

Suggested format for a Multicultural Plan*

Multicultural Plan

Agency Name

Period of the plan (e.g. 2016 – 2019)

Date

About the agency

The role and purpose of the agency; its reach; a summary of its core services; workforce (by CALD); major Legislation driving its work

Our commitment to people from culturally diverse backgrounds

A general statement or vision for the agency and its intentions in relation to people from culturally diverse backgrounds.

Targets

The targets (as laid out in the template).

Cultural diversity in NSW

A description of the demographics of the NSW population and the potential users of this agency's services, with a breakdown by key groups if relevant (e.g. particular concentrations of different cultural groups in some areas).

This could extend to a description of the groups who are the targets of policies and other Government decisions as well as direct service users.

Plan

What we will do to achieve the targets.

Policy and Planning Context

Summary of other policies and major commitments that have a bearing on this plan.

Reporting

Process for reporting progress.

Definitions

Definitions of key terms (if required or substantially different from those used by Multicultural NSW)

Suggested format for a Report

Multicultural Plan – Progress Report

Agency Name

Period of the plan (e.g. 2016 – 2019)

Date of the report

1. Our commitment to people from culturally diverse backgrounds

Repeat from the Agency Plan.

2. Targets and results

A general statement or vision for the agency and its intentions in relation to people from culturally diverse backgrounds.

Focus Areas	Outcomes	Targets	Results
1. Service delivery	Mainstream services deliver for everyone		
	Targeted programs fill the gaps		
	People from culturally diverse backgrounds are aware of NSW Government (funded) services, programs and functions		
2. Planning	Strong plans to deliver services		
	Evidence driven planning		
3. Leadership	Demonstrated leadership in culturally inclusive practices		
	Increased recognition of the value of cultural diversity		
4. Engagement	Collaboration with diverse communities		
	Understanding the needs of people from diverse backgrounds		

1. Results in detail

1.1. Service delivery

- 1.1.1. Mainstream services deliver for everyone
- 1.1.2. Targeted programs fill the gaps
- 1.1.3. People from culturally diverse backgrounds are aware of NSW Government (funded) services, programs and functions

1.2. Planning

- 1.2.1. Strong plans to deliver services
- 1.2.2. Evidence driven planning

1.3. Leadership

- 1.3.1. Demonstrated leadership in culturally inclusive practices
- 1.3.2. Increased recognition of the value of cultural diversity

1.4. Engagement

- 1.4.1. Collaboration with diverse communities
- 1.4.2. Understanding the needs of people from diverse backgrounds

2. Key learnings

What the Agency has learnt and how that will inform the next planning cycle.

3. Definitions

Definitions of key terms (if required or substantially different from those used by Multicultural NSW).