

# Multicultural Policy for the Northern Territory

2020-25



The Northern Territory Government proudly acknowledges the Traditional Owners of country and recognises their continuing connection to their lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders, both past and present.

# Territory Families **WE CARE**



# Contents

1. Introduction	4
2. Who we are	6
3. Principles underpinning the Northern Territory Government's commitment for a multicultural Northern Territory	7
4. Angelo's Story	8
5. Objective 1	9
<i>5.1. Building Our Diversity</i>	
6. Multicultural Community Services in Central Australia	10
7. Objective 2	11
<i>7.1. Strengthening Our Partnerships</i>	11
8. Anjana's Story	12
9. Objective 3	13
<i>9.1. Supporting Participation, Social Inclusion and Cohesion in Our Community</i>	13
10. Australia China Friendship Association - Celebrating and Connecting Our Community	14
11. Objective 4	15
<i>11.1. Strengthening Our Communities</i>	15
12. Implementation and Review	16
13. Key Links	17



# 1. Introduction

The Northern Territory Government proudly acknowledges the Traditional Owners of country and recognises their continuing connection to their lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders, both past and present.

The Northern Territory's rich history of multiculturalism is shaped by Aboriginal and Torres Strait Islander people, newly arrived migrants from all parts of the world as well as established multicultural communities.

The Northern Territory Government recognises the strengths and positive contribution of the multiculturalism in the development of the social and economic life of the Northern Territory. This acknowledgement is demonstrated through the Northern Territory Government's commitment to support the culturally and linguistically diverse community in the Territory, through a range of grants and support programs.

The Northern Territory is also a place of opportunities where we welcome people to work, study and live. Migration has and will continue to provide additional benefits and shape our community through population growth, economic prosperity and cultural diversity, contributing to a socially enriched Territory.

With employment a key factor in the attraction of migrants, particularly in regional areas, a welcoming society, education opportunities, community support and infrastructure also influence people to live and work in the Northern Territory.<sup>1</sup>

Both interstate and overseas migration has played a significant role in the growth of the population in the Northern Territory. This growth has contributed to economic growth and prosperity, an increase in the population in regional areas and job opportunities. It has also diversified the skills base in the Northern Territory's workforce by filling occupations that have faced labour shortages.

With around 20% of Northern Territory residents born overseas, our growing multicultural population has also delivered social benefits and cultural diversity which enriches us in our workplace, schools and community life.

Long established multicultural communities have also played a key role in shaping the Northern Territory. Many of these communities have, and continue to, contribute to the economic growth in the construction, building and other industries, provide support for the well-being of the community as well as manage infrastructure to assist community participation in a range of programs and events.

Population growth is a key focus of Northern Territory Government. *The 2018-2028 Northern Territory Population Growth Strategy* provides a framework to attract people to the Northern Territory and to encourage existing residents to stay here for the long term. The Strategy supports measures and linkages with the private and non-government sectors and all levels of government.



<sup>1</sup> Attracting and Retaining the Territory's Growing Multicultural Communities  
Fiona Shalley et al Northern Institute/ College of Indigenous Futures, Arts and Society, 2019.  
[https://www.cdu.edu.au/sites/default/files/research\\_brief\\_nts\\_growing\\_multicultural\\_communities\\_published.pdf](https://www.cdu.edu.au/sites/default/files/research_brief_nts_growing_multicultural_communities_published.pdf)

The Northern Territory Government has invested in programs and service delivery to support the growth and development of our multicultural population. Some of highlights and achievements over the last five years, include:

- Funding programs to support migrants achieve positive employment outcomes such as the *Skills to Work* and *Inside Out in Diversity* pre-employment programs.
- Through partnerships, development of a pilot project, *Side by Side* to promote healthy relationships for the prevention of domestic and family violence.
- Establishment of a pilot program for a Skills Recognition Centre to provide expanded services for assistance with overseas skills and qualification.
- Establishment of the Minister's Advisory Council on Multicultural Affairs which provide the opportunity for members from the multicultural community to provide high level advice.
- Finalisation of the Designated Area Migration Agreement II to attract skilled workers to the Northern Territory to meet the areas with skills shortage and to enable pathways to permanent residency.
- Funding to service providers for the provision of programs to support and assist our multicultural community.
- Funding to strengthen cultural and language learning in our multicultural communities.

