



Department of  
Creative Industries,  
Tourism and Sport

# Multicultural Plan 2026–29





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## Acknowledgement of Country

The Department of Creative Industries, Tourism and Sport (CITS) acknowledges the Aboriginal people throughout Western Australia as the Traditional Owners and Custodians of the lands, waters, and communities in which we operate. CITS is committed to developing strong working relationships with Aboriginal people and is proud to celebrate the cultural diversity, strength and resilience of Aboriginal people, and is deeply grateful for the contributions they make to the state of Western Australia. We pay our respects to all Aboriginal people and their cultures, and to Elders past and present.

## About CITS

CITS works with partners across government and within its diverse sectors to enliven the Western Australian community and economy through support for and provision of sporting, recreational, cultural and artistic policy, programs and activities for locals and visitors to the state.

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## Artwork

Front cover: Dynasty, by Ella; Western Australia; 2024.

Original artworks from young emerging artists from culturally and linguistically diverse backgrounds living in Western Australia, curated by Zac Cawdron, Chairperson of the Youth at Risk Network (auspiced by the Youth Affairs Council of WA). Artists expressed 'what they see and wish for in the future in this country'.

Inside cover: Mermaid and Whaleshark, by Jiehua (Eva); Western Australia; 2024.

'This artwork shows the beautiful connection between humans and the environment. The whale shark is a special animal that lives on the coast of Exmouth Western Australia, this is where I found the inspiration to create this painting... the Mermaid and whale shark together represent hope and harmony in Australia'

– Jiehua (Eva)





**Dynasty**, by Ella; Western Australia; 2024.

'This piece is an abstract take combining my own cultural background as a Chinese-Australian. The elements on the piece utilises the symbolic colours of both the Australian flag and the Chinese flag as well as techniques from both cultural backgrounds. I used to learn traditional guó huà in China, which mainly uses black ink. Similarly, there is a traditional style

of dot paintings within Australian Indigenous culture, and I chose to manipulate the lighting in an effect of replicating such lines and dots used within dot paintings, with the line symbolising the 'path' to learning more about my 2 cultures. I hope that I can continue to learn about my cultural backgrounds – both Chinese and Australian.'

– Ella

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# Director General's foreword

## Message from the Director General

Western Australia is one of the most culturally diverse places on Earth, with people from all over the globe choosing to call this great State home. This diversity is one of our greatest strengths, and it is reflected in the cultural and linguistic richness of our communities and our workforce.



As the Department of Creative Industries, Tourism and Sport (CITS), we are proud to bring together portfolios that celebrate creativity, culture, sport, recreation, and tourism. These areas work hand in hand to showcase Western Australia's unique identity and foster a vibrant, inclusive community.

I am pleased to present CITS' first **Multicultural Plan 2026-29**.

This plan sets out our commitment to building an inclusive, equitable and harmonious Western Australia – where everyone feels a strong sense of belonging and has the opportunity to participate and contribute. It builds on the achievements of previous multicultural initiatives and takes us further toward ensuring our operations, services and programs are accessible and welcoming to all.

For the plan to succeed, it is essential that everyone at CITS understands its objectives and actively contributes to its implementation. Multiculturalism, inclusion, participation and diversity are foundational to our work, and I look forward to collaborating with our talented team, industry partners and communities to bring these principles to life.

As the home of the Office of Multicultural Interests (OMI), CITS has a proud history of supporting cultural diversity through initiatives such as the Community Languages Program, which strengthens language schools and teacher development; the Community Language Teacher of the Year Award, celebrating excellence in language and culture education; and the Inclusive Participation Grants Program, promoting diversity and inclusion in sport and recreation.

This plan also reflects our commitment within our own organisation. In 2025, more than a quarter of our staff reported being born overseas, representing 53



different countries of origin, with nearly one in five employees born in a country where English is not the primary language. This diversity enriches our workplace and strengthens our ability to serve the community.

Thank you to everyone who contributed to the development of this inaugural CITS Multicultural Plan, including the young artists from culturally and linguistically diverse backgrounds whose artwork throughout this document expresses their hopes and visions for the future of our State.

I look forward to sharing our progress and successes as we continue to build an inclusive and welcoming Western Australia – an extraordinary place to live, work, play, explore and create.

**Chad Anderson**  
Director General

# 2 Agency overview

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## Our vision

Western Australia is an extraordinary place to live, work, play, create and explore – where imagination shapes our future.

## Our purpose

To deliver exceptional experiences and services that make Western Australia vibrant, healthy, connected and prosperous.

## Our values

### Accountable

We deliver on our commitments, act resourcefully and strive for continuous improvement.

### Inclusive

We embrace diversity, engage with respect and value authentic connections.

### Collaborative

We work together and leverage our strengths, talent and perspectives.

### Innovative

We are bold and reimagine possibilities through curiosity, creativity and adaptability.

## 2.1 Public Sector Reform 2025

From 1 July 2025, as part of WA Government's Public Sector Reform (PSR), the Department of Local Government, Sport and Cultural Industries (DLGSC) became CITS, reflecting its new focus on Creative Industries, Tourism, Sport and Recreation, and Multicultural Interests. As part of PSR, the responsibilities for Local Government and Racing, Gaming and Liquor moved to the Department of Local Government, Industry Regulation and Safety. Additionally, Tourism WA and the Tourism Investment Delivery Division were transferred from the former Department of Jobs, Tourism, Science and Innovation to CITS, strengthening alignment between tourism and cultural portfolios.

## 2.2 CITS portfolios and Ministers

CITS drives outcomes through policy leadership, grant programs, and targeted activities across 4 key portfolio areas:

- **Creative Industries:** supporting a sustainable arts and cultural sector that facilitates social and economic wellbeing by building capacity of the sector, the provision of funding and grants, progressing infrastructure projects, providing research, policy, information and support.
- **Sport and Recreation:** helping maintain a strong and diverse sport and recreation sector by removing barriers to participation, providing funding and support for the sector through grants, infrastructure and major capital projects. Also providing support through community engagement initiatives, policy advice, research and evaluation.
- **Multicultural Interests:** promoting and supporting multiculturalism through OMI, which strengthens communities to ensure Western Australia is a vibrant and effective multicultural society. This occurs through the provision of advice, funding and support, and by facilitating partnerships and collaboration through community engagement.
- **Tourism:** Tourism WA is responsible for supporting Western Australia's tourism industry and promoting Western Australia as an incredible destination.

CITS portfolio Ministers are:

- Minister for Sport and Recreation
- Minister for Creative Industries
- Minister for Tourism
- Minister for Multicultural Interests.

CITS acknowledges that Aboriginal peoples, as First Peoples of Australia, have a unique place in society. Through Aboriginal History WA, CITS provides research services to support Aboriginal people in accessing personal and family records. CITS also contributes to cross-government initiatives to support Aboriginal and Torres Strait Islander communities and cultural development.

Beyond program delivery, CITS leads the planning, funding, and maintenance of major cultural and sporting infrastructure, oversees the State Records Office, and has spearheaded the development of the Aboriginal Cultural Centre. All CITS' functions are supported by a strong internal framework of corporate and strategic and executive services, ensuring effective and efficient delivery across our portfolios.

Throughout this plan, you will find case studies that showcase the work undertaken by CITS to support and empower CaLD communities. These examples highlight practical initiatives, collaborative approaches, and successful outcomes that demonstrate our commitment to fostering inclusion, building capacity, and encouraging active participation across diverse cultural groups. By reflecting on these achievements, we aim to provide inspiration and guidance for future actions that continue to strengthen engagement and equity.



### Case study: KidSport

KidSport enables eligible Western Australian children aged 5 to 18 years to participate in community sport by offering financial assistance of up to \$300 per financial year towards club fees.

Special consideration applications were introduced in 2024, with 54 applications received from children or parents who were either asylum seekers refugees or humanitarian entrants.

Since 2011, \$6 million in funding has been provided to over 13,100 children from CaLD backgrounds through the provision of over 32,000 vouchers to over 2,700 sporting clubs.

In 2025, more than 4,377 children and families from CaLD backgrounds received \$1,704,659 to participate in over 896 clubs across Western Australia.

## 2.3 Statewide services

CITS plays a pivotal role in supporting regional communities across Western Australia, through a strong commitment to place based services, active community participation grants and co-design. Approximately 10% of regional residents come from a multicultural background. While there is no single piece of legislation in Western Australia that mandates migrants to settle in regional areas, various government policies encourage and support it, particularly for skilled migrants. Programs such as WA Skilled Migrant Job Connect and Regional Settlement Services are likely to contribute to a growing number of multicultural families settling in regional communities.

CITS provides a vital service to regional communities across the state. Our 10 offices across 9 regions play an important role in the coordination of CITS activities in regional Western Australia. This is achieved through people and organisational development projects, local partnerships and funding support for facilities and programs.

Through tourism initiatives, CITS not only fosters cultural inclusion but also strengthens local communities by supporting employment in the tourism hospitality sectors.

CITS also provides services to the Indian Ocean Territories under arrangements with the Australian Government.

