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## For Immediate Release

### Welcoming New Strategies for Workforce Diversity and Inclusion

The Ethnic Communities Council of Western Australia warmly welcomes the recent initiatives announced by the WA Government and the Australian Public Service (APS) to promote workforce diversity and achieve culturally representative leadership.

The WA Government's "Action Plan for Culturally and Linguistically Diverse (CALD) People" and the APS's new strategy to attain culturally representative leadership are significant steps toward fostering a more inclusive and equitable public sector.

The WA Government's action plan is a comprehensive strategy designed to improve employment outcomes for CALD individuals within the public sector. It aims to increase the representation of CALD people to 15.5% by 2025. This plan includes critical actions such as providing tools and resources to empower agencies, strengthening recruitment practices, and promoting cultural capability across the workforce. The plan underscores the importance of a diverse workforce in enhancing innovation, productivity, and the overall effectiveness of public services. We commend the WA Government for its commitment to creating an inclusive work environment where all individuals can thrive.

Simultaneously, the APS's new strategy focuses on achieving culturally representative leadership within the public service. This initiative aims to ensure that leadership at all levels reflects the rich cultural diversity of Australia. The strategy includes measures to support the career progression of CALD individuals, enhance mentoring and development programs, and implement robust data collection to monitor progress. This approach is crucial in ensuring that the public service not only benefits from diverse perspectives but also sets a standard for other sectors to follow.

We believe these initiatives will significantly contribute to the dismantling of barriers that CALD individuals often face in the workforce. By fostering an environment that values and leverages cultural diversity, we can build a more inclusive and effective public service.

The Ethnic Communities Council of Western Australia is committed to supporting these initiatives and working collaboratively with government agencies to promote diversity and inclusion. We encourage all public sector organisations to embrace these strategies and actively participate in their implementation to create a truly representative workforce.

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