



**WESTERN AUSTRALIA
POLICE FORCE**

Multicultural Action Plan

2023-2025

ACKNOWLEDGEMENT

The Western Australia Police Force proudly acknowledges the Traditional Custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander peoples and their cultures; and to Elders both past, present and emerging.

ACCESSIBILITY AND FEEDBACK

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COMMISSIONER'S FOREWORD

I am proud to present the second Western Australia Police Force Multicultural Action Plan June 2023-July 2025 (MAP 2023-2025). This plan establishes a clear and focussed framework that is responsive to our diverse community and workforce needs whilst demonstrating our ongoing commitment to building culturally responsive, inclusive and equitable policies, programs and services.

The WA Police Force's inaugural Multicultural Action Plan 2021-2023 ([MAP 2021-2023](#)) recognised that people from culturally and linguistically diverse (CaLD) backgrounds are particularly vulnerable to experiencing disadvantage and less favourable outcomes, given the range of barriers that may limit their ability to seek help and access to police services and information. Our second MAP 2023-2025 builds on the outcomes and achievements of the first plan and will continue to drive action to overcome these barriers with the aim of achieving greater inclusion and equity for the CaLD communities that we service.

Building the CaLD community's confidence and trust with police can be complex and challenging, and our experience has demonstrated that migrants and refugees may hold a fear or negative perception of police based on previous interactions with protective agencies both overseas and locally. Through the WA Police Force core [values](#) of duty, teamwork, integrity and care, we will uphold our commitment to building confidence and trust within the Western Australian CaLD community, being aware of the impact we have throughout our interactions and engagement.

The advantages of understanding and embracing diversity are wide ranging, particularly when we work in partnership with our CaLD leaders and communities to prevent and solve crime, or to improve community safety and cohesion. Building valued and trusting partnerships within our CaLD communities has extended our reach to the most vulnerable members of our community and we look forward to continuing those partnerships as well as forming new ones.

As we continue to reflect, evaluate and search for new and future focused ways to embed the principles of the WA Multicultural Policy Framework, we know that this effort requires more than a standalone plan; it demands the ongoing development of an organisational culture that values and embraces diversity at every opportunity. I am proud of the progress we have achieved so far and together with our government, business and community stakeholders, we remain committed to delivering enhanced services and improved outcomes for people from CaLD backgrounds.



COL BLANCH APM
COMMISSIONER OF POLICE

INTRODUCTION

The WA Police Force serves a diverse and multicultural community. Over 32.2%¹ of the Western Australian community are born overseas and 55.6%¹ have one or both parents born overseas.

In 2020, the State Government launched the Western Australian Multicultural Policy Framework (WAMPF) establishing sector-wide priorities that support and promote multiculturalism through the core principles of the WA Charter of Multiculturalism 2004; civic values, fairness, equity and participation.

The WA Police Force MAP 2023-2025 is the agency's second Multicultural Action Plan (MAP) that has been developed with the aim of meeting the three policy priority areas of the WAMPF:

- Harmonious and inclusive communities;
- Culturally responsive policies, programs and services, and
- Economic, social, cultural, civic and political participation.

The WA Police Force MAP 2023-2025 is a two-year strategic plan that builds on the outcomes that have previously been achieved through the implementation of our first MAP. This plan will continue to drive action, creating further opportunity to achieve inclusive, culturally responsive and equitable outcomes for people and employees from culturally and linguistically diverse backgrounds.

The MAP outlines strategies and actions to ensure that operations, services and programs are inclusive and accessible to everyone in our community, including our employees, with a specific focus on people from diverse cultural, religious and linguistic backgrounds and people from migrant and refugee backgrounds. In the context of this Plan, 'culturally and linguistically diverse' includes people who are born in countries that are not mainly English speaking, as well as people who primarily speak a language other than English.

Aboriginal and Torres Strait Islander peoples as the 'First People' of Australia and those from migrant and refugee backgrounds, have vastly disparate experiences, cultural and religious beliefs and historical backgrounds. As such, varying complexities exist for each group in terms of achieving access to services and equitable outcomes. While some of the elements of the WAMPF and the MAP apply to these groups, it is essential that there is an ongoing separate and committed focus on Aboriginal and Torres Strait Islander peoples in the development and delivery of WA Police Force policies, programs and services, as outlined in the WA Police Force's Reconciliation Action Plan.

The MAP is primarily focused on Western Australians from CaLD backgrounds whilst acknowledging areas of intersect between the two groups and building on established practice and success. Some people of CaLD heritage may also be members of other diversity and vulnerable groups (gender, age, sexual diversity, or people with disability) which increases the level of challenges they are exposed to.