CITS has a place-based focus on collaborative, long-term approaches to build thriving communities. This is particularly apparent in the grant programs that CITS administers, to increase opportunities for regional people to participate in the community across the State's diverse regions. We pursue ongoing engagement with regional stakeholders to create strong partnerships with community government and not-for-profit organisations.

These integrated efforts reflect CITS' commitment to fostering inclusion and opportunity, which is essential as Western Australia continues to evolve as a diverse and multicultural state.



Figure 1. CITS locations across Western Australia.

### Case study: Encounter Theatre

Encounter Theatre is a Western Australian theatre company that aims to connect people through imaginative storytelling that embraces diversity, identity and belonging.

Through the CITS Arts Projects for Organisations funding program, Encounter Theatre received support to research and develop opportunities and interest.

The funding enabled Encounter Theatre to build its business and commercial capacity at a critical time in the company's establishment. The support also allowed the company to build a strong operational structure in the lead up to the delivery of productions commencing in 2022.

## 2.4 Social cohesion and multiculturalism in Australia

Social cohesion is typically defined as the 'glue that binds the community together' (Scanlon Foundation Research Institute 2024). A socially cohesive society is one that:

- works towards the wellbeing of all its members
- fights exclusion and marginalisation
- creates a sense of belonging
- promotes trust
- offers its members the opportunity of upward mobility (Scanlon Foundation Research Institute 2024).

Social cohesion is considered the key ingredient to addressing common challenges, such as social stability and environmental sustainability, and the health and wellbeing of members of a community.

The most significant piece of work in Australia on measuring social cohesion is conducted by the Scanlon Foundation. The Scanlon Index of Social Cohesion (SMI) has been used to measure social cohesion in Australia since 2007.

It provides an overall measure of social cohesion, as well as measurements for 5 core domains of social cohesion (Scanlon Foundation Research Institute 2024) (refer figure 2):

- Participation: voluntary work, political and cooperative involvement
- Belonging: shared values, identification with Australia, trust
- Social justice and equity: evaluation of national policies
- Acceptance and rejection: experience of discrimination, attitudes towards minorities and newcomers
- Worth: life satisfaction and happiness, future expectations.

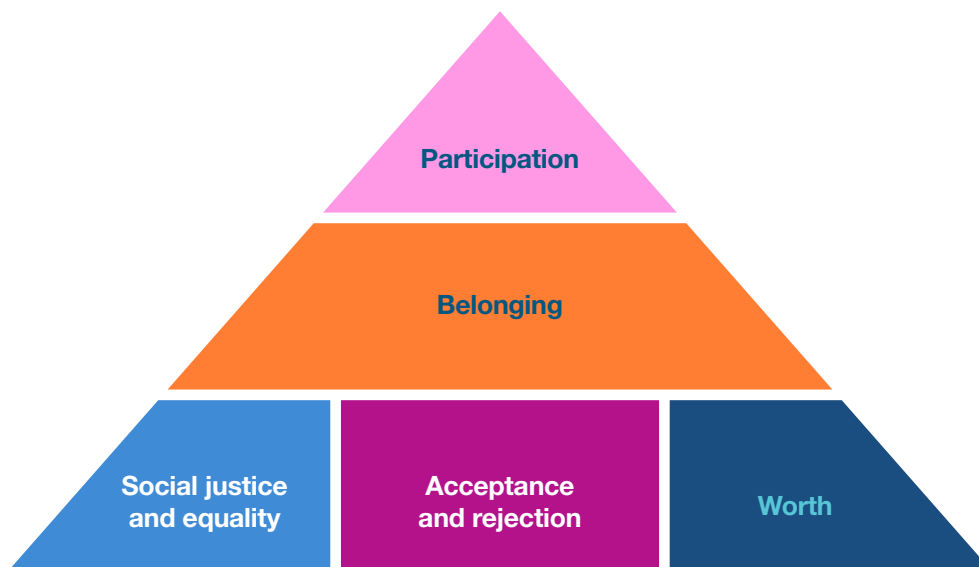


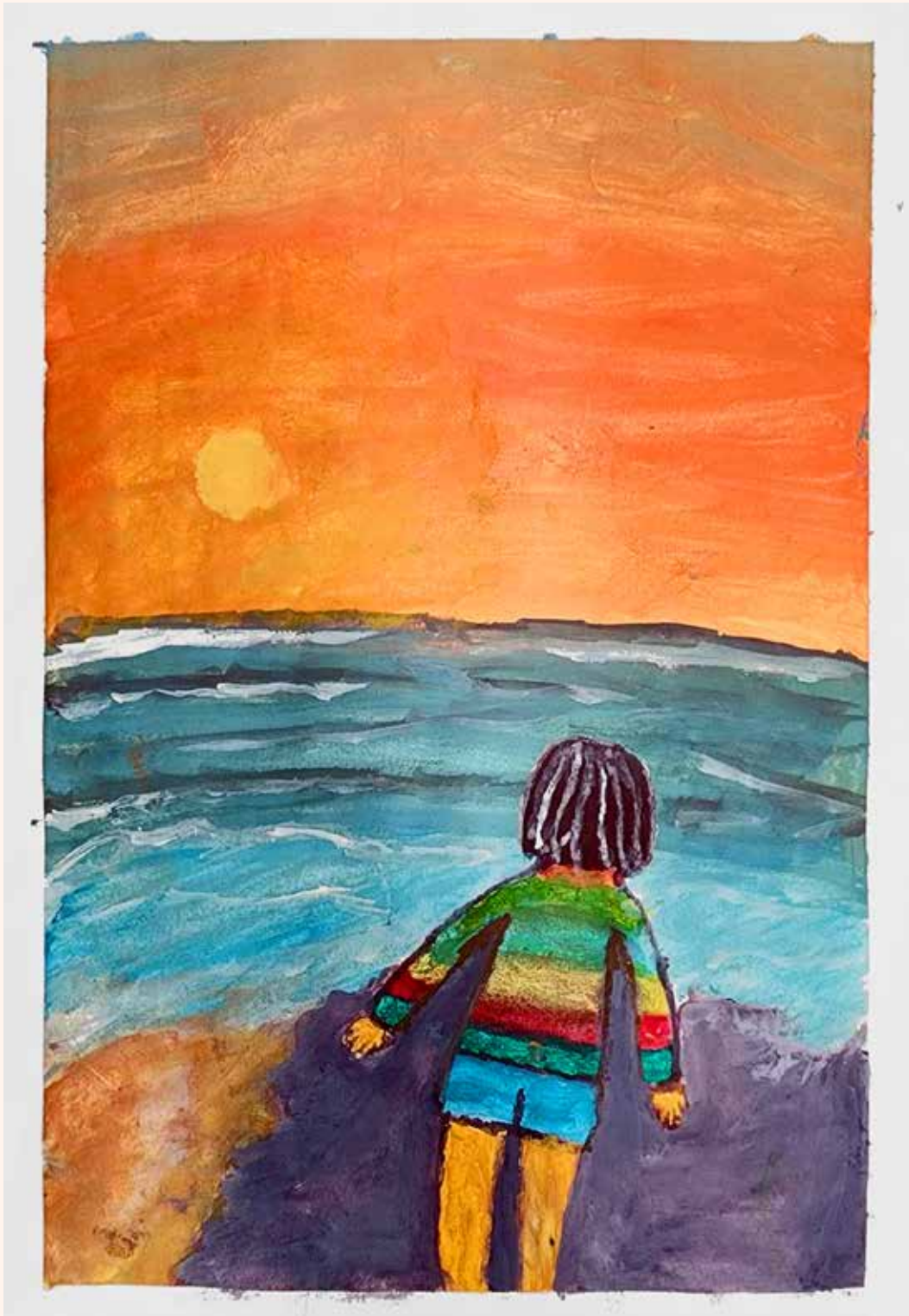
Figure 2. Social Cohesions Domains



## Key findings on social inclusion (2025)

The 2024 Mapping Social Cohesion WA Report (Scanlon Foundation Research Institute 2024) indicates that:

- while cohesion has generally declined since pre-pandemic levels in November 2020 (95.5 points), dropping to 79.2 points in 2023, there was a slight increase of 2.1 points in 2024
- social cohesion in Western Australia scored 81.3 points in 2024, aligning with national figures
- WA outperformed national averages across most domains, particularly in belonging (79.2 vs. 77), worth (80.4 vs. 74), and social inclusion and justice (83.3 vs. 74)
- participation was strong at 95.8 points, though slightly below the national level of 100
- acceptance and rejection remained lower at 67.7 points compared to 69.6 in 2023 but still above the national score of 63
- economic issues such as unemployment, jobs, poverty, and the Australian Government Budget deficit were cited to be the most important issues facing Western Australians, particularly those aged between 18 to 24 years
- recent global conflicts have contributed to heightened tensions among communities and shift in attitude toward various religious groups, impacting social cohesion in Western Australia and nationally
- 17% of Western Australian respondents have experienced discrimination based on skin colour, ethnic origin, or religion with:
  - 35% of those born overseas in non-main English-speaking countries experiencing discrimination compared to 12% born in Australia
  - younger people aged 18 to 24 experiencing a higher rate of discrimination than older people aged 65 and over (28% compared to 4%)
  - 24% of very religious respondents experiencing discrimination compared to 15.3% who do not practice religious faith.
- Western Australians continued to show strong support for multiculturalism and the contribution migrants make to WA.



