

Multicultural Partnerships Plan 2015-2018

Final Report - Year Four Actions – 2018

Priority Area 1 - Relationships

OBJECTIVE	STRATEGY	ACTION	PROGRESS
1.1 Create opportunities for people from multicultural backgrounds to make connections and share traditions, encouraging a stronger sense of belonging to the broader Yarra community.	1.1.1 Create and cultivate opportunities for cultural exchange between community groups, providing opportunities for sharing of traditions and cultural practices.	<p>Refer Yarra’s community grants program to:</p> <ul style="list-style-type: none"> -community groups -service providers <p>Connect groups with each other as well as local community organisations and Neighbourhood Houses, to pool resources and interact during special events.</p> <p>Connect CALD groups and individuals with Council departments, to link in to initiatives and projects, enhancing relationship and capacity building.</p>	<p>Information regularly distributed to networks, groups and agencies, including organising speakers at network meetings, Neighbourhood House Network Meetings and at YMAG.</p> <p>Visits to community groups conducted regularly to provide information on Council resources and programs.</p> <p>New groups and contacts provided with Community Grants information as well as connections to relevant local networks and services.</p>
	1.1.2 Explore and support programs to combat isolation, so that vulnerable, isolated residents are	Connect with local agencies via the Yarra Settlement Forum and individual meetings, to explore ways of engaging with socially isolated residents.	Liaison visits made to local services; invitations to attend the Yarra Settlement Forum as well as presenting. Some examples of YSF presentations include services for trafficked sex workers, family violence and CALD communities,

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	supported to access services and activities that meet their needs.	Organise one “Welcome Community” Lunch or Dinner in Yarra with the Welcome Dinner Project, in order to create links between newly arrived residents and established residents.	<p>education and training needs of CALD residents, and family and children’s services.</p> <p>A Welcome Community Lunch was not organised this year due to budget restrictions and timing.</p>
1.2 Provide opportunities for Council to build strong relationships with multicultural groups, and enable these groups to contribute to Council processes as active informed citizens who are involved in the life of their communities.	1.2.1 Continue to facilitate the Yarra Multicultural Advisory Group (YMAG).	Hold quarterly meetings of the YMAG in 2018, inviting Council staff to attend as well so as to provide information on services and forge relationships.	<p>A total of four quarterly meetings were held with the YMAG (February, April, August and November, Cr Chen Yi Mei -Chair)</p> <p>YMAG meetings proved successful with a range of diverse groups being represented at each meeting and stronger relationships being forged between Council and community members. Various Council consultations were conducted with the YMAG including the Multicultural Partnerships Plan, Heritage Strategy, Volunteering Strategy, and Budget consultation.</p> <p>Presentations at YMAG include; library updates, community grants information, Census information, Victorian Electoral Commission, Streetcount Project, and We Stand Together project.</p>
	1.2.2 Establish and strengthen links with ethno-specific	Maintain and update internal database of multicultural groups and services, adding new	The CALD group directory has been maintained in Trim and updated.

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	organisations, multicultural groups and leaders in Yarra.	entries and maintaining contact with established contacts.	This directory is shared with other Council staff upon request and is a useful tool for accessing CALD communities.
	1.2.3 Facilitate networking and collaboration between groups, service providers and Council.	Hold bi-monthly Yarra Settlement Forum meetings from February to November, moving to a new format for 2018 based on feedback of members, including a planning and review session in November.	<p>YSF meetings held bi-monthly (Feb, Apr, Jun, Aug, Oct, Dec), administrative duties (agendas and minutes) attended to, and invitations sent to new contacts and services.</p> <p>Special forums held on (1) Education and Training Opportunities for CALD communities in Yarra and (2) Family Violence and CALD communities.</p>

