Strategic Plan 2026-2031

Our Strategic Direction

MRC Tasmania exists to support migrant communities to thrive in Tasmania and to strengthen the systems that enable safety, belonging and participation.

Our strategy focuses on four interconnected pillars:

1. Thriving migrant communities across Tasmania
2. Addressing needs and amplifying strengths
3. Leadership and partnerships
4. Organisational sustainability and capability

Together, these pillars support our *Theory of Change*, reflecting the priorities, experiences and aspirations of migrant communities across Tasmania.

STRATEGIC PILLARS
Pillar objectives

STRATEGIC PRIORITIES

THRIVING MIGRANT COMMUNITIES ACROSS TASMANIA

People from migrant and refugee backgrounds have agency, are connected, and are able to contribute to Tasmanian society.

1.1 LIVED EXPERIENCE, VOICE AND COMMUNITY STRENGTH

The leadership and lived experience of people from migrant and refugee backgrounds shapes organisational decisions, community initiatives and advocacy, and grassroots organisations and networks are strong and capable.

1.2 WELLBEING

People from migrant and refugee backgrounds experience improved wellbeing through stronger social inclusion, community connection and improved mental and physical health.

1.3 SAFETY AND BELONGING

People from migrant and refugee backgrounds experience safety, dignity and belonging within their communities and broader Tasmanian society. Racism and discrimination are challenged and reduced through stronger community awareness, institutional accountability and inclusive practices.

1.4 INCLUSION AND PARTICIPATION

People from migrant and refugee backgrounds are actively participating in community life, civic processes and leadership across Tasmania.

ADDRESSING NEEDS & AMPLIFYING STRENGTHS

People from migrant and refugee backgrounds can access the right supports at the right time through culturally responsive services and community-based responses.

2.1 SETTLEMENT SUPPORT

Migrants and refugees have a positive settlement experience, can exercise increasing independence, and choose to make Tasmania their long term home.

2.2 MENTAL HEALTH

People from migrant and refugee backgrounds have access to culturally responsive mental health and psychosocial supports, contributing to lower rates of mental distress and improved wellbeing.

2.3 YOUTH

Young people from migrant and refugee backgrounds are supported to thrive in education and across life transitions.

2.4 EMPLOYMENT

People from migrant and refugee backgrounds are increasingly able to access employment and business opportunities that recognise their skills and strengths, resulting in higher levels of labour market participation.

2.5 ACCOMMODATION

People from migrant and refugee backgrounds experience improved access to stable and appropriate housing and accommodation pathways.

2.6 AGED CARE

Older people from migrant and refugee backgrounds, and their families, can access culturally responsive aged care supports that enable dignity, wellbeing and connection.

LEADERSHIP & PARTNERSHIPS

Through advocacy, influence and partnerships, systems in Tasmania become more inclusive, culturally responsive and effective.

3.1 POLICY AND SYSTEMIC ADVOCACY

Public policy, institutional practices and funding priorities increasingly reflect the needs and experiences of people from migrant and refugee backgrounds.

3.2 TRAINING AND CAPACITY BUILDING

Mainstream organisations and services are increasingly capable of working effectively with people from migrant and refugee backgrounds.

3.3 MIGRANT AND REFUGEE STORIES

Public understanding of the experiences and contributions of people from migrant and refugee backgrounds is strengthened through authentic storytelling and communications.

3.4 ACTIVATING RELATIONSHIPS

Strong partnerships across government, community, industry and institutions improve outcomes for people from migrant and refugee backgrounds.

ORGANISATIONAL CAPABILITY & SUSTAINABILITY

Migrant Resource Centre Tasmania remains a strong, trusted and sustainable organisation able to deliver impact over the long term.

4.1 PEOPLE AND CULTURE

A skilled, diverse and supported workforce with access to career pathways contributes to a strong organisational culture and high-quality services.

4.2 GOVERNANCE AND COMPLIANCE

Maintain strong governance, accountability, organisational integrity and strategic focus.

4.3 FINANCE AND RISK

Strengthen financial sustainability, build asset value, diversify revenue and manage organisational risks.

4.4 INFRASTRUCTURE AND SYSTEMS

Invest in facilities, technology and systems that support effective service delivery and organisational resilience.

4.5 FUNDRAISING

Community fundraising initiatives, events and philanthropic partnerships increase resources and public support for people from migrant and refugee backgrounds in Tasmania.