Through a values driven approach and dedication to continuous improvement, the WA Police Force reinforces its commitment to addressing the challenges faced by members of diverse and vulnerable groups with the clear objective of achieving equity and inclusion for all Western Australian's seeking to access or engage with our policies, services and operations and employment.

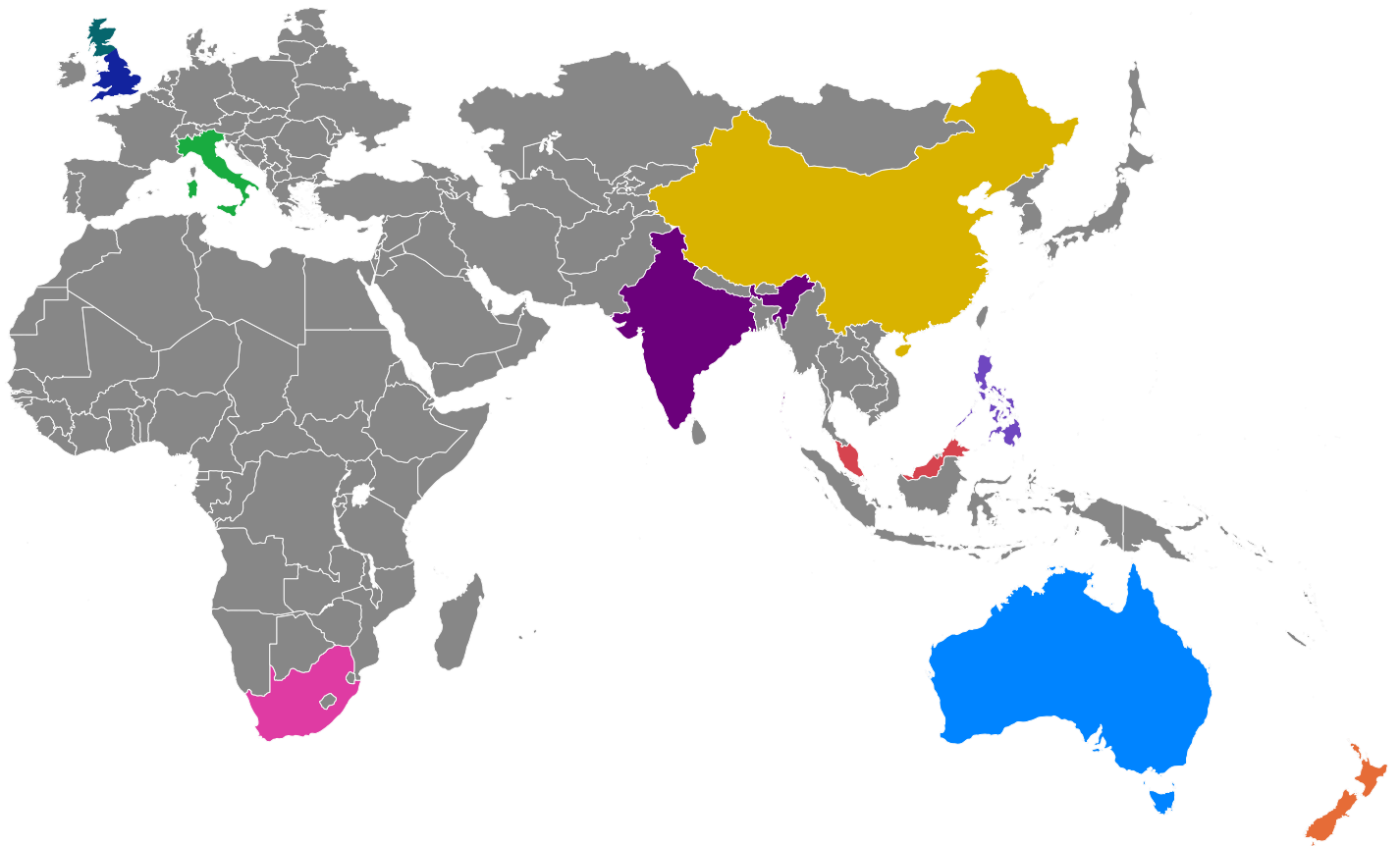
¹2021 Australian Bureau of Statistics (ABS) Census figures

OUR COMMUNITY

The 2021 Australian Bureau of Statistics (ABS) Census shows that WA's resident population has reached 2,660,026

- The proportion of people born in Australia is 62.0%²
- The proportion of people born overseas is 32.2%²
- The proportion of people born overseas is higher in WA (32.2%) compared with the national figure of 27.6%²
- 55.6% of Western Australians have one or both parents born overseas²

