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# MULTICULTURAL PARTNERSHIPS PLAN 2019 – 2023

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# 1) Purpose and Guiding Policies

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## ❖ Background

The development and adoption of the Multicultural Partnerships Plan (MPP) 2019 – 2023 is the continuation of a long-term commitment by the City of Yarra to DIVERSITY and INCLUSIVENESS. The key steps in the revision of the previous plan and creation of the Multicultural Partnerships Plan 2019 – 2023 has been ongoing consultation and relationship building with our diverse community, as well as an analysis of best practice approaches at a local, national and international level.

Intrinsic to developing this Plan is Yarra’s commitment to its culturally, religiously, and linguistically diverse communities (CRALD). It is based on recognition of Yarra’s rich cultural, linguistic and religious diversity and heritage, spirit of celebration and community harmony. It affirms a model of social inclusion and cohesion, fostered through partnership building and open communication and engagement with the community.

Yarra has developed this Plan in the context of binding commitments we have already made through our Multicultural Statement, Refugee & People Seeking Asylum Statement and our membership of the Welcoming Cities initiative (see details below).

## ❖ Multicultural Policy Statement

The Multicultural Policy Statement is an affirmation of Council’s ongoing commitment to the multicultural community it serves. The City of Yarra will provide leadership in local multicultural issues and is committed to promoting the rights of multicultural communities.

### **Vision**

Yarra City Council upholds that people from multicultural backgrounds are valued, supported, included and respected members of the community.

Every member of our community has the freedom to express their cultural, linguistic and religious traditions without fear of discrimination.

Yarra City Council supports multicultural communities to have equal opportunities to lead and participate in Yarra.

### **Yarra City Council:**

- Affirms that Indigenous Australians are the first custodians of this country and continue to contribute to the cultural heritage of this land. Council recognises that cultural diversity existed before white settlement in the cultural diversity of the Indigenous nations living here pre-colonisation, and will actively work towards promoting and celebrating this.
- Recognises cultural, linguistic and religious diversity as an integral part of Yarra’s history and identity, and that this diversity enriches Yarra.

- Respects and promotes the expression of culture, language and religion free from vilification or discrimination, and that these are basic human rights for ALL people.
- Acknowledges that within multicultural communities, there are potentially vulnerable groups who may be at risk of further disadvantage such as women, refugees, people seeking asylum, older people, people who are Lesbian Gay Bisexual Transgender and Intersex (LGBTI), and people with disabilities.
- Promotes an inclusive community, in which people are enabled to participate fully in the social, cultural, economic and political opportunities of the municipality irrespective of race, gender, culture, language or religion.
- Welcomes refugees, people seeking asylum and other newly arrived migrants to the municipality with respect and compassion, and has a role to play in creating a welcoming and socially cohesive community.
- Rejects all forms of racial and religious vilification, violence, harassment and unlawful discrimination, and will work towards a community free of racism.

## ❖ Refugee & People Seeking Asylum Statement

### **Yarra City Council:**

- Recognises and welcomes all people who have arrived on humanitarian visas, people seeking asylum and those who come from refugee backgrounds who arrive on other visa types, including family migration and skilled migration.
- Recognises the United Nations definition of a person seeking asylum as an individual seeking international protection but whose claim has not been fully decided yet.
- Recognises the journey of people seeking asylum who are often fleeing from war and human rights violations. They have often experienced trauma and persecution and should be treated with dignity and compassion, while acknowledging these people also have strengths, which have contributed to their survival and resilience.
- Will provide opportunities for refugees and people seeking asylum to actively participate and contribute in community life.
- Will actively advocate for the rights of refugees and people seeking asylum to be free from hardship and enable them to actively participate in this community, while also challenging discriminatory beliefs and policies.
- Will celebrate and acknowledge the contributions refugees and people seeking asylum have made to Yarra and continue to do so, recognising these communities have inherent strengths and resilience.

## ❖ Welcoming Cities

Early in 2018 Yarra City Council officially joined the Welcoming Cities Network. This network facilitates a national network of inclusive, vibrant communities internationally recognised for their ability to foster a sense of belonging and participation.

