



## Plan

# Multicultural Plan 2023-2026

**The Commission's Multicultural Plan sets out how the Commission implements its broader diversity policy and embeds multicultural principles in serving the communities of NSW.**

## 1. ACKNOWLEDGEMENT OF COUNTRY

The Independent Planning Commission operates on many different Aboriginal lands throughout the State of NSW. We recognise the Traditional Owners of the land upon which we work, and we show our respect for their Elders, both past and present. The Commission would also like to acknowledge the Gadigal people of the Eora nation, upon whose lands the Commission's head office is currently located.

## 2. ABOUT THE COMMISSION

The Independent Planning Commission of NSW (the Commission) was established by the NSW Government on 1 March 2018 as an independent statutory body.

The Commission plays an important role in strengthening and maintaining transparency and independence in the decision-making processes for major development and land use planning in NSW.

### 2.1 KEY FUNCTIONS

The key functions of the Commission are to:

- a) determine State significant development applications in cases where:
  - there are more than 50 public objections to the proposed development
  - the applicant has made a reportable political donation
  - the relevant local council/s has objected to the proposed development.

- b) conduct public hearings for development applications and other matters, at the request of the Minister for Planning
- c) provide independent advice on any other planning and development matter, when requested by the Minister for Planning or Planning Secretary. Routine advice matters typically relate to Rezoning Reviews and Gateway Determination Reviews.

The Commission is required to meet specific timeframes for its determinations and routine advice matters. Please see the website for the Statement of Expectations from the Minister for Planning.

### 2.1 OUR VALUES

The Commission's values below are set out in our Strategic Plan and inform all that we do:

**Independence** – Commissioners are independent and objective in the decisions they make and advice they provide. The Commission and the Office of the Independent Planning Commission that supports the Commission are separate from other government departments and agencies.

**Integrity** – Our processes are undertaken with a high degree of openness and transparency and in line with ethical conduct.

**Engagement** – We encourage and facilitate stakeholder participation in decision-making processes and in providing feedback on our policies and procedures.

**Quality** – The Commission makes fair, timely and robust decisions, and instils a work culture of excellence and continuous improvement.

**Timeliness** – The Commission delivers timely determinations within the legislative and government policy framework to serve the people of NSW.

### 3. MULTICULTURAL NSW ACT 2000

The *Multicultural NSW Act 2000* (the Act) establishes multicultural principles as the policy of the State.

Under the Act, the NSW Government agency Multicultural NSW oversees the implementation of the Multicultural Policies and Services Program (MPSP). This ensures that agencies implement the multicultural principles and deliver equitable and inclusive services to the public. As with other NSW Government agencies, the Commission is guided by the MPSP framework in developing this Multicultural Plan.

#### 3.1 MULTICULTURAL PRINCIPLES

This Plan guides our implementation of the multicultural principles as set out in the Act:

- a) *All individuals in New South Wales, irrespective of their linguistic, religious and ancestral backgrounds, should demonstrate a unified commitment to Australia, its interests and future*
- b) *All individuals in New South Wales should recognise the importance of shared values governed by the rule of law within a democratic framework*
- c) *The people of New South Wales are of different linguistic, religious and ancestral backgrounds who, either individually or in community with other members of their respective groups, are free to profess, practise and maintain their own linguistic, religious and ancestral heritage*
- d) *All individuals and institutions should respect and make provision for the culture, language and religion of others within an Australian legal and institutional framework where English is the common language*
- e) *All individuals in New South Wales should have the greatest possible opportunity to:*
  - *Contribute to, and participate in, all aspects of public life in which they may legally participate*
  - *Make use of, and participate in, relevant activities and programs provided or administered by the Government of New South Wales*
- f) *All institutions of New South Wales should recognise the linguistic and cultural assets in the population of New South Wales as a valuable resource and promote this resource to maximise the development of the State.*

#### 4. NSW DEMOGRAPHICS

More than 29% (856,911) of the NSW community indicated they are from a CALD (Culturally and Linguistically Diverse background) in the 2021 Census, where a language other than English is primarily used at home.

After English the most common languages people spoke at home were Mandarin (270,685), Arabic (227,243), Cantonese (148,943) and Vietnamese (117,907).

### 5. COMMISSION POLICIES

#### 5.1 COMMUNITY PARTICIPATION

The Commission's Community Participation Plan sets out four objectives that guide the Commission when engaging with NSW communities:

**Clarity** – The Commission aims to inform community members about Commission cases that affect them and how they can participate.

**Accessibility** – The Commission aims to ensure that information and engagement processes are easily accessible.

**Transparency** – The Commission aims to be fully transparent in its operations by providing as much clear, timely and detailed information to the public as possible.

