

Cultural Diversity Action Plan

2014 – 2018

Adopted 2 March 2015



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Why a Cultural Diversity Action Plan

Introduction

Latrobe City recognises the Gunai Kurnai indigenous people as the traditional custodians of the land, and values their ongoing cultural and community contribution. The City also celebrates and recognises the considerable contributions made by successive generations of migrants and refugees who have chosen to call Latrobe City home. These migrants and refugees have brought a broad range of skills, experiences, language and cultures to our municipality.

Latrobe City has a proud history of welcoming people from diverse backgrounds and cultures into the community. Their arrival has enriched our culture, strengthened our industry, added a diverse range of businesses, and made Latrobe City a more exciting, interesting and vibrant place to live. More than 30% of our community has a cultural heritage that reflects the fact that either they, or one or both of their parents, were born overseas.

Latrobe City has a vibrant social and culturally diverse community comprised of people from many different nations across the world. A total of 9,930 or 13.7% of Latrobe City residents were born overseas and 6.9% of people in Latrobe City speak a language other than English at home. ¹

Council has a strong commitment to building an inclusive, harmonious community that acknowledges diversity, engages and communicates with citizens and nurtures neighbourhoods. The development of the Latrobe City Cultural Diversity Action Plan (the Plan) demonstrates Council's commitment to address the cultural and linguistic barriers facing many of its citizens. Council recognises the need to ensure strategies are in place to capitalise on our proud and diverse multicultural history, while setting the scene for future economic, social and cultural development.

Recognising and valuing cultural diversity within the context of a harmonious community has major social and economic benefits. It creates an environment where all individuals, regardless of their cultural background, can positively contribute to society and play a constructive role in building a strong and vibrant community.

Many of the businesses within Latrobe City have international links as a direct result of our diverse and highly skilled workforce. There has also been considerable economic investment by large-scale international industry within the Latrobe City municipality.

Our Sister City relationships with Takasago in Japan and Taizhou in China are key drivers for economic, educational and cultural exchange. Our cultural diversity is also evident in regular annual high profile cultural celebrations such as our Sister Cities Festival which replaced both the Japanese Day and the Chinese Festival celebrations.

The former Monash University Gippsland Campus has attracted a large number of international students to Latrobe City, many of whom elect to make Australia their home after completing their studies.

The Plan has been prepared as part of Council's ongoing commitment to the cultural and linguistic diverse population in Latrobe City and outlines a strategic approach to meet the needs of our culturally diverse community. It is important that culturally diverse members of the community have access to culturally relevant and sensitive services provided by Latrobe City in accordance with the Accessible Government Services for all, a revised framework for access and equity reporting.

¹ Australian Bureau of Statistics 2011 Census results

Scope and Purpose

The Plan describes Council's commitment to recognising, valuing and supporting cultural diversity within Latrobe City. It is intended to be a long-term Plan that guides and strengthens Council's ability to embrace cultural and linguistic diversity. It is anticipated that the Plan is likely to evolve over time to better align with socio-demographic changes and community priorities.

Role of Local Government

All levels of government have the responsibility of engaging with and responding to the needs of culturally diverse communities; Responding to community diversity is a "whole-of-government" and "whole-of-community" responsibility.

The Federal Government is responsible for providing settlement and support services, income support, and employment advice to meet the needs of new and emerging communities.

The State Government is responsible for the provision of public housing, public transport, and funding community agencies which provide services.

The role of Local Government is to address cultural and linguistic diversity issues according to local needs. Latrobe City Council is not a direct provider of settlement services, yet it does support our diverse community by providing responsive and appropriate Council services, planning for their health and wellbeing, advocating on behalf of the community and working closely with settlement and other service providers.

Council strives to work in partnership with other levels of government, agencies and the broader community to ensure that Latrobe City is an inclusive and welcoming municipality that celebrates cultural and linguistic diversity.

Cultural Diversity and its Impact

Article 1 of the UNESCO Universal Declaration of Cultural Diversity describes 'cultural diversity' as: "...taking diverse forms across time and space. This diversity is embodied in the uniqueness and plurality of the identities of the groups and societies making up humankind. As a source of exchange, innovation and creativity, cultural diversity is as necessary for humankind as biodiversity is for nature. In this sense, it is the common heritage of humanity and should be recognised and affirmed for the benefit of present and future generations."

Article 3 of this declaration describes the impact of cultural diversity as: "...broadens the range of options open to everyone; it is one of the roots of development, understood not simply in terms of economic growth, but also as a means to achieve a more satisfactory intellectual, emotional, moral and spiritual existence."

It is upon these broad internationally accepted definitions of cultural diversity and its impact that the Plan is founded.

Council's Values

Council is committed to strengthening our role as one of Victoria's four major regional cities and Gippsland's commercial centre, while ensuring that quality education, health, community services and facilities are provided to our community. In working with and for the Latrobe City community, Council is committed to six values:

- Providing affordable people-focused community services.
- Planning strategically and acting responsibly, in the best interests of the whole community.
- Accountability, transparency and honesty.
- Listening to and working with the community.
- Respect, fairness and equity.
- Open to and embracing new opportunities.

Objectives

In order for these values to be put into practice, and to continuously measure our progress, the Plan has four objectives:

1. Equal access to services, resources and facilities for all our residents.
2. Active community consultation and participation.
3. Celebrating and valuing community diversity and cultural expression.
4. Leadership and advocacy.

Further details on these objectives can be found on page 10.

Contextual Background

Cultural Diversity Advisory Committee

Following adoption of the initial Cultural and Linguistic Diversity Action Plan in 2004, Council established a Cultural Diversity Reference Committee (the Committee) with broad community membership.

The role of the Committee is:

- To provide advice to Council on issues for people from culturally diverse backgrounds accessing information, services and facilities.
- To provide advice to Council on issues relating to cultural diversity within the Latrobe City community.
- To receive reports on progress of the development and implementation of the Latrobe City Cultural and Linguistic Diversity Action Plan.
- To review the Cultural and Linguistic Diversity Action Plan and make recommendations to Council.
- To promote cultural diversity within the Latrobe City community.
- To provide networking, information sharing and partnership opportunities for committee members and invited guests.