It seeks to address and embrace the challenges and opportunities of migration. It aims to create more welcoming and inclusive communities by supporting local government leaders and communities to be more effectively resourced, networked and supported.

The steps outlined below are a process that Council will move through on its journey as a Welcoming City. Many of the requirements outlined at each stage are already being undertaken by many Councils.

### 1. Commit to Welcome

Local councils commit to participating in the broader welcoming city network and consulting on the development of The Australian Standard for Welcoming Cities.

Local councils commit to develop and socialise strategies that create opportunities for all members of their communities to participate in and contribute to social, economic and civic life.

### 2. Communicate Welcome

Messages of unity, shared values and belonging permeate the community through the media, the voices of leaders, and among residents.

Diverse voices are valued, listened to, communicated and celebrated.

### 3. Plan for Welcome

Local councils facilitate a multi- sector approach, working together to create a welcoming community that values social, economic and civic participation for all people.

Local councils establish policies and practices that embed welcoming and inclusion across all policy areas.

Local councils develop strategies that focus on receiving and welcoming both migrant / new & emerging communities.

### 4. Build Welcome

Local councils consider and benchmark their policies and practices against The Australian Standard for Welcoming Cities.

Newcomers and long-time residents increasingly find common ground and leadership is representative of the diversity of communities.

### 5. Sustain Welcome

Local councils audit and accredit their policies and practices against The Australian Standard for Welcoming Cities.

Social cohesion and socioeconomic indicators improve over time.

**The MPP has been developed in alignment with the Welcoming Cities standards as they closely reflect Yarra's policy stance and are based on a human rights framework.**

*The Welcoming Cities initiative is listed as a nominee for the Australian Human Rights Awards 2018.*

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## 2) Political & Legislative Context

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International, federal and state legislation clearly document that it is unlawful to discriminate on the basis of characteristics such as cultural and language background. It is Council's responsibility to respond to the needs of our CRALD residents in a manner that both reflects the requirements of the overarching legislations and responds to the nuances of our community.

The Racial Discrimination Act 1975 gives effect to Australia's obligations under the International Convention on the Elimination of All Forms of Racial Discrimination. This Act aims to promote equality for all persons, regardless of race, colour or national or ethnic origin, and to make discrimination against people on these bases unlawful.

In addition to anti-discrimination law, the government opposes racial vilification and discrimination through the National Anti-Racism Strategy (the Strategy), which was launched in 2012. The Strategy aims to promote a clear understanding in the Australian community of what racism is, and how it can be prevented and reduced.

The Victorian Human Rights Charter is a Victorian law that sets out the basic rights, freedoms and responsibilities of all people in Victoria, and requires public authorities, such as Victorian state and local government departments and agencies, to uphold the human rights in the Charter. Legally, Council is required to ensure people have the right to fully participate in public life, which necessitates the provision of information that is accessible and appropriate.

As a signatory to the Australian Human Rights Commission's National Anti-Racism Strategy, Yarra City Council has expressly embedded its principles into this Multicultural Partnerships Plan.

Yarra's whole of organisation approach to multicultural partnerships is reflected in and intersects with these related policies:

- Yarra Customer Service Guarantee
- Council Plan 2017-2021
- 0-25 Years Plan 2018-2022
- Language Services Policy and Guidelines
- Access and Inclusion Strategy 2018-2024
- Aboriginal Partnerships Plan 2019-2022
- Employee Inclusion and Diversity Strategy 2015-2017
- Active Healthy Ageing Strategy 2018 – 2024

A brief summary of the guiding legislation is outlined below.

## INTERNATIONAL CONVENTIONS

UN Convention & Protocol Relating to the Status of Refugees (1951)  
UN International Convention on the Elimination of All Forms of Racial  
Discrimination (1996)  
UNESCO Universal Declaration on Cultural Diversity (2001)  
UNESCO's International Coalition of Cities Against Discrimination in Asia and  
Pacific Ten Point Commitment Plan (2009)

## FEDERAL (LEGISLATION)

The Racial Discrimination Act (1975)  
Australian Human Rights Commission Act (1986).

