



Cultural Diversity and Inclusion Plan

2023–2026



Acknowledgement of Country

Victoria's network of parks and reserves form the core of Aboriginal cultural landscapes, which have been modified over many thousands of years of occupation. They are reflections of how Aboriginal people engaged with their world and experienced their surroundings and are the product of thousands of generations of economic activity, material culture and settlement patterns. The landscapes we see today are influenced by the skills, knowledge and activities of Aboriginal land managers. Parks Victoria acknowledges the Traditional Owners of these cultural landscapes, recognising their continuing connection to Victoria's parks and reserves and their ongoing role in caring for Country.

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Front cover image: Toorourrong Reservoir Park

Inside front cover image: Yarra Bend Park

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Message from the CEO

As the agency responsible for management of our diverse parks and waterways network, Parks Victoria has a responsibility to provide opportunities for everyone to connect to nature and our open spaces. We understand that people from a culturally and linguistically diverse background can face a wide range of barriers in being able to both enjoy parks and contribute to park management. Through this Cultural Diversity & Inclusion Plan, Parks Victoria will build its efforts to reduce those barriers, make our parks more accessible to all and grow Parks Victoria to be a more inclusive and representative organisation.

We embrace and will celebrate the diversity of the Victorian community and we are committed to providing accessible, safe and inclusive park experiences, sharing Victoria's precious places with everyone. We respect and promote the human rights of all people; community, visitors and staff, ensuring they are free from prejudice and

discrimination. We have a zero tolerance for racism of any kind, both within in our parks and within our workforce and volunteers. We welcome all people into nature, on the lands and waters of Australia's First Peoples.

Parks Victoria is committed to being an employer of choice through representing the community we serve and ensuring we are a safe and inclusive workforce. We will seek to further leverage the varied ideas, experiences, and personal backgrounds that individuals contribute for the benefit of Parks Victoria, its employees and visitors.



Matthew Jackson
Chief Executive Officer



1.0 Introduction and context

1.1 Parks Victoria

Parks Victoria manages a diverse parks estate covering more than four million hectares, or about 18.5% of Victoria. This includes national parks, marine national parks and sanctuaries, urban parks, wilderness areas, conservation reserves and around 70% of Victoria's coastline. We are the local port manager for Port Phillip Bay, Western Port and Port Campbell and the waterway manager for the Yarra and Maribyrnong rivers.

Parks Victoria champions the importance of nature by managing, protecting and sharing Victoria's precious places. In partnership with Traditional Owners, Parks Victoria helps connect people with Country, understand cultural heritage and contributes to positive human health and wellbeing. Parks Victoria's vision is 'into nature to create a better Victoria'

1.2 Acknowledgement and commitment

Parks Victoria recognises that Aboriginal people as the original inhabitants have lived across Victoria for over a thousand generations and that Traditional Owners have both a cultural obligation and a legal right to be custodians of their traditional land and waters and protect the unique natural and cultural values. There are many opportunities for Victorians from other diverse cultural backgrounds to learn from First Nations peoples in sharing and celebrating culture.

The Victorian community is one of the most culturally diverse in the world, with people from 200 countries and more than 260 languages spoken¹. Our parks and reserves contribute to improving the wellbeing of all Victorians and inspire them to protect and enjoy our unique natural and cultural heritage. We embrace and celebrate the cultural diversity of the community and welcome all people into nature, on the lands and waters of the Traditional Owners in Victoria. We are committed to providing accessible, safe, and inclusive park experiences, sharing Victoria's precious places with everyone. We are also committed to a more culturally representative and inclusive organisation that recognises and values cultural diversity.

1 2016 Australian Bureau of Statistics

1.3 Purpose of the Cultural Diversity and Inclusion Plan (CD&IP)

Parks Victoria's Cultural Diversity and Inclusion Plan (CD&IP) 2023-2026 updates and builds on the previous Cultural Diversity Strategic Plan and Action Plan 2018-2021. The CD&IP outlines the actions and accountabilities required to ensure that Parks Victoria reduces barriers, promotes greater inclusion, celebrates cultural diversity and positively changes attitudes and practices. It is designed to be responsive to the expectations and aspiration of people particularly from a culturally and linguistically diverse (CALD) background and is a plan to continuously improve our parks to be inclusive to all through:

- improving equity of access to nature for all Victorians and visitors
- celebrating Victoria's rich cultural diversity and make CALD communities feel welcomed, encouraging greater participation in nature-based experiences, events, employment and volunteering
- implementing State Government policy directions to reduce barriers that prevent or limit opportunities for cultural representation and inclusion such as language, education, faith, gender and cultural practices
- enabling increased connection to nature for improved environmental awareness, environmentally sustainable behaviours and health and wellbeing
- creating a more representative and inclusive workforce
- providing social, economic benefits to people from a cultural & linguistically diverse background, their families and the State

This Plan is a whole of organisation plan that includes strategies and actions to address how the park experience can be improved for CALD communities as well as ensuring that Parks Victoria becomes a more representative and inclusive workplace. This Plan directly intersects with the Parks Victoria Workforce Diversity and Inclusion Plan.