**Beach Girl**, by Karma; Western Australia; 2024.

'I drew this picture because in future I can see myself going to a peaceful place by myself like I always wanted to.'

– Karma

## 2.5 Western Australia's commitment to multiculturalism

Multiculturalism can refer respectively to our ethnic composition as a society, to our policies concerning citizenship and the integration of immigrants, and the values that shape our everyday cultural interactions (Australian Human Rights Commission 2014).

As stated in the WA Charter of Multiculturalism, multiculturalism is about the recognition of difference through enablement of equal opportunities, equitable participation and mutual respect (Government of Western Australia 2004).

Research suggests that the integration of diversity in everyday life can lead to positive interactions between people, therefore increasing social cohesion (Harell and Stolle 2015).

At the announcement of the Western Australia Multicultural Awards 2025, the Hon Dr Tony Buti MLA, Minister for Multicultural Interests, stated that “the WA Government recognises cultural diversity as a cornerstone of our society. The WA Government remains committed to ensuring that every Western Australian can participate equitably in all aspects of civic, social, economic and cultural life (Government of Western Australia, 2024).

Consistent with this understanding of multiculturalism, the Western Australia Multicultural Policy Framework seeks to strengthen social cohesion through the creation of an inclusive and harmonious society where everyone has a strong sense of belonging, can participate and contribute fully to all aspects of life and can achieve their goals (Office of Multicultural Interests 2020).

The Western Australia Multicultural Policy Framework Implementation Report was tabled in Parliament on 25 June 2025 and includes key findings from the Western Australia public sector agencies during 2023-24. The report highlighted:

- 64 WA public sector agencies committed to 1,784 actions to embed the objectives of the framework in their agency's operations.
- There was a 70% increase in completed actions compared to the first year of implementation in 2021-22.
- There are 26,060 registered users of the Diverse WA cultural competency training program, a 40% increase compared to the previous year.
- Agencies have strengthened engagement with CaLD communities to shape inclusive, culturally responsive policies, programs and services.

Within CITS, OMI is focused on advocating for the needs and aspirations of Western Australians from CaLD backgrounds. The OMI Strategic Plan 2023-2026 sets out how CITS will work across sectors to ensure policies, programs and services are equitable, inclusive and informed by the community.

### Case study: Western Australian Multicultural Awards 2025

The 2025 Western Australian Multicultural Awards were held on 14 March 2025, marking the beginning of Harmony Week. These awards celebrate individuals and organisations making outstanding contributions to Western Australia’s multicultural society.

Nominations were invited from across the Western Australia community, resulting in 71 submissions. 7 individuals and 7 organisations were recognised for their exceptional efforts in promoting multiculturalism.

More than 200 people attended the event, including state and federal Members of Parliament, nominees, community leaders, representatives from CaLD service organisations and officials from all levels of government.

The Hon Dr Tony Buti MLA,  
Minister for Multicultural Interests

presented the Laksiri Jayasuriya Lifetime Community Service Award to Mrs Katherine Ursich OAM, a founding member of the Multicultural Services Centre of Western Australia, and Ms Helen Cattalini OAM for her work in shaping the National Agenda for a Multicultural Australia.



To ensure broader access, the awards ceremony was live-streamed, enabling participation from regional communities and those unable to attend in person.

# 3 Demographic and cultural diversity profile

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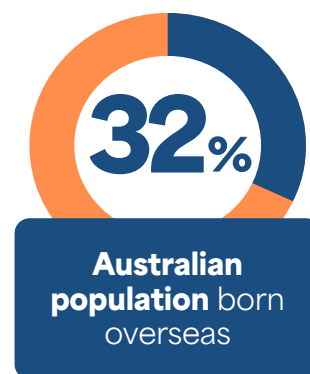
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### 3.1 Population born overseas

Western Australia continues to experience significant population growth, driven by migration and cultural diversity, shaping the State’s demographic landscape.

In 2024, Western Australian’s resident population reached just over 3 million people and had the fastest growth rate at 2.4% compared to the national growth of 1.8% (Government of Western Australia 2025).

By March 2025, Western Australia’s population was approximately 3.03 million people (Government of Western Australia 2025). While State-specific data on overseas-born residents is not yet available, national figures indicate 31.5% of the Australian population was born overseas (Australian Bureau of Statistics 2024), suggesting a similar trend for Western Australia if not higher. As of 30 June 2025, 27.4% of CITS staff reported being born overseas (Department of Creative Industries, Tourism and Sport 2025).



These population trends highlight the importance of inclusive policies and programs, as well as workplace practices within CITS, that reflect the evolving cultural and linguistic diversity of the community.

### 3.2 Country of origin

Historical Census data shows how country-of-birth patterns in Western Australia have changed over time (Australian Bureau of Statistics 2022). In 2025, CITS staff demonstrated remarkable cultural diversity, representing 53 countries of origin (Department of Creative Industries, Tourism and Sport 2025). This diversity closely mirrors the broader Western Australian’s population, as shown in the comparison in figure 3 below of the top 5 countries of birth for people born overseas for Western Australia and CITS in 2025 (Australian Bureau of Statistics 2024; CITS 2025).

WA	
1. England	8%
2. New Zealand	3%
3. India	2%
4. South Africa	2%
5. Phillipines	1%



CITS 2025	
1. England	4%
2. New Zealand	2.5%
3. India	2%
4. South Africa	2%
5. Malaysia	1.5%

### 3.3 Cultural and linguistic diversity

The term CaLD is applied to groups and individuals who differ according to religion, language, and ethnicity and whose ancestry is other than Aboriginal or Torres Strait Islander, Anglo-Saxon or Anglo-Celtic (Office of Multicultural Interests 2023).

Western Australians speak more than 295 different languages and dialects, including Aboriginal languages and sign language (Government of Western Australia 2021).

Almost a fifth of Western Australians speak a language other than English at home. Most of this group reported their English language proficiency as moderate.

Households from non-English speaking birthplaces is concentrated in metropolitan Perth, accounting for over 90% of Western Australians from non-English speaking backgrounds (Office of Multicultural Interests 2022).

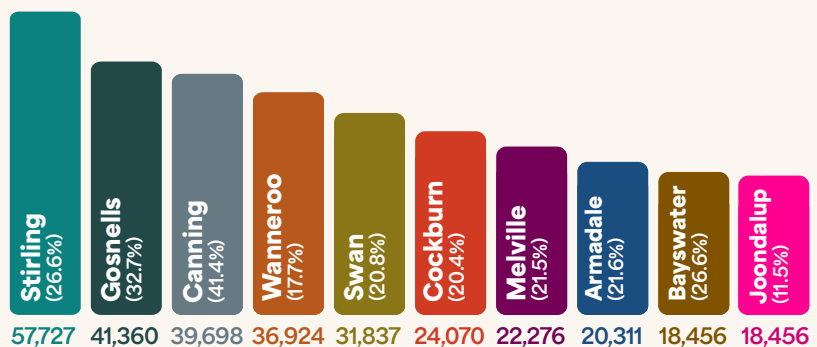
The top 3 languages spoken at home by Western Australians, other than English, are Mandarin, Italian and Vietnamese (Government of Western Australia 2021).

The State’s CaLD suburbs show that 91.2% of people from CaLD backgrounds live in Perth metropolitan compared to 79% of all Western Australia (Office of Multicultural Interests 2022).



#### Top 10 most culturally and linguistically diverse local government areas where do we live?

91.2% of people from CaLD backgrounds live in metro Perth compared to 79% of all WA.

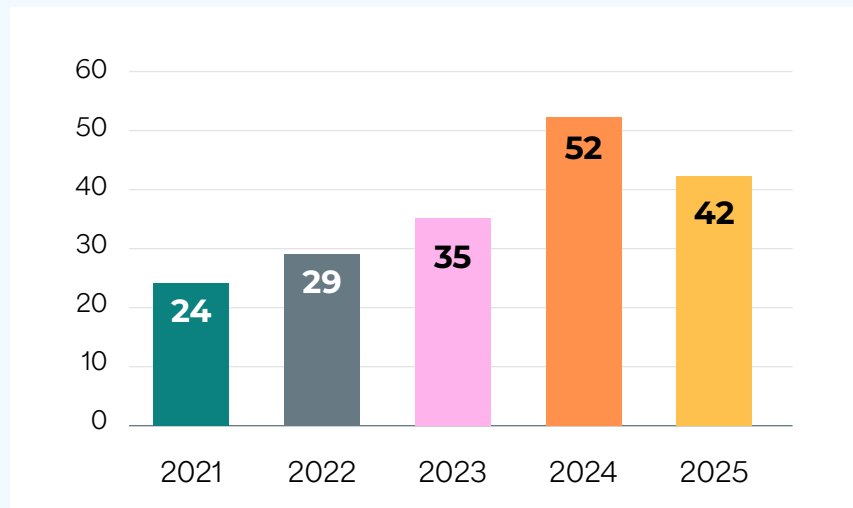


As of June 2025, almost 21% of CITS staff proudly identified as coming from a CaLD background. This is a positive starting point and presents valuable opportunity to enhance diversity in line with the broader Western Australian Public Sector Census, which reported 26% CaLD representation in 2023.\*

\* It is not compulsory for staff to disclose their diversity status. As such, representation is reported as a percentage of the number of responses rather than a total of the agency.

