



YMCA We build strong **PEOPLE**
strong **FAMILIES** strong **COMMUNITIES**

YMCA of Geelong Multicultural Policy

At the YMCA of Geelong we feel that multiculturalism is a reflection of our staff. It is a visible thread woven through the fabric of daily life within our centre.

Developing cultural understanding in children is a foundation area of learning focusing on developing a growing awareness and appreciation of one's own cultural identity and the culture of others.

Staff need to:

- Have an appreciation and understanding of diverse cultural values and practices.
- Model respect for children's cultural identities.
- Value experiences which help maintain cultural identity.
- Be sensitive to cultural differences in body language, behaviour, attitudes, values, communication styles and protocols related to cultural beliefs.
- Promote positive contemporary cultural images.
- Discuss, question and challenge attitudes and behaviours and encourage the appreciation of alternative views.
- Support children and families in maintaining the "home" language.
- Create a physical environment (indoors and outdoors) which is culturally inclusive.
- Provide a range of cultural resources for active exploration and manipulation.
- Encourage parents to become involved in their child's program.