



Forest Products Commission **Multicultural Plan 2024–2027**



fpc Forest Products
Commission



Acknowledgement of Country

The FPC recognise Aboriginal and Torres Strait Islander Peoples as the first custodians of the lands and forests; and as practitioners of sustainable forest management for millennia. The FPC pays its respects to the Traditional Owners of Western Australia, and their elders past present and emerging.

Leadership Statement

The FPC is committed to implementing the multicultural policy priorities outlined in the Western Australian Multicultural Policy Framework through a Multicultural Plan that outlines achievable actions to facilitate an inclusive and harmonious society for all Western Australians.

The FPC Multicultural Plan 2024-2027 outlines our commitment to:

- continue to develop a workplace culture that is welcoming and inclusive of all people; and
- provide our people with the knowledge, skills and understanding to provide inclusive and culturally sensitive services that achieve our strategic objectives.

I am pleased to present our Multicultural Plan July 2024 to December 2027 and encourage everybody at the FPC to continue to work together to deliver our services in a way that nurtures inclusiveness, understanding and respect to better meet the needs of people from culturally diverse backgrounds.

Mr Stuart West
General Manager



About the Forest Products Commission

Our Vision

To build and maintain a sustainable and commercially viable forest products industry that provides economic and social benefits to the people of Western Australia.

Our Goals

- Perform functions in a responsible and cost-efficient manner.
- Vibrant forest industry creating local jobs.
- Healthy forests sequestering carbon.

Our Values

Our values underpin and guide us in everything we do as we carry out our work. All interactions with colleagues, contractors, stakeholders, and members of the community reflect our values and expected behaviours.

- Passion
- Empowerment
- Teamwork
- Respect
- Trust
- Efficiency

What this means to us

- We are passionate professionals, committed to best practice sustainable forestry in Western Australia
- Our work is underpinned by mutual respect, trust and teamwork
- We value diversity of people and ideas
- We strive to be our best; develop at work and embrace learning
- We take personal responsibility and empower each other, and our teams, to achieve results
- We are efficient in our decision making, processes and procedures.

Our role

Working in plantation and native forestry across the diverse environment of Western Australia, the FPC is a dedicated team committed to close engagement with communities, industry and government to support a vibrant and sustainable forestry industry.



Workforce Profile

As at 31 July 2024, the FPC had a workforce headcount of 163 employees. Our workforce is primarily based in regional WA.

Based on diversity data reported by FPC employees, 33% of our workforce was born outside Australia, with employees reporting 29 different countries of birth.

19% of FPC employees report a language other than English as their primary language spoken at home, with employees reporting 23 different primary languages, with the top languages other than English spoken being Italian, French, German, Spanish, Thai and Japanese.

Using the Public Sector Commission's definition of culturally and linguistically diverse (CaLD) for workforce reporting purposes as outlined in Appendix 1, data shows that 24% of the FPC workforce are from a CaLD background.

Policy Priority 1 – Harmonious and inclusive communities

Policy outcome: Every Western Australian values cultural, linguistic and religious diversity and feels they belong.