1.4 Understanding intersectionality and language

1.4.1 Intersectionality

People from a culturally and linguistically diverse background can be different in their beliefs, language, sexuality, gender identity, age, ability, socioeconomic status and life experiences. Intersectionality¹ refers to the ways in which different aspects of a person's identity can expose them to overlapping and compounding forms of discrimination and marginalisation.

In relation to the CD&IP, the term intersectionality reflects how people with a CALD background may also be a person with disability, female, LGBTIQ+, older and/or young which can result in experiencing multiple and intersecting forms of systemic discrimination. Other intersectional factors to consider include family structures, gender roles, education levels, faith & beliefs, relationship with authority and lived experience.

In developing this plan, Parks Victoria reflected on intersectionality across Victoria, Australia and internationally by considering overlapping forms of discrimination. In addition, a gender impact assessment was completed, and Parks Victoria's Disability Action Plan and Managing Country Together Framework were considered.

1.4.2 Language

With changing and diverse patterns of migration, language inclusiveness with respect to culture, race and ethnicity is important. This Plan has deliberately avoided referring to people by their migration status, such as 'former refugee' or 'new arrival'. Some people prefer not to be identified through origin or descent.

The plan uses the term culturally and linguistically diverse to describe a group of people living in Australia who were born overseas or a family/group living in Australia who have parents or grandparents born overseas. It is important to note these groups may not refer to themselves as culturally and linguistically diverse. This plan recognises that language can change over time and the suitability of the language used in this document may further evolve in the future. This plan was written with the intent that everyone can feel valued, respected and included. The key intent of this plan is to ensure

that all communities from culturally diverse backgrounds are invited and welcomed to Victoria's parks and feel included in park management decisions.

1.5 The cultural profile of Victorians

Victoria is home to one of the most culturally diverse societies in the world. The most recently available Census data (2021)² shows that:

- 30.0% of Victoria's population were born overseas in over 200 countries
- 32.8% of Victoria's population spoke an additional language to English at home
- 51.1% of Victoria's population are from a migrant or refugee background (i.e., Victorians were either born overseas or have a parent who was born overseas)

The proportion of Victorian people who were born overseas has increased over time. In 1971, 22.5% of people were born overseas. This has increased to 28.3% in 2016, and 30.0% in 2021.

Detailed demographic and cultural profiles of Victorian communities³ provide good knowledge of the diversity of communities that surround the Parks Victoria's estate and show that different geographic areas have distinctly different cultural profiles that should inform park planning and management, including the types of visitor services.

Based on Parks Victoria visitor surveys, over the last eight years the proportion of visitors from a non-English speaking background has been relatively steady (Figure 1), with the exception of 2022 where the large decline at least partly due to no international travel being possible. While visits to parks by CALD communities has always been much higher in metropolitan areas, anecdotal observations by Parks Victoria staff support the view that there has been a steady increase the number of culturally diverse visitors in Regional Victoria, particularly at popular tourism destinations (noting above recent declines due to Covid-19 impacts).

2 2021 census data

3 Detailed demographic and cultural profiles of Victorian communities can be found in the following places:
www.vic.gov.au/multicultural-community-profiles
www.vic.gov.au/local-government-areas-report-population-diversity



Consistent with the increase in overall cultural diversity in Victoria, opportunity exists to successfully engage new and emerging CALD visitors in parks and conservation. To maximise this opportunity from a tourism and community engagement perspective, staff need to be equipped with the right attitude, information and tools.