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		<p>Assist the Yarra Interfaith Network to hold monthly meetings from February to December, including:</p> <ul style="list-style-type: none"> -holding special presentations on topics of community interest and open to the public, and -the Annual General Meeting in November. <p>Visit the Neighbourhood House Network meeting a minimum of three times per year to strengthen relationships and share information.</p> <p>Investigate facilitating an internal Multicultural working group at Council, aiming to connect staff from CALD backgrounds or with an interest in multicultural affairs, to create stronger links and work on emerging issues within the organisation and the community.</p>	<p>The Yarra Interfaith Network has continued to meet monthly, and have increased their independence, having made several tours to places of worship, and increased membership. The group is undertaking a project to map places of worship in Yarra. The AGM in November 2018 hosted a Panel on Homelessness and Social Justice.</p> <p>YSF activities and forums were promoted to Neighbourhood Houses at Network meetings. NH coordinators also invited to YSF meetings.</p> <p>An internal Yarra multicultural working group has not developed, as interest has been so far low. Intention to investigate further in the coming year.</p> <p>Yarra Council representative appointed to the Victorian Multicultural Council's Regional Advisory Committee North West Region.</p>
	1.2.4 Continue to strengthen links made with partners from the "Stand Together" project.	Broaden involvement of community members in the anti-vilification project "We Stand Together" which will assist in the building of relationships and provide opportunities for community members to be involved in the implementation of this project.	<p>The "We Stand Together" project was completed in December 2017, producing a wallet-sized fold out card for residents providing assistance in the event of being a bystander or target of racial / religious-motivated abuse. The resource has continued to be distributed throughout 2018 at festivals, community events, and network meetings.</p>

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			<p>A community-wide forum was held in May involving interpreters with over 200 community members with low levels of English literacy, providing information on the resource and presentations from Police, Fitzroy Legal Service and Victorian Equal Opportunity and Human Rights Commission.</p> <p>Yarra presented with Neighbourhood Justice Centre staff at the No More Harm Conference on the WST project in April.</p> <p>The WST project has been highlighted in the Victorian Equal Opportunity and Human Rights Commission's "Multicultural and Multifaith Engagement Action Plan".</p> <p>Further advocacy has occurred in the form of Round Table discussions with relevant stakeholders regarding unsafe and racist behaviour in and around the public housing estates in Yarra. The discussions are leading to developing potential projects to combat these behaviours and increase education for residents.</p>
	1.2.5 Begin the development of the Multicultural	Conduct desktop review and consult with internal and external stakeholders, to begin development of the Multicultural Partnerships Plan 2019-2022.	Report developed on Context, Issues and Best Practice, as a background document to beginning the development of the new Plan.

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	Partnerships Plan 2019-2022		<p>Summary consultation report developed, analysing current and recent Yarra consultations results for development of a) Council Plan, b) Active Ageing, Access and Inclusion, and c) 0-25 years Plans, which can be fed into the MPP development.</p> <p>Consultation conducted throughout 2018 to gather feedback.</p> <p>Draft MPP document developed and presented to Council early 2019.</p>

Priority Area 2– Access and Inclusion

OBJECTIVE	STRATEGY	ACTION	PROGRESS
2.1 Provide information and services that are accessible to multicultural communities and are appropriate to their cultural needs and language requirements.	2.1.1 Promote Council frameworks and guidelines to provide an integrated and inclusive approach to communications, as well as practical tools for Council officers to use.	<p>Promote Language Services Policy and Guidelines, to Council staff via visits to teams, via the intranet and in newsletters.</p> <p>Review potential re-print of desktop guide for staff and promote internally.</p> <p>Develop in-house training workshop on use of best practice approaches to language services, and deliver to Access staff.</p>	<p>The desktop guide to using Language services continues to be distributed to new staff upon request, providing instructions on how to book and use interpreters and translations.</p> <p>Presentation to new Access staff (June) on Language services guidelines.</p> <p>Revision of guidelines to be reviewed in collaboration with Communications after a review of translations vendors and contract with telephone interpreter service updated.</p>

