

# Cancer Council Victoria's Cultural Diversity Plan 2017–2021

Cancer affects people  
from all cultures  
and backgrounds



# Cultural Diversity Plan 2017–2021

Our vision is to reduce health disparities for Victorians affected by cancer through development of accessible programs and services that are responsive to, and respectful of, culturally diverse communities.

## Cancer Council Victoria

Our mission is to prevent cancer, empower patients and save lives. Quality research underpins everything we do. We are a trusted partner and our relationships with donors and partners maximise the impact of our work. Our research-informed policies and programs deliver the biggest population impact in preventing and detecting cancer, empowering the community and reducing inequities. Our staff, volunteers and supporters are vital to how we affect change; they enable us in everything we do.

## History

Since our establishment in 1936, Cancer Council Victoria has developed an international reputation for our innovative work in cancer research, prevention and support.



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## Cultural Diversity and our Strategic Plan

**Cancer Council Victoria's Strategic Plan 2017–2021 identifies four goals:**

- Implement powerful cancer prevention programs for major cancer risks.
- Mobilise community participation in cancer screening and immunisation programs.
- Empower patients by delivering dynamic, credible information and compassionate support.
- Maximise the impact of cancer research and cancer data.

Among our priorities for 2017–2021, we will work to encourage participation in evidence-based screening and immunisation programs and provide dynamic personalised support services for all people affected by cancer, including among Aboriginal and Torres Strait Islander People and culturally and linguistically diverse communities.

Our People Strategy 2017–2021 goals include our commitment to attract, retain and develop our people to deliver on our strategic goals and to ensure our working environment continues to support the work we do and ensure a workplace that supports equity and diversity.



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## Development of the Cultural Diversity Plan 2017–2021

An external review of our 2013–2016 Cultural Diversity Plan by the University of Melbourne identified significant improvements in organisation wide capacity building, coordination and dissemination of information, demographic data collection, staff training and resources, partnerships, communication and media. However opportunities exist to improve our responsiveness to culturally diverse communities.

### Recommendations for future focus include:

- Continually improving our services and programs;
- Building a culturally responsive workforce;
- Measuring cancer impact in culturally diverse communities.

The Cultural Diversity Plan 2017–2021 will build upon our previous work and guide our efforts over a four-year period. The plan is both an internal and external document to assist us to improve our services through partnerships with culturally diverse communities.



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## Outcomes for the Cultural Diversity Plan

### Outcome 1: Equitable and responsive services and programs

Health equity means that all Victorians have the same right to access and receive high-quality healthcare. This does not mean that everyone receives the same care or service, but rather that all people have their needs met. Accessibility of appropriate and responsive health care services is central to our work in cancer and advocating for culturally diverse communities' health needs.

### Outcome 2: A culturally responsive workforce

Cancer Council Victoria will use culturally appropriate, sensitive and responsive approaches to meet the needs and preferences of culturally diverse communities. This is crucial to our relationship and engagement with culturally diverse communities and the services we provide. This applies at an individual, community, systematic and organisational level.

### Outcome 3: Measuring impact

Quality research underpins everything we do at Cancer Council Victoria. We will gather record data and information about people from culturally diverse backgrounds and work with key research and community partners to further understand the experiences of culturally diverse communities and to ensure our services meet the needs of culturally diverse communities.

### Tracking progress and reporting

Cancer Council Victoria will be accountable and monitor our organisation's progress, activities and continually improve our initiatives and strategies at all levels to respond to the needs of culturally diverse communities. We will be transparent in our efforts to maintain and improve cultural responsiveness and evaluate outcomes.

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