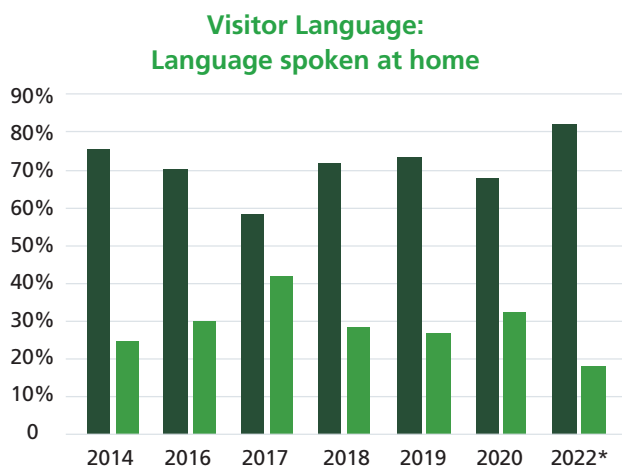


Figure 1 – Comparison of visitors from a non-English speaking background with those from an English-speaking background. Data from the Parks Visitor Satisfaction Monitor

1.6 Cultural diversity and nature-based wellbeing

Across the Victorian population, people with a CALD background, and particularly those that also have a disability or have lower social-economic status, have a comparatively higher incidence of health conditions resulting in poorer physical and mental health outcomes. We also know that people from CALD communities are less likely to visit parks than other Victorians. Consistent with Parks Victoria’s Healthy Parks Healthy People framework, outdoor and nature-based experiences can provide enormous benefits for the wellbeing and life satisfaction of CALD communities. Parks that are accessible and inclusive for all people not only result in more equitable access to nature’s benefits but also provides significant economic opportunities through accessible, nature-based tourism for urban and regional economies. Through the CD&IP, Parks Victoria has the opportunity to build cross sector partnerships with health, community, education and tourism sectors that will increase the participation of CALD communities in parks.

While the cultural knowledge of Traditional Owners has recognised the critical connection between

Country and health for thousands of years, the scientific evidence for the health and wellbeing benefits of contact with nature is more recent. Over the last decade the body of scientific evidence about the connection between healthy environments and human health and wellbeing has grown exponentially. The evidence highlights that access to nature and greenspace has an important role in contributing to the prevention of noncommunicable or ‘lifestyle’ diseases, but increasing evidence also suggests that the healing and restorative properties of nature help recovery from illness and injury and prevention of further disease. However, there are still many barriers that prevent some people in the community from accessing parks and gaining health benefits. People from culturally diverse communities, people with disabilities and people from lower socio-economic backgrounds find it more difficult to access parks, yet these groups often have poorer health outcomes, which may benefit from time spent in nature.

For Parks Victoria, our strong Healthy Parks Healthy People brand demonstrates the strong connection between being active in nature, positive human health and wellbeing and creating support for parks and nature conservation and it is the foundation of how we manage parks and protected areas. The Healthy Parks Healthy People approach, which advocates inclusive access to parks and nature’s benefits for all, is also widely practised by other park agencies and land managers across Europe, the America’s Asia and Africa. Parks Victoria’s Healthy Parks Healthy People Framework⁴ outlines the opportunities to improve the health of both our parks and communities and through the CD&IP, Parks Victoria has the opportunity to build cross sector partnerships with multicultural, health, community, education and tourism sectors to facilitate community activation programs in parks.

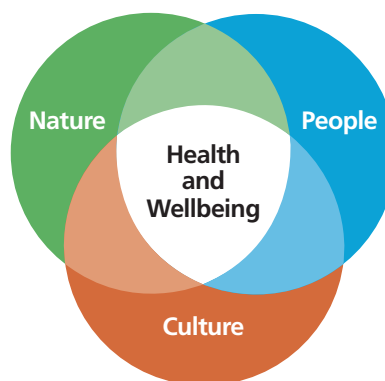


Figure 2 – Healthy Parks Healthy People Framework: Describes the fundamental connection between the health of our environment and the health and wellbeing benefits of spending time in nature.

4 parks.vic.gov.au/healthy-parks-healthy-people/healthy-parks-healthy-people-framework

1.7 Legislative and policy context

1.7.1 Legislative obligations

Parks Victoria has obligations under of the following legislation to ensure the rights of people from a CALD background

Multicultural Victoria Act 2011

The *Multicultural Victoria Act 2011* provides the whole of government framework that recognises and values cultural, racial, religious, and linguistic diversity of the people of Victoria.

Equal Opportunity Act 2010

All Victorian Government departments and service providers have a positive duty under the *Equal Opportunity Act 2010* to take reasonable and proportionate measures to identify and eliminate discrimination.

Charter of Human Rights and Responsibilities Act 2006

The *Victorian Charter of Human Rights and Responsibilities Act 2006* sets out the basic rights of Victorians to live with freedom, respect, equality, and dignity and requires public authorities to act compatibly with the Charter.

The Racial and Religious Tolerance Act 2001

The Act prohibits behaviour that incites or encourages hatred, serious contempt, revulsion or severe ridicule against another person or group of people because of their race and/or religion.