Top 10 Countries of Birth for WA Population²

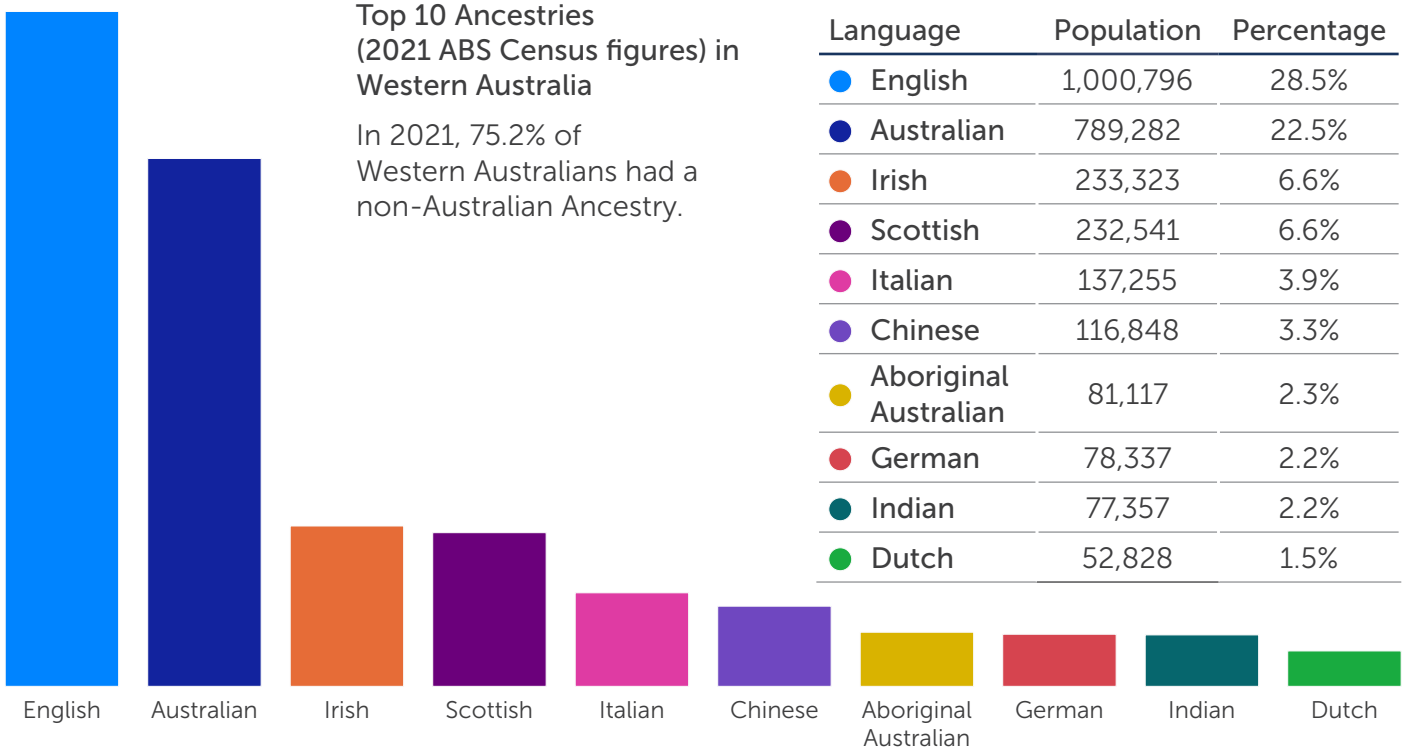


Country of Birth	Percentage
● Australia	61.98%
● England	7.40%
● New Zealand	2.84%
● India	2.30%
● South Africa	1.69%

Country of Birth	Percentage
● Philippines	1.41%
● China ³	1.07%
● Malaysia	1.21%
● Scotland	0.98%
● Italy	0.68%

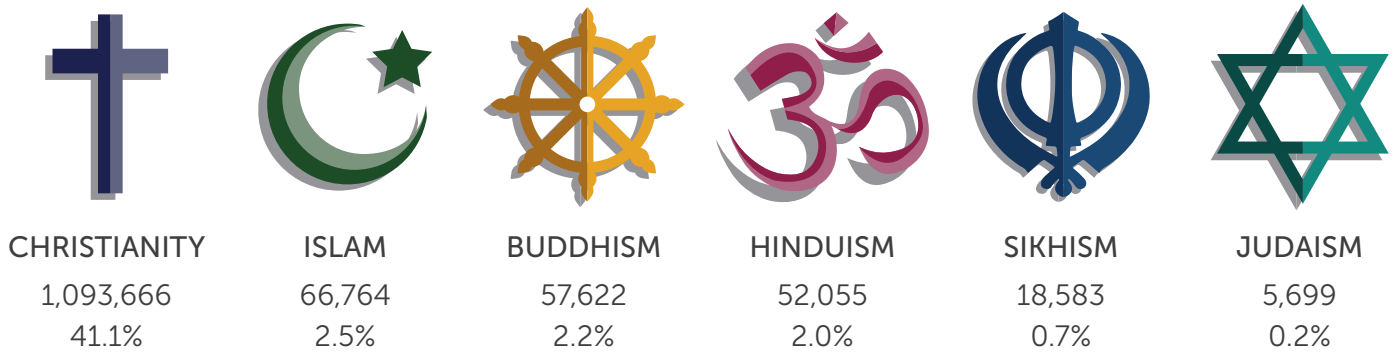
²5.8% of Western Australians did not state country of birth

