

Victorian State Election 2018 candidate policy survey

Response ID:9 Data

1. (untitled)

1. Please enter your unique candidate identifying code

2. Your name and position

3. Email address

4. A phone number we can contact you on

5. Will you commit to a Treaty process led by First Nations peoples?

Yes

6. If you answered yes, please provide further details.

Australia's first ever Treaty legislation is now law in Victoria after the Advancing the Treaty Process with Aboriginal Victorians Bill 2018 passed the Victorian Parliament in June 2018.

Progressing Treaty is an opportunity for Victoria to recognise and celebrate the unique status, rights, cultures and histories of Aboriginal Victorians. It is also an opportunity for reconciliation and to heal the wounds of the past.

In progressing Treaty the Andrews Labor Government listened to Traditional Owners, clans and family groups across the state about aspirations for treaty or treaties.

The Bill was the culmination of the work of more than 7,500 Aboriginal community members who have been engaged in work to further the Treaty process in Victoria.

Consistent with the policy of self-determination, the Bill does not specify who Treaty is with or what it will be about. Rather it requires an independent Aboriginal Representative Body and the Victorian Government to work in partnership to facilitate future Treaty negotiations.

The Victorian Treaty Advancement Commissioner Jill Gallagher AO will continue working with Victorian Traditional Owners, Elders and young people to establish a democratically-elected Aboriginal Representative Body.

7. Are you committed to multiculturalism, equality and inclusion?

Yes

8. If you answered yes above, please explain how?

Yes, the Andrews Labor Government is committed to multiculturalism, equality and inclusion. In 2017 Victoria's new multicultural policy statement – Victorian. And Proud Of It. was launched. It details our Government's commitment to Victoria's culturally diverse communities. Included is the Victorian Values Statement, which makes clear the rights and responsibilities we each share. These values are not negotiable – they are what we expect of every Victorian and what every Victorian should expect of each other.

These values are what makes Victoria a great place to live – a place we can all be proud of.

- 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 to a Victoria we can be proud of

In addition, the Victorian Budget 2018-19 provided \$8.6 million to respond to Victoria's first African Communities Action Plan,

helping to build leadership and social cohesion within these communities. And an additional \$1.7 million will support culturally diverse youths at risk.

9. Will you propose policies that will prevent discrimination in the policing and legal system?

Yes

10. If yes, what are those policies?

The Andrews Labor Government has made significant investments in ensuring that the police response to Aboriginal and Torres Strait Islander communities, and migrant communities, is fair and non-discriminatory.

The Government has enabled and supported the work of Victoria Police's Priority Communities Division, which was established in 2014 in response to the landmark Equality is Not the Same Report and has led a wide range of police community engagement activities with diverse communities across Victoria.

The Government has also supported Victoria Police to develop and implement the Victoria Police Diversity and Inclusion Framework 2017-2020, which include dedicated strategies and action plans for priority communities, including Aboriginal and Torres Strait Islander communities, and culturally and linguistically diverse (CALD) communities.

In addition, after a successful pilot, frontline police officers across 59 stations will be equipped with body-worn cameras by the end of the year, ensuring police officers are more accountable for their interactions with the public.

The Andrews Labor Government has undertaken the biggest police recruitment in the state's history with 3,135 additional frontline police being rolled out. This has included a focused recruitment campaigns to attract under-represented communities, including those from CALD and Aboriginal backgrounds.

11. Will you implement serious penalties for discrimination in hiring practices?

Yes

12. If yes, what are those policies?

Under the Equal Opportunity Act 2010 it is against the law for employers to treat, or propose to treat, someone unfavourably because of a personal characteristic protected by law, which includes race and/or religion. The Fair Work Act 2009 also protects employees against discrimination at work. If someone feels they have been unfairly discriminated against, they should lodge a complaint with the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) or the Fair Work Commission.

The Labor Government - in partnership with the private sector - introduced Recruit Smarter, an initiative to target unconscious bias in recruitment processes. Recruit Smarter trialled four pilot interventions across a range of government departments and private sector organisations. The four interventions included two trials of targeted recruitment via modified language use in job advertisements, a CV de-identification program, and the provision of training to address unconscious bias. The pilot program has found evidence that these interventions are beneficial to improving equity of opportunity for diverse Victorian applicants.

In addition, the Victorian Budget 2018-19 provided \$300,000 to establish Victoria's first Multicultural Safety Ambassadors Program, which will recruit well-respected individuals in multicultural communities to promote safe workplace practices.

