



geelong
performing
artscentre

CULTURAL
DIVERSITY
PLAN



Introduction

Victoria is widely acknowledged and celebrated as one of the world's greatest multicultural societies.

Victorians come from more than 200 nations; we speak over 200 languages and dialects; we follow more than 135 faiths. More than 26% of the present population has been born overseas and 46.8% were either born overseas or have one parent born overseas. 74.5% of those born overseas came from non-main speaking English countries.

In the Geelong region 15.9% of the region's population was born overseas with 9.4% from non-main English speaking backgrounds.

The Geelong region has a high representation of residents who arrived here from the Netherlands, Germany, Italy, Croatia and Scotland.

However, there are also an increasing number of new arrivals in the region – particularly from Phillipines, India, Malaysia, Thailand, Myanmar and China. Statistics relating to Geelong's cultural diversity are included as Attachment B.

Geelong Region New Settlement Statistics

70 Afghanistan
57 Myanmar
28 Iran
22 Iraq
17 Pakistan
8 Tibet

With rapid growth in both the population and demographic diversity in this region there has never been a more important time for us to understand and embrace our cultural and linguistic diversity.

This extraordinary diversity reminds us that all Victorians and Victorian businesses need to continue to demonstrate understanding, fairness and respect – characteristics that have long been applied within Victoria's democratic and egalitarian way of life.

The arts are in a very powerful position to provide leadership in this endeavour as artists have exceptional capacity to open our eyes and ears to a range of stories, music and imagery which help us interpret history and associated differences and similarities.

¹As part of this diversity Indigenous people of Victoria are recognised by the Victorian Government as the first Australians with a unique spiritual, social and economic relationship to their traditional lands and waters – *All of Us Multicultural Policy 2008*.



This GPAC *Cultural Diversity Plan 2016-2018* (CDP) has been developed to ensure access to and participation in all our activities regardless of ethnic, racial, religious or linguistic background. By continuing to ensure our programmes are accessible and inclusive to all GPAC will contribute to the regions success as a prosperous, multicultural society.

Multiculturalism

The Multicultural Victoria Act 2011 outlines the Principles of Multiculturalism

- (1) The Parliament recognises that the people of Victoria are united in their shared commitment to
 - (a) a democratic framework governed by the rule of law; and
 - (b) Victoria and Australia and to the people, interests and future of Victoria and Australia.
- (2) The Parliament further recognises that all Victorians come from diverse backgrounds and values the richness that such diversity brings to the Victorian community.
- (3) The Parliament supports the rights and responsibilities of citizenship to which subsection (1) refers and promotes the diversity to which subsection (2) refers by recognising the following principles of multiculturalism—
 - (a) all individuals in Victoria are entitled to mutual respect and understanding regardless of their diverse backgrounds;

- (b) all individuals and institutions in Victoria should promote and preserve diversity within the context of shared laws, values, aspirations and responsibilities;
- (c) all individuals in Victoria (regardless of background) have shown that they can work together to build a positive and progressive future and this co-operation is to be encouraged so as to enhance Victoria as a great place in which to live;
- (d) all individuals in Victoria are equally entitled to access opportunities and participate in and contribute to the social, cultural, economic and political life of the State;
- (e) all individuals in Victoria have a responsibility to abide by the State's laws and respect the democratic processes under which those laws are made;
- (f) all individuals in Victoria should be united in a shared commitment to Australia and to community service;
- (g) all individuals and institutions should recognise Victoria's diversity as an asset and a valuable resource benefiting Australia.

(4) The Parliament further recognises that Victoria's diversity should be reflected in a whole of government approach to policy development, implementation and evaluation.

(5) It is the intention of the Parliament that this Act is to be administered and interpreted having regard to the principles of multiculturalism set out in subsection (3).



