

# ATTACHMENT 1

## ETHNIC AFFAIRS POLICY STATEMENTS PROGRAM

On 5 September 1983 NSW Premier Neville Wran announced that all areas of the Government's administration would be required to prepare Ethnic Affairs Policy Statements (EAPS) "as a means of confirming the Government's commitment to the incorporation of ethnic policies in the delivery of mainstream services". This policy was referred to as "mainstreaming".

This announcement was expanded in Premier's Memorandum C/30 (83/1922 - 23 December 1983) which called for the development of Ethnic Affairs Policy Statements by December 1984, and annual reporting to the Ethnic Affairs Commission for all bodies coming within Section 122 b(1) of the Anti-Discrimination Act and all other state Government bodies "engaged in the provision of services". Ethnic Affairs Policy Statements were detailed plans aimed at improving Government agencies' ability to manage and deliver services to a culturally diverse society.

Premier Unsworth instructed Departments and Authorities to submit the first Annual Ethnic Affairs Policy Statement Report to the Ethnic Affairs Commission by 31 December 1986 (Memorandum C/52 - 5 December 1986). By this date most agencies had prepared an EAPS and many were in the second or third year of implementation.

Moves to further strengthen mainstreaming by integrating EAPS into organisational management practices were put in Premier's Memorandum 87/42, 14 September 1987 (Unsworth) in which Departments and Authorities were instructed to:

- ◆ integrate EAPS into overall corporate planning and management;
- ◆ use EAPS Annual Reports to inform the public about improvements in service performance;
- ◆ include ethnic affairs objectives in Program Evaluation.

In November 1990 the Ethnic Affairs Commission developed a Strategic Plan for the EAPS Program. The Plan was developed to address the need for a systematic framework for setting priorities and improving the effective management of the EAPS Program. The Strategic Plan also recognised the extensive changes to structure and management philosophies experienced by many Government agencies at that time.

The EAPS Strategic Plan defined a *Hierarchy of Objectives* which began with establishing an appropriate framework for the EAPS Program and culminated in Social Justice becoming a key measure of the effectiveness and efficiency of public service program delivery.

Many of the achievements of the EAPS Program are features of public service program delivery that are taken for granted today. The provision of interpreter services, the distribution of multilingual information material, the inclusion of people of non-English speaking background in consultation processes and structures, the creation of identified positions, may all be attributed in large part to the role of the EAPS Program within NSW Government agencies.

## ATTACHMENT 2

### CHARTER OF PRINCIPLES FOR A CULTURALLY DIVERSE SOCIETY

#### PREAMBLE

The Government of New South Wales (NSW) regards the cultural and linguistic diversity of the state's population as a valuable national resource which enhances all aspects of life.

In order to maximise this resource, the Government has adopted a Charter of basic principles to guide all Government activity. These principles will apply to all aspects of the social, cultural, political, legal and economic life of NSW on which public institutions impact.

Pursuant to the Government's commitment, all NSW institutions will be required to diversify their policies and activities in order to realise the full potential of the population.

#### PRINCIPLES FOR A CULTURALLY DIVERSE SOCIETY

1. All individuals in NSW should have the greatest possible opportunity to contribute to, and participate in, all levels of public life.
2. All individuals and public institutions should respect and accommodate the culture, language and religion of others within an Australian legal and institutional framework where English is the primary language.
3. All individuals should have the greatest possible opportunity to make use of and participate in relevant activities and programs provided and/or administered by NSW Government institutions.
4. All NSW public institutions should recognise the linguistic and cultural assets in the NSW population as a valuable resource and utilise and promote this resource to maximise the development of this state.

#### APPLICATION

This Charter will be reflected in all Government policies, activities and in its dealings with the non-government sector. It will inform and influence all public institutions. It will establish objectives for the NSW public sector. Public sector managers will demonstrate commitment to the Principles of this Charter.

Within this framework, the Minister for Ethnic Affairs will be the principal reference point for all Ministers and the Ethnic Affairs Commission of NSW will be the principal reference point for all departments, instrumentalities, institutions and agents on issues related to this Charter.

This Charter was adopted by the Fahey Government in February 1993.

## ATTACHMENT 3

### STEERING COMMITTEE FOR THE REVIEW

The Review of the Ethnic Affairs Commission Act was managed by a Steering Committee consisting of:

**Anne Rein**

Premier's Department (up until May 1996)

**Sheri Dudley**

Premier's Department

**Jarka Sipka**

Premier's Office

**Sharon Boyd / Kate Lawrence-Haynes**

The Cabinet Office

**Stepan Kerkyasharian**

Ethnic Affairs Commission

During the first 6 months of the Review the Steering Committee was assisted by an Executive Officer, Tony Dolk. The Green Paper was prepared by Don Munro with assistance from Edwina Deakin.

The White Paper was prepared by Edwina Deakin with assistance from Catherine Munro.

The Steering Committee would like to thank all those who contributed to the Review. In particular the Steering Committee would like to acknowledge the input and support provided by the Ethnic Communities' Council of NSW and the Commissioners and staff of the Ethnic Affairs Commission of NSW.