While there is a range of ongoing programs to support multiculturalism, new initiatives can be considered for identified emerging issues in the multicultural community. This will be undertaken by:

- working in partnership with all levels of government, non-government organisations and the multicultural community to achieve positive outcomes; and

- building a strong and cohesive multicultural community by fostering a sense of belonging, supporting social inclusion and providing opportunities for participation and contribution.

As confirmed by recent research, a strong, inclusive and supported multicultural community boosts productivity as well as better employment, health and general life outcomes.<sup>2</sup>

Every Territorian is entitled to equal opportunity, respect, freedom and safety while also valuing our rights and responsibilities as Territorians.

The Northern Territory promotes and encourages positive economic participation and a socially cohesive community which values mutual respect. Through the Office of Multicultural Affairs, the Northern Territory Government will continue to support, facilitate and coordinate issues of interest and importance for the multicultural community.

With the expiry of the Northern Territory Multicultural Participation Framework 2016-19, a revised policy was developed and updated with current policy and program settings as well as input from stakeholders. Consultation sessions were held in Darwin, Katherine and Alice Springs during the consultation period from November 2019 to February 2020 and feedback was also provided through the Have Your Say Website.

Employment was a key issue that was discussed during the consultations on the policy. While the Northern Territory Government has funded initiatives to improve migrant employment, it is acknowledged that improvements should be considered to obtain better and positive outcomes for migrants looking for work in the Northern Territory.

The Office of Multicultural Affairs would like to thank everyone who has provided input into the development of the *Multicultural Policy for the Northern Territory 2020-25*.

The *Multicultural Policy for the Northern Territory 2020-25* sets out the objectives, focussed outcomes and actions that will support and strengthen the work that is already underway across the relevant Northern Territory Government agencies, and also explore opportunities for new initiatives that meet the objectives of the policy.

<sup>2</sup> The Economic Benefits of Improving Social Inclusion, , Deloitte Access Economics, SBS August 2019  
<https://www2.deloitte.com/au/en/pages/economics/articles/economic-benefits-improving-social-inclusion.html>

## 2. Who we are

The following information provides a snapshot of the NT multicultural community.



### Top 10 languages

Greek	3,242
Tagalog	2,991
Mandarin	2,166
Filipino	2,047
Malayalam	1,269
Nepali	1,223
Vietnamese	1,220
Indonesian	1,191
Thai	868
Hindi	852



### Top 10 ancestry

English	54,962
Australian Aboriginal	37,564
Irish	18,467
Scottish	14,973
German	8,737
Filipino	6,955
Chinese	6,230
Indian	4,535
Italian	4,148
Greek	4,080



### Top 10 birth places

Philippines	5,912
England	5,584
New Zealand	4,635
India	3,595
Greece	1,268
USA	1,218
China*	1,196
Nepal	1,126
Indonesia	1,119
Timor-Leste	1,029

\*excludes SARs and Taiwan



### Main religions

No religion	67,180
Western Catholic	45,612
Anglican Church of Australia	19,231
Uniting Church	12,980
Lutheran	6,008
Christian, nfd	5,195
Baptist	5,099
Buddhism	4,555
Greek Orthodox	4,083
Hinduism	3,567

## Main overseas birthplaces

Data from the 2016 Census



**1000-2000 people**

During the 2016 Census 1000-2000 people in the NT were born in these countries.

**2001-4000 people**

During the 2016 Census 2001-4000 people in the NT were born in these countries.

**4001-6000 people**

During the 2016 Census 4001-6000 people in the NT were born in these countries.

**Other**

During the 2016 Census, people in the NT were born in the various countries in Africa.

### 3. Principles underpinning the Northern Territory Government's commitment for a multicultural Northern Territory

The following set of key principles underpin the Northern Territory Government's approach to supporting our multicultural community.

#### Valuing our Diversity

The cultural, linguistic and religious diversity of Territorians is valued for their contribution to the ongoing social and economic development of the Northern Territory.

#### Supporting Accessibility

All Territorians regardless of their backgrounds have the right to fair and equitable access to services and programs.

#### Ensuring Participation & Inclusion

All Territorians should have the opportunity to participate in, be included in, and contribute to the Northern Territory's social, cultural and economic life.