13. Will you implement policies that will ensure migrants' prior work and study is fairly assessed and recognised?

Yes

14. If yes, what are those policies?

The Victorian public sector adheres to the employment principles outlined in the Public Administration Act 2004.

15. Will you ensure services like health and education are easily accessible to people from Non-European backgrounds?

Yes

16. If yes, what are those policies?

Victoria is Australia's most culturally diverse state, with almost one quarter of our population born overseas. Victorians come from over 230 countries, speak over 200 languages and follow more than 120 different faiths.

The Department of Health and Human Services' Delivering for Diversity - Cultural Diversity Plan 2016-19 provides a

framework for DHHS to embed cultural diversity in all its services, programs and policies. The plan builds on the Department's wide-ranging efforts to improve service access and effectiveness for CALD communities.

In partnership with the CSIRO and Western Health, the Government funded the CALD Assist iPad app – which uses written, audio, pictorial and video representations of phrases to facilitate a two-way conversation between health care workers and non-English speaking patients. The Government also regularly funds targeted culturally appropriate health campaigns on specific health issues, such as the Hepatitis B strategy targeting sub-Saharan women.

In terms of education, the Andrews Labor Government is making education more accessible for everyone, no matter where you live, what your background, or how much you earn.

We are investing in our public school system, building 100 new schools and upgrading more than 1,300 others. We are assisting families with the costs of camps, uniforms and excursions. We are ensuring every child has the opportunity to attend three-year-old kinder, subsidising it and building more kinders so space and cost is not a barrier.

We have also made 30 priority TAFE courses and 20 pre-apprenticeship courses free.

In addition, a re-elected Andrews Labor Government will ensure more Victorian students will get the support they need to learn their mother tongue and connect with their heritage, thanks to a massive \$7.5 million funding boost for community language schools. In an Australian first, Labor will expand community language schools to early childhood and preschool-aged children – giving around 2,000 of our youngest Victorians access to the program.

17. Will you implement programs that will ensure fair representation of people from Non English Speaking Backgrounds in Parliament, Government, and the media?

Yes

18. If yes, what will those programs be?

The Australian Labor Party has a long and proud history of reflecting the diverse make-up of our communities, especially in Victoria.

The deep understanding of multiculturalism in the Andrews Labor Government is reflected in a practical way through a range of programs and advisory bodies, each of which provides another way to increase the involvement and representation of people from non English speaking backgrounds in Parliament, Government, and the media.

Some examples of this include:

VMC-ABC Internship Program

The Victorian Multicultural Commission-Australian Broadcasting Corporation (ABC) Internship Program supports young journalists and storytellers from culturally diverse backgrounds to gain critical experience in a highly competitive media industry and contribute to more inclusive media narratives.

Multicultural Business Ministerial Council

The Council's role is to actively promote Victoria as a culturally diverse business centre, provide a forum for strategic business networking and support Victoria's trade agenda in emerging markets.

19. Will you provide more investment in multicultural media, and multicultural arts and culture?

Yes

20. If yes, please provide further details.

In 2014, the Andrews Labor Government created a \$450,000 Multicultural Media Fund to help multicultural media buy new / upgrade equipment. If re-elected the Andrews Labor Government will provide a further \$500,000 to multicultural media. The Andrews Labor Government heavily invests through a number of programs supporting our diverse communities. The Victorian Budget 2018/19 delivered \$43.6 million to improve multicultural community infrastructure, help migrants settle into Australia's way of life and better support our state's multicultural festivals and events. From new community halls to our state's cultural museums, the \$17.1 million Multicultural Community Infrastructure Program will fix existing infrastructure and build new facilities for culturally diverse communities right across the state. It also provides \$1.4 million to expand the popular

Multicultural Festivals and Events Program.

The Andrews Labor Government will boost employment opportunities for First Peoples in the creative industries and raise the profile and availability of local Aboriginal arts and creative products through our First Peoples Action Plan for the Creative Industries 2018–2020. The Victorian-first action plan was developed in close consultation and collaboration with First Peoples working across Victoria's creative industries and will deliver new opportunities for creative endeavours across the state.

It aims to address current barriers to employment and training, under-representation of First Peoples on boards and in senior roles of creative organisations, and the sale of inauthentic First Peoples creative product. The plan's 21 actions include new traineeships, a tailored employment program, cultural exchange opportunities, initiatives to build business capacity and more.

21. Will you guarantee that candidates from your party will not associate with extreme racist groups like Antipodean Resistance, True Blue Crew, Reclaim Australia, or United Patriots Front?

Yes

22. Will you guarantee that candidates from your party will not single out or vilify communities on the basis of race, religion, or language?

Yes
