



Cultural and Linguistic Diversity Action Plan 2019

Australia is a successful multicultural society. We embrace our diversity as a national strength.

The Department of Communications and the Arts recognises the value that colleagues from culturally and linguistic diverse backgrounds add to our work through their skills, experiences and perspectives.

A culturally and linguistically diverse workplace means having employees who:

- are from different countries, including other English-speaking countries;
- have different cultural backgrounds;
- can speak other languages besides English; and/or
- follow different religions, traditions, values and beliefs.

Our vision

The Department of Communications and the Arts is recognised as a leader in creating a cultural diverse workforce that is fair, inclusive and reflects the Australian community.

We will promote, value and support cultural and linguistic diversity

Action 1: Promote and celebrate days of significance, such as Harmony Day, Ramadan, Citizenship Day, Chinese New Year, Islamic New Year, Refugee Week and Diwali (completed)

Action 2 : Develop a calendar of significant cultural and religious events to support managers to plan for staff attendance at events and access to leave for important cultural and religious holidays (completed)

Action 3: Raise awareness and continue to build the cultural and linguistic diversity network (continuing)

Action 4: Support our cultural and linguistic diversity champion to promote a safe and inclusive workplace, raise issues affecting staff as appropriate, and to engage with counterparts across the APS (continuing)

Action 5: Provide regular information and encourage the use of tools (e.g the SBS Cultural Atlas) to learn more about cultures around the world and have staff share their experiences via blogs and articles (completed)

Action 6: We will use our website and other tools to showcase our diversity (continuing)

Action 7: We will nurture and build our cultural and linguistic networks to share ideas, experiences and opportunities to advance diversity across the APS (continuing)



We will leverage our diversity to enhance the quality of our work

Action 8: Ensure workplace policies and training include cross-cultural awareness and participation in the cultural and linguistic diversity network (completed)

Action 9: Ensure recruitment and employment opportunities clearly state 'Aboriginal and Torres Strait Islander people and those who speak languages other than English are encouraged to apply' (completed)

Action 10: Ensure interview panels are culturally competent (continuing)

Action 11: Encourage staff to self-identify cultural and linguistic information in HR systems. Self-identification as a member of a group is entirely voluntary and privacy will be respected (completed)

Action 12: Undertake a survey to refresh and improve our data capture of cultural and linguistic diversity statistics (completed)

Action 13: Develop a diversity scorecard to report our workforce diversity capability (completed)

Action 14: Provide ongoing professional development to build awareness and skills of managers and staff in relation to cross-cultural competence and in eliminating unconscious bias (completed)

Action 15: Support mentoring arrangements and coaching support that match employees from different backgrounds (completed)

Action 16: Hold ourselves accountable by reporting on the implementation of this action plan to the Diversity and Inclusion Committee and staff (quarterly)

Did you know

- 19 per cent of our people have nominated as being born in a country other than Australia.
- 13 per cent speak a language other than English at home.