

Multicultural Council of Tasmania

- Leadership for a multicultural Tasmania

STRATEGIC PLAN – 2016 - 2018

OUR VISION

The Multicultural Council's vision is of a culturally and linguistically diverse and harmonious Tasmania that is just, fair and inclusive - where people with diverse backgrounds have the opportunity to participate in and contribute to Tasmanian society.

OUR MISSION

Our mission is to be a community based, member-driven organisation that empowers people from diverse and multicultural backgrounds to have a voice. We advocate and lobby for human rights, social justice, respect, equality and dignity for multicultural communities. We work to build an inclusive society by providing information and promoting cultures, languages and multicultural issues in the community and our members help to welcome new migrants and refugees to Tasmania.

OUR VALUES

Inclusiveness, Respect, Co-operation, Equality, Integrity and Accountability

OUR STAKEHOLDERS

- Our member organisations
- Residents of Tasmania with a culturally, linguistically diverse background, including people with a refugee background, international students and migrants
- All levels of government and agencies that provide services
- The broader Tasmanian community, businesses and organisations that we partner with to achieve our goals.

OUR GOALS & STRATEGIES

	STRATEGY - Advocate and Represent	STRATEGY - Thought Leadership	STRATEGY - Capacity Building	STRATEGY - Educate and Inspire
GOAL 1. Tasmanian cultural community organisations and MCoT members are stronger and more able to assist their communities	<ul style="list-style-type: none"> -Assist cultural community organisations to grow stronger by promoting them to gain recognition, funding and equal opportunity -Assist our members to advocate for solutions to problems when they arise 	<ul style="list-style-type: none"> -MCoT takes leadership to organise workshops and initiatives to help build the capacity of community cultural organisations. 	<ul style="list-style-type: none"> -Devote more organisational resources to building the strength of and the connections between our organisational members. -Develop partnerships with other Tasmanian leadership organisations to help build the capacity of our members – by, for example, providing training, and practical in-kind support for MCoT Members and communities. 	<ul style="list-style-type: none"> -Provide opportunities for MCoT members to share their stories and cultural heritage with the broader Tasmanian community, -Assist communities to keep their culture and language alive by assisting with initiatives such as language schools and ethnic broadcasting.
GOAL 2. Tasmanian decision-makers and the broader population embrace multiculturalism and the value of diversity	<ul style="list-style-type: none"> -Lobby State and local governments to implement best practise multicultural policies and programs -Staff and Board undertake regular engagement with decision-makers at all levels of government 	<ul style="list-style-type: none"> -Build an alliance of organisations and ‘Ambassadors’ who are willing to actively engage with the broader community about the value of cultural diversity for the Tasmanian community and its economy -Publish briefing papers on a range of topical issues 	<ul style="list-style-type: none"> - Promote the benefits of culturally diverse workplaces in the private and public sector. -Hosts forums on topics to assist decision-makers, employers, organisations and businesses to understand current issues from the perspective of culturally, linguistically and religiously diverse Tasmanians 	<ul style="list-style-type: none"> -Help to build community understanding, through the use of media and events to promote the value of diversity and multiculturalism. -Lead positive public discourse about diversity through the promotion of appropriate and unbiased language
GOAL 3. MCoT is a strong and healthy organisation and is highly regarded for its efficiency, advice and ideas	<ul style="list-style-type: none"> -Continue to build the membership of MCoT so that it is fully representative of culturally, linguistically and religiously diverse people and communities throughout Tasmania 	<ul style="list-style-type: none"> - MCoT has more funding to undertake research and policy development, to share and communicate this work -All members can build their skills and knowledge by attending regular MCoT training and forums 	<ul style="list-style-type: none"> -To have a skilled and diverse Board that can provide leadership to communities -Ensure MCoT is thriving and financially sustainable through pursuing grant opportunities in line with our Strategic Plan and inspiring others to fund MCoT’s work 	<ul style="list-style-type: none"> -Increase exposure of MCoT’s information and messages by building the organisation’s communications capacity and relations with the media