Within CITS, the range of languages and dialects spoken at home has increased from 24 different languages and dialects in 2021 to 42 in 2025, indicating increasing linguistic diversity and cultural richness within the organisation.

### CITS workforce: languages and dialects spoken at home (2021-2025)



In 2025, the top languages spoken by CITS staff at home, other than English, are Hindi Gaelic and German.

Just under 17% of CITS employees self-reported as coming from non-English speaking birthplaces, representing 53 different non-English speaking countries of origin.

These statistics demonstrate that CITS not only reflects Western Australia’s CaLD community, but is also steadily expanding its own global representation, creating a richer, more inclusive workplace for the future.



## Case study: child safeguarding at community language schools

In 2023, in partnership with Community Language WA, CITS' Child Safeguarding Implementation Unit and OMI delivered 2 information sessions to teachers and staff from community language schools in Western Australia.

Community language schools are funded by OMI and teach languages other than English to students from Kindergarten to Year 12, out of school hours. Community Languages WA is the peak body for these schools.

The sessions provided information on the National Principles for Child Safe Organisations and

how community language schools can work towards implementing these to build on their child safe practices and environments. Information on changes to the Working with Children Check laws, the new Reportable Conduct Scheme and the National Redress Scheme were also shared, along with links to translated resources on child safety.

Attendees had opportunities to ask questions relating to their specific community language group and share the great work many are already doing to keep children safe.



### 3.4 Religious affiliation

Religious affiliation in Western Australia reflects a rich and evolving diversity, shaped by broader national trends and shifting societal values.

Western Australian residents record representation across more than 100 different systems of belief. The 2021 Australian Census highlights that between 2016 and 2021, the number and proportion of people affiliated with non-Christian religions in Australia increased across all denominations. While Christianity is still the most common religion reported across Australia, the Australian Bureau of Statistics has confirmed 'for the first time, those identifying with no religion or secular beliefs outnumbered those affiliated with Christianity' (Australian Bureau of Statistics 2022).

While CITS does not currently collect this data systematically, anecdotal evidence suggests our workforce mirrors this diversity, underscoring the importance of inclusive practices that respect varied beliefs.

## More than 130 faiths are followed in WA

The number of people who identified with no religion or secular beliefs **42.5%**



**Christianity**  
(1,093,666)  
**41.1%**



**Islam**  
(66,764)  
**2.5%**



**Buddhism**  
(57,622)  
**2.2%**



**Hinduism**  
(52,055)  
**2%**



**Sikhism**  
(18,583)  
**0.7%**



**Judaism**  
(5,699)  
**0.2%**

## Case study: development of the Muslim Travel Guide

To support and accommodate Muslim travelers visiting Western Australia, Tourism WA developed the Muslim Travel Guide. In collaboration with its offices in Singapore, Indonesia and Malaysia, the guide was created in 2023 and is available in English and Bahasa Malay, both in print and online via [westernaustralia.com](http://westernaustralia.com).

The Muslim Travel Guide provides details of mosque and prayer rooms, halal eateries, travel itineraries, driving and public transportation. It is a key support for Muslim visitors to Western Australia, ensuring they feel comfortable and catered for across the State.



Western Australia's Muslim Travel Guide (Tourism Western Australia):  
[www.westernaustralia.com/en/pages/western-australias-muslim-travel-guide](http://www.westernaustralia.com/en/pages/western-australias-muslim-travel-guide)

# 4 CITS Multicultural Plan 2026-29

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## 4.1 Western Australian Multicultural Policy Framework

CITS supports the development of a vibrant, healthy and cohesive Western Australian community with a strong focus on strengthening social cohesion across the State. This approach aligns with the broader community aspirations for Western Australia to create more jobs and build a stronger, more diversified economy that attracts more visitors to the State.

The Western Australian Multicultural Policy Framework was released in February 2020. It articulates policy priorities and strategies for the Western Australian public sector agencies to create inclusive and welcoming communities, develop culturally responsive services, policies and create opportunities for everyone to participate equitably in all aspects of Western Australian civic, political, social, economic and cultural life.

The framework is based on the principles outlined in the WA Charter of Multiculturalism (Office of Multicultural Interests 2020) and was developed in response to the State's growing diversity:

- **Principle 1** – Civic values: the equality of respect, mutual respect, individual freedom and dignity for all members of society subject to the acceptance of the rule of law, social, political and legal institutions and constitutional structures.
- **Principle 2** – Fairness: the pursuit of public policies free of prejudice, discrimination and exclusion based on characteristics such as origins, perceived 'race', culture, religion, ethnicity and nationality.
- **Principle 3** – Equality: equality of opportunity for all members of society to achieve their full potential in a free and democratic society where every individual is equal before, and under, the law.
- **Principle 4** – Participation: the full and equitable participation in society of individuals and communities, irrespective of origins, culture, religion, ethnicity and nationality.

The framework turns the ideas in the WA Charter of Multiculturalism into real actions, showing the WA Government's commitment to supporting multicultural communities.

To implement the framework, Western Australian public sector agencies, including CITS, are required to develop multicultural plans and report on the implementation of these plans each year. The framework requires each agency's multicultural plan to focus on addressing 3 policy priority areas, being:

- harmonious and inclusive communities
- culturally responsive policies programs and services
- economic, social, cultural, civic and political participation.

This plan aligns with these priorities and embeds measurable actions and strategies across CITS to ensure inclusiveness and impact.

## 4.2 CITS Multicultural Plan 2026-29

The plan builds on our strong foundation of delivering inclusive and accessible services and programs that reflect and respect the diversity of our community. It celebrates the rich cultural tapestry of Western Australia, recognising that embracing multiculturalism fosters social cohesion, strengthens community resilience, and enhances the vibrancy of our State. By continuing to champion cultural inclusion, the plan positions Western Australia as the best place to live, work, play, create and explore – where every individual feels valued, connected, and empowered to contribute.

The development of the plan involved a comprehensive process that included analysing best-practice multicultural plans alongside key literature and statistical data, reviewing lessons learned and areas for improvement from the previous DLGSC Multicultural Plan, and undertaking extensive consultation and collaboration. This engagement was facilitated through workshops and cross-agency discussions.

CITS is committed to continuous improvement to ensure inclusiveness across all programs and services. The plan embeds measurable actions and strategies across CITS, aligns with the agency’s strategic direction, and includes initiatives that are community-focused while supporting staff throughout its lifecycle.

### Case study: new learning management system

In April 2023, DLGSC introduced a new learning management system (LMS) which includes online modules for Diverse WA and unconscious bias training for

all staff. Since the inception of the new LMS, compliance with these modules, has increased from 30.2% to 76.7%, and 42.9% to 78.7%, respectively.



**Gilded Fragrance**, by Anne; Western Australia; 2024.

'My artwork encapsulates the optimism through the vibrant portrayal of a "Buddha Hand Citrus Fruit". The intricate details of the fruit symbolise the complexity of life while the vibrant colours reflect the beauty that emerges from

embracing hope. The piece invites viewers to contemplate the interconnectedness of nature and resilience, urging them to find solace in enduring power of hope even in challenging times.'

– Anne

### 4.3 Implementation, monitoring and evaluation

This plan has been structured according to the 3 policy priorities outlined in the Western Australian Multicultural Policy Framework. Under each policy priority, the plan identifies a range of actions and associated deliverables, timeframes and business leads responsible for delivery. Where relevant, the plan also includes targets to be met in relation to the actions.

A monitoring framework will be used to track the implementation of actions throughout the life of the plan, as well as the outputs and outcomes of these actions.

Annual progress reports will be included in CITS' annual report and provided to the Minister for Multicultural Interests.

#### Case study: funding forum for CaLD community associations

In July 2025, OMI hosted an information forum to support CaLD community associations by showcasing available government grants and funding opportunities to enhance their activities. The forum was held at the State Library of Western Australia, with over 90 representatives attending in person and 56 joined online. The forum featured

presentations from CITS divisions and other WA Government agencies, offering guidance on funding opportunities, application processes, and networking with grants officers. It exemplified CITS' commitment to empowering CaLD organisations and fostering collaboration across government to support Western Australia's cultural diversity.



**I Dream**, by Vlada; Western Australia; 2024.

‘As the sun begins a new day, I begin my life in Australia where I can have my best achievements in the future. Flowers symbolise my native country Ukraine and prosperity for all of us.’