The Cultural Diversity Advisory Committee (formerly known as the Cultural Diversity Reference Committee) comprises 13 members:

Cultural Diversity Advisory Committee as at February 2012

- Up to two elected Councillors of Latrobe City
- Up to five representatives from culturally diverse social groups or ethnic associations within Latrobe City
 - International Women's Group
 - Latrobe Community Health
 - Centre for Multicultural Youth
 - Greek Orthodox Community, Ladies Auxiliary
 - Gippsland Australian Muslim Community Inc., Monash University Islamic Society, Gippsland

Representatives are to be nominated by the social groups or ethnic associations on an annual basis to serve on the Committee.

- Two community members (individuals) with an interest in cultural diversity
- Two representatives from peak/major organisations who service and support Latrobe City's culturally diverse communities.
 - Gippsland Ethnic communities Council
 - Gippsland Multicultural Services
- Up to two co-opted members
- Latrobe City officers to be ex-officio non-voting members
 - Manager Community Development
 - Coordinator Community Strengthening

Period of Appointment

All members are appointed to the Committee by Council for a three year period. Co-opted members are appointed for a period of up to 12 months.

Relationship to Legislation

There is a range of legislation that underpins the Plan. This includes:

- *Racial Discrimination Act 1975* (Commonwealth)
Under the Act, it is against the law to treat someone unfairly or harass them because of their race, colour, descent or national or ethnic background.
- *Equal Opportunity Act 1995* (Victoria)
Objectives under the Act include promotion, recognition and acceptance of everyone's right to equal opportunity and elimination of discrimination on the basis of various attributes.
- *Racial and Religious Tolerance Act 2001* (Victoria)
The purpose of the Act is to promote racial and religious acceptance by prohibiting certain conduct involving the vilification of persons on the grounds of race or religious belief or activity.
- *Multicultural Victoria Act 2004* (Victoria)
The Act legislates that strengthening multiculturalism is to be a core goal for every Victorian Government department. To support this mandate, the Act enshrines the following principles of multiculturalism:
 - an entitlement to mutual respect and understanding regardless of background;
 - a duty on all Victorians to promote and preserve diversity within the context of shared laws, values, aspirations and responsibilities;
 - a demonstrated ability of all Victorians to work together to build a positive and progressive future; and
 - a responsibility for all Victorians to abide by the state's laws and respect democratic processes.
- *The Charter of Human Rights and Responsibilities Act 2006* (Victoria)
The Charter protects 20 key civil and social rights of all Victorians, strengthening multiculturalism by providing a broader human rights agenda. The Charter reflects four basic principles – freedom, respect, equality and dignity. This aims to ensure that many basic and important human rights have clear legal protection. It also introduces standards to ensure that human rights are a priority for government when making laws and decisions and providing service. The Charter aims to ensure human rights are valued and protected within government and the community.

The most recent Victorian Government multicultural policy titled "All of Us" was released in 2008 to build upon the principles of the *Multicultural Victoria Act 2004*. This policy affirms that multiculturalism:

- Advances equality by supporting the human rights of all Victorians, irrespective of their cultural, linguistic or religious background, and by ensuring equitable access to better and more responsive services throughout the state.
- Supports our cultural, linguistic and religious diversity by recognising the value of our cultural heritage and protecting and supporting the diversity of our people and their communities.

- Fosters unity and promotes community harmony by promoting the benefits of diversity to all Victorians, and sustaining Victoria as a united, cohesive community with shared laws, values, aspirations and responsibilities, within which people from a diversity of backgrounds have the freedom and opportunity to preserve, express, celebrate and practice their cultural heritage, as well as sharing their cultural heritage with the broader community.
- Boosts our economic advantage by providing the state with a competitive edge through our diverse, innovative, highly skilled and internationally connected workforce, in areas such as tourism, small business and industry, research and development, employment and education.

Relationship to Strategy

The Plan is linked to Latrobe 2026, The Vision for Latrobe Valley and reflects the corporate values of Latrobe City Council. Latrobe 2026, The Vision for Latrobe Valley provides a key guide for Council activities including programs, services and resource allocations. This is designed to assist the economic and social development of Latrobe City, as well as environmental initiatives taking into account the need to balance Council's ongoing commitments with new priorities that will shape the future of our community.

The Vision for Latrobe Valley states: "In 2026 the Latrobe Valley is a liveable and sustainable region with collaborative and inclusive community leadership".

Latrobe 2026 outlines a series of themes that will help to ensure that Council and the broader community remain focussed on the actions that need to be delivered to make the Latrobe 2026 Vision a reality. These themes are broken down into a range of objectives. Strategic directions then describe the detailed road-map of how the overarching objectives, themes, and ultimately the Latrobe 2026 vision will be achieved.



Council Plan 2013 - 2017

The Council Plan 2013 – 2017 outlines Latrobe City Council's vision and direction for the community. It guides Council's decisions making and resource allocation to deliver outcomes and services to the community. The Council Plan is reviewed annually and is a requirement of the Local Government Act 1989.

The Council Plan focuses on five key themes with supporting Objectives, Strategic Directions and Strategies and Plans. Performance Indicators are listed which align to each Strategic Direction to monitor achievements, changes and trends.

The Cultural Diversity Action Plan forms part of the supporting Strategies and Plans and is aligned to theme four:

- **Theme 4**
Advocacy for & consultation with our community.
- **Objective**
To ensure effective two-way communication and consultation processes with the community in all that we do.
- **Strategic Direction**
Actively encourage and support initiatives that promote social inclusion and diversity within our community.

Latrobe City Municipal Public Health and Wellbeing Plan 2013 - 2017

The Plan is closely linked to the Latrobe City Municipal Public Health and Wellbeing Plan 2013 – 2017 (MPHWP) through the key strategic direction of 'Staying Connected'.