The Objectives of the GPAC Cultural Diversity Plan (CDP)

The GPAC CDP outlines initiatives to assist GPAC Trust and staff to:

- Value and celebrate diversity
- Reduce inequality
- Improve access to programs
- Encourage participation in all GPAC activities
- Promote the social and economic benefits of cultural diversity to all Victorians

This CDP provides GPAC with a framework for implementing the CDP over the next three years.

The 7 key objectives of the GPAC CDP are:

1. Diversity in programming – both in relation to artists engaged, stories being told, and target audience.
2. Increase diversity of marketing and promotion of GPAC programs to promote inclusion.
3. Increase the capacity of GPAC to recruit people from CD backgrounds.
4. Develop Culturally Diverse Youth Traineeships.
5. Increase diversity on Trust, its subcommittees and other staff committees within GPAC.
6. Build relationships with local culturally diverse communities.
7. Evaluate diversity initiatives as part of ongoing strategic and business planning.



GPAC's CDP in Action	Strategy	Time frame	Responsibility	Comment
2. Increase diversity of marketing and promotion (cont.)	Develop a generic GPAC programs/ access brochure in five main languages as advocated by GPAC Cultural Ambassadors.		CSM	Budget required
	Review data base to identify CD patrons already attending GPAC events as a benchmark to assist in the evaluation of GPAC CDP.	Ongoing	CSM	
	Access program for CALD communities, new arrivals and refugees	Ongoing	CRMM	GPAC:ED, programming/ Family Magic
	Actively collaborate with other agencies and arts and cultural sector NGOs in initiatives to reach new audiences including low participation groups (CD, disability and youth).	Ongoing	PM / CRMM	
	Build on the strengths of education programs by expanding opportunities for young people and communities (particularly CD) to participate in arts and cultural activity across Victoria.		Youth and Education	



GPAC's CDP in Action	Strategy	Time frame	Responsibility	Comment
Staff Development				
6. Build relationships with local culturally diverse communities	<p>Incorporate cultural awareness training for staff and Trust to improve the delivery of programs to our CD communities.</p> <p>Promote volunteer programs to staff to encourage engagement with diverse community organisations.</p> <p>Promote culturally diverse events both within the region and Victoria to staff through all staff emails</p>	2016-17	Management Team/staff training	Budget required
Program Evaluation				
7. Evaluate diversity initiatives as part of ongoing strategic and business planning	Review CDP as part of annual review of Strategic and Business Plan implementation.	Annual	GM / Management Team	

Current Barriers to access and participation at GPAC

Programs offered not connecting to cultural heritage and influences.

Varying levels of English language fluency and associated language barriers.

Disrupted or limited education inhibits knowledge of cultural opportunities.

Pressures of resettlement have resulted in limited capacity to pay for or seek out social activities.

Promotions not reaching CD communities in a language or form to which they have access.

GPAC not resourced to fully implement the plan



Case Study: Musical Mornings – Diversity in Programming

In partnership with Diversitat our local multicultural agency , and funded by the State Government’s Community Support Fund, we have expanded our annual entertainment program – Musical Mornings – to ensure seniors and new arrivals across all communities in the Greater Geelong region are part of the program. By offering an entertainment program - which includes local culturally diverse artists - we help communities celebrate their heritage and traditions and also increase understanding across communities. They share an inclusive cultural experience in a safe and respectful environment.

We have diversified the program of activities and improved access for community members. There are very few opportunities for artists to perform outside their own communities. This project aims to change that situation and bring their work to the main stage in a safe environment. That is why as part of the project we are;

- Creating opportunities to include dancers and musicians from our culturally diverse communities (as support artists and additional foyer entertainment) and offering cultural experiences – including food, artwork, and workshops in the foyer.
- Assisting them in the development of new performances by offering professional development support - which may be assistance in the development of new work for the program, costumes, or rehearsal space

- Enlisting volunteers from established communities to mentor new arrivals and assist them in the development of performances and foyer activities
- Addressing programming themes in order to further engage CALD audiences by including principal artists whose work more directly relates to the diverse backgrounds of those attending e.g. bilingual performance, music from their countries of origin.