Strategy: Promote the benefits of cultural and linguistic diversity and celebrate the achievements of people from culturally diverse backgrounds.			
Action	Responsibility	KPI's	Timeframe
1.1.	Promote and raise awareness of the benefits of multiculturalism.	People and Culture; Communications	<ul style="list-style-type: none">Share and promote FPC diversity events and OMIs Days of Significance calendar with all staff.Track and review participation at key diversity events. Ongoing
1.2.	Communicate the FPC's commitment to diversity and inclusion, and the benefits of a multicultural workforce.	People and Culture; Communications	<ul style="list-style-type: none">Publish at least two articles on the intranet annually, that celebrates achievements and positive stories of employees from CaLD backgrounds.Promote culturally safe spaces and facilities that are available to employees.Diversity and inclusion principles incorporated into recruitment and promotional campaigns.Publish positive stories and achievements that support inclusion in the FPC's Annual Report. Ongoing
Strategy: Address racism and discrimination at both an individual and institutional/systemic level, including implementing the Policy Framework for Substantive Equality.			
Action	Responsibility	KPI's	Timeframe
1.3.	Provide and promote cultural competency training to all FPC employees.	People and Culture	<ul style="list-style-type: none">100% staff completion rate for Diverse WA training.100% staff completion rate for EEO and Diversity training.100% of staff completed Accountable and Ethical Decision Making (AEDM) training which covers the Code of Conduct, discrimination and harassment.Leadership training provided to all managers and supervisors including diversity and inclusion, psychosocial safety, unconscious bias.Quarterly reminders are sent to employees who have yet to undertake cultural competency training. Ongoing
1.4.	Continue to embed and promote the FPC's commitment to diversity and inclusion, and the benefits of a multicultural workforce.	People and Culture; Communications	<ul style="list-style-type: none">Policies are developed that promote safe and inclusive workplaces e.g. EEO Management Plan.A dispute resolution process is in place to ensure behaviours contrary to the Code of Conduct are addressed constructively.A dedicated diversity page on the intranet is reviewed and updated every 6 months to ensure currency of information.Promote self-reporting of EEO data in induction processes and through Web Kiosk to enhance accuracy of diversity data.100% of job advertisements include equity and diversity statement. Ongoing
1.5.	Review HR policies and procedures regularly to ensure promotion of an inclusive culture and elimination of discrimination and harassment in the workplace.	People and Culture	<ul style="list-style-type: none">HR policies reviewed, updated and communicated to staff every two years.HR policies are reviewed when relevant legislation, Public Sector Commission (PSC) and Office of Multicultural Interests (OMI) policies and actions plans are updated. Ongoing
Strategy: Develop workplace cultures that are welcoming and inclusive of all Western Australians.			
Action	Responsibility		Timeframe
1.6.	Create an inclusive and welcoming workplace culture at the FPC.	People and Culture	<ul style="list-style-type: none">Diversity and inclusion is featured and promoted as part of the FPC's corporate induction.Job advertisements to include equity and diversity statement.At least two events held annually across the FPC acknowledging and celebrating multiculturalism (eg. Harmony Week, Lunar New Year and Diwali) Ongoing
1.7.	Ensure cultural considerations and diversity and inclusion requirements are included in the planning and delivery of all FPC events.	All Divisions	<ul style="list-style-type: none">Cultural and diversity and inclusion requirements are appropriately considered and communicated in the planning and delivery of FPC events. Ongoing
1.8.	Incorporate diversity questions in relation to workforce, culture and work environment in staff perception surveys.	People and Culture	<ul style="list-style-type: none">Diversity questions are included in staff perception surveys.Conduct exit interviews and identify if there are trends in turnover.Monitor participation and review and report staff views to the CEO.Use workforce data metrics to assist with the development of strategies to retain and attract cultural diversity at the FPC (including equity index, workforce diversity targets, and gender pay gap). Ongoing
1.9.	Deliver positive behaviours awareness workshops to promote a culture of respect and inclusion where staff members want to belong.	People and Culture	<ul style="list-style-type: none">Professionally facilitated workshops across the organisation. December 2025 and ongoing

Strategy: Initiate and support events and projects that build mutual understanding and respect between cultures.			
Action	Responsibility	KPIs	Timeframe
1.10.	Promote the Office of Multicultural Interests (OMI) and Equal Opportunity Commission (EOC) events calendar to FPC staff, increasing awareness of diverse community events and news.	People and Culture; Communications <ul style="list-style-type: none">OMI and EOC events and news promoted.	Ongoing

Policy Priority 2 – Culturally responsive policies, programs and services

Policy outcome:

- All Western Australians are informed and have equitable access to government services.
- Programs and services are culturally appropriate to the needs of all Western Australians.
- Customised culturally and linguistically diverse (CaLD) specific services are provided for those who need them.
- A workforce that is culturally competent and representative of its community, and business and client needs.

Strategy: Integrate multicultural policy goals into strategic and corporate planning, procurement and review processes.			
Action	Responsibility	KPI's	Timeframe
2.1.	Embed diversity and inclusion principles into operational and strategic planning.	All Divisions	<ul style="list-style-type: none">Planning cycles include diversity and inclusion considerations including meeting needs of the CaLD community. Ongoing
2.2.	2.2. Participate in the WA Multicultural Policy Framework (WAMPF) Interagency Network to share information on key issues affecting WA CaLD communities.	People and Culture	<ul style="list-style-type: none">Information shared internally and strategic responses developed as required. Ongoing
Strategy: Provide language services to ensure language is not a barrier to equitable access to information and services, including complaints processes.			
Action	Responsibility	KPI's	Timeframe
2.3.	2.3. Provide information about the Western Australian Language Services Policy (WA LSP) on the FPC intranet and promote OMI's language services resources to FPC employees.	Communications	<ul style="list-style-type: none">Information available on the intranet. Ongoing
2.4.	2.4. Incorporate the Western Australian Language Services Policy into FPC communications-related policies.	Communications	<ul style="list-style-type: none">Language Services Policy integrated as policies are reviewed/developed. Ongoing
Strategy: Implement recruitment and selection processes that facilitate workforce diversity, and provide opportunities for the development of cultural competencies across the workforce.			
Action	Responsibility	KPI's	Timeframe
2.5.	Review recruitment practices and diversity data, to identify real and potential barriers to employment for people from CaLD backgrounds and identify potential improvements.	People and Culture	<ul style="list-style-type: none">Recruitment practices reviewed, barriers identified and addressed. Ongoing
2.6.	Educate recruitment panels on provisions in the <i>Equal Opportunity Act 1984</i> (e.g.Section 51) of the Equal Opportunity Act 1984 to increase representation of people from CaLD backgrounds and the PSC Workforce Diversification and Inclusion Strategy for Public Sector Employment Action Plans.	People and Culture	<ul style="list-style-type: none">Panel members aware of EEO provisions and PSC workforce diversification action plans. Ongoing
2.7.	Ensure diversity and cultural representation on recruitment panels.	Panel Chairperson	<ul style="list-style-type: none">Panels to include members from a culturally diverse background where practicable. Ongoing

