

Multicultural Advisory Committee Action Plan 2020/21

HIGH
MEDIUM
LOW

Theme	Council Plan 2017-2027	Welcoming Cities	Actions 2020	Priority	Timeframe
Leadership	<p>DIRECTION 1 We embrace difference, and people belong</p> <p>A safe and active community with strong social connections.</p> <p>B. Supporting programs that create social connections and strengthen community networks.</p> <p>C. Building community capacity by harnessing the knowledge, expertise and spirit within our community.</p> <p>Access to services that support the</p>	<p>1.1 The local council recognises Aboriginal and Torres Strait Islander people as the First Peoples of this Nation and seek to engage local Indigenous communities in welcoming work.</p> <p>1.11 Actively working towards reconciliation with Aboriginal and Torres Strait Islander people and communities.</p> <p>1.12 Formally acknowledging Traditional Owners through collaboration with elders past, present and future in policies, initiatives and public events.</p>	1. Formal acknowledgment of country at all Multicultural Advisory Committee meetings.	HIGH	Ongoing
			2. Pilot a Council run Aboriginal walking tour in St Kilda targeting newly arrived migrants.	LOW	2020/21
			3. Provide rich grassroots advice and feedback to Council regarding policy drafting and program assessment/evaluation.	HIGH	Ongoing
			4. Support and advise Council about the “Back your neighbour” (Local Government Mayoral Taskforce	MEDIUM	Ongoing

	<p>health and wellbeing of our growing community</p> <p>A. Facilitating access to relevant services that cater for all ages and life stages.</p> <p>D. Pursuing universal accessibility for people with disabilities, children and older people.</p> <p>Community diversity is valued and celebrated</p> <p>A. Supporting programs and events that engage, honour and are inclusive of our diverse social and cultural communities.</p> <p>C. Protecting and promoting Aboriginal culture and heritage, and continuing reconciliation with our Indigenous community.</p>	<p>1.13 Facilitating opportunities for migrant communities to learn about Aboriginal and Torres Strait Islander culture.</p> <p>1.2 The local council partners with diverse stakeholders to promote a welcoming culture through advocacy and communication activities across various platforms.</p> <p>1.22 Messaging that communicates the community-wide benefit of cultural diversity and inclusion and the benefits of migration and settlement.</p> <p>1.23 Presenting narratives that communicate positive migrant stories and contributions.</p> <p>1.24 Supporting and promoting events and activities representative of the diversity of the local community.</p> <p>1.3 The local council supports and promotes</p>	<p>Supporting People Seeking Asylum) campaign.</p> <p>5. Provide input into the development of multicultural communications plan.</p> <p>6. Provide input into the development of recommendations for the “Future Ready”, Port Phillip Multicultural Senior Groups Review. Council plays a vital role in ensuring that these groups/organisations are supported to enable them to provide activities that benefit the physical and mental health of club members and to promote the social wellbeing and connectedness of groups members.</p> <p>7. Work toward City of Port Phillip becoming part of the Welcoming</p>	<p>HIGH</p> <p>HIGH</p> <p>LOW</p>	<p>July-Dec 2020</p> <p>March-Dec 2020</p> <p>March 2021</p>
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		<p>activities and initiatives that nurture connections between migrant and receiving communities.</p> <p>1.32 Identifying and facilitating opportunities that bring together representatives from migrant communities and receiving communities to discuss community issues.</p> <p>1.41 Engaging diverse stakeholders, from both migrant communities and receiving communities, in the development, implementation and maintenance of the plans.</p> <p>1.42 Developing a stakeholder reference group that reflects the diversity of the community.</p> <p>1.43 Assessing the priorities of the local community and using that feedback to improve the plans.</p>	<p><u>Cities network (Assessment & Accreditation - Commitment)</u></p>		
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Social and Cultural Inclusion	<p>DIRECTION 1 We embrace difference, and people belong</p> <p>A safe and active community with strong social connections</p> <p>B. Supporting programs that create social connections and strengthen community networks.</p> <p>C. Building community capacity by harnessing the knowledge, expertise and spirit within our community.</p> <p>An increase in affordable housing</p> <p>Access to services that support the</p>	<p>2.1 The local council's policies and practices actively include and engage both receiving and migrant communities.</p> <p>2.12 Ensuring that the development, implementation and review of council policies, strategies, programs and initiatives are compliant with Federal and State legislation for racial and religious non-discrimination and take into account the principles of substantive equality.</p> <p>2.15 Supporting initiatives that empower individuals to prevent, and respond effectively to, racism and discrimination.</p>	<p>1. Promote cultural exchange and social connection: events and programs (e.g. arts, culture, heritage, social, sports) such as Cultural Diversity Week and Refugee Week</p>	MEDIUM	March 2020, June 2020, March 2021
			<p>2. Provide input on the Our Backyard Community Forum and Port Phillip Zero.</p>	LOW	On hold
			<p>3. Provide input on the development of Council's Language access guidelines.</p>	HIGH	June-Dec 2020