Recognising that many are living on limited budgets we want to build the experience of the morning by including additional free of charge activities. To this end we are also introducing patrons to food and other activities relevant to the community participating in the program.

Biscuits and cakes from a variety of countries are supplied by Wholefoods Café & Shop (currently operated by Diversitat) which offers Organic and Conventional Products and engages volunteers from different CALD backgrounds.

The social aspect of the day is very important – particularly for the elderly and those recently arrived in a community. For many it is their big day out and their only social outing for the month – arriving at the theatre as early as 9am for a 10.30am performance and then staying on to have lunch. The addition of other free activities will enhance the social and cultural experience and build networks across communities.



Cultural Diversity in Programming at GPAC

2015

I call My Brothers (MTC) by Jonas Hassen Khemiri	gpac:ed
Dare to be Faceless (Doorstep) - Local artists and local African community	gpac:ed
Short Black Opera - Indigenous choir - Deborah Cheetham AO	gpac:ed
Kaleidoscope - themes of reconciliation and connection to culture	gpac:ed
Monkey	MIF
Country Song - the Jimmy Little Story	Deakin University Theatre Season

Foyer entertainment

- Diversitat CALD Youth Chai Khana POP UP TEA HOUSE over 20 young people involved and mainly Afghan Youth
- Western Edge Youth Arts pop up performance of Forbidden co-written by Young people in partnership with Diversitat and North Geelong Secondary College mainly African Communities.

Diversitat ticket access (asylum seekers; Congolese, CALD seniors)

2016

Winyanboga Yurringa - indigenous	Deakin University Theatre Season
The Aboriginal Comedy Allstars	shaken+ stirred
Reconciliation in the Park	gpac:ed
Sugarland by Rachel Coopes with Wayne Blair (ATYP)	gpac:ed
Kaleidoscope - themes of reconciliation and connection to culture	gpac:ed
Short Black Opera - Indigenous choir - Deborah Cheetham AO	gpac:ed
Japanese Music Experience - Toshi Sakamoto	gpac:ed



Attachment A

Government Policy and Legislation which informs this Cultural Diversity Plan

The commitment to Cultural Diversity Plans is supported by key government initiatives including:

Government Legislation	Strategy Documents
<p>Multicultural Victoria Act 2011.</p> <p>Victorian Charter of Human Rights and Responsibilities Act 2006 (Vic).</p> <p>Racial and Religious Tolerance Act 2001</p> <p>Equal Opportunity Act 2010.</p> <p>Disability Act 2012 (Vic) Section 38.</p> <p>Disability Discrimination Act 1992 (Aus).</p>	<p>Victorian Public Sector Indigenous Employment Strategy.</p> <p>Victorian Indigenous Affairs Framework 2013-18</p> <p>Women's Policy Framework 2008-11.</p> <p>VPS Code of Conduct.</p>



Greater Geelong (C): Summary of Population Diversity, 2011, 2006 Census

Summary Indicators	2011			2006			Change 2006-11		
	Persons	As % of Tot	%	Persons	As % of Tot	%	Persons	Change	%
Total Population	210,872	100.0	100.0	197,478	100.0	100.0	13,394	6.8	6.8
Australia-born	167,646	79.5	155.847	78.9	155.847	78.9	11,799	7.6	7.6
Overseas-born (OSB) ^(a)	33,541	15.9	31.204	15.8	31.204	15.8	2,337	7.5	7.5
Country of birth not stated	9,685	4.6	10.427	5.3	10.427	5.3	-742	-7.1	-7.1
Overseas-born, MESC ^(b)	13,739	6.5	13.213	6.7	13.213	6.7	526	4.0	4.0
Overseas-born, NMESC ^(c)	19,802	9.4	17.991	9.1	17.991	9.1	1,811	10.1	10.1
OSB arrived since 2006	5,329	2.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OSB arrived since 2006 from NMESC	3,810	1.8	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Indigenous Persons ^(d)	1,788	0.8	1.429	0.7	1.429	0.7	359	25.1	25.1
Language Other than English ^(e)	20,261	9.6	18.133	9.2	18.133	9.2	2,128	11.7	11.7
Australian citizen	189,028	89.6	177.949	90.1	177.949	90.1	11,079	6.2	6.2

^(a) Includes 'inadequately described', 'at sea' and 'not elsewhere classified'.