## STATE - VICTORIAN (LEGISLATION)

Victorian Racial and Religious Tolerance Act (2001)  
Victorian Charter of Human Rights and Responsibilities Act (2006)  
Equal Opportunity Act (2010)  
Multicultural Victoria Act (2011)



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## 3) The Culture of Yarra

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### ❖ Where we are from

29% (25,055) of Yarra residents were born overseas (latest census), and have come to Yarra from over 140 countries. The 40 most common OS birthplaces are shown below. 19% of these residents came from non-English speaking countries and 10% from main English-speaking countries. *Further demographic information can be found in Appendix 1.*

Top 15 countries of birth	Number	%
England	3,314	3.8%
New Zealand	2,649	3.1%
Vietnam	2,625	3%
China	1,573	1.8%
Greece	1,131	1.3%
Italy	863	1%
USA	830	1%
Malaysia	742	0.9%
India	639	0.7%
Ireland	529	0.6%
Scotland	415	0.5%
Germany	410	0.5%
Canada	401	0.5%
South Africa	389	0.4%
Ethiopia	374	0.4%

### ❖ Our Languages

About 19,000, or 22%, of Yarra residents speak a language other than English at home, representing a total of 120 different languages. The 10 biggest languages in Yarra, other than English, are shown below.

TOP 10 LANGUAGES OTHER THAN ENGLISH	%
Vietnamese	3.9%
Greek	2.6%
Mandarin	2.2%
Italian	1.8%
Cantonese	1.4%
Spanish	1.0%
Arabic	0.8%
French	0.7%
German	0.5%
Somali	0.5%

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## 4) How was this Plan developed?

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Council adopted several methods in developing the Multicultural Partnerships Plan.

### *Research and review*

- Review of historical context of multiculturalism in Australia.
- Review of current policy and action plan.
- Summary report of current multicultural socio-political context.
- Updated demographic data and forecast information on CALD communities in Yarra.

### *Establishment of Reference Group*

A reference group comprising a Yarra Councillor, Council officers, community members and service providers guided the development of the plan. The Yarra Multicultural Advisory Group (YMAG) were also consulted throughout the development of the Plan.

### *Consultation with the Yarra community*

Consultations were conducted throughout 2018 and included:

visits to established CALD community groups, individual interviews, focus group discussions with ESL classes, and an online survey. Consultations were also held with external service providers along with Council staff. A wide range of engagement methods were employed to ensure inclusion of as many culturally and linguistically diverse communities as possible.

### *Cross organisation collaboration*

Widespread community consultations have recently been undertaken in Yarra to inform the following Plans and Policies:

Council Plan 2017-2021

Victoria Street Reimagining (consultation 2017)

0-25 Years Plan 2018-2022

Access and Inclusion Strategy 2018-2024

Active Ageing 2018 - 2024

Results and information gleaned from these consultations were used in the development of the MPP 2019-2023, for the sake of efficiency and to avoid “consultation burn-out”.

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## 4) Priorities and Strategic Goals

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An analysis of all information obtained (from community and service provider consultations, desk research and benchmarking, a review of relevant Council policies, and evaluation of the 2015 – 2018 Multicultural Plan) has led to the development of 4 Priority Areas for Council to target activities over the next four years. These 4 Priority Areas align with the Standards set by the Welcoming Cities Network. Yarra's priorities over the next 4 years are:

- Welcoming Diversity (*Welcoming Cities Standard 1*)
- Participation & Inclusion (*Welcoming Cities Standard 2, 3, 4*)
- Safe & Liveable Spaces (*Welcoming Cities Standard 6*)
- Engagement & Communication (*Welcoming Cities Standard 5*)

### ❖ Welcoming Diversity

The Wurundjeri people are the Traditional Custodians of the land now known as Yarra. Council deeply values the contribution and guidance of the Wurundjeri, and other Aboriginal and Torres Strait Islander people past and present, to the cultural heritage of the city.

We welcome all who have come to our municipality from 140 countries around the world. We are a proud signatory to the Australian Human rights Commission's National Anti-Racism strategy, which aims to promote a clear understanding of what racism is and how it can be prevented.