#### Strengthening Mutual Respect and Social Cohesion

All Territorians are entitled to respect and to be respected, regardless of cultural, religious or linguistic backgrounds as well as understanding the rights and responsibilities required to uphold these principles for each other.

Territory Families aims to encourage and celebrate diverse and connected communities by supporting and implementing initiatives aimed at improving the lives of all Territorians.

The Northern Territory is a signatory to the *National Settlement Framework* which is a collaborative blueprint between the Commonwealth, State, Territory and Local Governments for the effective planning and delivery of services that support the settlement of migrants and new arrivals in Australia.



## 4. Angelo's Story

A lot of planning was involved when Angelo Razafimamonjy decided to leave Madagascar to live and work in the Northern Territory. He immersed his young children and wife in Australian culture, read English children's stories, learnt new skills to be self-sufficient and prepared his family for three years before arriving in the Northern Territory under the General Skilled Migration Program.

Despite having a background in environmental science, Angelo found that it was not easy getting a job, with local experience required by employers. After undertaking odd jobs for about 14 months, and ensuring his family was well-equipped to overcome the challenges they faced, Angelo was successful in finding employment as an environmental officer. During this time, Angelo also collated the pain and joy in his settlement journey in a book he wrote, *Black Candy: Reinvent Yourself...* The family is also active in the community here.

Darwin is home to Angelo and his family.



***“My family loves Darwin, it has similar weather to Madagascar. The people here are open and have closer cultural connections than the bigger cities.”***



# 5. Objective 1

## 5.1 Building Our Diversity

### Focussed Outcome

For the Northern Territory to be a regional settlement location that attracts, supports and retains all cohorts of migrants. Families and individuals are supported through various initiatives and funded programs which encourage migration to the Northern Territory.

### Key Actions

1. Support the settlement of humanitarian entrants in the Northern Territory through the provision of services in health, education, housing and language support including:
  - Education programs and support for students in the Northern Territory Government education system through *Student Intensive English Units*, including the provision of transport services for eligible students.
  - Coordination and assistance with housing support for newly arrived humanitarian entrants.
  - Language services assistance to enable access to services through interpreting and translating services.
  - Targeted support to respond to the health needs of newly arrived humanitarian entrants.
  - Provision of housing support for humanitarian entrants to enable their settlement in the Northern Territory.
2. Continue to coordinate and engage with Australian and Northern Territory Government agencies and key stakeholders on boosting and retaining our migrant population.
3. Continue to grow and diversify the Territory workforce through the implementation of business and skilled migration programs to support the economic and social development of the Northern Territory.
4. Continue collaborative approaches across government, non-government and key stakeholders for a sustainable migrant intake, including humanitarian and skilled migrants, to support population growth and diversity.
5. Provide support for skills development to improve employment outcomes.
6. Grow and retain the population of international students in the Northern Territory to support social and economic benefits to the Northern Territory.





# 7. Objective 2

## 7.1 Strengthening Our Partnerships

### Focused Outcome

To strengthen partnerships with all levels of government and relevant non-government organisations to effectively plan for and deliver services that support the settlement of migrants, new arrivals and the multicultural community in the Northern Territory.

### Key Actions

1. The Northern Territory Government will continue to actively engage with all levels of government and stakeholders for productive settlement outcomes. These include working collaboratively with:
  - Relevant Australian Government agencies, including the cross jurisdictional engagement forums and through the National Settlement Framework.
  - Northern Territory Government agencies and service providers to develop initiatives in areas such as employment, safety and community cohesion, to support and strengthen our multicultural community.
  - Community representatives and relevant service providers through the Minister's Advisory Council on Multicultural Affairs, who provide high level and strategic advice to government on matters pertaining to multicultural affairs.
  - Engagement through government and non-government networks which includes a range of stakeholders that have an interest in, or support migrants and the multicultural community.
2. Continue engagement with the multicultural community to determine key areas of interest as well as to provide information that will assist in settlement and access to services.
3. Facilitate positive settlement outcomes for migrants, through collaborative partnerships to develop and deliver programs and services.
4. Support Northern Territory and Australian Government collaborative approaches to attract and retain migrants in the Northern Territory.
5. Support relationships between the education system, schools and families to ensure the best outcomes for migrants and new arrivals.



## 8. Anjana's Story

When Anjana Pant Baral came to the Northern Territory, an unexpected but welcome consequence was the eventual migration of other family members to Darwin.