	<p>health and wellbeing of our growing community A. Facilitating access to relevant services that cater for all ages and life stages. D. Pursuing universal accessibility for people with disabilities, children and older people.</p> <p>Community diversity is valued and celebrated A. Supporting programs and events that engage, honour and are inclusive of our diverse social and cultural communities.</p>	<p>2.2 The local council facilitates diverse cultural expression through a range of activities and observances. 2.21 Celebrating community festivals, cultural events, and religious observances that represent diversity and encourage dialogue. 2.22 Encouraging programs and initiatives that bring together diverse cultures and support opportunities for cultural expression and intercultural understanding.</p> <p>2.3 The local council facilitates language access. 2.31 Assessing language needs for migrant communities to increase access to services and activities. 2.32 Engaging accredited translators or interpreters in council services and related events. 2.33 Providing information on council</p>			
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		<p>services, and resident information guides in community languages.</p> <p>2.34 Providing accessible Council feedback and complaints processes.</p> <p>2.4 The local council partners with government, business and community stakeholders to promote affordable, safe and accessible housing, health, justice and transport services for all residents.</p> <p>2.42 Advising stakeholders in the development of local community housing and affordable housing initiatives.</p>			
Economic Development	<p>DIRECTION 1 We embrace difference, and people belong</p> <p>A safe and active community with strong social connections</p> <p>B. Supporting programs that create social connections and strengthen community networks.</p>	<p>3.1 The local council employs a workforce that is inclusive and diverse.</p> <p>3.11 Identifying and addressing barriers and unconscious bias, which may limit diversity and inclusion in employment practices.</p> <p>3.12 Highlighting the value of a diverse workforce and encouraging applicants from diverse backgrounds to apply.</p>	<ol style="list-style-type: none"> 1. Provide input on Council’s Social Procurement working group as part of Council’s corporate responsibility. 2. Advocate for Council to sign a memorandum of understanding with “Given a Chance Program” or alike programs. Given the Chance is a 	<p>LOW</p> <p>LOW</p>	<p>June-Dec 2020</p> <p>2021</p>

	<p>C. Building community capacity by harnessing the knowledge, expertise and spirit within our community.</p> <p>Community diversity is valued and celebrated</p> <p>A. Supporting programs and events that engage, honour and are inclusive of our diverse social and cultural communities.</p>	<p>3.2 The local council advances local business sourcing and contracting.</p> <p>3.21 Addressing the barriers for local businesses to access council tendering and contracting opportunities.</p> <p>3.22 Reviewing procurement policies and practice and identifying opportunities to engage local suppliers.</p> <p>3.4 The local council supports both receiving and migrant communities to advance economic development opportunities.</p>	<p>Brotherhood program supporting disadvantaged job seekers such as asylum seekers into paid employment by partnering with a variety of business across different industries</p> <p>3. Facilitate community employment sessions and general information sessions for newly arrived migrants</p>	<p>HIGH</p>	<p>June – March 2021</p>
<p>Learning & Skill Development</p>	<p>DIRECTION 1 We embrace difference, and people belong</p> <p>A safe and active community with strong social connections</p> <p>A. Providing access to flexible, multipurpose facilities that support participation in community life through sport,</p>	<p>4.1 The local council works closely with community facilities such as schools and libraries to support learning and inclusion for migrant communities.</p> <p>4.12 Facilitating programs and initiatives that ensure library and/or related services are accessible and support targeted learning opportunities for migrant communities.</p>	<p>1. Work collaboratively with Council library services to influence programming for migrants.</p> <p>2. Provide feedback to library services in relations to the composition of Council’s multilingual book collection.</p>	<p>LOW</p> <p>LOW</p>	<p>On hold</p> <p>On hold</p>

