

2025

MULTICULTURAL EMPLOYMENT PROJECT



PROJECT VISION:



A Tasmanian workforce that reflects the cultural diversity of Tasmania at all levels of business. A system that provides equity in opportunity and culturally safe environments for all.

PROJECT PURPOSE:



Multicultural Employment project aims to remove barriers for employers to engage the culturally diverse employees of Tasmania. This will be achieved by enhancing a better understanding of the diverse capabilities, improving the cultural capacity, and developing resources that meet the individual and unique needs of the business sector.

INTERCULTURAL CONNECT “REALISING THE POTENTIALS”



Multicultural Employment Project Objectives:

Enhancing the Capacity of Employers to understand the diverse capabilities of CALD community members

Improving Employers' Cultural Competency

Developing resources, with a primary focus on employer readiness, that meet individual and unique needs of the business sector

Multicultural Employer Project Phases:

ENGAGE

CONNECT

EMPOWER

EDUCATE

ENGAGE

PHASE 1 ENGAGE

Multicultural Employer Research

- Literature Review
- Survey
- Focus Groups Of Employers & Peaks,
Focus Groups of Employees
- Report Preparation



OUR INDUSTRIES:

- Aged Care
- Early Education and Care
- Professional Services (IT, Accounting, Consulting, Recruitment and Employment Services)
- Retail
- Building, Construction & Trades
- Tourism & Hospitality



EXAMPLES OF BARRIERS DISCOVERED:

- Lack of research-based evidence, policies, and plans for cultural inclusion focused practice
- Difference between employers and CALD employees perception in a workplace
- Employers see laws and regulations (e.g. visas) as a barrier
- Employees observe selective hiring practices, microaggression, discrimination, and profiling
- Lack of cultural diversity in Leadership
- Retention issues

PHASE 2: EMPOWER

Gap analysis (how we approached):

Theoretical analysis:

- UTAS literature review.

Practical analysis:

- Research on current diversity frameworks (mainly cultural diversity, but also including other diversity frameworks).
- Research on current cultural awareness training available in person and online.
- Identifying the gaps and bringing it all together.

BEST CULTURAL DIVERSITY FRAMEWORKS IDENTIFIED

Diversity and Inclusion Framework 2022-2027 (Victoria State Government)

- **Strategy and Business Alignment:** Ensures diverse experiences shape policies and services.
- **Leadership and Accountability:** Focuses on governance that reflects community diversity with measurable targets.
- **Employment and Careers:** Creates a supportive culture for employee development.
- **Culture and Home:** Promotes cultural safety and addresses systemic discrimination.

Welcoming workplaces

- **Leadership:** Promotes diverse leadership and inclusive policies.
- **Community Engagement:** Focuses on celebrating cultural diversity through events and recognition of significant cultural days.
- **Recruitment and Retention:** Prioritizes inclusive recruitment practices and retention strategies for underrepresented groups.
- **Social and Cultural Inclusion:** Emphasizes representation and the celebration of diverse experiences.

EMPOWER

OUR PARTICIPANTS:

GLENVIEW

SEARSON BUCK

ADVENTURE PATCH

GRAND CHANCELLOR LAUNCESTON

PREVIOUS PARTICIPANTS: KIELY
PLUMBING, MAINTAIN CONTRACTING



CO-DESIGN WORKSHOPS

Workshops with Errol Amerasekera

Purpose: further understand the barriers and proposed solutions

- **Summary:**
- Workshops focused on multicultural inclusion, tackling cultural biases, time constraints, and generational resistance.
- Solutions included: psychological safety, revised recruitment, leadership development, and cross-cultural training.
- Participants committed to implementing actions and tracking progress.
- Leadership's role and addressing unconscious bias were key to fostering diverse, high-performing teams.