– Vlada

## 4.4 CITS Multicultural Plan actions

# Policy priority 1: Harmonious and inclusive communities

Action	Responsibility	Deliverable	Timeframe
<b>1.1 Promote the benefits of cultural and linguistic diversity and celebrate the achievements of people from culturally diverse backgrounds</b>			
1.1.1 Enhance awareness of cultural diversity throughout Western Australia.	<b>Lead:</b> Strategy and Performance Accountability (Strategy and Transformation)  <b>Support:</b> Corporate Communications, Creative Industries, Office of Multicultural Interests, Sport and Recreation	Create an event to launch and celebrate CITS Multicultural Plan include promotion of the artwork.	April 2026
		Develop and implement a communications strategy to promote the CITS Multicultural Plan's release, facilitate ongoing engagement and outline CITS' commitment through visible leadership.	April 2026
		Provide opportunities for CITS staff to share and experience different traditions, foods, music and art to foster a greater appreciation and understanding of cultural diversity.	December 2026, then annually
		Highlight the support and funding provided to organisations and community groups that work to support CaLD communities and promote cultural diversity and inclusion, through CITS Annual Report and other communication channels.	September 2026, then annually

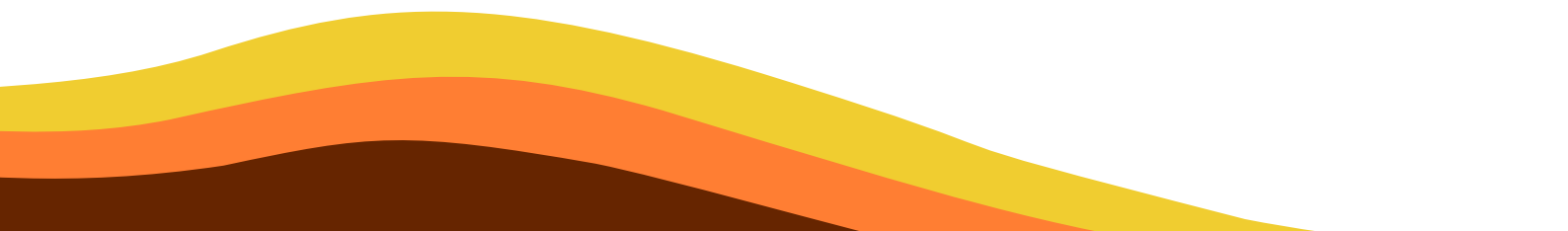
Action	Responsibility	Deliverable	Timeframe
1.1.2 Recognise and celebrate the contributions and achievements of CaLD organisations, programs, artists, sports representatives, communities and service organisations to Western Australia.	Lead: Office of Multicultural Interests	<p>Deliver the annual Western Australian Multicultural Awards to celebrate multiculturalism in Western Australia and recognise the achievements of Western Australians who have accomplished outstanding work in advancing multiculturalism, inclusivity and equitable participation.</p> <ul style="list-style-type: none"> <li>• The Premier’s Public Sector Award</li> <li>• Local Government Award</li> <li>• Community Service and Support Award – General Community Service Organisation</li> <li>• Community Service and Support Award – CaLD Community Service Organisation</li> <li>• Community Service and Support Award – CaLD Community Association</li> <li>• Outstanding Individual Achievement</li> <li>• Arts Award</li> <li>• Sportsperson of the Year Award</li> <li>• Youth Award</li> <li>• Sir Ronald Wilson Leadership Award</li> <li>• Laksiri Jayasuriya Lifetime Community Service Award</li> </ul>	December 2026, then annually
		<p>In partnership with Community Languages Western Australia, deliver the annual Community Language Teacher of the Year Award to celebrate the excellence in teaching language and culture.</p>	December 2026, then annually

Action	Responsibility	Deliverable	Timeframe
<b>1.2 Address racism and discrimination at both an individual and institutional/systemic level, including implementing the policy framework for substantive equality</b>			
<b>1.2.1</b> Promote the Australian Human Rights Commission 'Racism. It Stops with Me' campaign.	<b>Lead:</b> Corporate Communications  <b>Support:</b> Corporate Services (Human Resources)	Champion the 'Racism. It Stops with Me' campaign, ensuring its impact is widespread across the department.	June 2026, then annually
		Highlight the cultural diversity within CITS by featuring staff profiles in the internal staff newsletter, showcasing the diverse backgrounds and experiences of our team members.	December 2026
		Celebrate and promote the United Nations Day for the Elimination of Racial Discrimination by facilitating events for CITS staff.	March 2026, then annually



Action	Responsibility	Deliverable	Timeframe
1.2.2 Implement proactive measures and training to prevent racism and discrimination in the CITS workplace.	<b>Lead:</b> Corporate Services (Human Resources)	Continue to include questions on cultural competency and cultural safety in the biannual CITS staff survey and implement strategies to increase cultural competency and cultural safety, as required.	June 2027, then every 2 years
		Develop anti-racism and anti-discrimination strategies following best practice models.	June 2026
		Review and update recruitment training to ensure the implementation of the Equal Employment Opportunity (EEO) principles.	June 2026
		Ensure that CITS staff chairing recruitment panels have completed EEO training.	June 2026
		Develop a timeline to include EEO training as a mandatory training module for all staff.  Ensure a minimum of 85% of CITS staff have completed the following training modules: <ul style="list-style-type: none"> <li>• Diverse WA</li> <li>• Accountable and Ethical Decision Making</li> <li>• Managing Unconscious Bias</li> <li>• Workplace Anti-bullying, Sexual Harassment, and Discrimination Program.</li> </ul>	June 2027

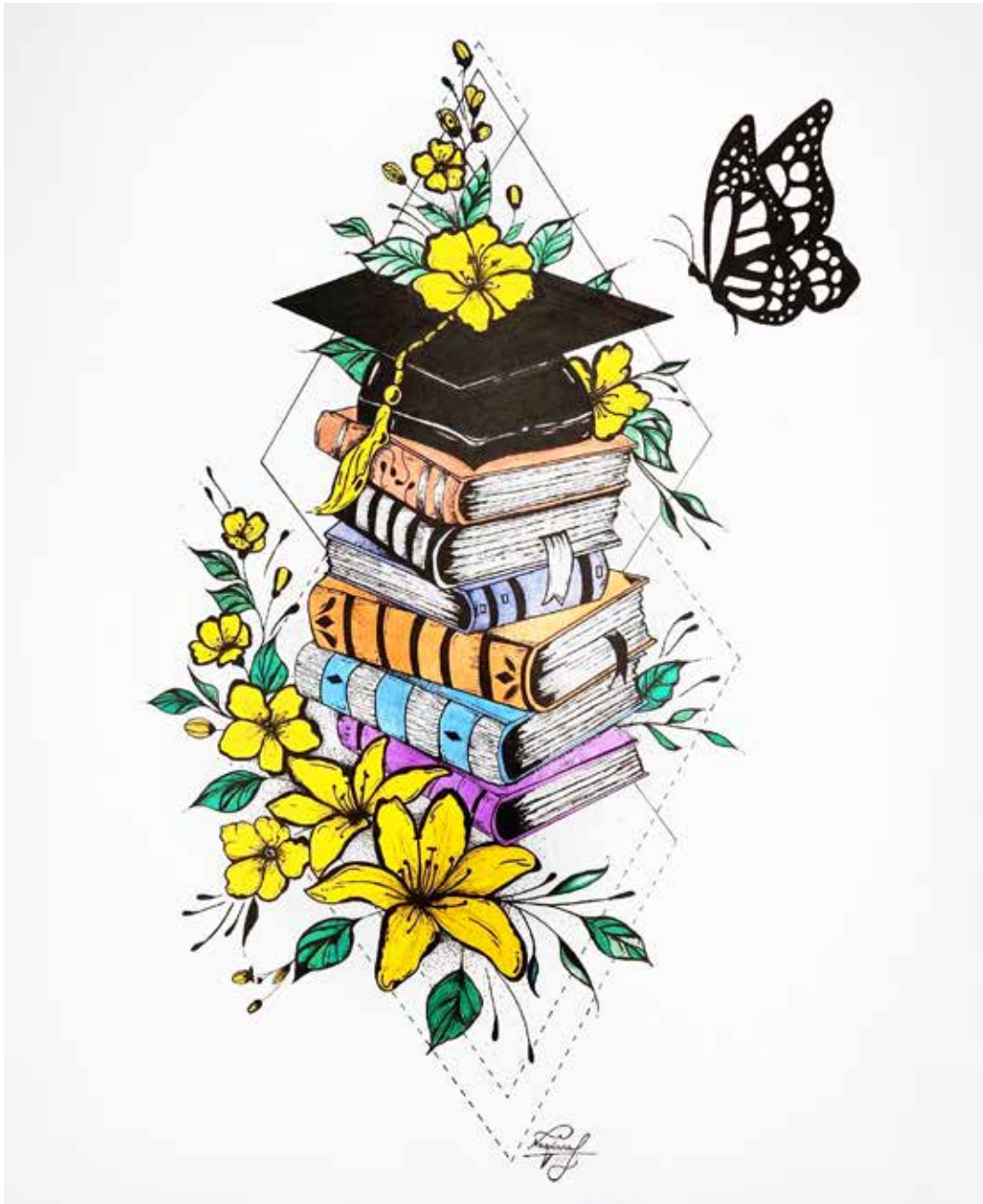
Action	Responsibility	Deliverable	Timeframe
1.2.3 Develop an Equity and Inclusion CITS hub page.	<p><b>Lead:</b> Strategy and Performance Accountability (Strategy and Transformation)</p> <p><b>Support:</b> Corporate Communications, Corporate Services (Human Resources – Employee Wellbeing)</p>	<p>Develop an Equity and Inclusion page on the intranet (hub) which includes:</p> <ul style="list-style-type: none"> <li>• CITS Multicultural Plan and annual reporting</li> <li>• Western Australian Government information on substantive equality</li> <li>• Publish results from the cultural competency and cultural safety sections of the About You For You – Staff Summary</li> <li>• Promote multicultural inhouse events and CITS funded events</li> <li>• Have links to a relevant resource, including best practice models for anti-racism and anti-discrimination strategies.</li> </ul>	December 2026
<b>1.3 Initiate and support events and projects that build mutual understanding and respect between cultures</b>			
1.3.1 Preserve and make accessible the documented history of CaLD communities and organisations in Western Australia.	<p><b>Lead:</b> State Records Office</p> <p><b>Support:</b> Corporate Communications</p>	Devise a methodology to identify collections within the State archive collection that relate to CaLD communities.	June 2026
		Using the methodology (above), identify archives relating to CaLD communities and promote on CITS' communication and social media channels.	July 2026, then annually