## ATTACHMENT 4

### CONSULTATIONS: WHEN AND WHERE

During the first six months of the Review consultations were held across New South Wales to identify the key issues affecting ethnic communities. These included public meetings that were well attended in both metropolitan and regional centres, as well as meetings with specific ethnic organisations and groups. In addition, the Steering Committee held consultations with the Ethnic Communities' Councils of NSW, Ethnic Affairs Commission of NSW and with senior staff of Government agencies.

The Steering Committee gratefully acknowledges the assistance provided by the Ethnic Communities' Council (ECC) of NSW, the Hunter ECC, the Illawarra ECC and the Wagga Wagga ECC for co-hosting the public meetings in Sydney, Newcastle, Wollongong and Wagga Wagga respectively.

What follows is a list of key meetings that occurred in the period leading up to the release of the Green Paper in May 1996:

**10 October 1995**

Hunter Regional Advisory Committee to the Ethnic Affairs Commission,  
Newcastle

**16 October 1995**

Illawarra Regional Advisory Committee to the Ethnic Affairs Commission,  
Wollongong

**18 October 1995**

Western Sydney Regional Advisory Committee to the Ethnic Affairs Commission,  
Blacktown

**26 October 1995**

Illawarra Public Meeting, Wollongong,  
Co-hosted by the Illawarra Ethnic Communities Council

**1 November 1995**

Albury Consultation, Albury City Council

**1 November 1995**

Wagga Wagga Consultation, Wagga City Council

**13 November 1995**

Hunter Public Meeting, Newcastle,  
Co-hosted by the Hunter Ethnic Communities Council

**14 November 1995**

Multicultural Resource Centre Forum Consultation, Ashfield, Sydney

**15 November 1995**

Refugee Resettlement Working Group, Camperdown, Sydney

**19 November 1995**

Muslim Women Association Consultation, Lakemba, Sydney

**20 November 1995**

First Sydney Public Meeting, Canley Vale,  
Co-hosted by the Ethnic Communities' Council of NSW

**26 November 1995**

Islamic Council of NSW Consultation, Chullora, Sydney

**27 November 1995**

Second Sydney Public Meeting, Waterloo,  
Co-hosted by the Ethnic Communities' Council of NSW

**4 December 1995**

Grant-in-Aid Workers' Co-operative Consultation, Ashfield, Sydney

**12 December 1995**

Australian Arabic Welfare Council Consultation,  
Canterbury-Bankstown Migrant Resource Centre

**14 December 1995**

Immigrant Women's Speakout Consultation, Blacktown

**12 January 1996**

Ethnic Affairs Commission Meeting, Ashfield, Sydney

**12 February 1996**

Government Chief Executive Officers Forum, Sydney City

**14 February 1996**

Members of Executive and Management, Ethnic Communities' Council of NSW,  
Waterloo, Sydney

**8 March 1996**

Ethnic Affairs Commission meeting, Ashfield, Sydney

**21 May 1996**

NSW Government Social Justice Reference Group, Sydney City

## WRITTEN SUBMISSIONS DURING INITIAL CONSULTATION PHASE

The following is a list of written submissions made during the preparation of the Green Paper:

- ◆ Albury-Wodonga Continuing Education Centre
- ◆ Australian Chinese Community Association of NSW
- ◆ Australian Arabic Welfare Council
- ◆ Australian International Research Institute
- ◆ Blue Mountains Migrant Issues Interagency
- ◆ Council on the Ageing (NSW)
- ◆ Ethnic Communities' Council of NSW
- ◆ Ethnic Communities' Council of Wagga Wagga
- ◆ Illawarra Ethnic Communities' Council
- ◆ Immigrant Women's Speakout Association NSW
- ◆ Marrickville Council
- ◆ Multicultural Information Service, Lismore
- ◆ Multicultural Access and Resource Service, Coffs Harbour
- ◆ Multicultural Resource Centre, Albury-Wodonga
- ◆ Office of the Director of Equal Opportunity in Public Employment
- ◆ Sydney India League

## ATTACHMENT 5

### WRITTEN RESPONSES TO GREEN PAPER

On 27 May 1996 the NSW Premier and Minister for Ethnic Affairs, the Hon. Bob Carr MP, publicly launched the Government's Green Paper *Building on Our Cultural Diversity* describing the future direction of ethnic affairs in NSW and invited written comment.