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		<p>Develop in-house tools accessible on the intranet for staff to assist them in using language services confidently.</p> <p>Participate in cross-organisational working group on accessible communications (ACE) led by Communications Unit, that draws together the expertise of a broad range of Council staff and provides practical support to Council when communicating with the public.</p>	<p>Development of tools is dependent on update in contracts and services with Language Services providers. Planning has commenced with Communications unit for an intranet webpage to house these resources.</p> <p>The ACE has not continued in 2018 due to changing staff and responsibilities in Communications, however there are plans to investigate the continuation of such a group in 2019.</p> <p>The officer also had the opportunity to present on a Panel of speakers at an event organised by the State Department of Premier and Cabinet (November), presenting on the topic of Communicating with CALD communities (Nov). This was a fruitful relationship building opportunity as well as a way of showcasing the work of Yarra.</p>
	2.1.2 Develop Council information in key community languages.	Continue working with Communications to develop Council information in multiple community languages, upon request.	<p>Dissemination of translated Information sheet regarding changes to January 26 to CALD communities in key languages.</p> <p>Provided advice and collaboration with Communications on various issues including new language to be included on publications, translations vendors' panel, updates on</p>

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		Continue involvement in dissemination of Council Information Packs in multiple languages, providing advice on which languages to re-print.	<p>language demographics and website improvement.</p> <p>Council information packs continued to be distributed to new residents, groups and contacts.</p>
	2.1.3 Facilitate cultural awareness training for council staff.	Provide advice and resources to Council’s People and Culture, and contribute to Corporate Training Calendar on topics related to cultural awareness training.	<p>Working with Interpreter training (advanced) provided to Aged Services staff (July).</p>
2.2 Support programs and services that target groups from multicultural backgrounds at risk of further disadvantage (e.g. asylum seekers, women, people with disabilities, international students, LGBTIQ).	2.2.1 Work in collaboration with local stakeholders to identify and potentially respond to emerging issues in communities at risk of further disadvantage (e.g. asylum seekers, women, people with disabilities, international students, LGBTIQ).	<p>Organise a minimum of 2 workshops for service providers, based on identification of emerging issues for multicultural groups at risk of further disadvantage via the YSF.</p> <p>Collaborate with Council’s Community Grants team to identify potential areas for funding in CALD communities, assist with assessments of grant applications, and link services/CALD groups to Grants Program.</p> <p>Broaden the reach of the anti-vilification project “We Stand Together”, increasing its dissemination.</p>	<p>Half day workshops conducted on (1) Education and Training for CALD communities (July), and (2) Family Violence and CALD communities (October). Workshops targeted at service providers working with CALD clients, with the aim of highlighting complex disadvantage caused by intersectionality of barriers.</p> <p>Provided assistance with assessment of Annual Grants, Small Project grants, as well as Investing in Communities grants.</p> <p>Extension of We Stand Together project to establishing Round Table discussions with other relevant stakeholders around racist behaviour around public housing estates. New stakeholders brought in to discussions include DHHS staff and Chief Inspector of Police.</p>

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		Continue involvement on LGBTIQ working group, highlighting the intersectionality of issues for CALD people identifying as LGBTIQ.	<p>Public forum (May) held with over 200 people; presentation at No More Harm Conference (April), distribution of resource at festivals, events and network meetings.</p> <p>Participation and collaboration continued on internal LGBTIQ working group, assisting with events.</p> <p>In addition to Council's working group, have also joined the Yarra-wide LGBTIQ network, contributing to the conversation at a broader level.</p>

Priority Area 3 – Opportunities

OBJECTIVE	STRATEGY	ACTION	PROGRESS
3.1 Support and strengthen the capacity of Yarra communities to become independent, resilient, engaged and informed.	3.1.1 Link community groups and individuals to Council's Community Grants and other programs.	<p>Inform and update new and established community groups about Council's Community Grants Program.</p> <p>Provide information about opportunities for training in applying for grants and issues related to group governance, to:</p> <ul style="list-style-type: none"> -Community groups -service providers 	<p>Information and assistance provided to community groups regarding Community Grants throughout the year, at YMAG and YSF meetings.</p> <p>Information shared among YMAG, YSF, Richmond Rising, Connecting Fitzroy networks.</p>

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		-YMAG Provide opportunities for members of the YMAG to build capacity, learn skills and participate in Council initiatives.	YMAG members provided with opportunities to contribute to Council policies and budget; received information on voting and becoming Democracy Ambassadors.
3.2 Build an inclusive workforce at Yarra Council by increasing cultural, linguistic and religious diversity.	3.2.1 Assist in developing an inclusive and welcoming workplace at Yarra.	Review induction content and contribute to the cultural diversity module of the training. Deliver content at each induction training session (6 per year). Provide advice and advocate for conditions at Council which promote inclusion eg. reflection spaces.	Induction material reviewed and participated in delivering training at induction sessions. Collaborating with People and Culture Diversity Officers and planning to provide lunchtime learnings which reflect diversity of staff and raise awareness, eg. issues around faith, asylum seekers etc.