Action	Responsibility	Deliverable	Timeframe
<p><b>1.3.2</b> Fund, support and promote events across CITS and Western Australia to celebrate multiculturalism and CITS' commitment to fostering a diverse and cohesive community.</p>	<p><b>Lead:</b> Corporate Communications</p> <p><b>Support:</b> Creative Industries, Sport and Recreation, Child Safeguarding Implementation Unit</p>	<p>Include multicultural events and significant dates in the existing CITS hub calendar, and associated communications to promote significant events and dates, including, but not limited to: Buddhist New Year, Waitangi Day, Lunar New Year, Chinese New Year, Diwali, Tet, Eid al Fitr, Eid al Adha, Passover, Rosh Hashanah and Vesak Day (Buddha Day).</p>	<p>December 2026</p>
		<p>Promote CITS funded events and festivals that are designed to celebrate multiculturalism on CITS' communication and social media channels.</p>	<p>Quarterly reports March, June, September and December annually</p>
		<p>Fund a minimum of 12 multicultural events throughout Western Australia.</p>	<p>June 2026, then annually</p>
		<p>Explore opportunities to support CaLD sporting groups in the celebration of Harmony Week.</p>	<p>October 2026, then annually</p>
		<p>Develop targeted messaging and materials to promote Children's Week and promote to children and young people from CaLD backgrounds, their families and communities.</p>	<p>December 2026</p>
		<p>Tourism WA (Events) to investigate multicultural event experiences associated with sponsored events that involve the international community (see further action below).</p>	<p>October 2026, then annually</p>

Action	Responsibility	Deliverable	Timeframe
<p><b>1.3.3</b> Promote Aboriginal history to CaLD communities to help foster cultural understanding and social cohesion across Western Australia.</p>	<p><b>Lead:</b> Aboriginal History Western Australia</p> <p><b>Support:</b> Corporate Communications</p>	<p>Aboriginal truth-telling projects and related resources are promoted to people from CaLD backgrounds through the Office of Multicultural Interests' newsletter and on CITS' communication and social media channels.</p>	<p>June 2026, then annually</p>
<p><b>1.3.4</b> Engage with the CaLD community to create event experiences around international events sponsored in WA</p>	<p><b>Lead:</b> Tourism WA (Events)</p>	<p>Tourism WA to encourage event holders and directly engage with CaLD communities to facilitate the hosting of ancillary events and engagement of multicultural audiences around the hosting of major international events in WA.</p>	<p>August 2026</p>





**Wishing and hoping to graduate from university in my favourite field,**  
by Nazdana; Western Australia; 2024.

‘Everyone wants to finish their studies one day and get their desired job. Sometimes some events prevent us from achieving this desire. Maybe this includes me, because I live in a country where I need to learn a new language and

this has multiplied my busyness, but nevertheless, with this painting I want to show that one day I will graduate from university. I will graduate. And get the job I always wanted.’  
– Nazdana

## Policy priority 2: Culturally responsive policies, programs and services

Action	Responsibility	Deliverable	Timeframe
<b>2.1 Integrate multicultural policy goals into strategic and corporate planning procurement and review processes</b>			
<p><b>2.1.1</b> Support and monitor the implementation of the Western Australian Multicultural Policy Framework (WAMPF).</p>	<p><b>Lead:</b> Office of Multicultural Interests</p>	<p>Promote the WAMPF through quarterly newsletters and alerts to public sector agencies, at interagency network meetings and relevant forums, such as the Public Sector Leadership Council.</p> <p>Provide feedback and comments on Cabinet submissions and State Government strategies, policies and plans, to ensure they align with WAMPF requirements.</p> <p>Collate and analyse Agency WAMPF progress reports, with results included in an annual report submitted to the Minister for Multicultural Interests for tabling in Parliament.</p>	<p>December 2026, then annually</p>
<p><b>2.1.2</b> Review CITS policies and procedures to support substantive equality, inclusivity, reduce indirect and systemic barriers, and prevent discrimination.</p>	<p><b>Lead:</b> Corporate Services (Human Resources)</p> <p><b>Support:</b> Strategy and Performance Accountability (Governance and Risk)</p>	<p>Review CITS practices to ensure an inclusive and equitable environment for all employees, including by:</p> <ul style="list-style-type: none"> <li>incorporating cultural diversity and inclusion principles in CITS' policies and procedures to ensure they support substantive equality and inclusivity</li> <li>ensuring anti-discrimination measures are explicitly referenced and integrated into relevant human resources policies, including recruitment, training, performance management and employee relations.</li> </ul> <p>Continuously monitor and evaluate the effectiveness of initiatives aimed at preventing discrimination within CITS.</p>	<p>December 2026, then annually</p>

Action	Responsibility	Deliverable	Timeframe
<p><b>2.1.3</b> Development of a WA Multicultural Act</p>	<p><b>Lead:</b> Office of Multicultural Interests</p>	<p>Develop a proposal for a WA Multicultural Act, on behalf of the WA Government, to formalise and strengthen existing multicultural principles, policies and advisory bodies.</p> <p>The development of this Act will include extensive consultation with relevant stakeholders, including the multicultural sector and WA public sector agencies, as well as parliamentary and regulatory bodies as part of Cabinet submission processes.</p>	<p>July 2026</p>
<p><b>2.2 Identify inequalities in service access and outcomes for Western Australians from CaLD backgrounds and develop strategies to address them</b></p>			
<p><b>2.2.1</b> Empower and support the Arts Organisations Investment Program to broaden and deepen community access and engagement, while representing and celebrating diversity through cultural and creative practices.</p>	<p><b>Lead:</b> Creative Industries</p>	<p>Ensure creative organisations enable engagement with audiences which reflects the diversity of Western Australians and promote the outcomes of this work.</p> <p>Celebrate and represent Western Australia's diversity through culturally diverse content and practices and promote the outcomes of this work.</p>	<p>December 2026, then annually</p>
<p><b>2.2.2</b> Improve access to low-cost community sport and swimming lessons for refugees, asylum seekers and humanitarian entrants.</p>	<p><b>Lead:</b> Sport and Recreation</p>	<p>Actively promote and maintain KidSport to ensure it remains accessible to refugees, asylum seekers and humanitarian entrants, providing them with valuable opportunities for participation and inclusion.</p>	<p>December 2026, then annually</p>

Action	Responsibility	Deliverable	Timeframe
<p><b>2.2.3</b> Promote and support diverse communities, individuals and organisations to access funding opportunities to foster social connections, meet cultural needs and enhance their services to the community.</p>	<p><b>Lead:</b> Creative Industries, Sport and Recreation, Office of Multicultural Interests</p>	<p>Provide Community Capital Works fund support to CaLD communities in Western Australia to carry out capital works projects to improve facilities and enhance services to the community.</p> <p>Ensure CITS' Sport and Recreation funding programs enable CaLD organisations to create inclusive, accessible, safe and welcoming environments, and support increased participation opportunities for CaLD community members.</p> <p>Monitor the grant processes of CITS Creative Industries funding programs to ensure they are accessible to CaLD individuals and organisations.</p>	<p>December 2026, then annually</p>
<p><b>2.2.4</b> Increase support for CaLD community organisations to enhance their knowledge and understanding of how to apply for CITS and wider government funding.</p>	<p><b>Lead:</b> Office of Multicultural Interests</p> <p><b>Support:</b> Creative Industries, Sport and Recreation</p>	<p>Organise comprehensive workshops aimed at enhancing the capacity of CaLD organisations and equipping participants with the skills and knowledge to navigate and apply for future funding opportunities.</p>	<p>December 2026, then annually</p>
<p><b>2.3 Provide language services to ensure language is not a barrier to equitable access to information and services including complaints</b></p>			
<p><b>2.3.1</b> Promote information about the National Redress Scheme to CaLD Communities.</p>	<p><b>Lead:</b> Child Safeguarding Implementation Unit</p>	<p>Distribute resources to help members of CaLD communities participate in the National Redress Scheme.</p>	<p>December 2026</p>

