

# Corporate Plan Delivery

2007 to 2010



## 1. ORGANISATION PROGRAM STRATEGY (OPS)

**Objective:** To develop a strong responsive organisation representative of the requirements, interests and concerns of people and organisations from Culturally and Linguistically Diverse (CALD) backgrounds; and capable of meeting it's obligations to Government and Non-Government stakeholders in the Northern Territory.

**Outcome:** High quality corporate support to MCNT and stakeholders

Goal	Strategies	Timelines	Performance Indicators
<p><b>1.1 Increase Organisational Capability and sustainability</b></p> <p>Increase financial capability to support and maintain a responsive, transparent, and professional organisation, which is sustainable in the longer term.</p>	<ul style="list-style-type: none"> <li>Continue to review MCNT policies, procedures and services to improve timeliness, accuracy and relevance</li> <li>Establish a process to review staff remuneration , training and development</li> <li>Continue to implement improve corporate governance systems to focus on transparency, responsiveness and accountability</li> <li>Advocate to Government for adequate funding</li> </ul>	<p>completed by June 2007</p> <p>completed by June 2007</p> <p>Completion by year 2 (2008/09)</p>	<ul style="list-style-type: none"> <li>Approved MCNT Policies and Procedures</li> <li>Staff remuneration, training and development framework</li> <li>New Governance System</li> <li>Level of Core funding Increased</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
<p><b>1.2 Peak Organisation Funding</b></p> <p>Seek a level of funding more appropriate for improving MCNT's Program budgetary capacity to make project funding more flexible and continue to support and represent growing numbers of CALD organisations and people.</p>	<ul style="list-style-type: none"> <li>Develop a Corporate Plan and establish a Work Plan to effectively monitor and evaluate implementation processes</li> </ul>	<p>March June 2007</p> <p>Ongoing 2007-2010</p>	<ul style="list-style-type: none"> <li>Completed Submissions Increased</li> <li>Monitoring Process Established</li> <li>Community Engagement in place</li> <li>Increased number of Services, Consultations, and Collaborative Partnerships operating</li> </ul>
<p><b>1.3 Human Resources</b></p> <ul style="list-style-type: none"> <li>Seek continuing grants to secure an adequate level of funding to maintain and improve the human resources and skilled personnel necessary for MCNT to succeed as strong peak organisation</li> <li>Develop a Budget for additional needs as projects expand.</li> </ul>	<ul style="list-style-type: none"> <li>Establish an effective staff review process</li> <li>Continue to develop efficient organisational management between MCNT Executive Group, Project managers, members and stakeholders</li> <li>Develop individual Projects and Plans in Response to the needs of MCNT and its Members</li> </ul>	<p>Annual Evaluation</p> <p>July 2007 to July 2010</p> <p>July 2007 to July 2010</p>	<ul style="list-style-type: none"> <li>Needs Review of MCNT Administration in place</li> <li>Increased management effectiveness through the number of consultations and the detailed evaluation of administrative outputs</li> <li>Increased demands for projects and for prepared detailed project timelines</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
<p><b>1.4 Maintain and Manage Premises</b></p> <p>Guarantee the provision of MCNT peak Organisation Premises.</p>	<ul style="list-style-type: none"> <li>Establish an effective and efficient management plan of the current premises</li> </ul>	<p>April 2007 to July 2010</p>	<ul style="list-style-type: none"> <li>Prepared appropriate management measures for the administration and public use of the premises</li> <li>Forecast expansion prepared</li> </ul>
<p><b>1.5 Membership and Representation</b></p> <p>Expand the membership base by advocating greater involvement with regional communities;</p> <p>Ensure that the MCNT is broadly representative of all ethnic and culturally distinct people and community groups in the Northern Territory.</p>	<ul style="list-style-type: none"> <li>To Understand our Membership</li> <li>Young people and the established ethnic communities of early generations</li> <li>New and emerging communities</li> <li>Relations with other regional multicultural centres outside of Darwin</li> <li>Seek funds and establish, resources permitting, specific programs that meet the needs of young people, women, seniors, and the small and emerging CALD communities</li> </ul>	<p>2007-2010</p> <p>September or just prior to the 2007 Federal Election</p> <p>Ongoing Through to 2010</p>	<ul style="list-style-type: none"> <li>Growth in Membership Numbers</li> <li>Conduct a survey of members and invite comments for the evaluation of MCNT</li> <li>Convene MCNT Awareness week</li> <li>Increased level of participation by young people, women, seniors, second third generation</li> <li>Increased level collaboration with CALD communities outside of Darwin</li> <li>Needs and priorities of the multi-generational established ethnic communities in Darwin survey</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