More than ninety submissions were received on the Green Paper from State Government agencies, Local Government, academic and non-government organisations, as well as from individuals. What follows is a full list of all written responses received to the Government's Green Paper:

#### State and Local Government

- ◆ Ageing and Disability Department
- ◆ Anti-Discrimination Board of NSW
- ◆ Attorney General's Department
- ◆ Board of Studies
- ◆ Department of Local Government
- ◆ Department of Training and Education Co-Ordination
- ◆ Department of Corrective Services
- ◆ Department of Industrial Relations
- ◆ Department of Juvenile Justice
- ◆ Department of Sport and Recreation
- ◆ Department of Urban Affairs and Planning
- ◆ Department for Women
- ◆ Department of Gaming and Racing
- ◆ Department of Public Works and Services
- ◆ Department of Community Services
- ◆ Department of Fair Trading
- ◆ Department of Housing
- ◆ Department of Transport
- ◆ EAC Hunter Regional Advisory Committee
- ◆ Home Care Service of NSW
- ◆ Independent Commission Against Corruption
- ◆ Land and Water Conservation
- ◆ National Collaborative Adult English Language and Literacy Strategy
- ◆ NSW Ministry for the Arts
- ◆ NSW Police Service
- ◆ NSW Crime Commission
- ◆ NSW Casino Control Authority
- ◆ NSW Department of School Education

- ◆ NSW Agriculture
- ◆ NSW Department of Health
- ◆ Office of the Director of Equal Opportunity in Public Employment
- ◆ Premier's Department
- ◆ Public Employment Office
- ◆ Randwick City Council
- ◆ State and Regional Development
- ◆ Sydney Organising Committee of the Olympic Games
- ◆ TAFE
- ◆ Tourism New South Wales
- ◆ Transgrid
- ◆ Wollongong City Council
- ◆ Work Cover Authority

### **Non-Government Organisations**

- ◆ Albury-Wodonga Multicultural Resource Centre
- ◆ Australian Institute of Interpreters and Translators
- ◆ Australian Jewish Welfare Society
- ◆ Australian Chinese Community Association of NSW
- ◆ Australian Business Chamber Ltd
- ◆ Bosnian Literature Academy
- ◆ Central Coast Multicultural Unity Group
- ◆ Chinese Australian Services Society
- ◆ Co.As.It
- ◆ Croatian Intercommittee Council for NSW
- ◆ Deaf Society of NSW
- ◆ Elderly Australian Chinese Homes
- ◆ Ethnic Communities' Council of Wagga Wagga
- ◆ Ethnic Communities' Council of NSW
- ◆ Federation of Netherlands Societies
- ◆ Hunter Valley Croatian Community
- ◆ Illawarra Migrant Resource Centre
- ◆ Information Training Research Action Centre (Wyang)
- ◆ Local Government and Shire Associations of NSW
- ◆ Maltese Community Council of NSW
- ◆ Migrant Resource Centre Hunter Region
- ◆ Multicultural Access and Resource Service Coffs Harbour
- ◆ North Coast Multicultural Workers Network
- ◆ NSW Indo-China Chinese Association
- ◆ NSW MRC Forum
- ◆ NSW Teachers' Federation
- ◆ NSW Jewish Board of Deputies

- ◆ NSW Grant-in-Aid Migrant Welfare Workers and Agencies Co-op
- ◆ Refugee Council of Australia
- ◆ Serbian Orthodox Saint Sava Association
- ◆ Southern Cross University, Coffs Harbour
- ◆ St George Migrant Resource Centre
- ◆ The Law Society of NSW
- ◆ Tri-Community Exchange, - Penrith
- ◆ University of Technology Sydney
- ◆ Wyoming Community Centre

### **Individuals**

- ◆ Mr John Watkins MP, Member for Gladesville
- ◆ Mr David Follington
- ◆ Mr S Narasimhan
- ◆ Mr E M Wulff
- ◆ Mr Ian Gilleran
- ◆ Mr F J Robinson
- ◆ Mr E Fenton
- ◆ Mr Juau Meujiuoy
- ◆ Mr Colin King
- ◆ Mr Joe Alvaro
- ◆ Mr B Weiseuer
- ◆ Mrs Irene Brown
- ◆ Mrs Danev
- ◆ Mrs E McLoon
- ◆ Mrs B Goldberger
- ◆ Ms Valerie Campbell

## ATTACHMENT 6

### ETHNIC AFFAIRS KEY AGENCIES FOR 1996-97

The Premier and Minister for Ethnic Affairs has identified the following agencies as Key Agencies as regards Ethnic Affairs for 1996-97.

These Agencies are requested to liaise with the Ethnic Affairs Commission in the preparation of their ethnic affairs plans and strategies.

- ◆ **Ageing and Disability** Department\*
- ◆ Ministry for the **Arts**\*
- ◆ **Attorney-General's** Department\*
- ◆ Department of **Community Services**
- ◆ Department of **Corrective Services**
- ◆ Department of **Fair Trading**
- ◆ NSW **Health** Department
- ◆ **Health Care Complaints** Commission
- ◆ **Home Care** Service
- ◆ Department of **Housing**
- ◆ Department of **Industrial Relations**
- ◆ Department of **Juvenile Justice**
- ◆ **Legal Aid** Commission
- ◆ Office of the **Ombudsman**
- ◆ **Police** Service
- ◆ **Roads and Traffic** Authority
- ◆ Department of **State and Regional Development**\*
- ◆ Department of **School Education**
- ◆ **TAFE** Commission
- ◆ **Tourism** New South Wales\*
- ◆ Department of **Training and Education** Coordination\*
- ◆ Department for **Women**
- ◆ **Workcover** Authority

\* Indicates new agencies or those who were not previously listed as Key Agencies.