³Data current as at March 2023



Faith (2021 ABS Census figures) in Western Australia

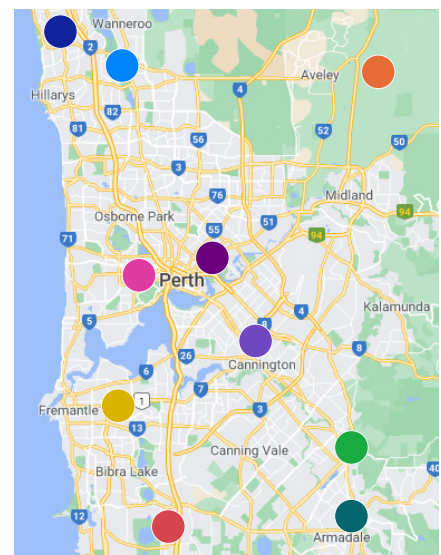
In 2021, more than 130 faiths are followed in WA. In WA the top six faiths were as follows:



Top 10 most culturally and linguistically diverse local government areas in Western Australia

91.2% of people from CaLD backgrounds live in metro Perth compared to 79% of all WA.

Local Government Areas	Population	% of Population
Stirling	57,727	26.60%
Gosnells	41,360	32.70%
Canning	39,698	41.40%
Wanneroo	36,924	17.70%
Swan	31,837	20.80%
Cockburn	24,070	20.40%
Melville	22,276	21.50%
Armadale	20,311	21.60%
Bayswater	18,456	26.60%
Joondalup	18,456	11.50%



OUR WORKFORCE

The WA Police Force promotes workplace practices that encourage employees to contribute to meaningful workforce information by sharing that they identify as culturally and linguistically diverse through a self-nomination data collection methodology.

As at 30 June 2023³, the WA Police Force had a workforce of 10,188 employees:

- 15.1% of WA Police Force Police Staff employees self-identified⁴ as an employee of CaLD heritage;
- 6.6% of WA Police Force Police Officers self-identified⁴ as an employee of CaLD heritage;
- 8.9% of all WA Police Force employees⁵ self-identified³ as an employee of CaLD heritage;
- 16.2% of WA public sector employees⁶ self-identified as an employee of CaLD heritage as at December 2022; and
- The Public Sector Commission has set an aspirational target to increase the representation of CaLD people employed in the public sector to 15.5% by 2025.

Note that all statistics for WA Police Force are reliant upon self-nomination and as per the WA Public Sector Commission (PSC) standard, it is based on informative data only (i.e. calculation based on the total number of valid respondents)

TOP 10 COUNTRIES OF BIRTH FOR WA POLICE FORCE EMPLOYEES

Country	Percentage	WA Population %
Australia	65.19%	61.98%
England	15.65%	7.40%
New Zealand	3.29%	2.84%
South Africa	2.04%	1.69%
Scotland	1.99%	0.98%
India	1.68%	2.30%
Ireland	1.19%	0.68%
Singapore	0.72%	0.60%
Northern Ireland	0.60%	0.16%
Zimbabwe	0.49%	0.48%

TOP 10 LANGUAGES (OTHER THAN ENGLISH) FOR WA POLICE FORCE EMPLOYEES

Language	% in WA Police Force	% of WA Population Speaking this language at home (2021 Census)
Afrikaans	0.59%	0.55%
Punjabi	0.52%	0.77%
Italian	0.45%	0.96%
Mandarin	0.36%	1.95%
Hindi	0.33%	0.45%
French	0.31%	0.37%
Spanish	0.29%	0.5%
Serbian	0.27%	0.21%
German	0.26%	0.33%
Macedonian	0.26%	0.22%

³Data current as at June 2023

⁴Reliant upon self-nomination and as per the PSC guidelines it is based on informative data only (i.e. calculation based on the total number of valid respondents)

⁵The PSC set an aspirational target to increase the representation of CaLD people employed in the public sector to 13.9% in 2020

⁶The PSC excludes police officers from this total as they are not employed under the Public Sector Management Act

OUR PROGRESS

The inaugural WA Police Force MAP 2021-2023 had three policy priority areas focussed on equitable outcomes for both employees and community members from CaLD backgrounds.