Action	Responsibility	Deliverable	Timeframe
<p><b>2.3.2</b> Ensure child safeguarding information, training, complaints and feedback processes are inclusive and accessible for people from CaLD backgrounds.</p>	<p><b>Lead:</b> Child Safeguarding Implementation Unit</p>	<p>Develop factsheets and similar resources on child safeguarding topics in different languages to reflect the diversity of the Western Australian community.</p> <p>Include access to interpreters for CITS' child friendly complaints processes.</p>	<p>December 2028</p>
<p><b>2.3.3</b> Enhance accessibility for CaLD communities to CITS resources, including online information, infrastructure, funding, application procedures, programs, and feedback or complaints processes.</p>	<p><b>Lead:</b> Corporate Communications</p> <p><b>Support:</b> Strategy and Performance Accountability (Strategy and Transformation), Creative Industries, Office of Multicultural Interests, Sport and Recreation, Major Projects, Strategic Policy Program and Asset Management</p>	<p>Review and update CITS' online content – including funding programs, forms, complaints and feedback processes – is accessible to people who are unable to communicate in written and/or spoken Standard Australian English, provide interpreter access and relevant translated material to reduce barriers.</p> <p>Promote CITS' ongoing activities to ensure programs are more inclusive and accessible to people from CaLD backgrounds on our agency's communication and social media channels.</p>	<p>July 2027, then annually</p>
<p><b>2.3.4</b> Research, evaluate and test automated translation tools for future use across CITS' online platforms.</p>	<p><b>Lead:</b> Corporate Communications and Office of Multicultural Interests</p>	<p>Trial and evaluate automated translation tools and identify a preferred method for future use across CITS' online platforms.</p>	<p>December 2027</p>



**Viola**, by Edicmar (Edi); Western Australia; 2024.

‘My hope in Australia is to become a professional viola player and to play in the theatre in Sydney with a symphony orchestra.’

– Edicmar

Action	Responsibility	Deliverable	Timeframe
<p><b>2.3.5</b> Enhance access and understanding through products and services designed to be inclusive of culturally diverse audiences with language translation.</p>	<p><b>Lead:</b> Tourism WA (Marketing)</p>	<p>Expand and enhance multilingual access to westernaustralia.com by maintaining and evolving content availability in existing 6 website translations – Traditional Chinese, Simplified Chinese, German, Japanese, French and Indonesian, and investigate additional language translations in the future.</p> <p>To be aware of culturally sensitive content adaptation and providing feedback mechanisms which remove language barriers in accessing information and lodging complaints.</p>	<p>July 2026</p>
<p><b>2.4 Collect and analyse cultural and linguistic data to contribute to the identification of client needs, the development of policies and programs, and evaluation of outcomes</b></p>			
<p><b>2.4.1</b> Improve the collection and use of CaLD data by CITS to inform decision-making processes and service delivery.</p>	<p><b>Lead:</b> Office of Multicultural Interests</p>	<p>Develop a consistent CaLD data collection methodology to be used across CITS to support decision-making in service delivery.</p>	<p>December 2026</p>
<p><b>2.5 Enable culturally diverse communities to have meaningful input into policies, programs and systems through co-design and planning, co-delivery and implementation and evaluation processes</b></p>			
<p><b>2.5.1</b> Apply infrastructure design solutions that promote inclusivity and are conducive to broad participation.</p>	<p><b>Lead:</b> Major Projects, Strategic Policy Program and Asset Management</p>	<p>Develop guidelines that ensure CaLD cultural considerations are identified at an early stage of the design process in all infrastructure projects. This will enable appropriate consultation with diverse stakeholders, ensuring perspectives and needs are integrated into the project from the outset.</p> <p>Review translation options for infrastructure signage to ensure clear and inclusive messaging.</p>	<p>December 2026, then annually</p>

Action	Responsibility	Deliverable	Timeframe
<b>2.6 Implement recruitment and selection processes that facilitate workforce diversity and provide opportunities for the development of cultural competencies across the workforce</b>			
<b>2.6.1</b> Collect and regularly update workforce data to identify and promote CITS' cultural and linguistic diversity profile.	<b>Lead:</b> Corporate Services (Human Resources)	Update and monitor data diversity for CaLD representation, as follows: <ul style="list-style-type: none"> <li>• Include fields for ancestry, country of birth, language other than English and religious affiliation to ensure comprehensive and accurate representation of people from CaLD backgrounds is captured during the onboarding process.</li> </ul>	January 2027
		<ul style="list-style-type: none"> <li>• Report on CITS' commitment to creating a workforce that reflects the broader Western Australian community</li> <li>• Publish the number of employees from CaLD backgrounds in the annual report.</li> </ul>	September 2026, then annually



Action	Responsibility	Deliverable	Timeframe
<p><b>2.6.2</b> Review and enhance the recruitment and attraction process to minimise systemic bias (including unconscious bias) thereby increasing the employment of people from CaLD backgrounds.</p>	<p><b>Lead:</b> Corporate Services (Human Resources)</p>	<p>Develop and implement a recruitment and attraction plan to increase the number of CaLD employees by:</p> <ul style="list-style-type: none"> <li>ensuring 100% of job advertisements feature equity and diversity statements</li> <li>ensure all job postings and recruitment processes encourage applications from a diverse range of candidates, reflecting our commitment to equity, inclusion and diversity</li> <li>actively seek CaLD candidates by advertising relevant job opportunities through communication channels targeting CaLD communities, such as the Office of Multicultural Interests newsletter, to ensure greater awareness and reach</li> </ul>	June 2026
		<ul style="list-style-type: none"> <li>implementing the Workforce Diversification and Inclusion Strategy for Western Australian Public Sector Employment that sets an aspirational target of 15.5% of employees are CaLD by 2026.</li> </ul>	December 2026
<p><b>2.6.3</b> Cultural competency is increased across State active recreation organisations, peak bodies, State sporting associations and creative industries organisations.</p>	<p><b>Lead:</b> Creative Industries, Sport and Recreation</p>	<p>Actively promote the availability of the Diverse WA training through newsletters and forums to peak sporting and recreation bodies, State sporting associations and Creative Industries sector, with the aim of increasing uptake of training by 50%.</p>	September 2026, then annually

Action	Responsibility	Deliverable	Timeframe
2.6.4 Through the TWA Workforce Development Program, provide opportunities to engage CaLD staff and promote inclusivity	<b>Lead:</b> Tourism WA (Workforce)	Promote CaLD opportunities through the Careers Guide and associated resources and in partnership with StudyPerth.	June 2026