The aim of the MPHWP is to build positive health and wellbeing outcomes for all residents who live, learn, work and play in Latrobe City. The key strategic direction of 'Staying Connected' encourages an active, diverse and connected community within Latrobe by ensuring access and equity for all groups in the community.

The strategies and actions within the Plan contribute to achieving this key strategic direction of the MPHWP and supporting our community to live healthy, active and connected lives.

Objectives in Detail

In order for this commitment to be put into practice, and to continuously measure our progress, the Plan has four Objectives:

1. Equal access to services, resources and facilities for all our residents

All services, resources and facilities for residents will be non-discriminatory and accessible to all members of the community. Council is committed to ensuring that access and equity principles are clearly demonstrated through our service delivery and the provision of facilities for the general community and ensure all members of the community are provided with the opportunities to access culturally relevant and sensitive services, facilities and resources.

2. Active community consultation and participation

Every person living, working, studying or visiting the municipality can contribute to the life of the broader community. The range of skills, abilities and experiences provided by community members contribute to the rich diversity and vibrancy of the Latrobe City municipality.

All residents of the municipality will be provided with the opportunity to play an active role in decision making processes. Through community development activities, all community members, regardless of their cultural or linguistic background, will be consulted and engaged on key issues, policies, strategies and actions.

3. Celebrating and valuing community diversity and cultural expression

The vibrancy and vitality that is drawn from having a large number of residents who were born outside Australia and bring a diverse mix of skills, cultures, languages and religions to the area is valued and celebrated. The harmony resulting from a multicultural society where there is acceptance and celebration of diversity is also valued.

4. Leadership and advocacy

Council must strengthen its capacity as a culturally competent organisation by embedding the philosophy of each Plan Objective into relevant Council Plans and Strategies.

There are a number of Latrobe City corporate strategies and action plans linked closely to this Plan. These include:

- Latrobe 2026, The Vision for Latrobe Valley.
- Council Plan 2013 – 2017.
- Municipal Strategic Statement.
- Municipal Public Health and Wellbeing Plan, 2013 – 2017.
- Community Engagement Plan, 2010 – 2014.
- International Relations Plan, 2011 – 2014.
- Disability Action Plan.
- Positive Ageing Plan, 2009 – 2012.
- Events Strategy and Action Plan, 2013 -2017.
- Municipal Early Years Plan, 2011 – 2015.
- Library Plan, 2011-2017.

Community development and capacity building also requires a conscious intent to look beyond the physical borders of the municipality. Council delivers a broad range of services and facilities but many issues facing local communities are the responsibility of State or Federal Governments.

Council plays a key role in advocating to State and Federal Government on behalf of the Latrobe City community to better inform policy-makers and ensure community needs are considered across all levels of Government.

Council also aims to improve community leadership by seeking to build the capacity of community members to advocate for themselves and seek to effect change through community-based programs.

Putting the Plan into Action

Following Council's adoption of the Plan, a number of steps will be taken to ensure that the actions are implemented and reviewed. A detailed Action Plan has been developed to accompany this document that itemises individual actions and responsibilities.

As noted in the Plan, the Cultural Diversity Advisory Committee meets quarterly to provide input to Council on cultural diversity issues. Its role is to monitor the Plan using a set of indicators gauging the effectiveness of actions taken by Council to align services and cultural competence with the Objectives of the Plan. The Committee will also provide advice to Council on possible new items to be considered in future Action Plans.

An annual report on progress made against each of the actions within the Plan will be presented to Council and the Cultural Diversity Advisory Committee each year.

The Plan will be subject to annual review and Actions will be revised and updated as part of Council's commitment to culturally diverse communities.

Latrobe City Cultural Diversity Action Plan 2014 - 2018 Actions

The following actions have been identified as integral to the success of the Latrobe City Council Cultural Diversity Action Plan 2014 - 2018.

Objective 1: Equal access to services, resources and facilities for all our residents

Actions

1.1 Feature cultural diversity in Latrobe City LINK.

Responsibility: Office of the Chief Executive - Community Relations

Measure: One article per year.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Annually

1.2 Investigate and implement programs to targeted groups such as Culturally and Linguistically Diverse community members to support their needs.

Responsibility: Community Liveability - Libraries

Measure: One targeted program delivered per year.

Outcome: Increased usage of library services by culturally diverse communities groups.

When: Annually

1.3 Ensure the Latrobe City website has the line: "If you require this information in languages other than English, or in other formats, please contact Latrobe City on 1300 367 700".

Responsibility: Office of the Chief Executive - Community Relations

Measure: Presence of information on Latrobe City website.

Outcome: Latrobe City publications are more accessible to culturally diverse residents.

When: Annually

1.4 Review Departmental email and mail out lists to identify and include culturally diverse interests.

Responsibility: All Divisions

Measure: Two intranet notices per year requesting that Departments update email and mail out lists.

Outcome: Greater communication with culturally diverse communities.

When: Bi-annually

1.5 Promote the Latrobe City Community Directory to service providers through Community Development networks.

Responsibility: Community Liveability - Community Strengthening

Measure: Promotion of Community Directory at Community Groups Forums.

Outcome: Greater communication with culturally diverse communities.

When: Quarterly

1.6 Promote the Latrobe City Community Grants program and individual assistance available to culturally diverse communities.

Responsibility: Community Liveability - Community Strengthening

Measure: Promote the annual Community Grants to culturally diverse communities.

Outcome: Strengthen the ability of culturally diverse communities to access Community Grants.

When: Annually

1.7 Include information for culturally diverse communities in Latrobe City New Residents Packs for distribution through Gippsland Multicultural Services and other appropriate Agencies

Responsibility: Planning and Economic Sustainability – Tourism

Measure: Information is included in New Residents packs and provided to Gippsland Multicultural Services and other appropriate agencies for distribution.

Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.