	<ul style="list-style-type: none"> <li>Establish a budget for a three stage strategy to effectively link MCNT with the ethnic communities Territory wide</li> <li>Review stronger cooperative relationships with the multi-generational established ethnic communities who are now long time Territorians</li> </ul>	<p>July 2007</p> <p>April 2007 as first stage then ongoing</p>	<ul style="list-style-type: none"> <li>Project development reviewed to focus on collaborative activities with regional organisations</li> <li>Strategy for increasing collaboration with of larger established ethnic communities, and the business community</li> <li>common needs and concerns survey</li> </ul>
<p><b>1.6 Elevate the Profile of MCNT with the Government, Business, NGOs and the Communities in Alice Springs and Katherine</b></p>	<ul style="list-style-type: none"> <li>Develop a targeted campaign to increase the profile of MCNT with Government and to increase the number of successful advocacies made. (A high priority under. Objective 2. Policy and Advocacy).</li> </ul>	<p>Commence May 2007</p>	<ul style="list-style-type: none"> <li>Campaign to Increase Profile with Government in place through Media Releases and other means (addressed under Community and Engagement Strategies 7 &amp; 8)</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
<p>Raise the Profile of MCNT within the National organisation, FECCA</p> <p>Encourage members and stakeholder communities to participate in processes that shape National, Territory and Local Government policies and programs.</p> <p>Continue to maintain and expand effective strategic alliances and partnerships with relevant Organisations.</p>	<ul style="list-style-type: none"> <li>Develop a Marketing Strategy for the MCNT to promote MCNT objective and outcomes in policy developments in the interests of community and government stakeholders and members.</li> <li>Raise the profile of the benefits of participation at the all levels in Australian system amongst MCNT members organisations and communities</li> <li>Target Networks and Organisations with which MCNT should develop strategic alliances and investigate potential links and partnerships.</li> </ul>	<p>2007 ongoing through 2010</p> <p>March 2007</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>Marketing Strategy in place</li> <li>Number of successful advocacies increased</li> <li>Marketing Plan in place</li> <li>Number of strategic alliances and partnerships established</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
<p><b>1.7 Strengthen accountability and aim for Good Corporate Governance and increase MCNT's administrative and management capacity</b></p> <p>Upgrade MCNT's current Information Technology (IT) capacity</p>	<ul style="list-style-type: none"> <li>• Establish Working Group to review budgetary planning and project management ethics for the organisation over the medium to long term</li> <li>• Develop a Human Resource Plan for volunteers and committee members which:</li> <li>• Includes a skills audit and training plan</li> <li>• Continues to develop and update policies and procedures to Northern Territory standards</li>   <li>• Review the current Information Technology (IT) capacity to support MCNT's programs and strategies into the future</li>   <li>• Upgrade current information system and office equipment required for data management</li> </ul>	<p>July 2007 to 2010</p> <p>October 2007</p> <p>January 2008</p> <p>July 2007</p>	<ul style="list-style-type: none"> <li>• Working Group in place</li>   <li>• Resource Plan workshopped and outcomes drafted</li>   <li>• Produce review of Information Technology (IT) capacity</li>   <li>• Office and Information Technology (IT) equipment audited</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
<p>Establish data management and training needs for Research and Information purposes</p>	<ul style="list-style-type: none"> <li>• Review staff development for information and data management</li> <li>• Develop Terms of Reference/Methods</li> <li>• Review the Constitution to ensure it meets current statutory requirements and is relevant to the current aims, objectives and practices of the MCNT.</li> </ul>	<p>October 2007 – March 2008</p> <p>2007</p>	<ul style="list-style-type: none"> <li>• Data base needs established</li> <li>• Data management needs reviewed and report on methods produced</li> <li>• Constitutional review process will meet all statutory requirements.</li> </ul>

