Policy Number: 15
Multicultural Policies and Services Program

November 2014
Mental Health Commission of New South Wales
Policy Number: 015 - Multicultural Policies and Services Program

Policy Details

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| 8. | References | • M2012-19 Multicultural Policies and Services Program - Endorsement of Multicultural Plans  
• Community Relations Commission and Principles of Multiculturalism Act 2000  
• Annual Reports (Departments) Regulation 2010  
• Annual Reports (Statutory Bodies) Regulation 2010 |
| 9. | Contact Officer/Maintained by | Senior Communications Advisor, External Relations who monitors changes to legislation, policies and procedures and recommends any amendment to the Multicultural Policies and Services Program Policy |
| 10. | Search terms | Multicultural, Community Relations Commission |
| 11. | Compliance assurance method | By incident monitoring |
| 12. | Policy Document location | TRIM Ref: TD14/156 |

Policy

The Mental Health Commission of NSW complies with the NSW Premier’s Memorandum Multicultural Policies and Services Program - Endorsement of Multicultural Plans (M2012-19), which assists agencies to implement the Principles of Multiculturalism under the Community Relations Commission and Principles of Multiculturalism Act 2000 (the Act) and to report on their public sector accountabilities in this area.

The Commission maintains a Multicultural Policies and Services Plan (Appendix A) and reports on the progress of the plan on a triennial basis in the Annual Report, consistent with clause 15 of the Annual Reports (Departments) Regulation 2010 and clause 20 of Annual Reports (Statutory Bodies) Regulation 2010.

The Commission’s staff, contractors and volunteers will comply with the Multicultural Policies and Services Program Policy.

Procedure

The Commission’s staff, contractors and volunteers will:

• Be committed to the Principles of Multiculturalism in section 3 of the Community Relations Commission and Principles of Multiculturalism Act 2000 (reproduced in the Plan at Appendix A).

Senior Communications Advisor, External Relations will:

• Implement and maintain the Commission’s Multicultural Services and Policies Plan
• Prepare a statement setting out the Commission’s proposed key multicultural strategies and progress in implementing the Commission’s Multicultural Services and Policies Plan for the Annual Report on a triennial basis
• Submit the multicultural extract from the Annual Report to the Community Relations Commission via Multicultural e-Advice NSW, after the Annual Report has been tabled in the NSW Parliament.

Manager, Communications and Stakeholder Relations will:
• Oversee the implementation of the Multicultural Services and Policies Plan
• Manage the development of the multicultural extract for the Annual Plan on a triennial basis.

Commissioner will:
• Approve the multicultural extract for the Annual Plan on a triennial basis
• Ensure that the Multicultural Principles under the Act are implemented throughout the Commission.

Further Guidance and Resources

Resources and advice are available on the Community Relations Commission website at:
Appendix A: Multicultural Policies and Services Plan

This Multicultural Policies and Services Plan has been developed to facilitate the implementation of the Principles of Multiculturalism by and within the Commission.

Principles of Multiculturalism

The Mental Health Commission of NSW is committed to the Principles of Multiculturalism in section 3 of the *Community Relations Commission and Principles of Multiculturalism Act 2000* as follows:

a. the people of NSW are of different linguistic, religious, racial and ethnic backgrounds who, either individually or in community with other members of their respective groups, are free to profess, practise and maintain their own linguistic, religious, racial and ethnic heritage,

b. all individuals in NSW, irrespective of their linguistic, religious, racial and ethnic backgrounds, should demonstrate a unified commitment to Australia, its interests and future and should recognise the importance of shared values governed by the rule of law within a democratic framework,

c. all individuals in NSW should have the greatest possible opportunity to contribute to, and participate in, all aspects of public life in which they may legally participate,

d. all individuals and institutions should respect and make provision for the culture, language and religion of others within an Australian legal and institutional framework where English is the common language,

e. all individuals should have the greatest possible opportunity to make use of and participate in relevant activities and programmes provided or administered by the Government of NSW,

f. all institutions of NSW should recognise the linguistic and cultural assets in the population of NSW as a valuable resource and promote this resource to maximise the development of the State.

Multicultural Initiatives at the Commission

The Commission is committed to the following initiatives:

- Providing stakeholders with access to an interpreter if required, through the Translating and Interpreting Service, as advertised on the Commission website

- Establishing and maintaining effective working relationships with Aboriginal and culturally and linguistically diverse community leaders and organisations

- Engaging and consulting with different sections of the community, including Aboriginal communities and culturally and linguistically diverse communities, using culturally appropriate strategies, on key initiatives, such as the development of the draft Strategic Plan for Mental Health in NSW

- Publishing Easy English versions of key documents, such as the Strategic Plan, to help ensure that people from a non-English speaking background can understand the key messages of the Commission

- Mandatory cultural awareness and respect training for staff, contractors and volunteers.

End document