When: Quarterly

Objective 2: Active community consultation and participation

Actions

- 2.1 Identify community safety issues relevant to people from culturally diverse backgrounds (evidence based) and consider how these could be incorporated into Latrobe City community safety activities.
 Responsibility: Community Liveability - Community Strengthening
 Measure: Number of issues identified and incorporated in community safety activities.
 Outcome: Positive perceptions of safety for people from culturally diverse backgrounds.
 When: Annually
- 2.2 Invite representatives from service providers to a Cultural Diversity Advisory Committee meeting to discuss service needs of culturally diverse communities.
 Responsibility: Community Liveability - Community Strengthening
 Measure: Services providers identified and invited to attend a Cultural Diversity Advisory Committee Meeting.
 Outcome: Increased awareness of service issues for people from culturally diverse backgrounds.
 When: Annually
- 2.3 Identify culturally specific services and invite participation on the Latrobe City Service Providers Network.
 Responsibility: Community Liveability - Community Strengthening
 Measure: Culturally specific services identified and invited to attend the Latrobe City Service Providers Network.
 Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
 When: Annually
- 2.4 Promote community consultations offered by the Victorian Multicultural Commission to gain an understanding of issues facing culturally diverse communities.
 Responsibility: Community Liveability - Community Strengthening
 Measure: Community consultation sessions promoted.
 Outcome: Increased awareness of community consultations and provide a voice to State Government.
 When: As they occur.

Objective 3: Celebrating and valuing community diversity and cultural expression

Actions

- 3.1 Ensure images in the Latrobe City Council photo library are representative of the diverse nature of residents in Latrobe City and are regularly published.
 Responsibility: Office of the Chief Executive - Community Relations
 Measure: Publications reflect the diverse nature of our community.
 Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
 When: Annually
- 3.2 Develop a list of significant cultural days for culturally diverse communities and place on the Latrobe City website.
 Responsibility: Community Liveability - Community Development
 Measure: List of significant cultural days for culturally diverse communities is published on the Latrobe City website.
 Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
 When: Annually
- 3.3 Support National/Cultural days activities at Immigration Park by supplying National Flags when requested.
 Responsibility: Planning and Economic Sustainability – Events & International Relations
 Measure: National flags displayed on days of cultural significance.
 Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
 When: Annually
- 3.4 Support the promotion of Immigration Park to the community and visitors.
 Responsibility: Planning and Economic Sustainability - Tourism
 Measure: Immigration Park is actively promoted to the community and visitors.
 Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
 When: Annually
- 3.5 Promotion of Citizenship Ceremonies via Latrobe City Council's Twitter and Facebook accounts to build greater community awareness of our cultural diversity.
 Responsibility: Office of the Chief Executive - Community Relations
 Measure: Citizenship Ceremonies promoted on Latrobe City social media channels.
 Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
 When: Annually
- 3.6 Utilise networks to promote Australia Day celebrations.
 Responsibility: Planning and Economic Sustainability – Events & International Relations

Measure: Australia Day celebrations promoted to networks.
Outcome: Greater community awareness of our cultural diversity.
When: Annually

3.7 Cultural Diversity Advisory Committee members are invited to attend Latrobe City Citizenship Ceremonies.

Responsibility: Community Liveability - Community Strengthening
Measure: Develop roster for Cultural Diversity Advisory Committee members' attendance at Citizenship Ceremonies.
Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
When: As they occur.

3.8 Investigate options for individuals to wear their National costumes at Citizenship Ceremonies.

Responsibility: Office of the Chief Executive - Mayoral and Council Support
Measure: Candidates are encouraged to wear National costumes at Citizenship Ceremonies.
Outcome: Increased awareness of the diverse cultural nature of the residents of Latrobe City.
When: As they occur

3.9 Provide information regarding Australia Day awards to the Cultural Diversity Advisory Committee for distribution to networks.

Responsibility: Community Liveability - Community Strengthening
Measure: Information provided to Cultural Diversity Advisory Committee members to promote to their networks.
Outcome: Increased awareness of Australia Day Awards and encourage nominations from our culturally diverse communities and residents.
When: Annually

Objective 4: Leadership and advocacy

Actions

- 4.1 Promote Latrobe City Social Support volunteer programs to culturally diverse communities.
 Responsibility: Community Liveability – Social Support
 Measure: Social Support volunteer programs promoted to culturally diverse communities.
 Outcome: Increased participation and access by residents from culturally diverse backgrounds in Latrobe City Social Support volunteer programs.
 When: Annually
- 4.2 Gather information about how other Local Government Authorities in Gippsland are working with culturally diverse communities.
 Responsibility: Community Liveability - Community Strengthening
 Measure: Information gathered and presented to Cultural Diversity Advisory Committee.
 Outcome: The Cultural Diversity Advisory Committee is informed of activities.
 When: Annually
- 4.3 Identify opportunities to promote activities of the Latrobe City Cultural Diversity Advisory Committee in the local media.
 Responsibility: Community Liveability - Community Strengthening
 Measure: Activities promoted through local media.
 Outcome: Increased awareness of the activities of the Cultural Diversity Advisory Committee.
 When: As appropriate.
- 4.4 Develop and deliver a cultural competency training program for Latrobe City staff.
 Responsibility: Corporate Strategy - Learning and Development
 Measure: Cultural competency training program developed and delivered.
 Outcome: Council Officers have increased skills in working with culturally diverse clients. Latrobe City has increased skills in understanding and working with diversity. Council officers have the skills and knowledge to embed cultural diversity into plans, strategies and projects.
 When: Annually.
- 4.5 Encourage stronger links between culturally diverse communities and Neighbourhood Houses and Universities of the Third Age.
 Responsibility: Community Liveability - Community Strengthening
 Measure: Neighbourhood Houses Coordinators and University of the Third Age representatives invited to a Cultural Diversity Advisory Committee Meeting.
 Outcome: Increased awareness of educational opportunities and mutual support programs for culturally diverse communities.
 When: 2014 - 2015

Appendix

Latrobe City in Profile

Latrobe City has a culturally diverse community comprised of people from many different nations across the world. The profile data in this section relates to the 2011 Census unless otherwise indicated. Usual Residence data will be used and is sourced from the Australian Bureau of Statistics.