City of Yarra is committed to ensuring all residents welcome diversity in their neighbourhood and understand its benefits for the wider community. We want to lead by example, and partner with our community, to ensure there is a sense of belonging amongst all who choose to live in Yarra.

#### **STRATEGIC GOAL 1: LEADERSHIP & PARTNERSHIPS**

Yarra Council will continue to acknowledge the traditional owners in public interactions, and will seek opportunities for migrant communities to learn about Aboriginal history and culture, as the original multicultural society first living on this land.

Council will make a stand against any form of racism in the City of Yarra by continuing to educate our community on ways to eradicate racism, whilst partnering with our cultural groups to ensure greater community knowledge about, and celebration of, our multicultural heritage.

#### **STRATEGIC GOAL 2: ADVOCACY**

Council will continue to be a leading advocate for the rights of our multicultural community and will focus on building a socially cohesive and inclusive City.

## ❖ Participation & Inclusion

To participate in local community activities, events and programs – people need to feel included. Council is committed to removing barriers that may preclude members of our multicultural community being involved in governance activities, using our services or joining in events and activities – whether these barriers are physical, financial, language based, emotional and/or related to mental well-being. It is imperative to understand the complexity of barriers and privilege, and how they intersect to impact on a person's opportunities for participation. Yarra will strive to maintain an understanding of intersectionality in planning services.

As a leader in the community, Council needs to set the example in terms of ensuring that services and activities are sensitive to language, cultural and religious needs. Further, we need to ensure that Council's services and programs actively reach out to our multicultural communities.

Council also recognises that people from different backgrounds can bring unique skills to Yarra and therefore we should be embracing and supporting new businesses and services. Yarra will work from a strengths-based perspective in acknowledging that CRALD communities' assets and skills in developing programs and strengthening relationships.

### **STRATEGIC GOAL 3: CREATING OPPORTUNITIES**

To build strong relationships with multicultural groups, and work closely with our local schools, Neighbourhood Houses, libraries, health services, and employment programs to support learning and employment opportunities for our migrant communities.

### **STRATEGIC GOAL 4: BREAKING DOWN BARRIERS**

To educate and advocate across Council, and to local businesses and service providers to ensure that programs and activities provided in Yarra are done so in an equitable and inclusive manner. The intersection of barriers such as age, gender, sexuality and cultural backgrounds need to be considered when designing and delivering services, programs and activities.

## ❖ Liveable & Safe Community

Yarra prides itself on its parks and gardens, community facilities and public spaces. The challenge moving forward is to ensure that the public realm and facilities provided by Yarra are liveable and provide a welcoming environment for all members of our community.

The community consultation for the development of this Plan clearly identified a level of concern regarding personal safety and security. Liveability in public housing estates and around specific streets where drug use is prevalent is a concern that Council, in partnership with the relevant organisations and state government departments – must try and address.

## **STRATEGIC GOAL 5: SAFE PLACES & SPACES**

Consult with our CRALD community on how Council parks, public spaces and facilities can be more accessible, representative and liveable. Additionally, work with other organisations and government departments (e.g. public housing estates) to improve liveability by lowering safety concerns.

## **STRATEGIC GOAL 6: CULTURAL EXPRESSION**

When developing public spaces and/or designing and implementing public events and activities Council will consider how to create community interaction, and also how to represent our diverse multicultural communities' expression, history and means of celebration.

### **❖ Engagement & Communication**

Council actively encourages all members of our community to participate in civic life and engage with their neighbours and local community. Fundamental to achieving this goal is ensuring that information provided by Council is in a format that is accessible and inclusive for all.

Council will continue to improve its communications to build community capacity. We need to ensure our processes are transparent and understandable for all, particularly new migrant communities. A priority for Council is ensuring that all residents have the opportunity to be active, engaged, and informed citizens.

## **STRATEGIC GOAL 7: CONNECTIONS**

Explore ways Council can facilitate diverse cultural expression through a range of ongoing activities and one-off events. Encourage and support programs and initiatives that bring together diverse cultures thereby increasing intercultural understanding.

## **STRATEGIC GOAL 8: KNOWLEDGE SHARING**

Encourage and support the participation of culturally diverse groups in public life by improving the way in which we share knowledge. Provide accessible, culturally appropriate information on the roles and responsibilities of local government and the opportunities to be involved in committees, community consultations, and recreational and social activities.