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## 2. POLICY AND ADVOCACY PROGRAM (PAP)

**Objective:** Connect multicultural communities with each other through forming strong cooperative relationships to build on established and new MCNT projects to promote a greater participatory capacity; and, raise incentives for government and non-government agencies and organisations to offer more extensive social, economic and cultural support at every level: local, Territory and National;

**Outcome:** Community empowerment and participation

Goal	Strategies	Timelines	Performance Indicators
<p><b>2.1 Equality and acceptance for the NT's multicultural society;</b></p> <p>Counter racism and raise awareness of the benefits of diverse cultural communities working together</p> <p>Promote multiculturalism and work towards eliminating all forms of discrimination and disadvantage based on race, gender, youth, seniors, employment, disability, sexual orientation, religion/culture and language.</p>	<p>Advocate for and work with the Commonwealth, Northern Government, and Local Governments/ LGANT to:</p> <ul style="list-style-type: none"> <li>• Develop and implement multicultural policies</li> <li>• establish and implement anti racism codes of practice</li> <li>• Design and implement indicators and ongoing reporting mechanisms for measuring Government performance in relation to racism and to meeting the needs of NESB and Indigenous Territorians.</li> </ul>		<ul style="list-style-type: none"> <li>• Government (Commonwealth, Territory and Local) have in place strategies, policies and protocols which address racism and which foster multiculturalism.</li> <li>• Produce and distribute progress reports</li> <li>• Awareness raised through workshops, forums, the media, and promotions achieved</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
Achieve recognition that the diversity of communities in the Northern Territory as an investment to the future of the Territory	<ul style="list-style-type: none"> <li>Design workshops and forums that promote the virtues and strengths of a multicultural society in the Northern Territory</li> </ul>		<ul style="list-style-type: none"> <li>Number of cultural workshops, Youth and Tolerance forums, and other activities held</li> <li>Survey of members undertaken</li> </ul>
<p><b>2.2 Acceptance through Advocacy</b></p> <p>Provide an annual evaluation and review of strategic policy portfolio areas for analyses, advocacy and project development.</p> <p>Core advocacy and policy target areas will include:</p>	<ul style="list-style-type: none"> <li>Target Commonwealth, Northern Territory and Local Government Elections at elections to promote policy improvement for CALD people and communities</li> </ul> <p>Annually seek feedback from members and key stakeholders for key policy and advocacy areas that MCNT should target for the coming year.</p>	<p>2007 – 2010 elections</p> <p>Preceding elections</p>	<ul style="list-style-type: none"> <li>Extent to which Election strategies were effective in addressing the concerns of CALD people and communities eg party policies and commitments in place</li> <li>Number and type of activities and projects undertaken in each of the key policy portfolio areas</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
<p>Women, Men, Youth and Seniors. Immigration and refugees, skilled migrants.</p> <p>Anti-Racism and acceptance</p> <p>Emerging CALD organisations and communities</p> <p>Employment and Civic appreciation</p>	<ul style="list-style-type: none"> <li>Amplify the voice of the MCNT within FECCA and other organisations with similar objectives and market concerns at the Commonwealth and State/ Territory level to maximise MCNT influence on campaign strategies</li> <li>The MCNT Corporate Plan adopts the Northern Territory Business and Skilled Migration Strategy incorporated into the Northern Territory Government's Population Policy which recognises that skilled migrants also requires settlement support programs for communities migrating under this scheme</li> </ul>	<p>Continuous</p> <p>Continuous</p>	<ul style="list-style-type: none"> <li>The extent to which policy areas promoted by FECCA reflect the priorities and concerns of CALD</li> <li>The extent to which MCNT concerns have been incorporated into Government policies</li> <li>Member survey conducted</li> </ul>
<p><b>2.3 Strengthen the Advocacy Profile of the MCNT</b></p>	<ul style="list-style-type: none"> <li>Incorporate an increased Advocacy Profile across all MCNT programs, including the Communications and Engagement Strategies:</li> </ul>	<p>2007 – 2010</p>	<ul style="list-style-type: none"> <li>Plan for Increasing advocacy profile prepared and workshopped</li> </ul>