	<p>recreation and lifelong learning.</p> <p>Access to services that support the health and wellbeing of our growing community</p> <p>A. Facilitating access to relevant services that cater for all ages and life stages.</p> <p>D. Pursuing universal accessibility for people with disabilities, children and older people.</p> <p>Community diversity is valued and celebrated</p> <p>A. Supporting programs and events that engage, honour and are inclusive of our diverse social and cultural communities.</p>	<p>4.13 Supporting learning and skills development opportunities for children and young people from migrant communities through collaboration with schools and other services.</p> <p>4.2 The local council encourages learning and skills development opportunities that enable people from migrant communities to participate in community life.</p> <p>4.23 Identifying and delivering professional development for council staff that increases their capacity and skills to engage with and respond appropriately and effectively to the needs of a culturally diverse community.</p>			
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	<p>Direction 5 We thrive by harnessing creativity</p> <p>We thrive by harnessing creativity C. Transforming our library services and spaces to support inclusive, creative opportunities and learning outcomes.</p>				
<i>Civic Participation</i>	<p>DIRECTION 1 We embrace difference, and people belong</p> <p>A safe and active community with strong social connections C. Building community capacity by harnessing the knowledge, expertise and spirit within our community.</p>	<p>5.1 The local council communicates their roles and responsibilities and advances civic participation for both receiving and migrant communities.</p> <p>5.12 Encouraging and supporting the participation of culturally diverse groups in public council meetings and forums.</p> <p>5.13 Promoting and supporting the participation of representatives from culturally diverse groups, including young people and seniors, in council</p>	<p>1. Facilitate “Active Citizenship” workshops by Victorian Electoral Commission targeting multicultural commission prior to Council elections in October 2020.</p>	LOW	On hold

		<p>committees, advisory and reference groups.</p> <p>5.3 The local council supports all eligible residents to enrol to vote and participate in local government elections.</p> <p>5.31 Working with the State Government and/or Electoral Commissions to eliminate barriers to voting.</p>			
Places and Spaces	<p>DIRECTION 1 We embrace difference, and people belong</p> <p>A safe and active community with strong social connections</p> <p>A. Providing access to flexible, multipurpose facilities that support participation in community life through sport, recreation and lifelong learning.</p>	<p>6.2 Public spaces and facilities encourage community interaction and facilitate diverse cultural expression and celebration.</p> <p>6.21 Enabling the use of public spaces and facilities by people who represent the diversity of the community.</p> <p>6.31 Supporting initiatives that communicate the significance of cultural stories in public spaces and facilities.</p>	<ol style="list-style-type: none"> 1. Provide input on Council’s Heritage review, Living Heritage Program and Heritage Recognition 2. Advocate for welcome signage across all Council facilities 3. Provide input into the development of a protocol for the Welcome Refugee Banners 4. Enable the use of public spaces and facilities by people who 	<p>LOW</p> <p>MEDIUM</p> <p>MEDIUM</p> <p>MEDIUM</p>	<p>On hold</p> <p>June 2020– March 2021</p> <p>June 2020 – March 2021</p> <p>On hold</p>

	<p>Community diversity is valued and celebrated A. Supporting programs and events that engage, honour and are inclusive of our diverse social and cultural communities.</p> <p>DIRECTION 4 We are growing and keeping our character</p> <p>A City of diverse and distinctive neighbourhoods and places B. Protecting heritage places that represent our historic, social, cultural and architectural identity. C. Ensuring new development integrates with, respects and contributes to the unique heritage, character and beauty of our neighbourhoods.</p>		<p>represent the diversity of the community.</p>		
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