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## 5) Yarra's Commitment to Diversity

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### ❖ Achievements to date

The previous Multicultural Partnerships Plan 2015 – 2018 was evaluated and realigned annually, with an Action Plan being prepared for the forthcoming 12 months. The annual Action Plans were developed in conjunction with the Yarra Settlement Forum and the Yarra Multicultural Advisory Group in terms of capturing emerging issues, and clarifying existing actions were addressing community need.

Examples of the achievements from the previous Plan are listed below:

- Greater accessible communications for diverse groups, including the development of Language Policy and Guidelines.
- The development of the Yarra Multicultural Advisory Group (YMAG) was a direct action from the Plan, and it has proven to be highly valued by attendees. It has achieved its goals of creating opportunities for relationship building and increasing communication between Council and multicultural communities.
- 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. This project continues to be expanded with ongoing activities and re-prints of the resource.
- Sector strengthening activities including training workshops on Effective Advocacy for Asylum Seekers, Training and Education for CALD communities, Family Violence and CALD communities, as well as training opportunities for Yarra staff in particular, on use of language services, preparing translations and advanced working with interpreter training.

### ❖ How this Plan will be implemented

Actions responding to the 8 Strategic Goals outlined in this Plan will be developed annually over the four-year life of the Plan. This will enable Council to be responsive to the changing needs of the community and to changes in the social, economic and political environment. The Action Plans will span over a financial year (July – June).

The first-year actions (2019-2020) have been developed and are included in this document, along with specific information including how and when they will be implemented. At the end of each financial year, a report will be presented to Council,

#### YARRA MULTICULTURAL ADVISORY GROUP

##### Key Objective

To provide a structure for on-going communication and consultation between multicultural communities and Yarra City Council across a broad range of issues impacting on those communities.

outlining the actions that have been undertaken, impacts made, and future directions for the coming year.

# 6) Year One Actions 2019-2020

## MULTICULTURAL PARTNERSHIPS PLAN 2019-2023

### YEAR ONE ACTIONS – 2019-2020

*The Action Plan will span over a financial year*

**PARTNERSHIP STATEMENT: ALL PRIORITY AREAS IN THE MULTICULTURAL PARTNERSHIPS PLAN INVOLVE WORKING ACTIVELY IN COLLABORATION WITH THE COMMUNITY, LOCAL AGENCIES AND EMERGING GROUPS IN YARRA. YARRA COUNCIL VALUES THE STRENGTHS AND EXPERTISE OF OUR PARTNERS AND COMMUNITY.**

<b>1. Welcoming Diversity</b>			
<p>City of Yarra is committed to ensuring all residents welcome diversity in their neighbourhood and understand its benefits for the wider community. We want to lead by example, and partner with our community, to ensure there is a sense of belonging amongst all who choose to live in Yarra.</p> <p><i>*Please note each action will be completed by the responsible officer, Team Leader Community Partnerships, with the budget allocated to that position</i></p>			
<b>Strategic Goal</b>	<b>Action</b>	<b>Activities</b>	<b>Timeline</b>
<p>1.1 (a) Leadership and Partnerships</p> <p>Yarra Council will continue to acknowledge the traditional owners in public interactions, and will seek opportunities for migrant communities to learn about Aboriginal history and culture, as the original multicultural society first living on this land.</p>	<p>Create opportunities for CRALD communities to learn about Aboriginal culture and history.</p>	<ul style="list-style-type: none"> <li>Always use Acknowledgment of country in meetings and gatherings with CRALD communities.</li> <li>Promote education awareness of January 26 campaign (and any other campaigns) targeting CRALD communities.</li> </ul>	<p>Ongoing</p> <p>January 2020</p>



## 1. Welcoming Diversity

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*\*Please note each action will be completed by the responsible officer, Team Leader Community Partnerships, with the budget allocated to that position*