Key Achievements of the inaugural MAP 2021-2023

- ✓ Promoted Covid-19 Vaccination in the CaLD community through a forum attended by 50 of Western Australia's most prominent community leaders and through promotion of the Covid-19 Vaccine Community Funding Program aimed at facilitating and encouraging uptake of vaccination in communities disproportionately impacted by Covid-19.
- ✓ Proactive targeted engagement with prominent CaLD groups to mitigate issues/risks including rising tensions between the Russian and Ukrainian community.
- ✓ Delivered the Countering Violent Extremism Intervention and Support Program which is a voluntary consent-based program that provides personalised case management support and tailored interventions for individuals at risk of becoming radicalised.
- ✓ Promoted and participated in the 'Mentor Me Reconnect' Program targeted at diverting at-risk African youths from the justice system.
- ✓ Reviewed and realigned all funding arrangements for community services administered and managed by the WA Police Force. The Police Community Funding Framework reshapes the way the WA Police Force does business with all community service providers, including minimising literacy and comprehension barriers that may have previously reduced accessibility for diverse and vulnerable applicants, including CaLD community groups.
- ✓ Adopted the Western Australian Social Procurement Framework, including a supplier diversity questionnaire and accessibility and inclusion requirements.
- ✓ Improved our officers' awareness of religious and spiritual diversity by making the Australia New Zealand Policing Advisory Agency (ANZPAA) publication 'A Practical Reference to Religious Spiritual Diversity for Operational Police' available to all officers on their OneForce digital devices.
- ✓ Recommencement of the Commissioner's annual morning tea with CaLD leaders after postponement due to Covid-19 restrictions.
- ✓ Launched the Let's Join Forces recruitment campaign with images and recordings of culturally diverse police officers, as well as broadcasting the advertisements in different languages including Mandarin, Hindi, Arabic, Dinka, Urdu and Swahili to attract greater culturally diverse applications.
- ✓ Reviewed the honours and awards process, identifying and implementing opportunities to demonstrate commitment to recognising acts of service that improve diversity and inclusion outcomes, including updates to the WA Police Force Honours and Awards Operational Guidelines to contain key messaging that demonstrates WA Police Force's recognition of the importance of promoting diversity and inclusion in the community that we serve and within our workforce.
- ✓ Multicultural Policy Framework diversity and inclusion considerations incorporated into the WA Police Force's Corporate Knowledge Framework, ensuring that any new or reviewed policy meets the requirements of the Multicultural Action Plan.
- ✓ Strengthened community capacity to report crime and encouraged the identification and reporting of incidents of racism and prejudice motivated crime through engagement and advisory meetings with CaLD leaders, and distribution of multilingual informational flyers.

- ✓ Commitments to improve road safety outcomes for people from CaLD backgrounds were integrated into the Road Safety Action Plan 2021-2023 and Driving Change - Road Safety Strategy for Western Australia 2020-2030 including enhanced community consultation, addressing recognised barriers to obtaining a driver's licence and registering a vehicle, developing road safety education and awareness campaigns that support behaviour change.
- ✓ Partnered with CaLD community groups and organisations to co-design and implement culturally responsive road safety and intervention programs.
- ✓ Engaged with community stakeholders to promote road and public transport safety by distributing Multilingual Road Safety booklets through licencing centres, language schools, tourism agents, hire car companies, caravan parks, backpacker's accommodation, airports, rest stops, hotels, community and visitor centres across the State. Multilingual Road Safety booklets are available online in 12 languages and available to download or in print on request.
- ✓ Partnered with Clubs WA to deliver the STRIVE program, which challenges and incentivises clubs to promote safety messaging, implement safety policies, initiatives and engage their broader community on road safety. Clubs WA represent a range of culturally and linguistically diverse community clubs across WA including the WA Portuguese Club, The Rhein Donau German Club, South West Italian Club, Greek Macedonian Association and Austria Club of WA.
- ✓ Enhanced data collection and reporting capabilities for prejudiced motivated actions/crimes and community tensions through the Safety, Identify, Locate, Visualise, Associate (SILVA) and Information Data Management (IDM) operating systems.
- ✓ Cultural awareness training was delivered to new police recruits in conjunction with representatives from prominent cultural groups.
- ✓ Tailored recruitment and career information sessions for Chinese and African communities delivered at the WA Police Academy to encourage more diversity within WA Police workforce.
- ✓ Participated in the Edmund Rice Centre Common Goal Soccer Program (Common Goal) for students and youth. Common Goal is a joint initiative between Edmund Rice Centre WA, Western Australia Police Force, Football West, local governments, and local mosques. The program aims to foster positive relationships between people from diverse communities, promote social cohesion and harmony among youth and strengthen police engagement with the community by providing fun and structured sporting activities.
- ✓ Consulted with CaLD community leaders, representatives and associated peak bodies to validate the achievement of the MAP and invite input into the development of the next MAP.
- ✓ Recognised significant religious and cultural events through the delivery of an internal centrally accessible diversity and inclusion calendar. The calendar is hosted on the intranet enabling digital access from all WA Police Force electronic devices, helping to raise awareness and understanding of key cultural, ceremonial and inter-faith events and how this may impact community groups, family structures and CaLD individuals within the workforce. Inter-faith and culturally significant events are acknowledged through local level activities or events such as Harmony Week and Vaisakhi.
- ✓ Offered a range of entry pathways for police officers including recruit, Cadet and Police Auxiliary Officer (PAO) programs. Applicants from diverse backgrounds that do not initially meet the Recruit requirements, are considered for diversion to alternative pathways – PAO property or custody, or Cadet (age dependent). These alternative pathways provide foundational support, training and on the job experience. The alternative pathways provide a highly successful talent pipeline for recruit entry with an approximate success rate of 75-80%.

