

## PRINCIPLES

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1. Victoria's multicultural plurality is an important aspect of the State's identity.
2. Racism in all its manifestations is unacceptable. Victorian Government should combat racist prejudice and discrimination in all facets of social life.
3. Victorian government should work on removing barriers and strengthening opportunities for social, economic and cultural participation of people from diverse ethnic and cultural backgrounds.
4. Respect for diverse cultural heritage and free expression of cultural diversity contribute to social justice, participatory democracy, peace and community wellbeing.
5. Victorian government should actively promote cross-cultural understanding.
6. Victoria's multiculturalism should be fully reflected in the State's social and political institutions.
7. The Australian Greens Victoria should represent the multicultural plurality of the State in its own organisation, in the State Parliament and in the community.
5. The same gender doctors and interpreters to be available for diverse ethnic and cultural clients when requested.
6. Adequately resourced non-government refugee and migrant organisations to carry out advocacy and support work on behalf of their members and communities in Victoria.
7. Policy development and program implementation should be based on wide and inclusive consultation that gives voice to Victorian diverse cultural and religious backgrounds and interests.

### Women

8. Culturally sensitive community education programs on women's rights in Australia should be available to CALD women.
9. To challenge stereotypes and promote positive images of CALD women who are often portrayed as disempowered victims with no voice.
10. Equal access to education, services, and social support in settlement for CALD women
11. Funding for education and research on domestic violence prevention strategies and for education and other programs that empower CALD women in their families and communities.
12. To provide sexual assault prevention and response strategies that take into account cultural sensitivities

## AIMS

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### State and Local Government and Community Services

1. Culturally sensitive State and Local Governments, and community services that recognise the needs of a culturally and linguistically diverse (CALD) people.
2. Data on cultural and linguistic diversity to be collected, published and used to improve social services and programs.
3. The availability of free interpreter services in education, health, social services and justice sectors, and multi-lingual information about government, local government and community services.
4. Cross-cultural awareness training for all staff employed in Victorian government and community services e.g. teachers, medical and legal practitioners, aged care workers, social workers and police.

### Education

13. Universal access to English language education: adequate, free and readily accessible ESL courses should be available for all who wish to take them, and for as long as needed.
14. Migrants' prior learning and work/life experience to be recognised, and further professional development made available when needed.
15. Adequate funding for education and research with regard to cultural practices of new CALD communities in order to promote better community understanding of cultural differences and to reduce stereotyping and racism.
16. Education at primary and secondary level to include subjects on the culture and history of ethnic communities in Australia.

17. Inclusion of languages other than English (LOTE) teaching in all government-funded schools. Language studies to be offered at TAFEs and universities as part of Professional programs.

## Media

18. Non-stereotyped images of ethnic groups and people being presented through media and community networks. To this end, multicultural training for journalists, including instruction on quality information sources and contacts with different ethnic groups.

19. Continued government funding for multicultural TV, radio and other media, including community media initiatives that promote cross-cultural understanding, diversity of perspectives and diversity of backgrounds of journalists and presenters.

20. Government to sponsor media awards for best programs representing diversity and for non-stereotypical portrayals of diverse ethnic and cultural groups (e.g. within Melbourne Press Club, Victoria's Premier media award; sponsorship from industry groups and corporations to be sought).

## Industrial Relations, Employment and Law

21. To provide hands-on job search training programs for recent skilled CALD arrivals.

22. To provide information in community languages on employment and training initiatives.

23. To provide essential information on Australian Industrial Relations law and workplace and OHS regulation for recent CALD arrivals.

24. To promote the value and potential benefit of diverse, bilingual and multilingual.

25. Workforce in the media and through employers' agencies, e.g. the Victorian Employers' Chamber of Commerce and Industry.

26. To work towards ensuring equal access to employment and eliminating discriminatory employment conditions for culturally and linguistically diverse people.

27. To provide an accessible justice environment for CALD people e.g. through adequate funding of Legal Aid.

28. Victoria Police to have ongoing cross-cultural training.

29. In order to ensure productive relations between Victoria Police and recently arrived CALD communities, Police Multicultural Liaison Officers should be funded in areas with high CALD populations and police from CALD backgrounds should be recruited.

30. Increased accountability, integrity and transparency in police work should ensure reduction in racism, racial profiling and in anti-terrorism police discriminating against CALD communities