In 2011, there were 9,930 Latrobe City residents who were reported as born overseas, accounting for 13.7% of the total population. This proportion had increased marginally since 2006 when 13.2% of the Latrobe City population was reported as born overseas. Data from the 2011 Census indicated that a total of 4,992 Latrobe City residents speak a language other than English at home, accounting for 6.9% of the total population.

Birthplaces and Ancestry

The three largest ancestries in Latrobe City are Australian, English, and Scottish. 8% of people in Latrobe City come from countries where English is not the first language.

Country of Birth data identifies where people were born and is indicative of the level of cultural diversity in Latrobe City. The mix of Country of Birth groups is also indicative of historical settlement patterns, as source countries for Australia's immigration program have varied significantly over time.

Table 1.0**Birthplaces and Ancestry – Change in Number of Residents from 2006 to 2011 – Numerical value**

Source: Australian Bureau of Statistics, Census of Population and Housing 2006 and 2011. Compiled and presented in profile.id. Excludes languages with less than 0.2% of the total population (Usual residence data).

Country	Number of Residents 2006	Number of Residents 2011	Change 2006 to 2011
United Kingdom	3,194	3,112	-82
Netherlands	841	784	-57
Italy	752	716	-36
New Zealand	520	654	+134
Germany	574	552	-22
Malta	449	407	-42
Philippines	288	361	+73
China	124	270	+146
India	100	252	+152
Sudan	0	198	+198
South Africa	90	134	+44
Ireland	139	132	-7
Greece	135	132	-3
Poland	161	129	-32
Malaysia	97	113	+16
United States of America	101	112	+11

Table 1.1

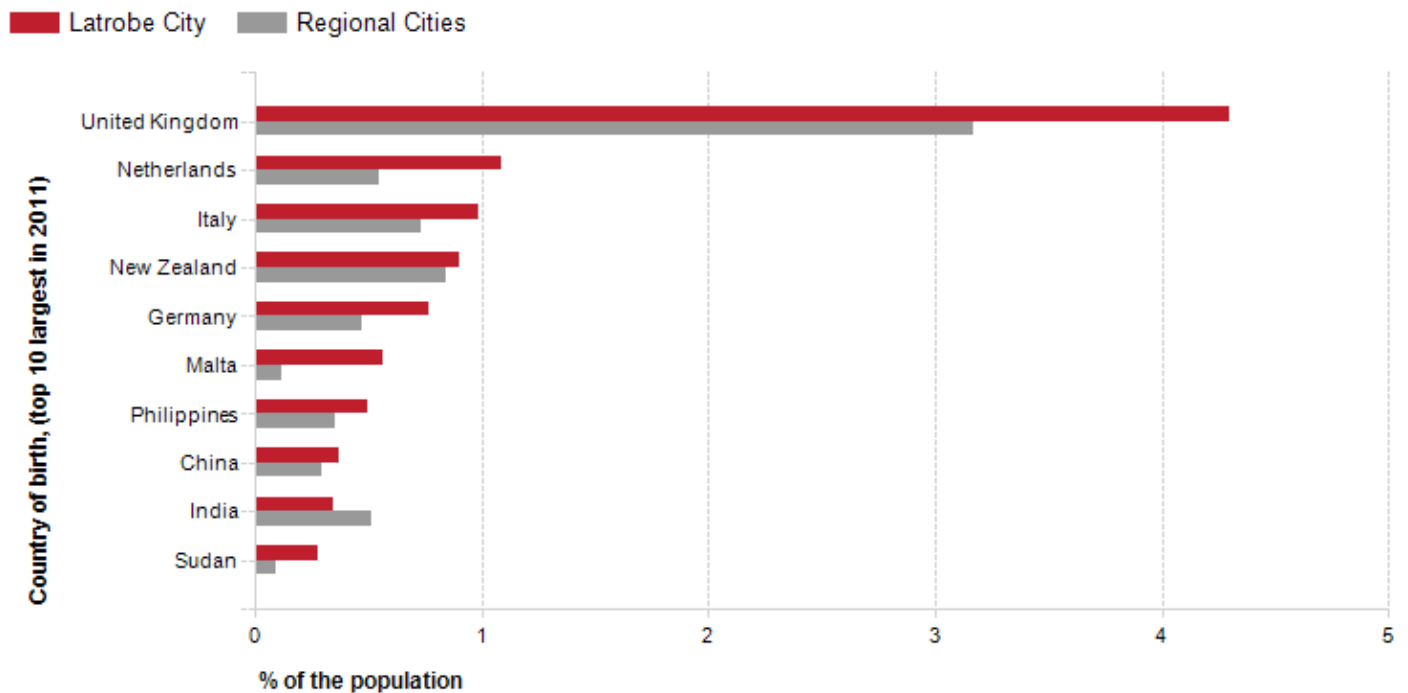
Birthplaces and Ancestry – Change in Number of Residents from 2006 to 2011 – Percentage value

Source: Australian Bureau of Statistics, Census of Population and Housing 2006 and 2011. Compiled and presented in profile.id. Excludes languages with less than 0.2% of the total population (Usual residence data).

Country	% of Residents 2006	% of Residents 2011	Change 2006 to 2011
United Kingdom	3.5	3.5	-82
Netherlands	0.6	0.6	-57
Italy	0.7	0.6	-36
New Zealand	0.9	1.0	+134
Germany	0.5	0.5	-22
Malta	0.1	0.1	-42
Philippines	0.2	0.3	+73
China	0.1	0.2	+146
India	0.2	0.4	+152
Sudan	0.0	0.1	+198
South Africa	0.2	0.2	+44
Ireland	0.1	0.2	-7
Greece	0.1	0.1	-3
Poland	0.1	0.1	-32
Malaysia	0.1	0.1	+16
United States of America	0.2	0.2	+11

Image 1.1 Country of Birth 2011

Source: Australian Bureau of Statistics, Census of Population and Housing 2011 (Usual residence data).
Compiled and presented in profile.id.