DEVELOPMENT OF THE MAP 2023-2025



GOVERNANCE OF THE MAP

The WA Police Force MAP is aligned with WAMPF Priorities and Policy Outcomes, building on the work undertaken in MAP 2021-2023. The MAP 2023-2025 is a two-year strategic plan which informs the agency's service delivery, employment practices and community outcomes for people of CaLD backgrounds. It is intended that the Plan's identified activities are, where appropriate, integrated into existing initiatives, programs and workplans within this agency and become part of our staff development, human resource and service delivery functions.

The MAP complements the strategic direction and commitments set out in the agency's Reconciliation Action Plan, Disability Access and Inclusion Plan and Equal Employment Opportunity Management Plan in relation to themes of relationships, respect, opportunities, governance, and reporting.

Monitoring and Reporting

The MAP is reviewed on an annual basis, with progress of the actions and deliverables reported in the WA Police Force Annual Report and WAMPF Progress Report relating to the:

- Development and implementation of the MAP; and
- Achievement of actions and deliverables identified in the MAP.

Governance structures - Workforce Committee role

As per the terms of reference of the WA Police Force Workforce Committee*, the Workforce Committee will provide oversight of the strategic objectives of the MAP.

* The Workforce Committee is a governance committee of the WA Police Force and is accountable to D3 (Discuss - Decide - Deliver) and operates within the limits of authority delegated by D3. The D3 is the highest-level body of the WA Police Force and is made up of the WA Police Force Commissioner's Executive Team.

The Workforce Committee is expected to meet every two months and will:

- Approve and monitor planning, development, and implementation of MAP strategies on behalf of the WA Police Force;
- Approve updates and variations to existing plans associated with workforce performance, capability, and capacity; and
- In relation to workforce planning, the committee will provide strategic advice to the D3.

The Commissioner of Police remains ultimately responsible for implementing the MAP within the WA Police Force.

The MAP 2023-25 intersects with other WA Police Force Plans and Public Sector Strategies, particularly between members of other diverse groups:

WA Police Force Plans

- Reconciliation Action Plan 2023-2025;
- Disability Access and Inclusion Plan 2023-2025; and
- Equal Employment Opportunity Management Plan 2023-2025.

Public Sector Strategies

- Multicultural Policy Framework 2020;
- Public Sector Commission Workforce Diversification and Inclusion Strategy and Action Plans 2020-2025;
- Department of Communities - Stronger Together - WA's Plan for Gender Equality;
- Department of Communities - First Action Plan - Path to Safety - Western Australia's Strategy to reduce Family and Domestic Violence 2020-2030; and
- Mental Health Commission - The Western Australian Mental Health, Alcohol and Other Drug Services Plan 2015-2025.