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Goal	Strategies	Timelines	Performance Indicators
	<ul style="list-style-type: none"> <li>• Provide Media and advocacy training for MCNT designated spokesperson and staff</li> <li>• Invite the media people to select MCNT workshops forums, meetings and events</li> <li>• Seek representation on key advisory bodies or community committees and campaigns</li> <li>• Develop targeted campaigns to increase the effectiveness of MCNT's impact on Government policies and decision making processes</li> <li>• Increase intellectual capacity of MCNT through training in Policy development and analysis</li> </ul>		<ul style="list-style-type: none"> <li>• Number of successful advocacies</li> <li>• Level of impact on Government policies and decision making assessed and lessons learned incorporated into the Strategy.</li> </ul>

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## 3. SOCIAL, CULTURAL AND ECONOMIC PROGRAM (SCEP)

**Objective:** Ensure that outcomes improve the economic, social and cultural well-being of people and communities from culturally and linguistically diverse backgrounds

**Outcome:** Greater social, cultural and economic integration of people from culturally and linguistically diverse backgrounds.

(Note ability to meet the full potential of this Objective is dependent upon additional human resources being available).

Goals	Strategies	Timelines	Performance Indicators
<p><b>3.1 Increase awareness and access amongst CALD people and Communities of the benefits of Services, Employment, and Cultural Resources available to them in the Northern Territory</b></p> <p>Address gaps and opportunities for CALD people and communities to access services that fulfil their needs</p> <p>Improve the economic and social wellbeing of CALD people living in the Northern Territory</p>	<ul style="list-style-type: none"> <li>Extend the establishment of the MCNT Sub Committee for Access to Services</li> <li>Develop an Access-to-Services Plan</li> <li>Make research and information on all aspects of service available to CALD people and business organisations in the Territory</li> <li>Identify service priorities, and the strengths and weakness of access to opportunities</li> </ul>	<p>2007-2008</p> <p>October 2007</p> <p>Continuous Through 2007-2010</p>	<ul style="list-style-type: none"> <li>Sub Committee and evaluation process established</li> <li>Service Information Plan strategy developed</li> <li>Number of social and cultural programs provided</li> <li>The level of satisfaction expressed by members and program participants evaluated through workshops and survey</li> </ul>

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Goals	Strategies	Timelines	Performance Indicators
<p>Provide levers for people to access employment opportunities and improve their economic circumstances</p> <p>Extend the range of benefits to CALD people made available from MCNT's collaboration with the many private and public agencies</p>	<ul style="list-style-type: none"> <li>Identify the economic and social benefits through cooperative meetings with stakeholders and MCNT</li> <li>Establish an information workshop on the combined social and economic benefits through knowledge of the MCNT's Civic Outreach, Awareness and Appreciation Program (COAAP)</li> <li>Identify and apply for grants and secure voluntary resources for the provision of support services.</li> </ul>	<p>Continuous Through 2007-2010</p> <p>September 2007</p> <p>Continuous Through 2007-2010</p>	<ul style="list-style-type: none"> <li>Number of CALD people employed or undertaking training</li> <li>Information Workshop Implemented and COAAP trialled for follow-up</li> <li>Increased employment levels evaluated</li> <li>Results surveyed by members and incorporated in an information data base to be established at MCNT</li> </ul>
<p><b>3.2 Obtain funds for budget to raise MCNTs profile through Coordinating Program Outcomes using the Multicultural Centre's information and data base (to be established)</b></p>	<ul style="list-style-type: none"> <li>Develop an Organisational Strategy to and seek funds for establishing a coordinated program approach for simplifying access to services through MCNT's alliances and expanding data base</li> </ul>	<p>2007</p>	<ul style="list-style-type: none"> <li>Proposal for establishing a coordinated approach to information and data through the MCNT</li> <li>Increased collaborative relations with Governments and Non-government organisations leading to funding for the Information data base</li> </ul>