**Anyone**, by Tluang Uk Hnin (Steven); Western Australia; 2024.

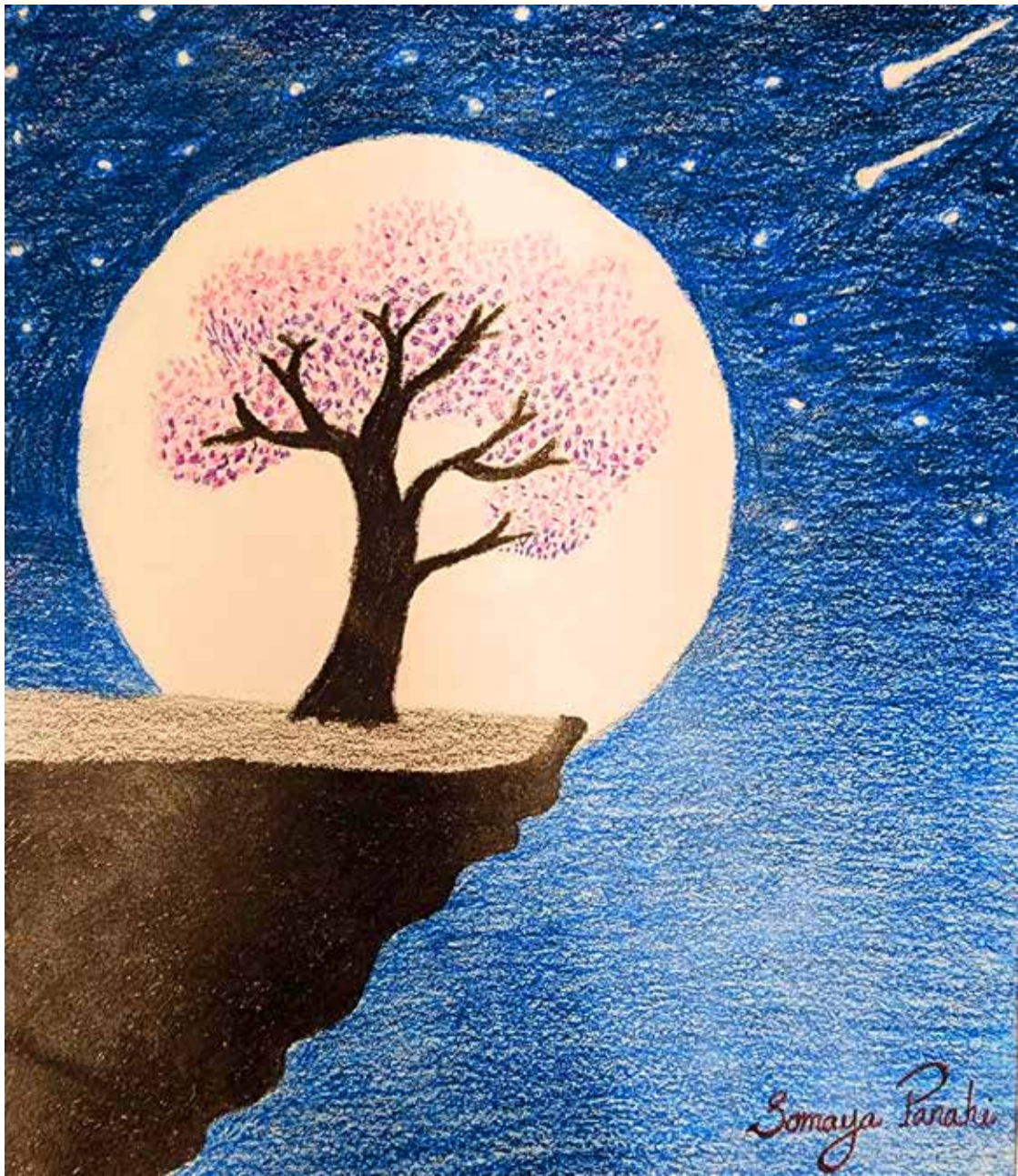
'It doesn't matter whether you are from different cultural backgrounds.  
Anyone can be on these faces.'

– Tluang Uk Hnin

# Policy priority 3: Economic, social, cultural, civic and political participation

Action	Responsibility	Deliverable	Timeframe
<b>3.1 Implement recruitment and career development processes that support employment and progression of staff from CaLD backgrounds</b>			
<b>3.1.1</b> Position CITS as an employer of choice for people from CaLD backgrounds by showcasing the cultural and linguistic diversity of the workforce and providing designated spaces for cultural needs.	<b>Lead:</b> Corporate Services (Human Resources)  <b>Support:</b> Corporate Communications, Office of Multicultural Interests	Ensure diversity is reflected and celebrated across all CITS' publications, communications and social media channels, including the 'Careers at CITS' page.	December 2026
		Publish quarterly messages in the staff newsletter that recognise and celebrate multiculturalism within CITS.	June 2026, then quarterly
		Promote and support the placement of Adult Migrant English Program (AMEP) CaLD students across CITS, fostering their professional growth and enhancing the diversity of CITS.	December 2026, then annually
		Promote the support provided by CITS to the CaLD AMEP student placements and their achievements as part of the CITS annual report.	September 2026, then annually
		Provide recommendations to Corporate Executive for designated spaces for cultural needs (for instance, prayer rooms).	December 2026
<b>3.1.2</b> Work collaboratively with other WA Government departments to support CITS staff from CaLD backgrounds in gaining experiences that will help progress to leadership roles.	<b>Lead:</b> Corporate Services (Human Resources)	Create a pilot program, working with the Department of Planning Land and Heritage, which provides additional development opportunities for staff from CaLD backgrounds.  Develop customised CITS mentoring and career advancement initiatives that support staff from CaLD backgrounds.  Encourage CITS staff from CaLD backgrounds to apply for and progress to level 7 and above positions.  Provide Corporate Executive report on Public Sector Quarterly Entity Profile and PSC Diversity Dashboard.	December 2026, then annually

Action	Responsibility	Deliverable	Timeframe
<b>3.2 Achieve equitable representation of people from CaLD backgrounds at all levels, including decision making roles</b>			
<b>3.2.1</b> Explore mechanisms and methods for engaging effectively with individuals, groups and communities from CaLD backgrounds.	<b>Lead:</b> Strategy and Performance Accountability (Strategy and Transformation)	Identify and implement key mechanisms and methods to ensure effective engagement with CaLD communities across CITS portfolios.	December 2026
<b>3.2.2</b> Provide opportunities for and implement CaLD Leadership Scholarship programs.	<b>Lead:</b> Office of the Director General	Foster a new generation of committed leaders for CaLD communities by offering the Culturally and Linguistically Diverse Communities Leadership Scholarship, which aims to support senior leaders currently employed by Western Australian not-for-profit organisations working to benefit CaLD communities.	July 2026
<b>3.2.3</b> Deliver the annual Leadership and Governance Program, which aims to increase the representation of people from CaLD backgrounds on private, not-for-profit and government boards and committees.	<b>Lead:</b> Office of Multicultural Interests  <b>Support:</b> Creative Industries, Sport and Recreation	Provide the Leadership and Governance Program to empower individuals from CaLD backgrounds ensuring equitable representation on boards and committees in the public, private and not-for-profit sectors. This program provides essential skills and guidance for excelling in leadership roles, including offering comprehensive board governance training and a 12-month mentoring program.	November 2026, then annually



**Hope**, by Somaya; Western Australia; 2024.

‘Hope means you can see the light even in the darkness.’  
– Somaya

Action	Responsibility	Deliverable	Timeframe
3.2.4 CITS' boards and committees have representation of people from CaLD backgrounds.	Lead: Office of the Director General	Review CITS' boards and committees to assess the representation of people from CaLD backgrounds.	September 2026
		Recommend strategies to promote a diverse and inclusive environment within CITS' leadership structures through equitable CaLD representation on CITS boards and committees.	December 2026
<b>3.3 Identify, develop and implement initiatives that encourage social, cultural, civic and political participation by members of Western Australia's CaLD community</b>			
3.3.1 Host a series of CaLD Community Stakeholder Forums for CaLD community organisations to be provided an opportunity to provide feedback to the Office of Multicultural Interests, Minister for Multicultural Interests and members of the Ministerial Multicultural Advisory Council (MMAC) on issues related to their communities.	Lead: Office of Multicultural Interests	Host CaLD Community Stakeholder Forums across 2 weekends in 2026, as an opportunity for CaLD community organisations to participate in a series of informative and networking events featuring the Minister for Multicultural Interests and MMAC members. There will be presentations from WA Government agencies regarding issues relevant to CaLD communities, as well as presentations from emerging and established CaLD community associations.	May 2026

Action	Responsibility	Deliverable	Timeframe
<b>3.4 Develop and strengthen global connections through partnerships with Western Australia's CaLD communities and businesses</b>			
<b>3.4.1</b> Develop and maintain international partnerships that build engagement with Western Australia's CaLD communities and businesses to support economic growth.	<b>Lead:</b> Creative Industries  <b>Support:</b> Sport and Recreation, Office of Multicultural Interests	Collaborate and champion the development of international partnerships that foster meaningful engagement with Western Australia's CaLD communities and businesses.	July 2026, then annually
		Enhance cultural exchange and drive economic growth by supporting Western Australia's CaLD communities to build international partnerships and contribute to Western Australia's economic development via the Global Connections through Local Events program.	June 2026
<b>3.4.2</b> Build on CITS' efforts to strengthen economic, cultural and social ties with Asia.	Lead: Creative Industries, Sport and Recreation	<p>Promote CITS' engagement and collaboration with Asia, in line with Western Australia's Asian Engagement Strategy 2019-2030 – Our future with Asia, to ensure Western Australia's CaLD communities and businesses are aware of the available opportunities.</p> <p>Advance the Asian Engagement Grants Program, which provides financial support to State sporting associations to engage with Asian sporting organisations and promote Western Australia as an offshore base for training and competitions. This program helps to further build important cross-cultural connections with Western Australia's Asian neighbours and contributes to creating a more inclusive and welcoming Western Australia for CaLD communities.</p>	July 2026, then annually

Action	Responsibility	Deliverable	Timeframe
<p><b>3.4.3</b> Draw on the knowledge and experiences of CaLD stakeholders and staff to inform the development of international engagement activities, both in Western Australia and overseas markets.</p>	<p><b>Lead:</b> Tourism WA (marketing)</p>	<p>Leverage the insights and lived experiences of locally engaged and contracted CaLD staff across Tourism WA’s 13 global markets to inform international marketing campaigns for cultural relevance and resonance with diverse audiences.</p> <p>This approach will strengthen global connections, foster deeper engagement with Western Australia’s CaLD communities and businesses, and drive increased visitation through culturally attuned storytelling and market specific strategies.</p>	<p>July 2026</p>



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**Stable Love**, by Fatemah; Western Australia; 2024.

‘This drawing shows a stable love and reaching peace with the one you love.’

– Fatemah



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