The most common birthplace for overseas born Latrobe City residents is the United Kingdom with 3,112 persons, followed by the Netherlands with 784 persons, Italy with 716 persons, New Zealand with 654 persons and Germany with 552 persons. Other common birthplaces for Latrobe City residents include Malta (407), Philippines (361), China (270) India, (252) and Sudan (198).

The largest non-English speaking country of birth in Latrobe City was Netherlands, where 1.1% of the population, or 784 people, were born. The largest changes in birthplace countries of the population in this area between 2006 and 2011 were for those born in Sudan (+198 persons), India (+152 persons), China (+146 persons), and New Zealand (+134 persons).

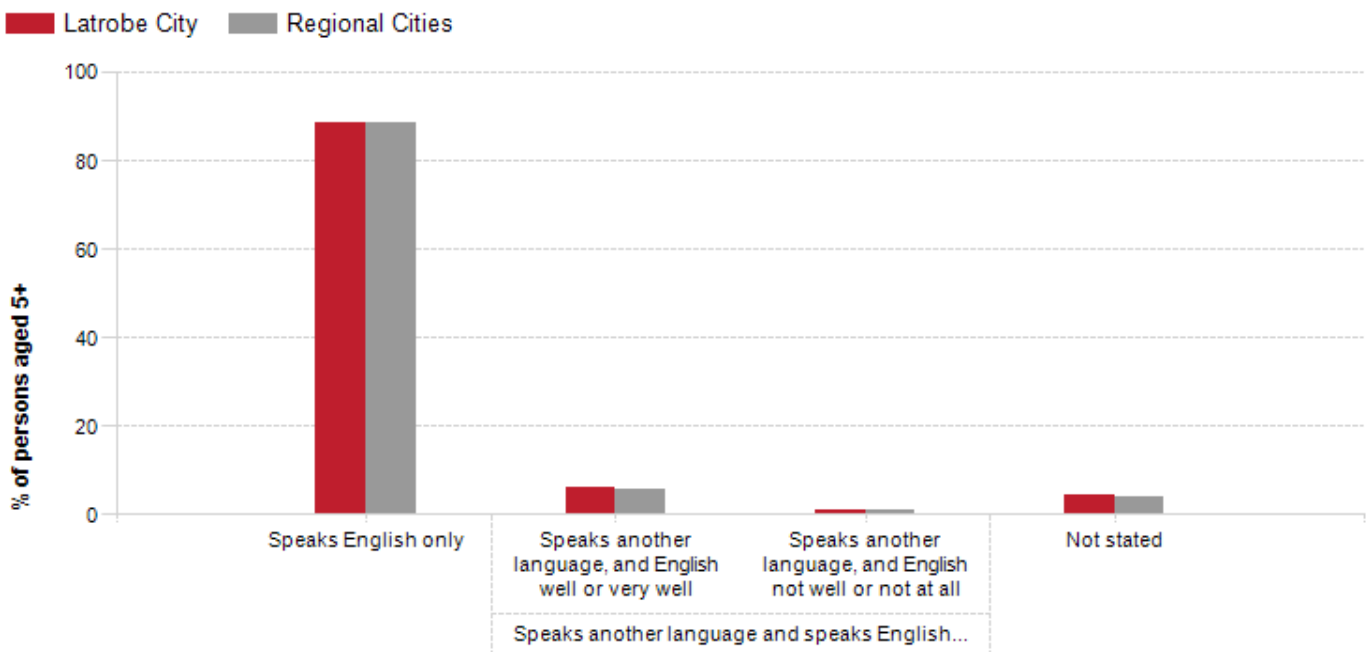
A total of 14,205 persons living in Latrobe City, 19.6% of the total population, had both biological parents born in a country other than Australia. A further 7,976 persons have one parent who was born overseas accounting for 11.0% of the total population.

Proficiency in English and Languages Spoken at Home

In 2011, 7.9% of Latrobe City's population was from a NESB (non-English speaking backgrounds) country. A total of 4,992 Latrobe City residents speak a language other than English at home, accounting for 6.9% of the total population.

Image 1.2 Proficiency in English 2011

Source: Australian Bureau of Statistics, Census of Population and Housing 2011 (Usual residence data).
Compiled and presented in profile.id.



Overall, 88.5% of the population spoke English only, and 6.9% spoke a non-English language. The dominant language spoken at home, other than English, in Latrobe City was Italian, with 1.4% of the population, or 1,000 people followed by Greek (395 persons, 0.5%), Dutch (289 persons, 0.4%), mandarin (283 persons, 0.4%), Maltese (267 persons, 0.4%) and German (247 persons, 0.3%). Filipino/Tagalog (220 persons, 0.3%), Arabic (183 persons, 0.35) and Polish (139 persons, 0.2%) are other common languages spoken in the municipality.

Table 2.0 Birthplaces and ancestry – Number of residents who speak language other than English

Source: Australian Bureau of Statistics, *Census of Population and Housing 2006 and 2011*. Compiled and presented in profile.id. Excludes languages with less than 0.2% of the total population (Usual residence data).