Despite completing her education in Melbourne as an international student from Nepal, Anjana and her husband found that the migration process was too competitive there and decided to move to Darwin, which is classed as a regional area for migration purposes. After obtaining employment and local experience in the health sector, Anjana was provided the opportunity for employer sponsorship in the health sector in Darwin through the Regional Sponsored Migration Scheme, which enabled permanent residency. Over the next few years, Anjana's extended family in Darwin grew with the arrival and settlement of other close relatives. She also became involved as a volunteer in various community organisations and is balancing family, work, study and community commitments in Darwin.

Anjana has found that while migration can be a difficult experience, opportunities can arise especially if you work hard and are prepared to step out of your comfort zone.



***“Darwin is nice, peaceful and convenient. Compared to the bigger cities, there is less travelling time and you get to spend more time with your family. As a full time working and studying mother, this is important to me and my family. I am fortunate and value the job opportunities I have been provided with here.”***

## 9. Objective 3

### 9.1 Supporting Participation, Social Inclusion and Cohesion in Our Community

#### Focussed Outcome

To support and encourage the participation of our migrant and multicultural community in all aspects of community life in the Northern Territory including employment, education and social participation.

#### Key Actions

1. Fund community groups for events, projects and activities that promote social inclusion, community cohesion, multicultural, linguistic and religious diversity, as well as support for the maintenance of community facilities.
2. Continue Northern Territory Government programs and initiatives which support improved access to services such as:
  - Languages Services Policy, with communication in plain English and translations of resources where relevant, to support access to services.
  - Employment Guide and pre-employment programs to support migrants looking for work.
  - Continued support for children in schools to achieve learning outcomes through appropriate English as an additional language/dialect approaches, including Intensive English Units, as well as a range of programs to support skills and training for young people and adults.
3. Establishment of the Skills Recognition Centre as a pilot program to provide assistance and referrals for skills and training services, including the assessment of overseas qualifications; to support migrants for positive employment outcomes.
4. Continue programs to support the health and well-being of migrants, humanitarian entrants and international students.
5. Fund the Multicultural Council of the Northern Territory, Multicultural Youth NT and the Multicultural Community Services of Central Australia to deliver key services and support for the multicultural community.
6. Facilitate community representation and linkages to government through the Minister's Advisory Council on Multicultural Affairs.
7. Support the Working Groups of the Minister's Advisory Council on Multicultural Affairs as consultative mechanisms to develop initiatives on employment and community/family cohesion.
8. Continue engagement with communities and key stakeholders on community cohesion and to raise the profile of issues that are important to the multicultural community, and develop responsive approaches to emerging issues.
9. Link to relevant Northern Territory Government strategies and initiatives that support multicultural youth, seniors, children and families, community members with additional needs and as well as gender equality, anti-discrimination, health, safety and well-being related issues.
10. Support social inclusion initiatives in schools and communities through Harmony Grants.
11. Explore ways to welcome, promote and build a culturally diverse workforce.
12. Encourage participation of the multicultural community in Northern Territory Government led initiatives including international engagement and sporting activities.
13. Support projects for the prevention of domestic, family and sexual violence as well as the promotion of healthy and respectful relationships in families and communities.

## 10. Australia China Friendship Association - Celebrating and Connecting Our Community

The aim of the Australia China Friendship Society NT is to promote friendship and understanding between people of different cultures through events, educational projects, food, business and sport.

As a growing and active community, its volunteer members perform regularly at events including the annual Darwin Waterfront Harmony Soiree. The group also organises a multicultural dancing night every year, bringing together various cultural groups to showcase, perform and build relationships with each other.

Understanding that community members need to be supported in other ways, the Society also organises workshops on a range of issues including community building, the promotion of gender equity and understanding Australian law. The Society also runs English classes to help new migrants to learn English quickly and become more productive citizens.

The active group organises programs for the wellbeing for international students to reduce their isolation and connect them to local businesses to improve their community, social and employment skills. The Society also conducts sessions for businesses to understand etiquette when travelling to China.



***“We understand the importance of building and establishing strong networks and friendships with the Northern Territory community and businesses. Our traditional cultural workshops include singing, dancing and painting to maintain the strong nature of Australia’s multicultural society.”***

# 11. Objective 4

## 11.1 Strengthening Our Communities

### Focussed Outcome

Strengthening the capability and capacity of our multicultural communities and fostering mutual respect through celebrating, learning and sharing our cultural diversity.

