

CULTURAL INCLUSION FRAMEWORK

Creating opportunities for every young person

Goulburn Murray LLEN is committed to ensuring that all young people, regardless of cultural background, feel valued, supported, and empowered as they navigate pathways to take steps towards learning, training or work.

1 Inclusive Career Pathways

Ensuring young people from all cultural backgrounds have access to meaningful career exploration and work opportunities.

Actions:

- Promote diverse role models through GMLLEN activities and programs.
- Co-design programs with cultural input from young people.
- Influence information being disseminated through career networks to ensure First Nations and Multicultural opportunities/supports are front of mind.

2 Cross-Cultural Collaboration

Strengthening partnerships with cultural organisations and communities.

Actions:

- Engage cultural community partners in work plan planning and delivery.
- Co-host/invite community partners to events and to be involved in industry experiences.
- Provide cultural awareness training/resources for staff and community partners, including GMLLEN's induction process to include a community profile and baseline cultural awareness training.

3 Advocacy & Youth Voice

Amplifying First Nations and Multicultural young people's perspectives and needs in regional planning and decision-making.

Actions:

- Research if First Nations and Multicultural youth groups exist that GMLLEN can access for feedback and input.
- Collect and share lived-experience stories; What works for young people from diverse backgrounds to achieve career goals?
- Advocate for culturally responsive education and employment systems.

35

different dialects spoken as a first language

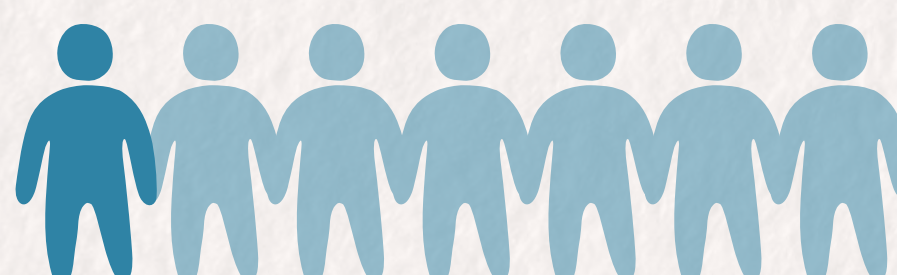
2.6%

of the Greater Shepparton population is First Nations Peoples, the largest in regional Victoria.

Based on the 2021 Census and recent school data.

1 in 7

people in the combined GMLLEN LGAs were born overseas as of 2021.



This Cultural Inclusion Framework reflects our values and shared goals to build a region where voices are heard, diversity is embedded in our work and opportunities are inclusive for all.

Our Commitment

We place cultural inclusion high in our priority of work.

- Embedding a cultural lens across all programs and partnerships
- Working in collaboration with communities and leaders from different cultures
- Listening to and elevating the voices of Multicultural and First Nations young people

How We'll Measure Success

- Increased participation in programs and placements by targeted cohort
- Stronger cultural representation in employer engagement
- Positive feedback from young people and school partners
- Increase in opportunities highlighted by Industry partners for First Nations and Multicultural young people

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