

# PROGRESSING DIVERSITY: PEOPLE FROM CULTURALLY DIVERSE BACKGROUNDS

The level of cultural diversity in public authorities is measured by the number of people born in countries other than those categorised by the Australian Bureau of Statistics (ABS) as 'main English speaking countries' (that is Australia, the United Kingdom, Ireland, New Zealand, South Africa, Canada and the United States of America).

The community benchmark target of 17% for this diversity group in Western Australia, as set out in the Equity and Diversity Plan for the Public Sector Workforce 2006-2009, is based on ABS 2001 Census data for all persons. More recent estimates from the ABS 2006 Census indicate that the proportion of the state's population estimated to be from a culturally diverse background was 21.1%. Of these, the proportion aged 15 to 64 years was 16.4% (ABS, 2006).

People from culturally diverse backgrounds are well represented in universities but representation in the public sector and local government is still lower than in the community.

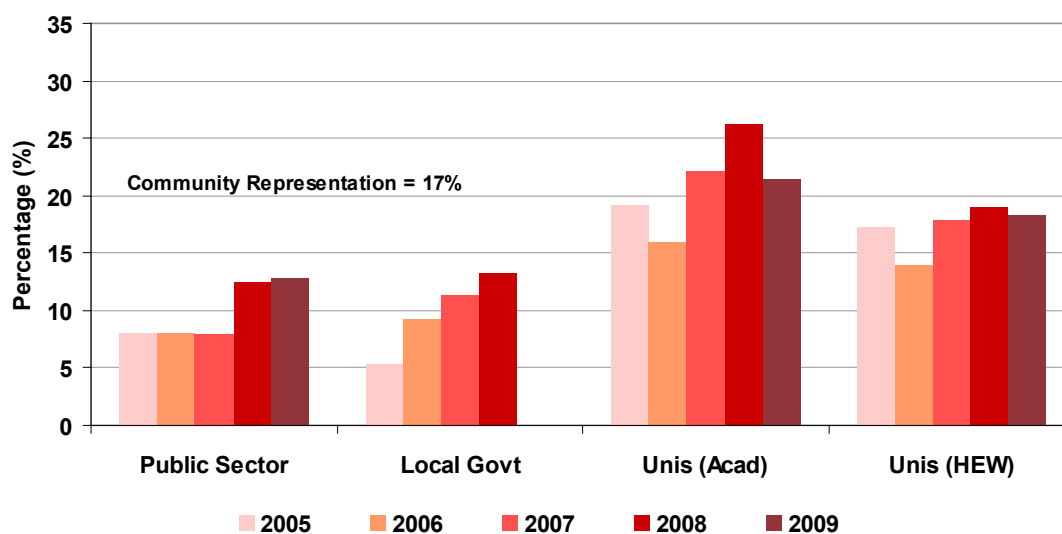
## Representation

The percentage of people from culturally diverse backgrounds in the Western Australian public sector has remained relatively unchanged, from 12.4% (9,318 employees) in 2008 to 12.8% (10,113 employees) in 2009. The number of people from culturally diverse backgrounds has increased consistently over the last few years, from 8,095 employees in 2005 to 10,113 employees in 2009. Despite this increase, the representation of people from culturally diverse backgrounds is lower in the public sector than in the community (17%).

For local government indoor workers the representation of people from culturally diverse backgrounds increased from 11% (737 employees) in 2007 to 13.4% (851 employees) in 2008. Representation of outdoor workers from culturally diverse backgrounds has remained relatively unchanged from 12.2% (321 employees) in 2007 to 12.6% (323 employees) in 2008.

The percentage of university academics from culturally diverse backgrounds has decreased from 26.3% (877 employees) in 2008 to 21.5% (1078 employees) in 2009. The proportion of university general staff from culturally diverse backgrounds has remained relatively unchanged from 19% (905 employees) in 2008 to 18.3% (1,194 employees) in 2009.

## Representation of people from culturally diverse backgrounds in public authorities: 2004-2009



*Note: The data for this diversity group relies on self nomination and it is therefore possible that these results underestimate the true number.*

## Distribution

The equity index for people from culturally diverse backgrounds in the public sector has increased from 138 in 2008 to 155 in 2009.

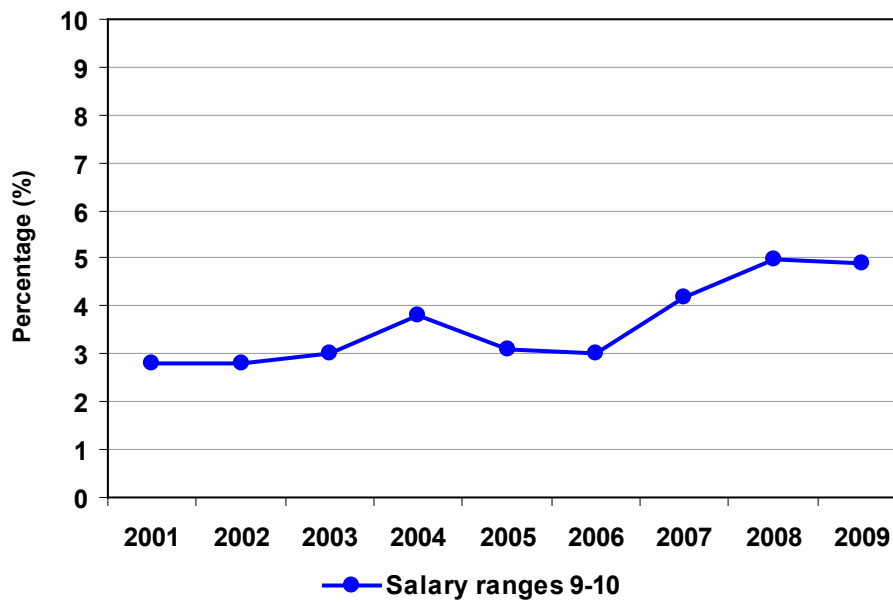
The equity index for people from culturally diverse backgrounds working as local government indoor workers has decreased from 116 in 2007 to 112 in 2008. Similarly, for outdoor workers it has decreased from 107 in 2007 to 102 in 2008. (Note that the salary range for outdoor workers stops at level 6.)

The equity index for university academics has decreased from 98 in 2008 to 88 in 2009. Similarly, the equity index for general staff from culturally diverse backgrounds has decreased from 105 in 2008 to 95 in 2009.

## People from culturally diverse backgrounds in public sector management

People from culturally diverse backgrounds are well represented at senior levels accounting for 4.9% of salary ranges 9 and 10. Salary ranges 9 and 10 may be considered a potential pool for future appointments to the senior executive service.

### **Public sector - culturally diverse backgrounds in management tiers**



## Distribution across the salary levels

The number of people from culturally diverse backgrounds in the public sector at salary ranges 7 to 10 has continued to increase, from 1,389 in 2008 to 1,481 in 2009.

In 2009, of all people from culturally diverse backgrounds in the public sector, 14.6% were at salary ranges 7 to 10 and 4.9% at salary ranges 9 to 10. This compares to 9.1% and 3.2%, respectively, for all employees in the public sector.

**Distribution of people from culturally diverse backgrounds across salary ranges in the public sector in 2009**