1.7.2 Victorian Government policy

Victorian Values Statement

The Victorian Values Statement, emanating from the Victoria's Multicultural Policy Statement (2021), provides the following directions (Appendix 1)

- One law for all
- Freedom to be yourself
- Discrimination is never acceptable
- A fair go for All
- It is up to all of us to contribute

1.7.3 Victorian Multicultural Policy Statement (May 2021) and Whole of Government Multicultural Affairs Outcomes Framework

The Victorian Government, through its multicultural Policy Statement, has provided clear directions that recognise and celebrate a multicultural Victoria (Appendix 2)

- Victorians are safe and secure
- Victorians are healthy and well
- Victorians can participate fully
- Victorians are connected to culture and community
- Victorians have equal rights and opportunities

1.7.4 Whole of Victorian Government Universal Design Policy 2022

Universal design is a design philosophy that ensures that products, buildings, environments, programs, services and experiences are innately accessible to as many people as possible, regardless of their age, level of ability, cultural background or any other differentiating factors.

Released in July 2022 the Whole of Victorian Government Universal Design Policy 2022 incorporates universal design principles in public service provision. The universal design principles include equitable use, flexibility in use, simple and intuitive use, perceptible information, tolerance for error, low physical effort and size and space for approach and use.

This is important for Parks Victoria as it guides an approach to park planning services, management and programs for under-represented communities such as those from a culturally diverse background.



1.8 Alignment to Parks Victoria's strategies and frameworks

1.8.1 Shaping our Future

The Parks Victoria's CD&IP 2023–2026 is aligned to the organisation's four strategic 'Shaping Our Future' goals:

Caring for Country	To sustainably manage, protect and conserve Victoria's natural and cultural landscapes we need to raise the awareness and 'nature literacy' of all Victorians to promote positive and environmental and culturally sustainable behaviours.
Connecting people and nature	To provide experiences for visitors and volunteers to connect with and value nature we need to reduce barriers to participation, provide enriching nature experiences for all cultures, celebrate our diverse cultures and communicate and engage with CALD communities in a considered and inclusive way.
Contributing to healthy, liveable communities	To contribute to improving the health, safety, and economic wellbeing of all Victorians we need to act as responsible neighbours in CALD communities, ensuring that safety and access are our priority and promote parks as welcoming, inclusive places that promote positive physical and mental health and wellbeing.
Enhancing organisational excellence	To enhance our capability, capacity and culture to deliver on our commitments we need to reflect a culturally diverse community and provide cultural safety within our workplace.

1.8.2 Aligned Parks Victoria plans and strategies

Parks Victoria's Workforce Diversity and Inclusion Plan 2017–2022

Parks Victoria's Workforce Diversity and Inclusion Plan (2017-2022) supports the delivery of the CD&IP (as it relates to people from a culturally and linguistically diverse backgrounds). A key focus of the Workforce and Inclusion Plan is to establish Parks Victoria as a culturally inclusive workplace that celebrates and supports diverse cultures within our workplace. The Workforce Diversity and Inclusion Plan is currently being reviewed and updated.

Managing Country Together Framework (2019)

There are many diverse cultures and languages amongst Victorian Traditional Owners, the original inhabitants of the State. Aboriginal people have cared for and sustainably managed Victoria's cultural landscapes for tens of thousands of years. These cultural landscapes form the core of Victoria's network of parks and reserves. The Managing Country Together Framework is Parks Victoria's commitment to strong, meaningful partnerships with Traditional Owners to effectively manage cultural landscapes across the State. The CD&IP does not seek to duplicate/replace this important work.

All One Together – Parks Victoria Pledge

Parks Victoria is proud to be an All One Together Campaign Ambassador. Developed by the Ethnic Communities Council of Victoria, the All One Together is an anti-racism project which aims at supporting employers to improve their diversity and inclusion approaches at work. Parks Victoria has taken a public stance against racism by signing up to become anti-racism ambassador. allonetogether.org.au/2022/03/31/parks-victoria/

Through the CD&IP, Parks Victoria commits to reduce barriers to participation in nature and build partnerships and programs with like-minded organisations that enrich nature experiences for all. Parks Victoria seeks to leverage the varied ideas, experiences, and personal backgrounds that individuals contribute for the benefit of Parks Victoria, its employees and visitors.

