



Government of **Western Australia**
Department of **Local Government and Communities**
Office of **Multicultural Interests**



Harnessing diversity – Our cultural advantage

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Western Australia

12 August 2016





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Waves of migration

- ▣ 1793 – 1850 – English, Irish, Scottish
- ▣ 1850s gold rushes – Chinese
- ▣ 1850 – 1900 – Afghan cameleers, Japanese pearl divers
- ▣ Post 1945 – ‘Populate or Perish’ – ‘£10 Poms’, displaced Germans, Dutch, Polish
- ▣ 1951 Colombo Plan – South Asia, South East Asia
- ▣ 1970s – Vietnamese ‘boat people’, Cambodians and Chinese
- ▣ 1990s – Africa, Middle East
- ▣ 2000s – South Africa, India, China, Malaysia, Middle East, Africa

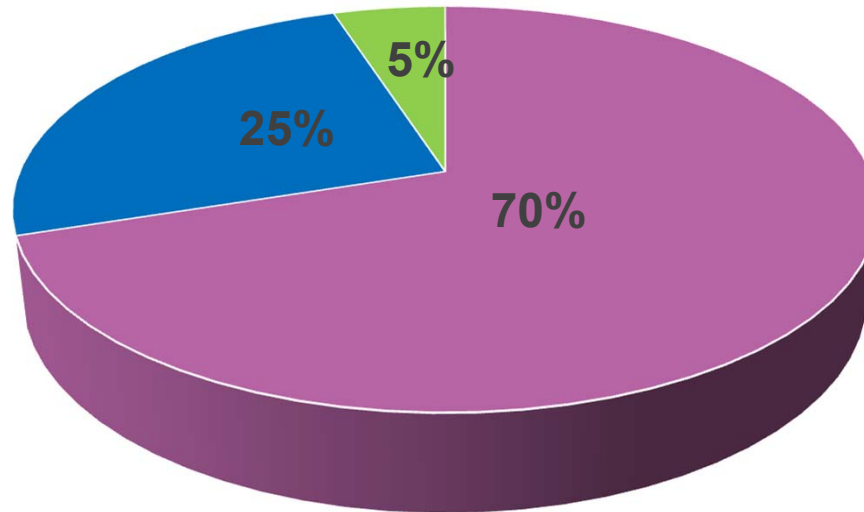




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Migration streams



■ Skilled Migration - 70% ■ Family Stream - 25% ■ Humanitarian - 5% ■





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Western Australia's Super Diversity

- ▣ More than 190 countries
- ▣ 270 languages and dialects
- ▣ 130 religious faiths
- ▣ Different migration programs





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- 31% born overseas
- 75% had a non-Australian ancestry (51% in 2006)
- 14.7% spoke a language other than English at home
- Top 10 NMES: India, Malaysia, Italy, the Philippines, China, Singapore, Vietnam, Germany, Indonesia and the Netherlands
- Top 10 LOTE: Italian, Mandarin, Cantonese, Vietnamese, Arabic, Afrikaans, Indonesian, German, Tagalog and Spanish





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Benefits

- Enables different perspectives which can stimulate innovative thinking
- Respond more effectively to a diverse customer base
- Assists international engagement – “*cultural diplomacy*”
- Increase bottom line profits for businesses – tailor to market segments
- Industry recognition - ANZ, Bankwest, Chevron, Deloitte, IBM, PwC, Target, Telstra, Westpac, Woodside





