census data is available from Local Council.

Related Documents

- Access and Equity Policy

Adopted by Committee of Management (date) 20/8/12

Signed by Chairperson 