2.0 How the CD&IP 2023–2026 was developed

The development of this CD&IP included:

- A review of the existing Cultural Diversity and Action Plan 2018-21, including gaps.
- An environmental scan of other agencies communications and engagement approaches including a review of the barriers faced by CALD communities, as well as opportunities.
- Internal engagement with Parks Victoria staff including workshops on barriers and opportunities and subsequent consultation with a wide range of divisional teams and managers.
- External engagement with peak organisations including Victoria Multicultural Commission, Ethnic Communities Council of Victoria AMES Australia, Southern Migrant and Refugee Centre, Sunraysia Mallee Ethnic Communities Council, Culture Ethnicity and Health Multicultural Women's Health Centre for Multicultural Youth and Victorian Health Promotion Foundation.
- Feedback from the Parks Victoria Diversity and Inclusion Working Group on how to create a more inclusive organisation.

Key findings from the internal and external engagement can be found in Appendix 4. The engagement process provided valuable information about barriers facing people from CALD background across our parks and park management, the benefits of having more inclusive park experiences and the importance of workplace cultural competence. The overall feedback is that Parks Victoria is on track with its direction but has some way to go in providing practical and meaningful impacts in parks. Parks Victoria acknowledges that significant work remains to make parks and waterways more inclusive and thanks the community, stakeholders and workforce who contributed their varied experiences, views, time and expertise in informing this Plan.

Further engagement will be undertaken with CALD community organisations as part of the implementation of specific actions of the CD&IP 2023–2026. This will ensure the actions remain contemporary and outcomes are co-designed, relevant, directed throughout the life of the plan and adequately elevated.

Case study

Working Beyond the Boundaries Program

In 2012, Werribee Park in partnership with AMES Australia established the Working Beyond the Boundaries Program. Initially aimed at addressing impacts of isolation among women from new and emerging communities in the City of Wyndham, a community Kitchen Garden was created. The garden quickly became an important community hub and meeting place for socialising and learning, attracting people from a wider range of culturally and linguistically diverse communities. As the program continued to grow, the activities on offer increased in response to a wider range of other community needs and demands.



3.0 Benefits and barriers to cultural inclusion

The Victorian parks and protected area network provide a wide range of social, economic and environmental opportunities and benefits to communities, yet there still exist significant barriers that prevent equitable and inclusive access and opportunities, including communities from CALD backgrounds.

3.1 The opportunities and benefits of culturally inclusive parks and park management

For individuals and families from CALD backgrounds:

- Ensures equity and rights to enable access to nature for all
- Creates and strengthens place connection and integration into local communities
- Ensures that all visitors feel safe, secure, and confident to visit parks
- Provides economic opportunity, employment and volunteering pathways
- Enables inclusive nature-based education and training opportunities
- Actively encourages and supports employees from culturally diverse backgrounds

For Parks Victoria:

- Increases community awareness, support, advocacy, and social licence for parks
- Raises awareness of all cultures and the rich stories and cultures associated with the waves of migration to Victoria
- Strengthens relationships with local communities
- Creates positive environmental behaviours and park stewardship

- Generates visitor economy benefits through access to wider markets
- Ensures compliance with statutory obligations
- Utilises innovative ideas in park management from different cultural perspectives
- Creates an organisation that is representative of the broader community

3.2 Barriers to cultural diversity and inclusion

A wide range of external and internal (organisational) barriers exist that limit participation and a sense of belonging for people from culturally diverse backgrounds. In particular, refugees and people seeking asylum are among those who live with greater social and economic disadvantage and are more likely to experience inequalities that impact on their wellbeing, including access to nature. The Victorian Public Health and Wellbeing Plan 2019-23⁵ highlights that the conditions in which we are born, grow, work, live and age, as well as the wider set of social, cultural, and economic conditions in which we live, have significant consequences for our health and wellbeing and that a fair and equal society is fundamental to improving the health and wellbeing of the entire population. People from culturally diverse communities, refugees and people seeking asylum are among those who live with greater social and economic disadvantage and are more likely to experience inequalities that impact on their wellbeing. Access to, and experiences in parks are one of the factors that influence overall wellbeing.

5 [Victorian Public Health and Wellbeing Plan content.health.vic.gov.au/sites/default/files/migrated/files/collections/policies-and-guidelines/victorian-public-health-and-wellbeing-plan-2019-2023.pdf](https://content.health.vic.gov.au/sites/default/files/migrated/files/collections/policies-and-guidelines/victorian-public-health-and-wellbeing-plan-2019-2023.pdf)



Bushland Circuit Trail,
Yarra Bend Park

External barriers to parks being and inclusive places for CALD communities can include:

