

## Multicultural Partnerships Plan 2015-2018

### Year Four Actions – 2018

#### Priority Area 1 - Relationships

OBJECTIVE	STRATEGY	ACTION	WHO	WHEN
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"> <li>-community groups</li> <li>-service providers</li> </ul> <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>Community Partnerships</p> <p>Neighbourhood Houses</p> <p>Whole of Council</p>	Ongoing
	1.1.2 Explore and support programs to combat isolation, so that vulnerable, isolated residents are supported to access services and activities that meet their needs.	<p>Connect with local agencies via the Yarra Settlement Forum and individual meetings, to explore ways of engaging with socially isolated residents.</p> <p>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>	<p>Community Partnerships</p> <p>Yarra Settlement Forum</p> <p>Welcome Dinner Project</p>	<p>Ongoing</p> <p>March / April</p>

<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.</p>	<p>1.2.1 Continue to facilitate the Yarra Multicultural Advisory Group (YMAG).</p>	<p>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>	<p>Community Partnerships  Whole of Council  YMAG</p>	<p>Ongoing</p>
	<p>1.2.2 Establish and strengthen links with ethno-specific organisations, multicultural groups and leaders in Yarra.</p>	<p>Maintain and update internal database of multicultural groups and services, adding new entries and maintaining contact with established contacts.</p>	<p>Community Partnerships</p>	<p>Ongoing</p>
	<p>1.2.3 Facilitate networking and collaboration between groups, service providers and Council.</p>	<p>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> <p>Assist the Yarra Interfaith Network to hold monthly meetings from February to December, including: -holding special presentations on topics of community interest and open to the public, and -the Annual General Meeting in November.</p>	<p>Community Partnerships  Yarra Settlement Forum  Yarra Interfaith Network</p>	<p>Ongoing</p>

		<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>Neighbourhood House Network</p> <p>Whole of Council</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 “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>Community Partnerships</p> <p>YSF</p>	ongoing
	1.2.5 Begin the development of the Multicultural Partnerships Plan 2019-2022	Conduct desktop review and consult with internal and external stakeholders, to begin development of the Multicultural Partnerships Plan 2019-2022.	Whole of Council	Completion by December 2018

#### Priority Area 2– Access and Inclusion

OBJECTIVE	STRATEGY	ACTION	WHO	WHEN
2.1 Provide information and services that are accessible to multicultural communities and are appropriate to their	2.1.1 Promote Council frameworks and guidelines to provide an integrated and inclusive approach	<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>Community Partnerships</p> <p>Communications Unit</p> <p>Whole of Council</p>	Ongoing

cultural needs and language requirements.	to communications, as well as practical tools for Council officers to use.	<p>Develop in-house training workshop on use of best practice approaches to language services, and deliver to Access staff.</p> <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>	Access	
	2.1.2 Develop Council information in key community languages.	<p>Continue working with Communications to develop Council information in multiple community languages, upon request.</p> <p>Continue involvement in dissemination of Council Information Packs in multiple languages, providing advice on which languages to re-print.</p>	<p>Community Partnerships</p> <p>Communications Unit</p> <p>Community Groups</p>	Ongoing
	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>Community Partnerships</p> <p>People and Culture</p>	Ongoing
2.2 Support programs and services that target groups from multicultural backgrounds at risk of further disadvantage	2.2.1 Work in collaboration with local stakeholders to identify and potentially respond to emerging issues	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>Community Partnerships</p> <p>External stakeholders</p> <p>Yarra Settlement Forum</p>	Ongoing

<p>(e.g. asylum seekers, women, people with disabilities, international students, LGBTIQ).</p>	<p>in communities at risk of further disadvantage (e.g. asylum seekers, women, people with disabilities, international students, LGBTIQ).</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 “Stand Together”, increasing its dissemination.</p> <p>Continue to work with Libraries to organise community information sessions aimed at CALD communities which provide capacity building opportunities, eg. computer skills, use of MyGov etc.</p> <p>Continue involvement on LGBTIQ working group, highlighting the intersectionality of issues for CALD people identifying as LGBTIQ.</p>	<p>Community Grants</p> <p>Community Groups</p> <p>Libraries</p> <p>Q&amp;A working group</p>	
--	---	---	---	--

### Priority Area 3 – Opportunities

OBJECTIVE	STRATEGY	ACTION	WHO	WHEN
<p>3.1 Support and strengthen the capacity of Yarra communities to become independent, resilient, engaged and informed.</p>	<p>3.1.1 Link community groups and individuals to Council’s Community Grants and other programs.</p>	<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"> <li>-Community groups</li> <li>-service providers</li> <li>-YMAG</li> </ul>	<p>Community Partnerships</p> <p>Community Grants</p> <p>YMAG</p>	<p>Ongoing</p>

		Provide opportunities for members of the YMAG to build capacity, learn skills and participate in Council initiatives.		
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.	Community Partnerships  People and Culture  Whole of Council	Ongoing

#### Priority Area 4 – Anti-racism

OBJECTIVE	STRATEGY	ACTION	WHO	WHEN
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 intercultural relations.	Partner in organising event (March) to celebrate Cultural Diversity Week/Harmony Day for community members, broadening the reach of participants.	Community Partnerships	March 2017
		Organise event to celebrate Refugee Week (June) for community members.  Promote and organise Taste of Harmony initiative at Council which celebrates staff cultural diversity.	Yarra Settlement Forum  Whole of Council	June 2017  March 2017
	4.1.2 Build relationships within the Yarra	Develop and strengthen relationships by meeting a minimum of 4 times per year with: -Victoria Police representatives in Yarra,	Community Partnerships  Victoria Police	Ongoing

	community to foster anti-racism messages.	-Neighbourhood Houses, -community organisations, and promote anti-racism campaigns and messages.	Neighbourhood Houses Community Organisations	
	4.1.3 Highlight and support programs combating racism in the community.	Continue to promote the “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.  Support and promote programs and initiatives combating racism funded through Yarra’s Community Grants Program. Share information with: -relevant Council units, -community groups -service providers  Link in with other governmental Anti-racism initiatives.	Community Partnerships Community Organisations Yarra Settlement Forum	Ongoing
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 on racist behaviour.	Provide advice on Council documents and policies where requested.	Community Partnerships Whole of council	Ongoing
	4.2.2 Promote campaign 'Racism. It stops	Ensure Council’s support of this campaign is promoted through various channels such as	Community Partnerships Advocacy and Engagement	Ongoing

	with me' to community and Council staff.	forums, conferences, online and in signs in town hall reception areas.		
--	--	---	--	--