**Inclusivity** – The Commission seeks input from diverse stakeholders who are representative of a full range of relevant interests.

#### 5.2 DIVERSITY PRINCIPLES

The Commission's Diversity Policy identifies the Commission's guiding diversity principles, which are to:

- attract and retain a diverse workforce
- foster a work environment that acknowledges, respects, and values the diversity of all participants in the planning process
- consider the diversity of NSW communities when providing information about the Commission's activities and the opportunities for stakeholders to participate in those activities as provided by planning laws
- provide opportunities for Commissioners and employees to develop their knowledge and skills in ways that will support the above principles.

### 6. MULTICULTURAL PLAN - COMMITMENT

The Commission will continue to remove barriers to attracting and retaining a diverse workforce.

We recognise the diverse demographics of NSW and that members of the community may not speak English or may not speak English as their first language. The Commission will support access to NSW Government translation services for diverse communities when participating in the Commission's processes by making submissions.

The Commission will also undertake activities that are culturally appropriate and consistent with the Commission's processes to encourage participation by indigenous communities.

## 7. POLICY CONTEXT

Several legislative and regulatory requirements, NSW government internal controls, federal government policies and internal governance documents inform this Multicultural Plan. These include but are not limited to the following:

- a) *Anti-Discrimination Act 1997* (NSW)
- b) *Australian Human Rights Commission Act 1986* (Commonwealth)
- c) *Racial Discrimination Act 1975* (Commonwealth)
- d) *Multicultural Act NSW 2000*
- e) Planning and Environment Cluster Multicultural Plan 2021-25
- f) Australia's Multicultural Statement (Commonwealth)
- g) The Independent Planning Commission's:
  - Community Participation Plan
  - Diversity Policy
  - Indigenous Engagement Statement
  - Strategic Plan

## 8. REPORTING

The Commission will review and report on progress against the Multicultural Plan every three years.

## 9. ANNEXES

A: Multicultural Plan – Implementation



### For more information

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### DOCUMENT GOVERNANCE

<b>Document ID</b>	Multicultural Plan
<b>Owner(s)</b>	Executive Director
<b>Custodian</b>	Manager, Public Participation
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**MULTICULTURAL PLAN – IMPLEMENTATION**

The Commission’s actions and targets are set out in the table below and align with the NSW Government’s MPSP Framework focus areas and outcomes:

NSW GOVERNMENT		INDEPENDENT PLANNING COMMISSION		
Focus Area	Outcome	Actions	Measure	Timeframe
Service Delivery	<i>Mainstream services delivered for presenters</i>	Support the public to use the Translating & Interpreting Service (TIS National) for in-language assistance for preparation of written submissions	Contact information for TIS National is live on the IPCN website to support diverse community members	Short term (9 months)
	<i>People from culturally diverse backgrounds are aware of NSW Government (funded) services, programs and functions</i>	Provide key Commission policies and procedures in key languages	Key policies and procedures and languages are identified, resources are translated by Multicultural NSW Translation and made live on the website	Long term (24 months)
Planning	<i>Evidence-driven planning</i>	Inform panels about diverse language groups in the local areas of State significant developments under determination	Panels are briefed on the demographics of local areas	Short term (9 months)
		Monitor workforce diversity and ensure equal access to employment opportunities	Recruitment questions reviewed to ensure they are inclusive Annual reports are provided to the Chair on workforce diversity	Short term (12 months)
Leadership	<i>Demonstrated leadership in culturally inclusive practices</i>	Acknowledgement of Country continues to be made at all stakeholder meetings and on Commission website	An Acknowledgement of Country is made at the start of meetings A banner is placed on website with the Acknowledgement of Country	Short term (6 months)
	<i>Increased recognition of the value of cultural diversity</i>	Implement Multicultural NSW and other internal educational programs for Commissioners and Commission staff	Educational programs are delivered	Medium term (18 months)

NSW GOVERNMENT		INDEPENDENT PLANNING COMMISSION		
Focus Area	Outcome	Actions	Measure	Timeframe
Engagement	<i>Collaboration with diverse communities</i>	Ensure that, where relevant, the views of traditional owners are heard, in a form and at a venue that is culturally appropriate and consistent with the Commission's processes	Specific actions are implemented in an Indigenous Engagement Statement relating to on-country options for engagement by traditional owners in the Commission's processes	Short term (6 months)
	<i>Understanding the needs of people from diverse backgrounds</i>	Seek input from culturally diverse groups who might find it difficult to participate in standard engagement activities to better understand and address barriers to engagement with the Commission	Methods to seek feedback are designed and implemented	Medium term (24 months)