^(b) Main English-Speaking Countries (MESC) are the UK, Ireland, New Zealand, Canada, USA and South Africa.

^(c) Non Main English-Speaking Countries (NMESC) cover all other countries of birth, excluding the MESC.

^(d) Includes Aboriginal, Torres Strait Islander, and Both Aboriginal and Torres Strait Islander. ^(e) Excludes language not stated.

Table 2

Greater Geelong (C): Top 30 Countries of Birth by Gender, 2011, 2006 Census

Country of Birth	2011			2006			Change 2006-2011		
	Males	Females	As % of OSB	Persons	As % of OSB	%	Persons	Change	%
England	3,837	4,025	23%	7,862	23%	7,749	113	1%	1%
New Zealand	965	907	6%	1,872	6%	1,645	227	14%	14%
Italy	948	882	5%	1,830	5%	1,990	-160	-8%	-8%
Scotland	755	814	5%	1,569	5%	1,651	-82	-5%	-5%
Netherlands	747	810	5%	1,557	5%	1,687	-130	-8%	-8%
Croatia	744	759	4%	1,503	4%	1,646	-143	-9%	-9%
Germany	650	790	4%	1,440	4%	1,553	-113	-7%	-7%
India	629	445	3%	1,074	3%	426	648	152%	152%
Philippines	623	629	3%	1,252	3%	670	282	42%	42%
China (excludes SARs and Taiwan)	423	467	3%	890	3%	518	372	72%	72%
FYROM	366	342	2%	708	2%	771	-63	-8%	-8%
South Eastern Europe, nfd	302	273	2%	575	2%	761	-186	-24%	-24%
Poland	225	306	2%	531	2%	641	-110	-17%	-17%
South Africa	258	272	2%	530	2%	434	96	22%	22%
Malaysia	257	269	2%	526	2%	354	172	49%	49%
United States of America	232	259	1%	491	1%	386	105	27%	27%
Bosnia and Herzegovina	231	259	1%	489	1%	472	17	4%	4%
Greece	258	226	1%	484	1%	519	-35	-7%	-7%
Ireland	243	229	1%	472	1%	402	70	17%	17%
Northern Ireland	199	206	1%	405	1%	451	-46	-10%	-10%
Vietnam	193	183	1%	376	1%	332	44	13%	13%
Thailand	156	213	1%	369	1%	187	182	97%	97%
Serbia	169	193	1%	362	1%	345	17	5%	5%
Malta	175	114	1%	289	1%	300	-11	-4%	-4%
Wales	132	150	1%	282	1%	274	8	3%	3%
Sri Lanka	149	130	1%	279	1%	182	97	53%	53%
Spain	126	151	1%	277	1%	257	20	8%	8%
Burma (Republic of the Union of Myanmar)	120	131	1%	251	1%	9	242	2689%	2689%
Singapore	115	127	1%	242	1%	256	-14	-5%	-5%
Austria	117	117	1%	234	1%	257	-23	-9%	-9%
Other countries of birth ^(a)	2,337	2,483	14%	4,820	14%	4,079	741	18%	18%
Total Overseas-born	16,381	17,160	100%	33,541	100%	31,204	2,337	7%	7%
Country of birth not stated	4,911	4,774	9,685	10,427	10,427	-742	-7%	-7%	
Born in Australia	81,474	86,472	167,646	155,847	155,847	11,799	8%	8%	
Total Persons	102,466	108,406	210,872	197,478	197,478	13,394	7%	7%	

^(a) Includes 'inadequately described', 'at sea', 'not elsewhere classified'.