- Limited awareness of parks, events, and experiences available
- Limited understanding of local laws and rules which permit free access and entry for all, which may be different from their country of origin
- Perceptions of safety and security including, animals, fire fear of uniforms/authority and lack of understanding that park rangers are helpful and friendly and not police or military
- Limited 'outdoor literacy'/skills and previous lack of opportunities to engage in nature-based activities
- Insufficient culturally appropriate (safe) spaces in parks and/or lack of awareness or understanding within communities about how parks might be used e.g., community festivals, volunteering
- Economic barriers including social disadvantage
- Lack of social and community connection (especially for new migrants and refugees)
- Lack of public transport options or confidence to travel too far afield from home to experience state, regional or national parks

Internal or organisational barriers can include:

- Limited of cultural diversity in staff including those that speak additional languages as well as English
- Various interpretations of 'what we can do' in parks e.g., community gardens
- A narrow interpretation of 'open, safe & clean' in setting priorities for parks (i.e., ensure open and safe for all)
- Staff lacking confidence or skills in working with diverse communities, reaching out and investing in partnerships to attract and engage with multicultural communities
- Complicated legal or approval processes making it difficult to foster relationships and partnerships
- Limited capacity to engage with local organisations who work with culturally diverse communities such as Migrant Resource Centres, outposts for AMES, Foundation House, community leaders for distinct cultural groups.



4.0 Directions and priorities

4.1 Our vision and commitment to cultural diversity and inclusion

4.1.1 Vision

Victoria's parks and approach to park management recognises, supports and celebrates the cultural diversity of the community, providing diverse social, health, economic and environmental benefits.

4.1.2 Objective

The cultural diversity of the Victorian community is embraced, and Parks Victoria welcomes all people into nature, on the lands and waters of Australia's First Peoples. We are committed to providing accessible, safe, and inclusive park experiences and employment opportunities, sharing Victoria's precious places with all cultures.

4.2 Guiding principles

As a commitment to making our parks and management approaches more inclusive for CALD communities, Parks Victoria will adopt the following principles:

- Respect for the rights, dignity and worth of all people is promoted and upheld
- Inclusion is at the core of our planning, engagement, design and practice
- All communication is non-discriminatory and culturally sensitive and access to information is not restricted, excluding groups based on location, language or other factors
- Inclusive language and behaviour are standard in Parks Victoria
- A culture that honours everyone's unique ideas, experiences and skills is fostered
- People from diverse cultures will be supported to adopt, build, and grow their awareness and understanding of conservation values

- Sufficient time and resources are allocated in the planning phase of programs and projects to ensure engagement meaningful
- Recruitment and staffing practices reflect the diverse nature of our business and the community we serve

Case study Tips for camping

Parks Victoria has identified a need to provide camping safety information to a wide range of visitors, including those from multicultural backgrounds. A multilingual fold-out brochure was developed, to provide welcome information and five key safety messages to campers, to be distributed at selected campsites over peak visitation season. The brochure is used as a communication tool for Rangers in their interactions with campers and provides visual prompts to help clarify complex instructions, such as how to put out a fire effectively.

1 PUT OUT YOUR CAMPFIRE WITH WATER COMPLETELY

用水彻底扑灭篝火。
आग्नी कैम्पफायर को पानी से पूरी तरह से बुझा दें।
අගුණිකැඹාලයකට පුළුල්ව පුරවන ජලය භාවිත කර ගන්න.
අවදානමක් ඇති අවස්ථාවකදී ජලය භාවිත කර ගන්න.
إطفاء النار المشتعلة بالكامل بالماء.
آتشان را با آب کاملاً خاموش کنید.

WHY?
10% of bushfires are caused by campfires.
• Only light campfires in fireplaces provided by Parks Victoria.
• At least one person must stay by the campfire at all times.
• Use water to put out your campfire, not soil.
If the ashes are cold, then it is safe to leave.
• Total Fire Ban = NO fires.

5 KEEP THE PARKS CLEAN AND QUIET

保持公园安静整洁。
पार्कों को साफ और शांत रखें।
අගුණිකැඹාලයක සියලුම දෑ භාවිත කර ගන්න.
අවදානමක් ඇති අවස්ථාවකදී ජලය භාවිත කර ගන්න.
අවදානමක් ඇති අවස්ථාවකදී ජලය භාවිත කර ගන්න.
الحفاظ على المنتزهات نظيفة وهادئة.
پارک‌ها را تمیز و آرام نگه دارید.

WHY?
Help keep our parks healthy and beautiful.
• Do not leave rubbish in the park. Take it with you when you leave.
• Do not throw rubbish into campfires or toilets.
• Respect other campers by keeping noise low in the campgrounds.
• No noise after 11pm.

4.3 Strategic priorities

Parks Victoria's CD&IP 2023–2026 has five priority areas. Specific strategies and actions sit under each priority area and provide lead accountabilities and evaluation measures. Many actions will be achievable through linking to existing resources and programs, available workforce expertise and stakeholder partnerships, while others will be subject to additional funding.