MAP ACTIONS

Multicultural Action Plan 2023-2025

Note: Policy priorities, policy outcomes and strategies are prescribed through the WA Multicultural Policy Framework (PSC)			WA Police Force Actions		
Policy Priority (PP)	Policy Outcome (PO)	Strategy	Action/s	Deliverable	Business Owner
PP1: Harmonious and inclusive communities	PO1: Every Western Australian value cultural, linguistic and religious diversity and feels that they belong.	1. Promote the benefits of cultural and linguistic diversity and celebrate the achievements of people from culturally diverse backgrounds.	Larger range of culturally diverse photographs and imagery in a photography library accessible to all business units, for use in publications and advertisements to reinforce positive examples of the benefits of cultural diversity, including use in promotion of significant CaLD events.	Increased number diversity images stored centrally (SharePoint/Intranet), for use in Police publications and advertisements.	Media and Corporate Communications
			Promotion/enhancement of the online events calendar to be prominently located on the Intranet main page.	Accessibility of the calendar will lead to increase promotion of CaLD and other diversity events.	Operations Support (Community Engagement Division)
		2. Address racism and discrimination at both an individual and institutional/systemic level, including implementing the Policy Framework for Substantive Equality.	Promote the "Racism It Stops with Me" key messages as part of Multicultural March/ Harmony Week celebrations.	Racism It Stops with Me, promotional campaigns in March 2024 (2025).	Workforce (Employee Relations Division)
			Review substantive equality framework / guidelines to include consideration for mitigating CaLD barriers.	Substantive equality framework / guidelines contain changes identified to mitigate CaLD barriers.	Workforce (Employee Relations Division)
			Review opportunities within existing contract requirements to ensure EAP providers include culturally safe, accessible and inclusive support and referrals.	Report on findings, with recommendations.	Workforce (Health and Welfare)
		3. Develop workplace cultures that are welcoming and inclusive of all Western Australians.	Provide professional learning and support to enhance leaders' capability to foster positive workplace cultures that are equitable, inclusive and culturally safe. (Based on the outcomes from the review of Leadership and Development Initiatives)	Recommendations of review are presented/ implemented.	Workforce (Police Academy)
			Conduct an internal campaign on Respectful and Inclusive Workplaces (continue on from Harmony week, see Strategy PP1, PO1, S2).	Promote internal campaign during March 2024 (2025).	Workforce (Employee Relations Division)
		4. Initiate and support events, initiatives or projects that build mutual understanding and respect between cultures.	Provide opportunities for cultural competency training for employees to increase understanding of cultural diversity in the community through the introduction of Diverse WA online training.	Introduction of Diverse WA online training, (modules one and two) as part of the online induction for new starters.	Workforce (Academy)
			Promote external events hosted/co-hosted by police to CaLD community groups, including open days, royal show.	Calendar of events is collated and shared with CaLD community groups, and externally promoted.	Operations Support (Community Engagement Division)

Multicultural Action Plan 2023-2025

Note: Policy priorities, policy outcomes and strategies are prescribed through the WA Multicultural Policy Framework (PSC)			WA Police Force Actions			
Policy Priority (PP)	Policy Outcome (PO)	Strategy	Action/s	Deliverable	Business Owner	
PP2: Culturally responsive policies, programs and services	PO 1: All Western Australians are informed of and have equitable access to government services.	1. Integrate multicultural policy goals into strategic and corporate planning, procurement and review processes.	Develop a CaLD Stakeholder engagement strategy.	Co design campaign materials with respective CaLD groups.	Operations Support (Community Engagement Division)	
			Conduct an environmental scan of other jurisdiction and agency multicultural and diversity & inclusion plans, to inform the development of the WAPF MAP.	Desktop research identifies best practice/ actions for consideration.	Workforce (Employee Relations Division)	
	PO 2: Programs and services are culturally appropriate and responsive to the needs of all Western Australians.	2. Identify inequities in service access and outcomes for Western Australians from culturally and linguistically diverse backgrounds and develop strategies to address them.	3. Provide language services to ensure cultural literacy in our communications to enable equitable access to information and services, including complaints processes.	Review existing policy and guideline standards and include agency assessment and development requirements that are inclusive of CaLD communities.	Enhance current assessment and development requirements.	Standards and Legal - Legislation and Policy
				Ensure WA Police Force information, resources and publications are compliant with the 'Easy Read' style manual standards.	Written information, publications and resources adopt the Easy Read Style Manual standards.	Media and Corporate Communications
				Explore diverse and innovative technologies to enhance communication with CALD communities. e.g. consider potential expansion of the Yarning App for key CaLD languages spoken in WA.	Report on findings and recommendations.	Workforce (Employee Relations Division) – ongoing engagement with Business Areas to identify appropriate Business Owners.
				Embed the requirement for the agency to fulfill development specifications that align with the State Government's WA Languages Services Policy.	Incorporate state standards into current guideline information as part of the development of policy and guidelines.	Standards and Legal - Legislation and Policy
	PO 3: Customised Culturally and Linguistically Diverse (CaLD)-specific services are provided for those who need them.	5. Enable culturally diverse communities to have meaningful input into policies, programs and systems through codesign and planning, co-delivery and implementation, and evaluation processes.	4. 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.	Review current CaLD data collection methodology for internal data systems to meet the Australian statistical standards.	Report on current state and recommendations.	Workforce (Employee Relations Division) – ongoing engagement with Business Areas to identify appropriate Business Owners.
				Consult with people from CaLD backgrounds, employees and CALD community leaders in the development and evaluation of strategic and multicultural plans.	Report on extent of consultation, analyse feedback to inform MAP priority areas.	Operations Support (Community Engagement Division) & Workforce (Employee Relations Division)
	PO 4: A workforce that is culturally competent and representative of its community and business and client needs.	6. Implement recruitment and selection processes that facilitate workforce diversity, and provide opportunities for the development of cultural competencies across the workforce.		Register of key CaLD community organisations is developed and used for consultation purposes.	Centralised register of contacts.	Operations Support (Community Engagement Division)
				Consistent key messages are promoted on diversity and inclusion, during recruitment, and other attraction campaigns (job fairs, seminars), including on digital platforms.	100% of job advertisement include a consistent Equity & Diversity statement.	Workforce (Police Staff Selection & Deployment & Police Recruitment, Deployment & Promotion)