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Goals	Strategies	Timelines	Performance Indicators
<p><b>3.3 Guarantee improved access to Supports and Services for Multicultural Groups</b></p>	<ul style="list-style-type: none"> <li>Survey ethnic groups re the types of supports and services they would like MCNT to provide.</li> <li>Increase skills and resources for training, the provision of available venues, and encourage participation by ethnic groups in response to identified needs.</li> <li>Target small and emerging groups as priority groups along with the established ethnic communities that participate extensively in the Northern Territory's economic and cultural life</li> </ul>	<p>Annually</p> <p>Continuing</p> <p>Continuing</p>	<ul style="list-style-type: none"> <li>Annual survey undertaken and needs documented to support needs and priorities of ethnic community groups</li> <li>Project report issued</li> <li>Increased levels of satisfaction with the support and services provided by MCNT for ethnic community groups in surveys and other formal and informal feedback mechanisms.</li> </ul>
<p><b>3.4 Increase cooperation and coordination with Government and Non-Government organisations in the North, and in the regional centres of the Northern Territory</b></p>	<ul style="list-style-type: none"> <li>Establish strategic inter-community communications between and among communities and organisations, within the Membership base of MCNT, and with Governments, through a three stage decentralising process</li> </ul>	<p>First Stage by December 2007 Second Stage by July 2008 Third Stage by January 2009</p>	<ul style="list-style-type: none"> <li>Draft strategy for decentralising MCNT Services produced</li> </ul>

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## 4. CIVIC OUTREACH, AWARENESS AND APPRECIATION PROGRAM (COAAP)

**Objective:** Encourage a resourceful appreciation amongst immigrants, refugees and people from Culturally and Linguistically Diverse backgrounds of the benefits that can be gained through participating in the social, cultural and economic life of the Northern Territory, and of Australia.

**Outcome:** Greater civic awareness and strong community participation

(Note ability to meet the full potential of this Objective is dependent upon additional human resources being available).

Goals	Strategies	Timelines	Performance Indicators
Assist people and organisations who are Culturally and Linguistically Distinct to gain a more informed appreciation of improving their position within the Northern Territory society.	<ul style="list-style-type: none"> <li>Organise inter-cultural forums; inter-faith symposiums; school-based and community events and activities specifically designed to attract interest from the general public, at Local, Territory, and National levels</li> </ul>	2007-2010 Continuously	<ul style="list-style-type: none"> <li>Nominated number of specially focused intercultural civic forums held for target groups: Youth, Women, Men, and families</li> </ul>
Assist CALD individuals and communities to gain a greater understanding of how Australian institutions are shaped.	<ul style="list-style-type: none"> <li>Through the MCNT membership base, encourage CALD people and communities to participate in MCNT outreach projects promoting a common appreciation of:</li> </ul>	July 2007 and, if successful: Continuous	<ul style="list-style-type: none"> <li>Survey on civics designed</li> </ul>