Focus locations:

With limited resources, Parks Victoria will need to focus implementation of the plan in priority parks and locations. The three areas of focus will include:

1. Urban growth corridors around Melbourne, including new parks
2. Other locations within Greater Melbourne and regional Victoria with higher populations of CALD communities and lower socio-economic advantage
3. Key nature-based tourism destinations around Victoria

Priority 1 Information and communication

Desired outcomes

- Information and communication about parks will be provided in formats and through channels that are culturally inclusive and representative.

Priority 2 Park planning and design with an engaged community

Desired outcomes

- The diverse cultural backgrounds and expectations of the community will be understood, recognised, and shared in the planning and management of parks
- Communities from culturally and linguistically diverse backgrounds can inform park planning and management decisions through evidence and lived experience.

Priority 3 Welcoming with safe access, facilities and services

Desired outcomes

- Visitors from culturally and linguistically diverse backgrounds have equitable access to parks.
- Communities from culturally and linguistically diverse backgrounds will feel welcome and safe in parks.
- Based on the visitor experience framework and associated levels of service, access to parks, facilities and services within parks will cater to the needs of visitors from diverse cultural backgrounds.

Priority 4 Inclusive visitor experiences, programs and events

Desired outcomes

- The health and wellbeing of culturally and linguistically diverse communities will be sustained and improved through nature-based experiences.
 - Visitors from culturally and linguistically diverse backgrounds can participate in safe and meaningful nature-based experiences either through self-guided opportunities or structured activities and programs.
 - Victoria's diverse cultures and history will be celebrated in parks through stories, events, partnerships, and programs.

Priority 5 A culturally inclusive and representative workplace

Desired outcomes

- Parks Victoria will be an employer role model that celebrates and supports diverse cultures within our workplaces.



5.0 Implementation

Implementation of the CD&IP over the next 4 years is everyone's business. As with all objectives and functions of Parks Victoria, priorities will be identified at the beginning of each 12-month cycle and will enable Parks Victoria to plan for resource allocations to support the implementation of key actions each year.

In accordance with the Victoria Public Service (VPS) Code of Conduct all Parks Victoria Managers, Leaders and Employees have a role and responsibility to encourage a work environment that is conducive to the acceptance and implementation of workplace diversity principles and practice. Employees have a responsibility to promote non-discriminatory behaviour to treat everyone with respect and courtesy, without discrimination.

An access and inclusion advisory group will be established to provide advice from the CALD community on creating more inclusive opportunities, ongoing stakeholder and workforce feedback. In addition, this group will also assist in monitoring actions and adjust the plan accordingly.



6.0 Next steps

Parks Victoria will monitor and evaluate the effectiveness of the CD&IP annually to determine the extent to which progress has been made in each priority area. By monitoring progress over the life of the plan, Parks Victoria will be able to:

- Determine if the priorities and outcomes of the CD&IP are being achieved through the corporate and regional work plans.
- Identify any modifications in scope or approach required to deliver actions and make any necessary updates to the CD&IP.

Parks Victoria will report on implementation of this plan annually through the Parks Victoria Annual Report.

Measuring implementation of the CD&IP will include both quantitative and qualitative measures. From the perspective of the CALD community, measures of inclusion can be subjective, and evaluation will be dependent on feedback from individuals and organisations (e.g., through advisory group and engagement processes on the extent to which there has been change in meaningful levels of inclusion in planning engagement, facilities as well as attitudes of Parks Victoria and its partners.

Implementation of this CD&IP presents an opportunity for Parks Victoria to demonstrate leadership in the community through making access to parks more inclusive, reducing barriers and creating incentives to enable CALD community participation in parks, and taking actions to create a more culturally representative workforce.

Regular and meaningful engagement with the multicultural sector is key to the success of the Plan.

Appendices

Appendix 1: Victorian Values Statement

The Victorian Values Statement, emanating from the Victoria's Multicultural Policy Statement (2021), provides the following directions.

One law for all: Everyone is equal under the law. All Victorians have the same legal rights, responsibilities, and protections. As Victorians, we all have rights and responsibilities under the law and towards each other. By respecting our mutual rights and responsibilities, we can ensure a safe and cohesive society. 20 Victorian. And proud of it.

Freedom to be yourself: Everyone is free to be themselves and to feel safe in being true to themselves. The Government wants every Victorian to be able to celebrate their culture with pride and practice their traditions in peace. The freedom to be yourself includes freedom of speech, expressions of gender, sexuality and religion, and peaceful assembly; it does not allow people to break the law or to impinge on the safety or freedom of others.

