



Multicultural Working Party

Terms of Reference 2026-2027

Aim

The Working Party provides advice and actively works on initiatives with Penrith City Council to deliver the [Multicultural Action Plan 2024-2027](#) and other initiatives. These projects aim to make Penrith a welcoming, inclusive and cohesive community where cultural diversity is valued, and people of all cultures and faiths can belong and thrive.

Objectives

1. To actively support and work with Council to deliver initiatives including work identified in the Multicultural Action Plan 2024-2027.
2. To identify and raise opportunities and issues of concern that can be addressed through relevant Council policies and strategies in culturally responsive ways. Promote an increased knowledge and understanding of diverse cultures and society in the wider community and facilitate partnerships that nurture cultural diversity, capacity building and increased community connections.
3. To assist Council in strategic advocacy efforts to improve access and social inclusion for people from culturally and linguistically diverse backgrounds.
4. To advise on ways to continue to build Penrith as a city that respects and values intercultural understanding as a part of a thriving, inclusive and cohesive place for all.
5. Support and participate in activities and events that promote community harmony and social cohesion.

Membership

- Members are appointed for a period of 2 years with the possibility of extension



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of up to 4 years.

- It is expected that there will be up to 8 community members selected.
- The selection criteria listed below will be used to assess expressions of interest from community members.
- Preference will be given to residents living in the Penrith Local Government Area (LGA), persons who work or study in the Penrith LGA and representatives from non-government organisations based in the Penrith LGA.
- Nominations will be called via public notices and through local community networks.
- If unsuccessful, applicants may be asked to go on an eligibility list in the event that a casual vacancy occurs during the term.

Selection Criteria

- Represent one or more of Penrith City's culturally and linguistically diverse community groups (either an established community or emerging community group new to Penrith City).
- An understanding of the issues experienced by local culturally and linguistically diverse communities in your everyday life.
- A demonstrated capacity to seek out and engage with people from culturally and linguistically diverse backgrounds. (For example, as a leader of a local cultural group or through work with local multicultural communities).
- Willingness to contribute and work with Council to support and implement agreed initiatives.
- An understanding of, or willingness to learn, how Council's policies and procedures and relevant legislation apply to culturally and linguistically diverse communities.
- Be a resident, work or study in the Penrith LGA.
- Provide a statement outlining the reasons why you want to be part of the Multicultural Working Party.
- Provide a list of skills, knowledge or experience you will bring to the Multicultural Working Party.



Operational Guidelines

- The Working Party will be chaired by an elected member of Council. In the event that a councillor is not present, the Head of City Activation, Community and Place or their nominee shall chair the meeting.
- The Working Party will be serviced and administered by the City Activation, Community and Place department of Council.
- The Working Party will meet up to 4 times per year.
- The City Activation, Community and Place department will organise orientation, training, planning sessions and any sub-group meetings for members.
- Out of pocket expenses incurred by volunteer committee members may be reimbursed by Council. (For example, travel.)
- Community representatives are expected to attend at least 50% of Multicultural Work Party meetings each calendar year, with provisions in place for members to withdraw membership at any time should their circumstances change.