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Goals	Strategies	Timelines	Performance Indicators
<p>Achieve citizen participation by migrant and refugee people and communities within the process for formulating advocacy in partnership with MCNT and its members.</p> <p>Empower people to strive for their own life goals.</p>	<ul style="list-style-type: none"> <li>• cross cultural differences;</li> <li>• equality of rights in Australia;</li> <li>• benefits that accompany Australian citizenship;</li> <li>• shared common interests in education and employment; and</li> <li>• community harmony</li>   <li>• Collaborate with Government and Non-Government sectors to work jointly with MCNT to engage with organisations and communities on fast-tracking employment opportunities for CALD peoples and organisations</li>   <li>• Seek funding to develop communication and employment projects to specifically increase individual confidence that flows from empowerment.</li> </ul>	<p>Review every six months</p>	<ul style="list-style-type: none"> <li>• Workshops and outreach programs evaluated and survey carried out and evaluated within the membership base of MCNT</li>   <li>• Collaborating Partnerships formed with stakeholders</li>   <li>• Evaluation documented</li> <li>• Funding obtained and the relations between civic outreach and employment evaluated</li> </ul>



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Goals	Strategies	Timelines	Performance Indicators
<p>Coordinate and make use of MCNT's resource documents and information involving people and communities from a Culturally and Linguistically Diverse background as a resource for improving services</p>	<p>Work with members and stakeholders to:</p> <ul style="list-style-type: none"> <li>• provide specific information and analyses for public funding agencies;</li> <li>• establish knowledge based resource through which critical issues that shape policy decisions can be identified;</li> <li>• identify the general and specific needs of peoples, families and communities; for example, community growth; accommodation requirements; employment strategies; and</li> <li>• create a greater resource for understanding values, processes and expectations surrounding Australian citizenship</li> </ul>	<p>March 2008</p>	<ul style="list-style-type: none"> <li>• Modest Financial Support Agreed to</li> <li>• Executive Supervisory Board Established to supervise topics</li> <li>• Research projects identified and Workshopped</li> <li>• Researchers Invited to apply; contracted, and deadlines identified</li> <li>• Draft Research Topics Evaluated and costs estimated</li> </ul>

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Goals	Strategies	Timelines	Performance Indicators
	<ul style="list-style-type: none"><li>Establish an editorial committee comprised of MCNT members in the North and through the regional centres to monitor and manage each research project in cooperation with the Executive Supervisory Committee</li></ul>	March 2008	<ul style="list-style-type: none"><li>Selection process for appointing committee members established</li></ul>

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## 6. EMERGENCY COORDINATION RESPONSE PROGRAM (ECRP)

**Objective:** Strengthen the resource capacity of MCNT to develop a rapid response strategy to coordinate and manage emergency and disaster relief programs that spring into effect in the advent of a regional crisis.

**Outcome:** Community resilience to the effects of disasters

(Note ability to meet the full potential of this Objective is dependent upon additional human resources being available).

Goals	Strategies	Timelines	Performance Indicators
To establish MCNT in a coordinating role in preparation for a rapid response to the growing incidents of natural and environmental disasters in our near region, and in the increase in civil disasters that stem from more prevalent sudden instability in our region: e.g. Indonesia, East Timor, Pacific region, and elsewhere	Establish the management process for implementing the MCNT Emergency Coordinating Response group representative of the Executive and Members	June 2007 and continuous	<ul style="list-style-type: none"> <li>Emergency Coordination Plan drafted</li> <li>Workshopped and discussed with member organisations and key government agency</li> </ul>

## 7. COMMUNITY ENGAGEMENT STRATEGY

### OBJECTIVES

- To improve opportunities for people and communities from Culturally and Linguistically Distinct communities; governments, business, schools and other communities to be involved with the activities of the Multicultural Council of the Northern Territory;
- Target Youth; Women; Men; Communities; Unskilled and Skilled Migrants and Refugees; Seniors; and, people who are perceived as disadvantaged to be accepted through the Community Engagement Strategy;
- To ensure that the corporate values of the MCNT are consistent with the needs of diverse multicultural communities through collaboration and training;
- Secure public understanding, sustained supported, and informed action by communities on the benefits of cooperative alliances.