Discrimination is never acceptable: We want to live in a society that promotes inclusion and participation and rejects exclusion, all forms of violence, and discrimination. A society free of discrimination is better able to tackle problems like economic and social disengagement and improve health and wellbeing for all.

A fair go for All: Everyone deserves a fair go in life. That means giving every Victorian – no matter where they live, their circumstances, or their background – the support they need to enjoy the Victorian way of life. These include quality education and healthcare, accessible transport, opportunities in employment and a safe place to live.

It is up to all of us to contribute: We all want similar things – the opportunity to thrive, for our successes to be recognised, and for our families and loved ones to be safe, secure, and happy. That is why it is important for people to be able to belong and contribute to a society they are proud of.

Appendix 2: Victorian Multicultural Policy Statement (May 2011)

Victorian Multicultural Policy Statement (May 2021) and Whole of Government Multicultural Affairs Outcomes Framework

Victorian State Government Multicultural Policy Outcome	Parks Victoria's Outcomes
<p>Victorians are safe and secure</p> <ul style="list-style-type: none"> • Victorians live free from abuse, violence, and fear • Victorians have suitable and stable housing 	<p><i>Communities from culturally diverse backgrounds will feel safe, secure and welcomed in nature</i></p>
<p>Victorians are healthy and well</p> <ul style="list-style-type: none"> • Victorians have good physical and mental health • Victorians have equitable access to health and human services 	<p><i>Nature is a place to improve the health and wellbeing of culturally diverse visitors</i></p>
<p>Victorians can participate fully</p> <ul style="list-style-type: none"> • Victorians participate in learning and education • Victorians participate in and contribute to the economy • Victorians have financial security • Victorians understand, are empowered by, and exercise their rights • Victorians have access to an environment that promotes liveability, sustainability, and inclusion 	<p><i>Access to parks, and facilities within parks, cater for visitors from diverse cultural backgrounds</i></p> <p><i>Communities from culturally diverse backgrounds feel that they are involved in park plans and park management decisions through strategic engagement</i></p> <p><i>The diverse cultural backgrounds and expectations of the community will be understood, recognised and shared in the planning and management of parks</i></p>
<p>Victorians are connected to culture and community</p> <ul style="list-style-type: none"> • Victorians are socially engaged and live in inclusive communities • Victorians can safely identify with and connect with their culture and identity. 	<p><i>Information and communication about parks will be provided in formats and through channels that are culturally inclusive and representative</i></p> <p><i>Victoria's diverse cultures and history will be celebrated in parks through stories, events, partnerships, and programs</i></p>
<p>Victorians have equal rights and opportunities</p> <ul style="list-style-type: none"> • Victorians live free from discrimination • Opportunities to participate in the workforce that are available to all Victorians 	<p><i>Visitors from culturally and linguistically diverse backgrounds have equitable access to parks and can participate in safe and meaningful nature-based experiences either through self-guided opportunities or structured activities and programs including volunteering especially in parks in areas of the state with significant settlement of multicultural communities</i></p> <p><i>Parks Victoria will be an employer role model that celebrates and supports diverse cultures within our workplaces</i></p>



Appendix 3: Term or abbreviation

Term or abbreviation	What it means in the plan
CD&IP	Cultural Diversity and Inclusion Plan – This Plan.
CALD	<p>Culturally and Linguistically Diverse.</p> <ul style="list-style-type: none"> • A group of people living in Australia who were born overseas. • Family /Group living in Australia who have parents or grandparents born overseas <p>It is important to note these groups may not refer to themselves as CALD.</p>
Universal Design	Universal design is a design philosophy that ensures that products, buildings, environments, programs, services and experiences are innately accessible to as many people as possible, regardless of their age, level of ability, cultural background or any other differentiating factors.
Co-design	The process of involving people from a culturally and linguistically diverse background in designing, delivering and evaluating a policy, program or service.
Data	Facts or information about a topic or group of people.
Inclusion	Inclusion is where everyone is treated equally and has an active role in society. An inclusive society for people from a culturally and linguistically diverse background is one where they are respected and have equal access to services and facilities.
Intersectionality	Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation.
LGBTIQ+A	Lesbian, gay, bisexual, trans and gender diverse, intersex and queer.
Priority area	An important area of the plan where we will be taking a range of actions to make improvements.
Vision	The vision represents what we hope will happen if the actions do what they are meant to do.
Wellbeing	Wellbeing includes physical, mental and social health. Wellbeing can be described as how you feel about yourself and your life.