Priority Area 4 – Anti-racism

OBJECTIVE	STRATEGY	ACTION	PROGRESS
4.1 Support opportunities which promote intercultural relations, combat racism, celebrate diversity and acknowledge the multicultural heritage of Yarra.	4.1.1 Organise events in the community to highlight the richness of the cultural heritage of Yarra and promote	Partner in organising event (March) to celebrate Cultural Diversity Week/Harmony Day for community members, broadening the reach of participants. Organise event to celebrate Refugee Week (June) for community members.	Contributed \$2k and collaborated on the Bridges to Harmony (March 2018) event led by Fitzroy Learning Network, celebrating Cultural Diversity Week. Refugee Week event organised in June 2018, which included a panel of speakers and a small art exhibition.

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	intercultural relations.	Promote and organise Taste of Harmony initiative at Council which celebrates staff cultural diversity.	Three Taste of Harmony events organised at Richmond, Collingwood and the Depot in March / April.
	4.1.2 Build relationships within the Yarra community to foster anti-racism messages.	Develop and strengthen relationships by meeting a minimum of 4 times per year with: -Victoria Police representatives in Yarra, -Neighbourhood Houses, -community organisations, and promote anti-racism campaigns and messages.	Have met between 6-10 times during 2018 with each of these stakeholders via YSF, YMAG, We Stand Together, Neighbourhood House network, and other informal meetings.
	4.1.3 Highlight and support programs combating racism in the community.	Continue to promote the “We Stand Together” project within Council and externally with other service providers and networks. Hold a community forum disseminating the information from the Stand Together project, and review a potential re-print of the resources.	Resources from We Stand Together project have been re-printed 3 times since the beginning of the project, and disseminated to Police Stations, Libraries, Public Housing, Neighbourhood Houses, Yarra Settlement Forum, Yarra Multicultural Advisory Group, and other network meetings. This project was a finalist in the VicHealth awards 2018. Broader community forum held in May at Richmond Town Hall, with over 200 attendees. Presentations provided by Fitzroy Legal Service, Vic Human Rights and Equal Opportunity Commission, and Vic Police. Interpreters were employed at tables, enabling people with low English literacy to participate.

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		<p>Support and promote programs and initiatives combating racism funded through Yarra's Community Grants Program. Share information with:</p> <ul style="list-style-type: none"> -relevant Council units, -community groups -service providers <p>Link in with other governmental Anti-racism initiatives.</p>	<p>Promotion to relevant networks of Community Grant recipients which focused on raising awareness and combating racism.</p> <p>Joined the Mayoral and Local Government Taskforce for People Seeking Asylum, advocating for the reinstatement of the SRSS program. The effects of this funding cut has led many People Seeking Asylum to destitution and extreme hardship and has put an even bigger strain on services providing material aid and housing to the broader community. This Taskforce has continued throughout 2018 and will be ongoing as it embarks on a joint media campaign, and will continue to advocate to people seeking asylum more broadly to reverse the demonisation of these groups in government and the broader community.</p>
4.2 Provide leadership at Council level by taking a stand against racist behaviour.	4.2.1 Provide advice on Council policies and procedures to promote a 'zero tolerance' stance	Provide advice on Council documents and policies where requested.	Advice provide across Council.

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	on racist behaviour.		
	4.2.2 Promote campaign 'Racism. It stops with me' to community and Council staff.	Ensure Council's support of this campaign is promoted through various channels such as forums, conferences, online and in signs in town hall reception areas.	Continued support of this program and participated in a consultation with the Australian Human Rights Commission providing feedback on how Councils and the Commission can work together better.