### What is Engagement?

The pathway through which the MCNT can move from basic awareness of community needs through informed awareness and understanding of direct involvement and informed actions;

Engagement leads to informed action, community cooperation and a more responsive MCNT.

### Engagement requires long term commitments and sustained resources through:

- Collaboration with Governments, non-government organisations, and Culturally and Linguistically Distinct community projects;
- Websites;
- Information programs;

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- Education;
- Strategic projects;
- Community billboards;
- Print media and Radio

## Outcomes

- More people and communities in the Northern Territory are able to demonstrate their knowledge and understanding of cross cultural differences;
- Governments and groups will consistently support MCNT's role in working to connect communities;
- More ethnic Territorians will engage in a wider variety of informed actions designed to achieve the program goals of MCNT; and
- Members have a great organisational and individual capacity to participate in program success.

## Performance indicators

- The extent to which people, governments, groups and NESB people are able to articulate their understanding multicultural issues;
- Variety and frequency of informed actions regularly undertaken by selected target audiences in support of MCNT and Government policies;
- Degree of collaboration on public engagement;
- The number of new and effective public activities that are created in the process leading of linking outcomes to people and communities in regional towns in the Northern Territory;

## 8. COMMUNICATIONS STRATEGY

### OBJECTIVES – ‘Consultation before Action’

- Ensuring that the voice of people from Culturally and Linguistically Distinct Communities, Stakeholders, and Government/Non-Government Communities is heard and acted upon;
- Act as the primary communicator of the organisation’s mission, vision, strategy and goals;
- Develop a listening culture

### Required long term commitments and strategies through:

- Group and alliance meetings and workshops on the composition and objectives and programs;
- Direct mail of updates and Information;
- Preparation and distribution to Members of a quarterly Information Progress Report (IPS) detailing MCNT activities;
- Establishment of a process through which the Executive Committee meets regularly with Member Organisations;
- Establishing coalitions with counterpart organisations in Central and Regional Northern Territory Multicultural Communities;
- Establish a strategy for developing a video conferencing capacity with partner organisation in Alice Springs and Katherine for regular communication conferencing;
- Media Workshops;
- Strategic briefing meetings and forums with Government Decision-makers.

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## Outcomes

- Services provided through cooperation between MCNT and its funding agencies will be understood amongst Northern Territory ethnic communities and Members;
- Multicultural communities will better understanding the objectives of the MCNT and the aims of Government;
- General communities in the Northern Territory will have access to information promoting the contribution that different cultural groups make to the way of life in the Northern Territory;
- People and communities from distinctly different linguistic and cultural backgrounds will gain confidence to participate in Australian civil society.

## PERFORMANCE INDICATORS

- Increase in the number of member organisations and groups participating in forums and workshops;
- Growth in the number of communities and individuals receiving services through MCNT's Communication strategies;
- A measurable advance in the number of cooperative alliances formed between MCNT and organisations representing the interests of multicultural groups and organisations in Central Australia and Katherine;
- Progress in the expansion of MCNT programs;
- An increase in the number of information and briefing sessions with Governments and the Media, and;
- A growth in the number of MCNTs participating membership base.

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### 9. MONITORING AND EVALUATION OF PROGRAM OBJECTIVES

#### MONITORING AND EVALUATION OF PROGRAM OBJECTIVES

**Objective:** Provide continuous and ongoing monitoring comments of project aims by tracking progress towards implementation

Program	Project Name	Target/Clients	Policy Process	Implementation	Evaluation	MCNT Action
Organisation Program Strategy						
Policy and Advocacy						
Social, Cultural and Economic						
Civic Outreach, Awareness and Appreciation						
Research and Information						
Emergency Coordination Response						

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Program	Project Name	Target/Clients	Policy Process	Implementation	Evaluation	MCNT Action
Community Engagement Strategy						
Communication Strategy						