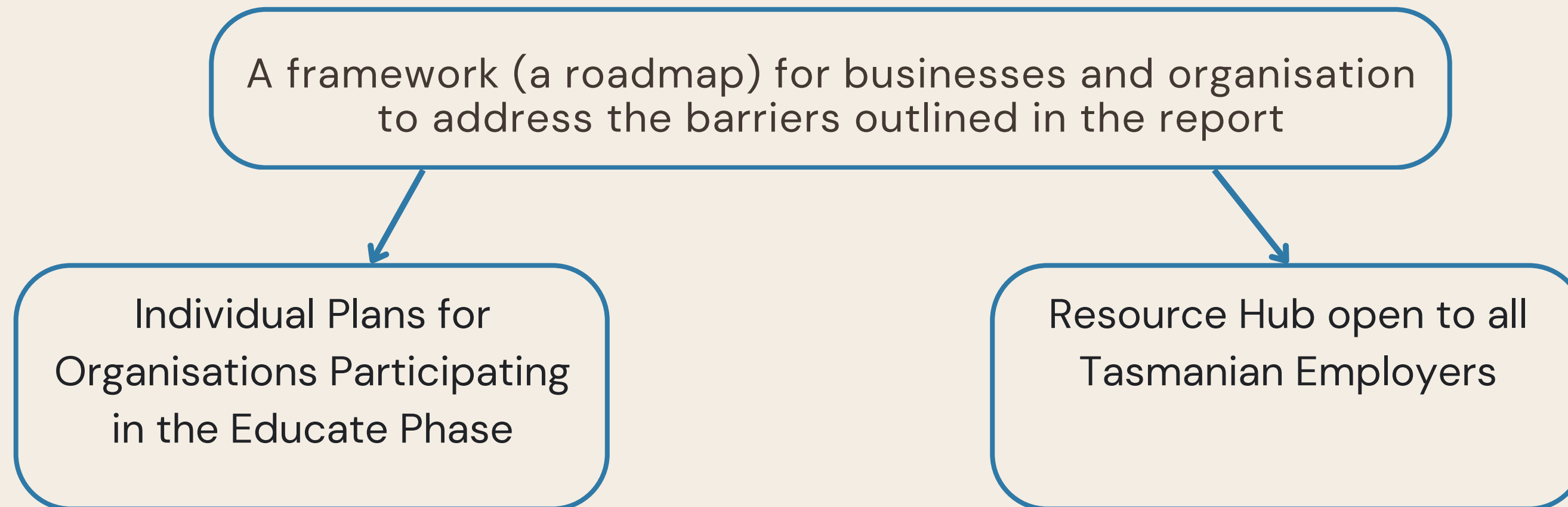
Co-design workshops UTAS with employers

Purpose: co-design framework/model

Workshop with the Steering Group representatives:

Purpose: to 'sense check' the proposed model and offer practical advice

WORKSHOP OUTCOMES:



EMPOWER

TOOLKIT DEVELOPMENT

1. Review and analyse current policies and processes relating to cultural diversity and inclusion.
2. Consider related strengths and weaknesses.
3. Define and communicate inclusive vision.



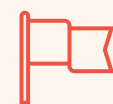
A. Know your organisation and its context

1. Establish channels to meaningfully talk and listen to employees of all backgrounds.
2. Capture insights/data on their experiences.
3. Meaningful actions follow from genuine engagement with employees.



B. Know your people

1. Develop specific, clear goals that can be measured.
2. Develop action plans with clear KPIs.
3. Build cultural diversity and inclusion into Triple Bottom Line.



D. Measure your progress

1. Create ways to effectively collaborate with colleagues.
2. Work together to develop culturally inclusive practices.
3. Build cultural and situational awareness.



C. Collaborate with your people

CONNECT

PHASE 4 CONNECT

When: October 21, 9 – 5.30

Where: Wrest Point Hotel

Purpose: To explore and create actionable strategies for building more inclusive workplaces.



MTEC 2025

Create belonging
Achieve success

CONNECT

Multicultural Tasmania Employer Conference 2025:

BELONGING

INCLUSION

EQUITY

DIVERSITY



Thank You!