Multicultural Action Plan 2023-2025

Note: Policy priorities, policy outcomes and strategies are prescribed through the WA Multicultural Policy Framework (PSC)

WA Police Force Actions

Policy Priority (PP)	Policy Outcome (PO)	Strategy	Action/s	Deliverable	Business Owner
PP3: Economic, social, cultural, civic and political participation	PO 1: Western Australians from culturally and linguistically diverse backgrounds are equitably represented in employment and on boards, committees and other decision-making bodies.	1. Implement recruitment and career development processes that support employment and progression of staff from culturally and linguistically diverse backgrounds.	Provide information or training about addressing unconscious bias to all selection panel members at the beginning of a selection process, including panel composition considerations.	Panel resources incorporate guidance on unconscious bias.	Workforce (Police Staff Selection & Deployment)
			Consider avenues to expand entry pathways for CaLD employment for Police Staff through education providers and existing programs e.g. traineeships, interns, work experience, practicum placements.	Report on findings and recommendations.	Workforce (Employee Relations Division)
		2. Achieve equitable representation of people from culturally and linguistically diverse backgrounds at all levels and in decision-making roles.	Encourage staff to disclose diversity information to improve accuracy of workforce diversity data, to assist with development of Diversity Dashboard.	Percentage of staff disclosing diversity is increased and reflected in diversity dashboard.	Workforce (Employee Relations Division)
	PO 2: Western Australia's culturally and linguistically diverse community is harnessed to grow economic, social, cultural, civic and political development.	1. Identify, develop and promote initiatives that support the development of businesses and the entrepreneurial potential of Western Australia's culturally and linguistically diverse community.	Consider advertising new tender opportunities in CaLD-targeted media, where appropriate.	Where appropriate advertising is expanded.	Finance & Business Services - Strategic Contracts & Procurement)
			Provide tender documentation in other languages on request.	Where appropriate assistance is requested.	Finance & Business Services - Strategic Contracts & Procurement)
		2. Identify, develop and implement initiatives that encourage social, cultural, civic and political participation by members of Western Australia's culturally and linguistically diverse community.	Participate in the WA Multicultural Policy Framework (WAMPF) Interagency Network to gather information on key issues affecting WA CaLD communities to inform advice/consultation with internal stakeholders to facilitate the development of MAP strategic responses.	Engagement and alignment with WA Public Sector agencies/stakeholders.	Workforce (Employee Relations Division)
			3. Develop and strengthen global connections through partnerships with Western Australia's cultural and linguistic communities and businesses.	Develop employment and business strategies that can help facilitate employment opportunities for people who are newly arrived in Western Australia.	Employment opportunity information provided to CaLD community leaders/groups.

GLOSSARY

Culturally and linguistically diverse


Culturally and linguistically diverse (CaLD) is intended to be a broader, more flexible and inclusive term. It is generally applied to groups and individuals who differ according to religion, language and ethnicity and whose ancestry is other than Aboriginal or Torres Strait Islander, Anglo Saxon or Anglo Celtic.

For the purposes of data collection, the Australian Bureau of *Statistics Standards for Statistics on Cultural and Language Diversity* apply. These are national standards for measuring diversity and include a core and standard set of cultural and language indicators.

Public Sector Commission's definition of culturally and linguistically diverse (CaLD) used for workforce reporting purposes

Employee's ancestry is other than Aboriginal or Torres Strait Islander, Anglo Saxon or Anglo Celtic. Specifically, the employee's country of birth is a country other than Australia, New Zealand, United Kingdom, England, South Africa, United States of America, Canada, Northern Ireland, Ireland, Scotland and Wales.





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