

VICTORIAN AFRICAN COMMUNITIES ACTION PLAN

Plain English Summary

To read the full plan go to www.multicultural.vic.gov.au.
The 10 year African Communities Action Plan aims to build welcoming communities, improve outcomes and create lasting opportunities for Victorians of African heritage.

The Action Plan has been developed for Victoria's African communities by Victoria's African communities.

Its development was led by the African Ministerial Working Group (AMWG), a diverse group of 22 people of African heritage, from October 2016 to February 2018. During this time, hundreds of people across Victoria's African communities gave their views and opinions to help shape the plan.

The Action Plan responds to well-known issues, and aims to uplift and support people to make decisions that improve their lives.

COMMUNITIES PLAYING A LEADING ROLE

The Action Plan asks people in Victoria's African communities to own, lead and be part of solutions. It needs cooperation, resources, expertise, knowledge and know-how to create lasting change.

The Action Plan also asks governments, as well as the civil, private, academic, philanthropic sectors, to think about how they can work more closely with African communities to help improve wellbeing.

The Action Plan is supported by four key principles:

- › Use community talents and know-how
- › Be accountable
- › Work in partnership
- › Focus on creating lasting change

WORKING FOR LASTING CHANGE

The Action Plan proposes over 250 actions across six focus areas.

The suggested actions aim to create opportunities for all people to belong, contribute and thrive.

The actions also build on work already being done by communities, governments and others to support people across Victoria's African communities.

THE ACTION PLAN'S SIX FOCUS AREAS

1. Business

Growing African Victorian innovation, enterprise and investment across the economy

2. Employment

Strengthening skills and pathways to gain meaningful jobs in all sectors

3. Education and training

Building stronger learning foundations and skills for life

4. Health and wellbeing

Lifting the social, emotional and physical wellbeing of all people

5. Inclusion and empowerment

Supporting people to be equal, treated fairly and with respect

6. Leadership, cohesion and connection

Contributing to a strong Victoria through effective leadership, cohesive communities and stronger connections across the broader society.

OVERVIEW OF ACTION PLAN

Three common themes

Three themes are common to all focus areas. These will help guide the delivery of actions.

