

STRATEGIC PLAN 2021 - 2023



MULTICULTURAL
COUNCIL of *TASMANIA*

FUNCTION OF MCOT

The Multicultural Council of Tasmania (MCOT) has objects set out in its Constitution. These include:

- (a) to promote joint action and cooperation between ethnic communities on issues of common concern;
- (b) to ensure the rights of ethnic communities, including effective participation in decisions which affect them, and the sharing of community resources;
- (c) to encourage the development of ethnic organisations concerned with the social and cultural life of their communities;
- (d) to participate actively in the development of a culturally pluralistic society in Australia, and to relate to relevant community organisations and structures, keeping in mind the purpose of inter-action with – rather than isolation from – the mainstream of Australian life; and
- (e) to encourage and promote multicultural education.

OUR COMMITMENT

MCOT has entered into an agreement with the Tasmanian State Government “to operate as a peak body representing the interests of culturally, linguistically, and religiously diverse communities in Tasmania”. This agreement requires MCOT to:

- undertake consultation and research;
- support policy development and provide advice;
- maintain effective partnerships and collaboration to achieve positive outcomes;
- proactively engage with the sector and population priority group; and
- advocate on behalf of and build capacity within the sector and population priority group.

THE PLAN

This Strategic Plan has been developed by the MCOT board, each of whom serves in a voluntary capacity, and the majority of whom were elected by the MCOT membership.

The Plan is a reference point against which the board will assess the Chief Executive Officer, who heads a staff totalling approximately 3 ½ full-time-equivalent officers.

GOALS

Ten strategic goals were created through the board's strategic planning process, under four main pillars.

- Research and advocacy
- Engagement and celebration
- Capacity building
- Partnership and collaboration

RESEARCH AND ADVOCACY

Goal 1 Data collection

To collate and share general data on multicultural Tasmania.

To collate data offered by individuals and share the aggregated results.

Goal 2 Policy engagement

To engage with local, state, and federal government policy processes affecting CALD Tasmanians, including COVID-19 policy processes, ensuring that positions are evidence-based by drawing on regular surveys of members.

Goal 3 Economic and employment opportunities

To support economic participation through encouraging the establishment of equal opportunity programs, such as internship/vacation/apprenticeship/training programs offered by large employers.

To support efforts to counter discrimination in work environments, in conjunction with employer bodies.

To lobby government to remove excessive occupational licensing requirements.

ENGAGEMENT AND CELEBRATION

Goal 4 Social cohesion

To promote and facilitate sporting, cultural, music and food events and festivals.

To support events organized by member organisations, with an emphasis on events building inter-group connection.

CAPACITY BUILDING

Goal 5 Practical support

To support communities to form associations by:

- providing advice on registering associations and incorporation;
- establishing a bank account;
- establishing an address;
- creating a letterhead and logo; and
- getting training on management and leadership.

Goal 6 The Hub and community spaces

To serve the community through the management of the Multicultural Hub in Moonah.

To encourage the establishment of other meeting spaces across Tasmania.

To build connections and membership in the North, complementing organisations like MRC-North.

Goal 7 Funding

To outline to the State Government the important state-wide work that is dependent on funding.

To pursue partnerships and sponsorships with other organisations including large businesses.

Goal 8 Governance

To review MCOT's governance and constitutional arrangements, including:

- election processes;
- board composition and size; and
- input and consultation from all members, to ensure effective representation and oversight.

PARTNERSHIP AND COLLABORATION

Goal 9 Disability and mental health advocacy

To build awareness of mental health services, including those offered by service-delivery organisations such as MRC Tasmania.

To promote the availability of services through ‘ambassadors’.

To promote stories from CALD Tasmanians living well with disability.

Goal 10 Social integration

To build connections with organisations that are not specifically CALD organisations, such as local councils and schools.

To promote any provision these entities make for humanitarian migrants.



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SUPPORTED BY



**Tasmanian
Government**

MULTICULTURAL COUNCIL OF TASMANIA (MCOT)

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