

building on the Territory's diversity

A Multicultural Policy for Migrant and Ethnic Territorians

Building on the Territory's Diversity is the Northern Territory's first Multicultural Policy for migrant and ethnic Territorians.

It follows an extensive consultation process, which included a Discussion Paper, survey forms, public meetings, workshops and meetings with community groups and leaders.

Across the Territory, people value our rich history of cultural and linguistic diversity. Our diversity has enriched our society – economically, socially, culturally and politically.

Government commitment to multiculturalism

The Northern Territory Government's vision is for a strong and confident society. Our cultural and linguistic diversity is a key asset in achieving this vision.

It is about having an inclusive society where all Territorians have an equal opportunity – and responsibility – to contribute to Territory life. It means treating people with respect, dignity and without discrimination.

The Government affirms its commitment to multiculturalism – a multicultural society that values diversity and promotes cohesion, harmony and the sharing of one another's cultures.

Principles

Building on the Territory's Diversity establishes the Principles that will guide the development of policies and programs that strengthen the Territory's diversity.

1. Valuing Diversity

The cultural and linguistic resources and skills of Territorians are valued as social and economic assets, and are recognised for the significant benefits diversity brings to the Territory.

2. Fair Access

All Territorians, regardless of their background, have a right to fair and equitable access to government services and programs, while recognising the different needs arising from Territorians' cultural and linguistic diversity.

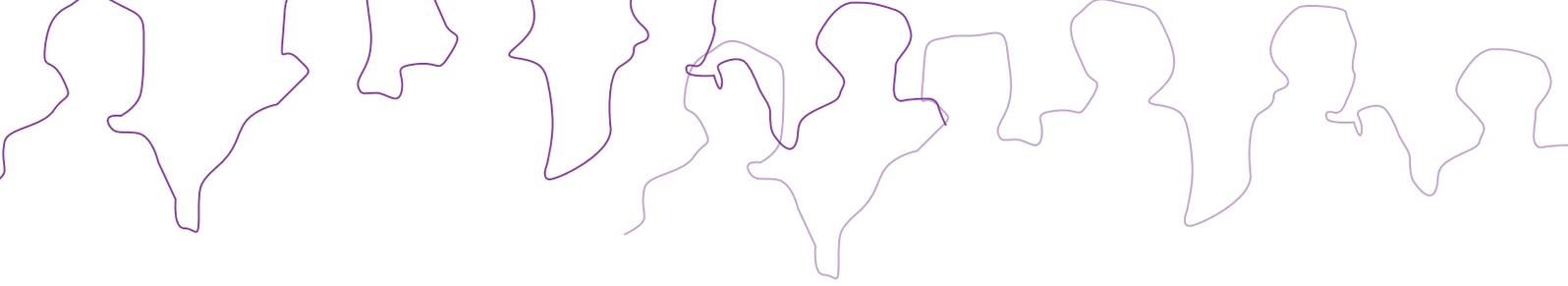
3. Encouraging Participation

All Territorians have the same rights, responsibilities and opportunities to fully participate in the Territory's development.

4. Mutual Respect

The culture, language and religion (spiritual beliefs) of Territorians are respected, within the overarching framework of Australian and Northern Territory laws and our social, political and legal institutions.





Putting the policy into practice

Building on the Territory's Diversity is a 'living' document that can reflect changing needs, priorities and challenges. The Policy includes a range of mechanisms to put it into practice:

Community engagement

Government agencies will implement better "community engagement" practices. This means finding better ways of working with individuals, organisations and stakeholders representing migrant and ethnic Territorians. Of special concern are the needs of people from culturally and linguistically diverse backgrounds or those who are not linked into existing support networks.

Reporting

Each year, government agencies will report on initiatives that demonstrate progress against the Principles. This information will be used to compile a report for public release. This report will include agency updates and an overview of key achievements, outcomes and emerging issues that affect migrant and ethnic Territorians.

Consultative groups

Key consultative groups will continue to be funded. In addition, a Senior Officers' Group will be established. The Group will ensure there is better management across government of diversity issues and will help improve awareness of the emerging issues impacting on migrant and ethnic communities.

Review

The Policy will be reviewed by 2009 to ensure it continues to reflect current thinking and community expectations. This timeframe allows issues emerging from the Statehood debate to be included in the process.

EEO Data

The NT Government is the Territory's largest single employer. In setting the benchmark in the management of diversity issues, steps will be taken to develop 'best practice' approaches to improve the collection of its employees' 'equal employment opportunity' (EEO) data. An EEO profile of NT Government employees will be published annually.

Further Details

More information on *Building on the Territory's Diversity* can be obtained from the Office of Multicultural Affairs (OMA). OMA is a key part of the Community Engagement Division within the Department of the Chief Minister. This means that issues affecting migrant and ethnic Territorians are central to the Government's community engagement activities and policy development processes.

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