Language (excludes English)	Number of Residents 2006	Number of Residents 2011	Change 2006 to 2011
Italian	961	1,000	+39
Greek	391	395	+4
Dutch	306	289	-17
Mandarin	151	283	+132
Maltese	304	267	-37
German	291	247	-44
Filipino/Tagalog	165	220	+55
Arabic	32	183	+151
Polish	961	1,000	+39

Table 2.1 Birthplaces and ancestry – number of residents who speak language other than English

Source: Australian Bureau of Statistics, *Census of Population and Housing 2006 and 2011. Compiled and presented in profile.id. Excludes languages with less than 0.2% of the total population (Usual residence data).*

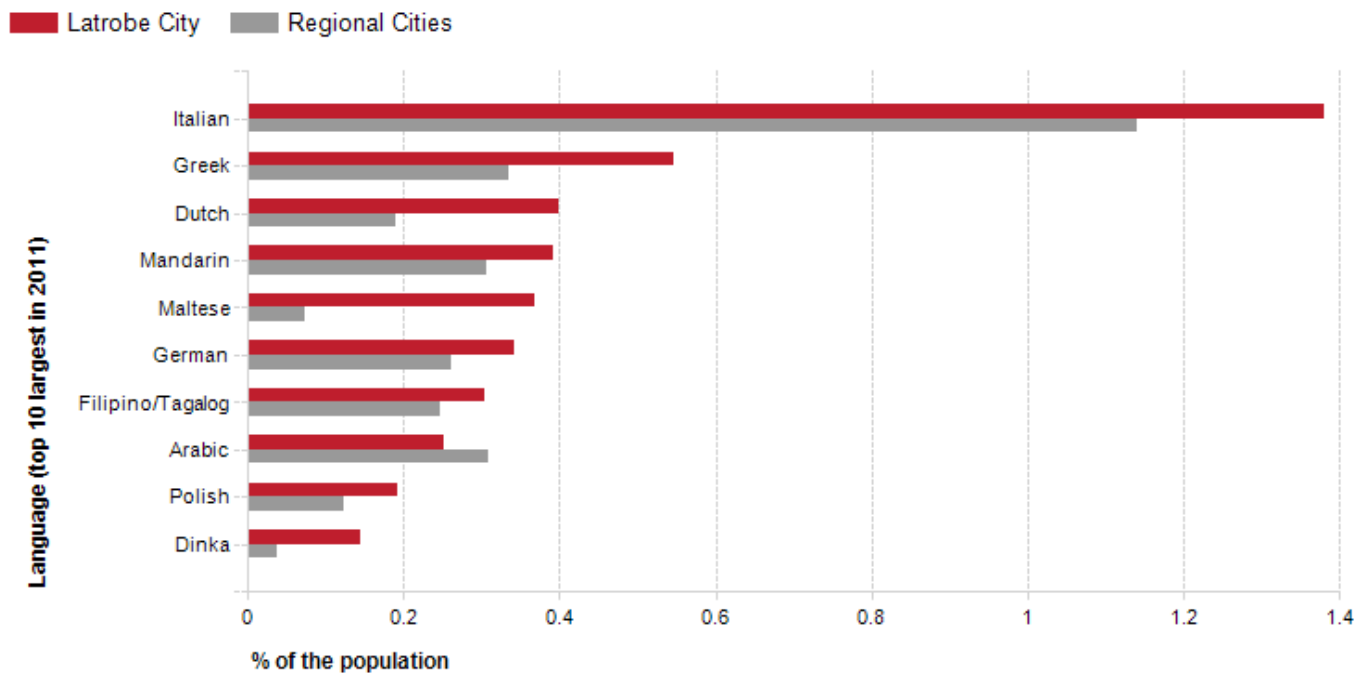
Language (excludes English)	% of Residents 2006	% of Residents 2011	Change 2006 to 2011
Italian	1.4	1.4	+39
Greek	0.6	0.5	+4
Dutch	0.4	0.4	-17
Mandarin	0.2	0.4	+132
Maltese	0.4	0.4	-37
German	0.4	0.3	-44
Filipino/Tagalog	0.2	0.3	+55
Arabic	0.0	0.3	+151
Polish	0.3	0.2	+39

Between 2006 and 2011, the number of people who spoke a language other than English at home increased by 892 or 21.8%, and the number of people who spoke English only increased by 1,996 or 3.2%.

Image 2.0 Language spoken at home

Source: Australian Bureau of Statistics, Census of Population and Housing 2011 (Usual residence data)

Compiled and presented in profile.id.



The greatest increases in the spoken languages of the Latrobe City population between 2006 and 2011 were those speaking Arabic (+151 persons), Mandarin (+132 persons), Dinka (+104 persons) and Nuer (+ 98 persons). The greatest decreases in spoken languages during this timeframe were those speaking German, Polish, Maltese and Dutch.

Settlers

The Department of Immigration and Citizenship settlement database contains a high level of information on migrants and refugees who have entered Australia and made Latrobe City their home. The information in this particular section is sourced from this database with a focus on settlement data from 1 July 2003 to 30 June 2013.

Over the past ten years, a total of 1,687 migrants and refugees have settled directly in the Latrobe City municipality. Of these settlers, 241 have settled in Latrobe City through the Humanitarian program, 537 through the non-humanitarian family stream and 856 through the non-humanitarian skill stream.

Report Selection Criteria

Arrival Dates: from 01 July 2003 to 30 June 2013

State: Victoria

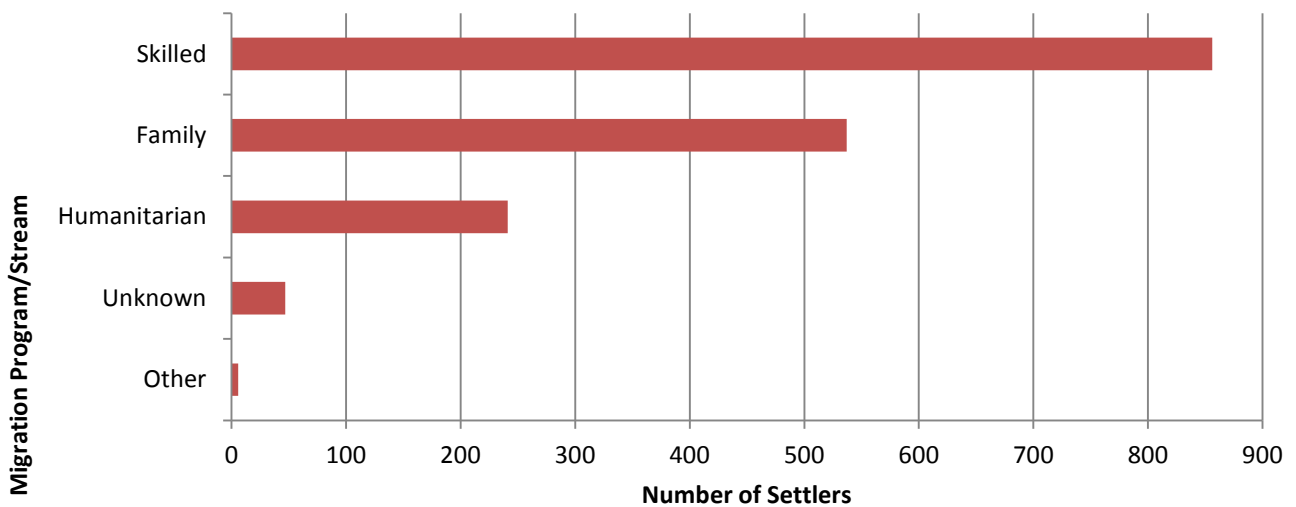
Local Government Area: Latrobe (C)