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

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

Strategy: Implement recruitment and career development processes that support employment and progression of staff from CaLD backgrounds.

Action	Responsibility	KPI’s	Timeframe
3.1. Work with OMI to identify avenues for advertising FPC employment opportunities within the CaLD community and encourage managers to incorporate these avenues into their recruitment strategies.	People and Culture	• Advertising avenues identified.	Ongoing
3.2. Actively encourage staff from CaLD backgrounds to engage in professional development opportunities including training, conferences, coaching and mentoring programs.	Managers	• CaLD staff engage in professional development opportunities.	Ongoing

Strategy: Achieve equitable representation of people from CaLD backgrounds at all levels and in decision making roles.

Action	Responsibility	KPI’s	Timeframe
3.3. Continue to review current workforce data to identify the number and proportion of people from CaLD backgrounds across the FPC and in decision-making roles. Use workforce data to identify areas for improvement.	People and Culture	• Workforce data reviewed, monthly People Dashboard created and areas of improvement identified.	Ongoing
3.4. Actively encourage people from CaLD backgrounds to nominate for internal and external committees and working groups and ensure equitable representation of people from CaLD backgrounds.	All Divisions	• Number of CaLD representatives on internal committees.	Ongoing
3.5. Continue to educate managers about the benefits of a diverse workforce at all levels of decision making to meet strategic outcomes.	People and Culture	• Communicate and distribute relevant information that supports a diverse and inclusive workplace e.g. People Dashboard updated monthly and distributed. • Capability development offered and monitored.	Ongoing

Strategy: Identify, develop and promote initiatives that support the development of businesses and the entrepreneurial potential of Western Australia’s CaLD community.

Action	Responsibility	KPI’s	Timeframe
3.6. Explore opportunities to engage CaLD businesses through internal training, events and corporate activities.	All Divisions	• Relevant CaLD businesses identified and engaged where appropriate.	Ongoing
3.7. Explore options for CaLD data indicators to be promoted and collected and create mechanisms to capture CaLD stakeholder data where available in collaboration with the OMI.	All Divisions	• Number of CaLD data collected.	Ongoing



Appendix 1 - Definitions

Culturally and linguistically diverse

Culturally and linguistically diverse (CaLD) was introduced in 1996 to replace ‘non-English speaking background’ (NESB) and was intended to be a broader, more flexible and inclusive term. It is generally applied to groups and individuals who differ according to religion, language and ethnicity and whose ancestry is other than Aboriginal or Torres Strait Islander, Anglo Saxon or Anglo Celtic.

For the purposes of data collection, the Australian Bureau of Statistics Standards for Statistics on Cultural and Language Diversity apply. These are national standards for measuring diversity and include a core and standard set of cultural and language indicators.

The core set comprises:

- country of birth
- main language other than English spoken at home
- proficiency in spoken English
- Indigenous status (used when the focus is not specifically on people from migrant and refugee backgrounds).

The other indicators in the standard set are:

- ancestry
- birthplace of parents
- first language spoken
- languages spoken at home
- main language spoken at home
- religious affiliation
- year of arrival in Australia.

Public Sector Commission’s definition of culturally and linguistically diverse (CaLD) used for workforce reporting purposes

Employee’s ancestry is other than Aboriginal or Torres Strait Islander, Anglo Saxon or Anglo Celtic. Specifically, the employee’s country of birth is a country other than Australia, New Zealand, United Kingdom, England, South Africa, United States of America, Canada, Northern Ireland, Ireland, Scotland and Wales.

Accessibility

Copies of this document are available in alternative formats such as Braille upon request.

Contact us: Email info@fpc.wa.gov.au or telephone 08 9363 4600 or visit our website at Forest Products Commission <https://www.wa.gov.au/organisation/forest-products-commission>