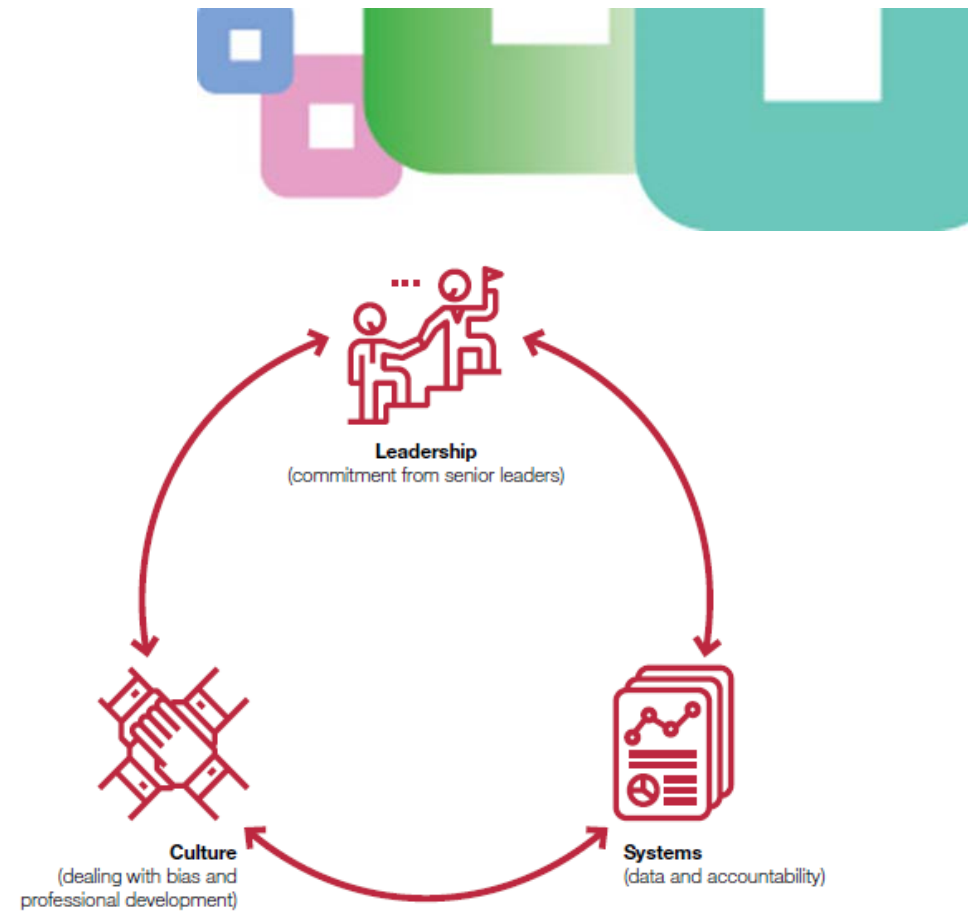
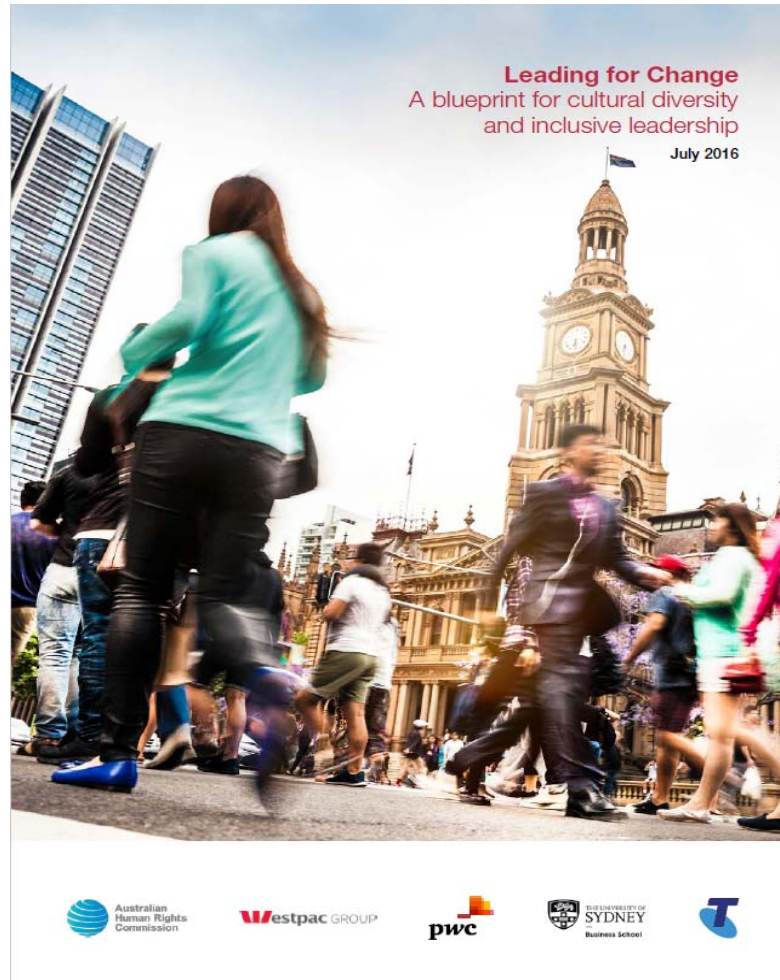
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Barriers