Better participation and better services

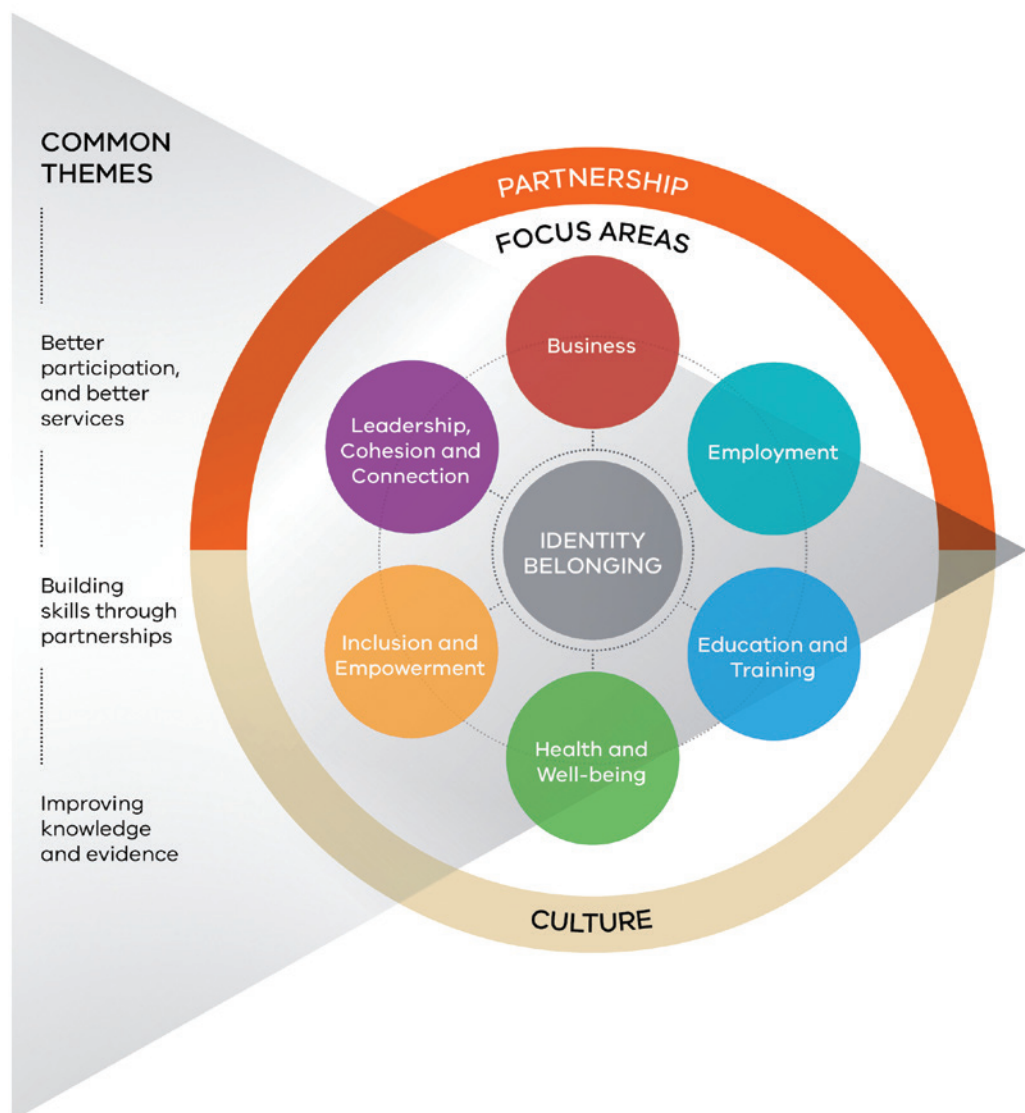
Improving access, use and effectiveness of services through greater community participation

Building skills through partnerships

Supporting stronger partnerships and opportunities to build the ability of communities to lead and deliver

Improving knowledge and evidence

Strengthening communities' knowledge and access to good evidence to guide action in the future



FOCUS AREAS AND TOPICS

Each focus area suggests actions that respond to the most important issues that lower the economic and social well-being of people across African communities.

More than half of all actions aim to help and encourage young people, and their families.

As this is a 10 year plan, some actions will be delivered sooner, while others will need further planning and be delivered in the future.

The way forward

Responsibility for these initiatives don't lie with merely one tier of government, or one section of the community.

Delivering the Action Plan will be managed through a 'partnership approach'. This means involving people and organisations from across communities, all levels of government and all sectors in delivering the actions.

Priorities for implementation

The AMWG has said there are three important issues that must guide the way forward.

1. Strong governance and partnerships
2. Engaging communities across Victoria
3. Measuring, monitoring, evaluating and reporting on progress

FOCUS AREA	TOPICS COVERED BY PROPOSED ACTIONS	
BUSINESS	Business Entrepreneurship and innovation	Business networks and partnerships Trade and investment
EMPLOYMENT	Job readiness Early school leavers and recent graduates Job access and recruitment	Overseas qualifications and skills Retention and upwards mobility
EDUCATION AND TRAINING	Early childhood education Connection to education Before and after school programs School age children and young people	Adult education and learning Work experience and volunteering Higher education and vocational training
HEALTH AND WELLBEING	Mental health Physical health and chronic disease Family violence	Young people at risk Seniors and the Elderly Strengthening families
INCLUSION AND EMPOWERMENT	New arrivals People with disabilities Seniors and the elderly Gender and sexuality	People in the Justice System Women and gender equality Child protection
LEADERSHIP, COHESION AND CONNECTION	Community leadership Knowledge sharing and coordination Cohesion across communities Young people	Infrastructure and facilities Media Understanding of Australian law and engagement with authorities