### Key Actions

1. Strengthen multicultural communities and support a sense of belonging and respect in schools and community life in general, through cultural celebrations, language and cultural teaching.
2. Support the learning of languages and cultures in schools to strengthen multiculturalism.
3. Support the maintenance and upgrade of multicultural community facilities and sharing arrangements to ensure that participating communities have access to venues to conduct cultural activities and celebrations.
4. Build the capacity of multicultural communities to organise and deliver cultural events to showcase and share multiculturalism with all Territorians.
5. Promote multicultural events to overseas visitors, through cultural tourism opportunities.
6. Support initiatives that promote multicultural community participation in community events, such as the Darwin Waterfront Harmony Soiree and the Alice Springs Big Day Out in Harmony.
7. Engage with and assist communities and families through relevant initiatives, such as the promotion of healthy relationships and explore the potential for awareness raising programs on health and wellbeing related issues.
8. Fund events and celebrations which connect communities and reduce isolation.
9. Develop initiatives to foster cross cultural understanding between migrant and Aboriginal cultures.



## 12. Implementation and Review

The *Multicultural Policy for the Northern Territory 2020-25* will be implemented through existing programs and initiatives that support multiculturalism in the Northern Territory.

It will build on what we have achieved so far and new initiatives can be developed in response to emerging issues.

There will be ongoing consultation and engagement with both government and non-government stakeholders, including community associations and service providers to identify challenges and opportunities.

To support the above, current and new initiatives will be supported by existing funding programs in the Northern Territory Government.

The Office of Multicultural Affairs will undertake a review on the progress of initiatives, with the relevant Northern Territory Government agency input. This will be provided to the Minister's Advisory Council for Multicultural Affairs for noting on an annual basis.

The *Multicultural Policy for the Northern Territory 2020-25* will be reviewed in 2025.





## 13. Key links

### **2018-2028 Northern Territory Population Growth Strategy**

<https://population.nt.gov.au/>

### **Language Services Policy**

[https://dlghcd.nt.gov.au/\\_\\_\\_data/assets/pdf\\_file/0004/440563/language\\_services\\_poilcy\\_web.pdf](https://dlghcd.nt.gov.au/___data/assets/pdf_file/0004/440563/language_services_poilcy_web.pdf)

### **International Engagement, Trade and Investment Strategic Plan 2018 to 2021**

<https://business.nt.gov.au/publications/strategies/international-engagement-trade-and-investment-strategic-plan-2018-2021>

### **International Education and Training strategy 2019 to 2025**

<https://business.nt.gov.au/publications/strategies/international-education-and-training-strategy>

### **Territory Inbound Worker Strategy 2019 to 2028**

<https://business.nt.gov.au/publications/strategies/territory-inbound-worker-strategy-2019-2028>

### **Northern Territory Designated Area Migration Agreement**

<https://business.nt.gov.au/migration-information-for-business/northern-territory-designated-area-migration-agreement>

### **Domestic Family and Sexual Violence Reduction Framework 2018-2028**

[https://territoryfamilies.nt.gov.au/\\_\\_\\_data/assets/pdf\\_file/0006/464775/Domestic,-Family-and-Sexual-Violence-Reduction-Framework.pdf](https://territoryfamilies.nt.gov.au/___data/assets/pdf_file/0006/464775/Domestic,-Family-and-Sexual-Violence-Reduction-Framework.pdf)

### ***Attracting and Retaining the Territory's Growing Multicultural Communities***

**Fiona Shalley et al Northern Institute/ College of Indigenous Futures, Arts and Society, 2019.**

[https://www.cdu.edu.au/sites/default/files/research\\_brief\\_nts\\_growing\\_multicultural\\_communities\\_published.pdf](https://www.cdu.edu.au/sites/default/files/research_brief_nts_growing_multicultural_communities_published.pdf)

### **Investing in VET**

<https://skillingterritorians.nt.gov.au/investing-in-vet>

### **Northern Territory Child and Adolescent Health and Wellbeing Strategic Plan 2018–2028**

<https://health.nt.gov.au/news/pre-2020/the-best-opportunities-in-life-northern-territory-child-and-adolescent-health-and-wellbeing-strategic-plan-20182028>