- ▣ Preference for local work experience – lack of understanding
- ▣ Visible difference (appearance, accent)
- ▣ ‘Unconscious bias’
- ▣ Cultural assumptions about what ‘leadership’ looks like





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Creating value through diversity and inclusion

June 2016



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Public Sector in Western Australia

- ▣ 12.4% from a non-main English speaking background
- ▣ 8.3% speak a language other than English at home

Universities:

- ▣ 26.4% academic staff
- ▣ 21.4% non-academic staff



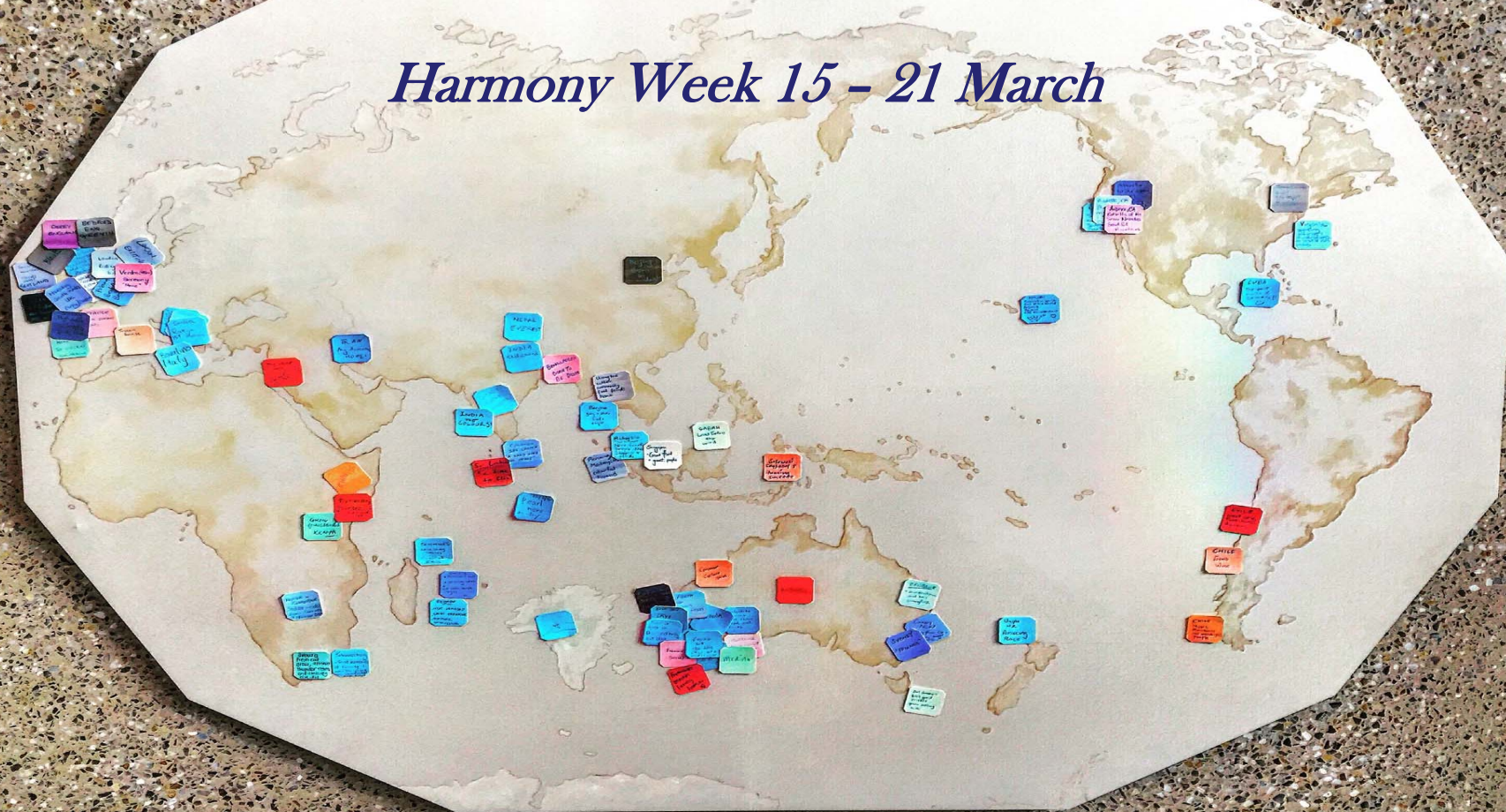


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www.diversewa.omi.wa.gov.au

Harmony Week 15 - 21 March





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Thank you

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