Migration Stream: Family: Humanitarian: Skilled Unknown

Source: Department of Immigration and Citizenship Settlement Database. Data extracted on 22 August 2013.

Number of Settlers by Migration Stream

Settlers arriving from 1 July 2003 to 30 June 2013 Latrobe City



The most common countries of origin for new settlers over the past ten years were India with 209 arrivals, most through the skilled stream, Sudan with 181 arrivals, most through the humanitarian stream; followed by the United Kingdom (156 arrivals), China of Peoples Republic (128 arrivals), Philippines (117 arrivals), South Africa (64 arrivals), Sri Lanka (63 arrivals), Bangladesh (48 arrivals) and Thailand (47 arrivals) with all arrivals from these countries resulting from non-humanitarian family and skilled streams. After Sudan, the most common countries of origin for humanitarian arrivals over this period were Kenya (30 arrivals) and Ethiopia (21 arrivals). Over the past ten years, there have been an increased number of humanitarian arrivals from Egypt (9 arrivals).

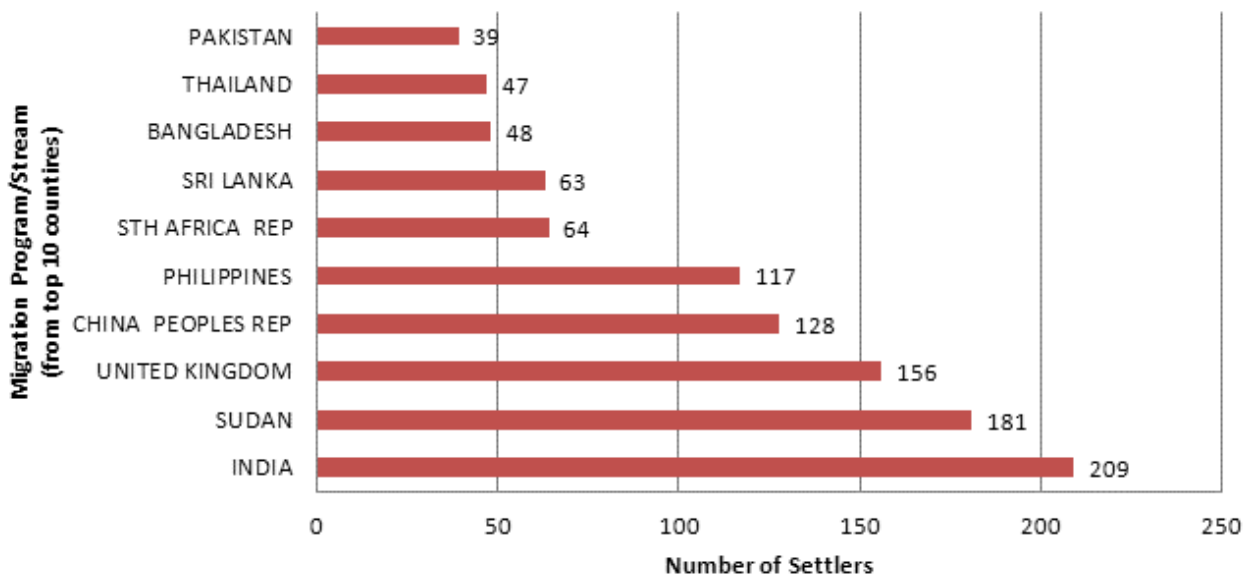
Table 3.0 Origin of new settlers - Migration stream

Data from 2003-2013 outlines the origin of new settlers in the Local Government Area of Latrobe

Country of Birth (Settlement)	Family	Humanitarian	Other	Skilled	Unknown	Total
India	32	0	0	174	3	209
Sudan	18	163	0	0	0	181
United Kingdom	62	0	1	82	11	156
China Peoples Rep	56	0	0	70	2	128
Philippines	85	0	0	32	0	117
South Africa Rep	6	0	0	51	7	64
Sri Lanka	5	0	0	57	1	63
Bangladesh	4	0	0	44	0	48
Thailand	38	0	0	9	0	47
Pakistan	7	1	0	31	0	39
Others	224	77	5	306	23	635
Total	537	241	6	856	47	1,687

Image 3.0

Number of settlers by Country of Birth Arriving from 1 July 2003 to 30 June 2013



The most common languages other than English spoken by new arrivals were Arabic (94 arrivals), African languages (61 arrivals), Mandarin (31 arrivals), Dinka (30 arrivals) Tagalog (30 arrivals), Thai (25 arrivals) and Nuer (21 arrivals). Geographically, the highest concentration of migrant and refugee arrivals within Latrobe City was Traralgon.

It is important to note that a limitation of the Department of Immigration and Citizenship settlement database is that it does not account for recent migrants and refugees who first moved to another municipality within Australia and then to Latrobe City. Qualitative feedback sourced from community stakeholders indicates that settlement numbers of particular cohorts are higher than represented by this database, but unfortunately no further accurate statistical information is currently available.