University of Wollongong
Multicultural Plan
2011-2013

The Principles of Multiculturalism are embedded in the Vision, Mission and Principles of the University of Wollongong Strategic Plan

Vision
To enrich people, communities and the environment by making original and creative connections across disciplinary, social and cultural boundaries

Mission
UOW is a comprehensive research and teaching university of international standing. We achieve our Vision through:

- Diversity in access and opportunity for all UOW students and staff
- Excellence and sustained quality in research and teaching programs, processes and graduate outcomes
- Enterprise in shaping and realising new and emerging national and international priorities
- Partnership in innovation and the development of staff, students and our communities

Principles
We share a commitment to promoting and celebrating:

- Excellence through initiative, enterprise and achievements that take society forward
- Intellectual openness and freedom of opinion
- Integrity
- Mutual respect and collegiality
- Diversity of cultures, ideas and peoples
- Indigenous perspectives and reconciliation
- Foresight, quality and accountability as an institution
- Community partnerships and mutual development
- Equity and social justice
Responsible stewardship of the natural environment

Community Relations Commission
Multicultural Policies and Services Program Requirements

Background
In 2000, the NSW Government passed legislation which made the Principles of Multiculturalism state law. These principles were further amended in 2010, to strengthen them. Under the legislation, the chief executive of each public authority is responsible, within their area of administration, for the implementation of the Principles.
(section 3 (5), Community Relations Commission and Principles of Multiculturalism Act 2000 – ‘CRC Act’)

Multicultural plan objective
A Multicultural Plan shows how the agency will implement the Principles of Multiculturalism, and provide programs and services to meet the needs of the culturally and linguistically diverse society it serves. At its core, a Multicultural Plan shows the strategies an agency will use to ensure that all people, including those from different cultural, religious and language backgrounds, have equal access to government services.

Planning Framework

1: Planning - Multicultural policy goals are integrated into the overall corporate and business planning, as well as the review mechanisms of the agency.

2: Consultation and feedback - Policy development and service delivery is informed by agency expertise and by client feedback and complaints, and participation on advisory boards, significant committees and consultations.

3: Leadership - CEOs and senior managers actively promote and are accountable for the implementation of the Principles of Multiculturalism within the agency and wider community.

4: Human resources - The capacity of the agency is enhanced by the employment and training of people with linguistic and cultural expertise.

5: Access and equity - Barriers to the accessibility of services for people from culturally, linguistically and religiously diverse backgrounds are identified, and programs and services are developed to address them.

6: Communication - A range of communication formats and channels are used to inform people from culturally and linguistically diverse backgrounds about agency programs, services and activities.

7: Social and economic development - Programs and services are in place to develop and use the skills of a culturally diverse population for the social and economic benefit of the state.

University of Wollongong Reporting Requirements

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Related Action</th>
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<tbody>
<tr>
<td>Develop a current Multicultural Plan</td>
<td>Plan developed as a subset of the UOW Strategic Plan 2011 – 2013</td>
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<tr>
<td>Report on implementation of the Multicultural Plan in the Annual Report</td>
<td>Director EED completes the relevant section for the report in January for the preceding year. Published report is sent to the Community Relations Commission in April/May</td>
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Submit relevant extract from their Annual Report to Community Relations Commission for their Annual Report.

In October each year submit a contribution to the Community Relations Commission's Annual Report. This submission will form part of the UOW Annual Report.
**University of Wollongong Planning overview**

The University of Wollongong has a comprehensive planning process with cascading plans through to the unit level. The high level Strategic Plan 2011-2013 and five Management Plans: Student Learning & Teaching Plan; Research Plan; Partnerships & Engagement Plan; International Plan; and Staff Plan have, embedded in these plans strategies, targets and measures which address the seven areas of the Multicultural Policies and Services Program Requirements, Planning Framework.

Relevant outcomes from the following strategies will be reported to the Community Relations Commission and in the UOW Annual Report as per the Community Relations Commission’s requirements.

**Student Learning and Teaching Plan**

Key Strategy 1.4 ▪ Develop international perspectives and experiences

Key Strategy 2.1 ▪ Attract and engage students from diverse backgrounds

**Partnerships and Engagement Plan**

Key Strategy 1.1 ▪ Develop an informed regional agenda through shared knowledge and resources

Key Strategy 1.4 ▪ Promote community access to University facilities and resources

Key Strategy 2.2 ▪ Communicate the benefits of engaged research and learning experiences, that have a positive impact on students and the broader society

Key Strategy 4.2 ▪ Develop innovative and relevant programs in collaboration with partners in the community

**International Plan**

Key Strategy 1.4 ▪ Improve focus on readiness for global careers

Key Strategy 1.5 ▪ Engage staff and students in actively promoting internationalisation at UoW

Key Strategy 2.3 ▪ Engage with the broader community on and off campus

**Staff Plan**

Key Strategy 2.1 ▪ Promote and celebrate inclusive practices based on equity, diversity and reconciliation