



Government of **Western Australia**
East Metropolitan Health Service



East Metropolitan Health Service Multicultural Plan 2024 - 2027



Policy Priority 3: Economic, social, cultural, civic, and political participation

- Western Australians from CaLD backgrounds are equitably represented in employment and on boards, committees, and other decision-making bodies
- Western Australia’s CaLD community is harnessed to grow economic, social, cultural, civic, and political development.

ACTION	OUTCOME	RESPONSIBILITY	TIMEFRAME
Strategy 1: Implement recruitment and career development processes that support employment and progression of staff from culturally and linguistically diverse backgrounds			
P3.1.1 EMHS equity, diversity, and inclusion strategy will contain activities to support new CaLD recruits	<ul style="list-style-type: none"> • EMHS culturally and linguistically diverse workforce have a sense of inclusion and belonging 	<ul style="list-style-type: none"> • EMHS People and Capability 	2024-2027
Strategy 2: Achieve equitable representation of people from culturally and linguistically diverse backgrounds at all levels and in decision-making roles			
P3.2.1 Identify and facilitate career and leadership development opportunities for the culturally and linguistically diverse workforce (may include initiatives such as job rotations, university placements, secondments, internships, work experience, and projects)	<ul style="list-style-type: none"> • EMHS achieves the state target for representation and a balanced equity index for CaLD people 	<ul style="list-style-type: none"> • EMHS People and Capability 	2024-2027
P3.2.2 EMHS Terms of Reference for decision-making committees including the Board to prompt for consideration of members with diverse backgrounds inclusive of CaLD where nominees are sought	<ul style="list-style-type: none"> • Culturally and linguistically diverse committee members represent the EMHS patient and staff population on Committees that are responsible for advising on and overseeing the health service organisation 	<ul style="list-style-type: none"> • EMHS Office of the Chief Executive • RPBG Executives • AKG Executives • SJGMPH Executives 	2024-2025

Strategy 3: Identify, develop and implement initiatives that encourage social, cultural, civic and political participation by members of Western Australia’s culturally and linguistically diverse community

P3.3.1 EMHS will work in partnership with external organisations for the benefit of our community

- Maintain and enhance links with partnering organisations (WA Primary Health Alliance), Health Diversity Groups to support care across the continuum across out culturally diverse population
- EMHS will be responsive to emerging themes (e.g., changes in numbers of immigration and refugees) in the patient population by partnering and sharing information with Department of Immigration and Department of Education
- EMHS in partnership with local governments, NGOs, service providers and Community, develop place-based initiatives for priority populations that increase physical activity, increase access to nutritious food, reduce alcohol use and stop tobacco and e-cigarette use.

• EMHS Clinical Service Strategy and Population Health

2024-2027

This document can be made available in alternative formats on request.

East Metropolitan Health Service
10 Murray Street PERTH WA 6000
www.eastmetropolitan.health.wa.gov.au

Compiled: July 2023

©State of Western Australia, East Metropolitan Health Service 2023

Copyright to this material is vested in the State of Western Australia unless otherwise indicated. Apart from any fair dealing for the purposes of private study, research, criticism or review, as permitted under the provisions of the Copyright Act 1968, no part may be reproduced or re-used for any purposes whatsoever without written permission of the State of Western Australia.