



National Trust  
WESTERN AUSTRALIA

# MULTICULTURAL PLAN 2022 – 2024

## **ACKNOWLEDGEMENT OF COUNTRY AND PEOPLES**

The National Trust of Western Australia acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land. We pay our respects to Elders past and present.

## **INTRODUCTION**

The National Trust respects and ensures inclusivity of all people, it acknowledges that Aboriginal peoples, as First Peoples of Australia, have a unique place in society. The National Trust also recognises that Aboriginal peoples and people from migrant and refugee backgrounds have vastly different starting points and there are different challenges for each in terms of achieving equitable outcomes. While this plan is primarily focused on Western Australians from culturally and linguistically diverse (CaLD) backgrounds, it also closely aligns to the National Trust Reconciliation Action Plan.

While the National Trust is a relatively small organisation, its Multicultural Plan outlines actions and outcomes to ensure that operations, services and programs are inclusive and accessible to everyone, including the participation of people from CaLD backgrounds across all aspects of its operations.

The Multicultural Plan is a three year plan which focuses on three policy priority areas:

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

The Multicultural Plan needs to be read in conjunction with the National Trust Reconciliation Action Plan and the National Trust Code of Conduct.

## Policy priority 1: Harmonious and inclusive communities

### WAMPF Strategies:

- Promote the benefits of cultural and linguistic diversity and celebrate the achievements of people from culturally diverse backgrounds.
- Develop workplace cultures that are welcoming and inclusive of all Western Australians.
- Initiate and support events and projects that build mutual understanding and respect between cultures.

Action	Responsibility	Deliverables	Timeframe
Recognition, promotion and celebration of significant cultural dates.	Senior Management	Feature significant cultural dates on work planning, communication, publications;  Hold whole of agency annual event celebrating cultural diversity ,e.g Harmony week	31 December 2024
Recognise the cultural heritage significance of places associated with CaLD communities.	Asset Management Corporate Services Marketing and Community Services	Consolidation of National Trust Appeals programme;  Identify and implement strategies to link the National Trust to CaLD communities through education, advocacy and membership;  Identify and implement strategies to link CaLD communities to heritage places and objects of significance;  Establish partnership with CaLD communities – Conservation/Interpretation places and objects of significance (ie Chung Wah Association – East Perth Cemeteries Project; Luisini Winery Project).	31 December 2024
Actions to prevent, monitor and respond to individual and institutional/systemic discrimination, including implementing the Policy Framework for Substantive equality.	Senior Management	Support and promote the ‘Racism it Stops with me’ Campaign across the organisation  Deliver unconscious bias/EEO training to staff	31 December 2024

## Policy priority 2: Culturally responsive policies, programs and services

### WAMPF Strategies:

- 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 workplace diversity, and provide opportunities for the development of cultural competencies across the workforce.

Action	Responsibility	Deliverables	Timeframe
Collect cultural and linguistic data in the workplace to identify the number of employees from CaLD backgrounds at all levels.	Corporate Services	Cultural and linguistic workplace data collected for all staff, including diversity data in senior roles.  Review workforce data and develop relevant strategies to ensure equal CaLD representation at all levels	31 December 2022  31 July 2023
Ensure recruitment processes give equal opportunity for the employment of people from CaLD backgrounds.	Corporate Services	Review recruitment processes to consolidate equal opportunity and modify  Implement changes following review to minimise potential of systemic or unconscious bias.	31 December 2024
Provide cultural competency training.	Corporate Services	Provide and promote access to cultural competency training to all staff, including adding training to the new staff induction process  Over 80% staff complete Office of Multicultural Interest's Diverse WA Training	31 December 2022  31 December 2024
Implement the Western Australian Language Services Policy	Corporate Services	Promote Western Australian Language Services Policy across organisation  Create process for the provision of interpreters, translated material and other multilingual strategies as required	31 December 2022  31 December 2024

## Policy priority 3: Economic, social, cultural, civic and political participation

### WAMPF Strategies:

- Implement recruitment and career development processes that support employment and progression of staff from culturally and linguistically diverse backgrounds;
- Achieve equitable representation of people from culturally and linguistically diverse backgrounds at all levels and in decision making roles
- Identify, develop and implement initiatives that encourage social, cultural, civic and political participation by members of Western Australia's culturally and linguistically diverse community;
- Develop and strengthen global connections through partnerships with Western Australia's cultural and linguistic communities and businesses.

Action	Responsibility	Deliverables	Timeframe
Consolidate processes which allow for equal opportunity recruitment and career development pathways for staff from culturally and linguistically diverse backgrounds.	Corporate Services	Equitable and inclusive management processes to increase CaLD representation on senior roles and on relevant boards/committees	31 December 2024
Develop collaborative heritage initiatives through multicultural partnerships linked to National Trust Appeals and projects.	Corporate Services Asset Management Marketing and Community Services	Engagement sessions, as required, held with diverse multicultural community organisations in design and delivery of heritage initiatives  Initiatives held recognising significance of multicultural communities and their cultural heritage to Western Australia.	31 December 2024
Develop collaborative heritage partnerships through local government, multicultural communities and historical societies to assist in identifying cultural migration links to National Trust places.	Corporate Services Asset Management Marketing and Community Services	Recognition and identification of migrant people and communities to National Trust places of cultural heritage significance.	31 December 2024