

COMMONWEALTH DIRECTOR OF PUBLIC PROSECUTIONS MULTICULTURAL ACCESS AND EQUITY ACTION PLAN 2018-2020



About the CDPP

The Commonwealth Director of Public Prosecutions (CDPP) is a national prosecution service, which contributes to a fair, safe and just society by delivering effective, independent prosecution services for the Australian community.

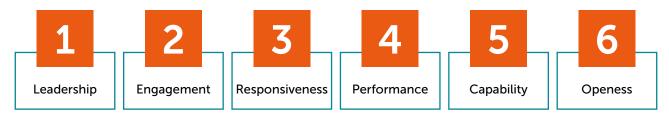
For more than 30 years, the CDPP has prosecuted a diverse range of crimes against Commonwealth law including:

- Terrorism
- Child exploitation
- Corporate, commercial and corruption
- Cybercrime
- Environment
- Human trafficking and slavery
- Money laundering
- People smuggling
- Revenue and benefits fraud
- Safety
- Serious drug offences

The CDPP undertakes legal work in courts across Australia, provides legal advice to Commonwealth investigators and plays an essential role in assisting with the prosecution of transnational crime.

Multicultural Access and Equity Action Plan

The CDPP's Multicultural Access and Equity Action Plan (MAEAP) identifies actions that we will implement to enhance our services, interactions and responsiveness to culturally and linguistically diverse (CALD) employees, colleagues in partner agencies, witnesses and victims. The actions are aligned to the six commitments of the Multicultural Access and Equity Policy:



The MAEAP will be supported through the CDPP's three cultural elements—collaboration, innovation and diversity. We aim to provide opportunities to the culturally and linguistically diverse community by:



1 Leadership

ITEM		ACTION		RESPONSIBILITY		TIMELINE		MEASURE					
Senior management and employees within the agency demonstrate a commitment to the implementation and promotion of the MAEAP.													
1.1		Appoint a CDPP senior leader to be the Diversity Champion which will include championing Multicultural Access and Equity (MAE)		ELG		March 2018		Champion appointed					
1.2		Launch the MAEAP		People Branch		March 2018		MAEAP launched and promoted throughout agency					
1.3		Include relevant MAEAP initiatives that directly relate to our strategic themes		Practice Group Leaders Governance		For the entirety of the MAEAP		The MAEAP is referenced in strategic documents					
1.4		Include MAE issues as a standing agenda item to identify & address any barriers experienced by CALD communities in accessing services		National Victims of Crime Liaison Group Secretariat		For the entirety of the MAEAP		Item included on standing agenda					

2 Engagement

ITEM **ACTION RESPONSIBILITY** TIMELINE **MEASURE** We engage with the community to ensure that we provide a fair, equitable and accessible prosecution service and also provide clear information for the CALD community to contact the CDPP. Ensure complaints and feedback Communications and August 2018 CDPP Complaints policy is uploaded 2.1 policy and procedures are on the CDPP's external website in Media Team accessible to people from HTML format CALD backgrounds

3 Responsiveness

ACTION RESPONSIBILITY TIMELINE **MEASURE** ITEM We ensure services and guidelines are readily available to ensure the CDPP is responsive to, and can support all culturally and linguistically diverse Australians. CDPP representation at the Diversity Network As per working group Representative from Diversity 3.1 MAE whole of government meeting schedule Network attends each meeting working group 3.2 Identify cultural training to People Branch August 2018 Organisations that provide cultural ensure CDPP employees can training are listed on ehub respond to victims, witnesses and Prosecution Team When required Training for employees is available defendants accordingly Leaders as needed 3.3 Ensure documents on our external Communications and September 2018 Information on the external CDPP website are readily accessible in key Media Team website can be 'read' by language applicable forms (example HTML) translation software

4 Performance

ITEM **ACTION RESPONSIBILITY** TIMELINE **MEASURE** We implement processes to measure multicultural access and equity performance at senior management and agency level. Updates provided to ELG as Provide updates to ELG on progress Diversity Network Bi annual—April and 4.1 of MAEAP initiatives October each year scheduled 4.2 Information on the progress of Diversity Network Annually—July The Annual report reflects the efforts MAE initiatives to be reported in the of the CDPP to embed culturally Annual Report inclusive practices

5 Capability

ITEM **ACTION RESPONSIBILITY** TIMELINE **MEASURE** We foster employee understanding and awareness of the cultural and linguistically diverse Australian community. 5.1 People Branch Paper submitted to ELG December 2018 Investigate cultural competency training for CDPP employees recommending cultural training 5.2 People Branch until Dates to coincide with Coordinate events that celebrate Cultural diversity is celebrated Diversity Network through promotion of whole cultural diversity days determined by the Diversity Network of agency events, such as is established—then Diversity Network will be Harmony Day responsible 5.3 Review and update HR resources People Branch September 2019 Documents and processes are to ensure there are no unintended updated as required barriers to employees or potential employees from a culturally and linguistically diverse background May 2019 The SME Network has a variety of Continue to grow the Subject 5.4 Legal Business Matter Expert (SME) Network Improvement employee profiles with expertise in speaking, writing and reading to include cultural and linguistic expertise CALD languages

6 Openess

W	ITEM Ve are	transparent and open with how	the	RESPONSIBILITY MAEAP is implement	ted	TIMELINE and delivered.	MEASURE
	6.1	Publish the MAEAP on the agency's internal and external website		Communication and Media Team		March 2018	MAEAP published on ehub and external website
	6.2	Complete the MAE report annually		People Branch		Annually—September/ October	MAE report provided to DSS annually, by due date
	6.3	Publicise examples of the removal of barriers with partner agencies through summary of positive initiatives or changes made in relation to reducing barriers in the culturally and linguistically diverse space to the Diversity Network		Diversity Network		Progressively—when available	Examples are published on e-hub