Strategic Goal	Action	Activities	Timeline
<p>(b) Leadership and Partnerships</p> <p>Council will make a stand against any form of racism in the City of Yarra by continuing to educate our community on ways to eradicate racism, whilst partnering with our cultural groups to ensure greater community knowledge about, and celebration of, our multicultural heritage.</p>	<p>Advocate against racism, providing strong leadership and zero tolerance for discrimination and vilification.</p>	<ul style="list-style-type: none"> <li>Continue as signatory to Racism, It Stops with Me campaign.</li> <li>Promote anti-racism messages where necessary and possible, including promoting the We Stand Together resources.</li> <li>Provide advice on Council campaigns and policies where relevant.</li> </ul>	<p>Ongoing</p>
<p>1.2 Advocacy</p> <p>Council will continue to be a leading advocate for the rights of our multicultural community and will focus on building a socially cohesive and inclusive City.</p>	<p>Advocate on behalf of CRALD communities specifically those marginalised by harsh government policies or community attitudes.</p>	<ul style="list-style-type: none"> <li>Participate on Mayoral and Local Government Taskforce advocating for the rights of People Seeking Asylum.</li> <li>Continue participation on Victorian Local Government Multicultural Issues Network (VLGMIN) -a statewide network of Council staff working in diversity and inclusion.</li> <li>Continue participation in appointed position on Regional Advisory Committee for the Vic Multicultural Commission.</li> <li>Hold Refugee Week event in 2020 highlighting the strengths of people who</li> </ul>	<p>Ongoing</p> <p>June 2020</p>

**1. Welcoming Diversity**

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Strategic Goal	Action	Activities	Timeline
		have sought or are seeking asylum. Event will include speakers and an art exhibition.	

**2. Participation and Inclusion**

Council is committed to removing barriers that may preclude members of our multicultural community being involved in governance activities, using our services or joining in events and activities. It is imperative to understand the complexity of barriers and privilege, and how they intersect to impact on a person's opportunities for participation. Yarra will work from a strengths-based perspective in acknowledging that CRALD communities' assets and skills in developing programs and strengthening relationships.

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Strategic Goal	Action	Activities	Timeline
<p>2.1 Creating Opportunities</p> <p>To build strong relationships with multicultural groups, and work closely with our local schools, Neighbourhood Houses, libraries, health centres, and employment programs to support learning and employment opportunities for our migrant communities.</p>	<p>Connect CRALD groups and individuals with Council staff and services in Yarra, linking them to initiatives and enhancing capacity building.</p>	<ul style="list-style-type: none"> <li>● Provide information and linkages via:               <ul style="list-style-type: none"> <li>-Visits to local community groups</li> <li>-Yarra Multicultural Advisory Group</li> <li>-Yarra Settlement Forum</li> <li>-Neighbourhood Houses</li> <li>-Libraries</li> <li>-Community Health Services advisory groups</li> </ul> </li> </ul>	<p>Ongoing</p>

## 2. Participation and Inclusion

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Strategic Goal	Action	Activities	Timeline
		<ul style="list-style-type: none"> <li>Promote Council's Community Grants program and associated training program.</li> </ul>	May-June 2020
	Develop opportunities for CRALD groups to contribute their skills and knowledge to Council processes as active informed citizens who are involved in the life of the community.	<ul style="list-style-type: none"> <li>Facilitate meetings and processes of the Yarra Multicultural Advisory Group (YMAG), including referring other Council consultations (eg. Budget) for YMAG advice.</li> <li>Work with libraries / other organisations to organise community information sessions aimed at building capacity in CRALD communities, eg computer literacy, use of MyGov etc.</li> </ul>	Ongoing
	Develop an inclusive, diverse and welcoming workplace at Yarra	<ul style="list-style-type: none"> <li>Provide advice and advocate for conditions at Council which promote inclusion eg. Prayer spaces.</li> <li>Participate in induction training, contributing to and delivering cultural diversity content, with the aim of fostering an inclusive and diverse workplace.</li> </ul>	Ongoing  Bimonthly delivery of training

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Strategic Goal	Action	Activities	Timeline
		<ul style="list-style-type: none"> <li>Investigate models offering pathways for employment opportunities, eg. placements, internships, etc for people from CRALD backgrounds with the view of potential development in the second year of the plan.</li> </ul>	December 2019
<p>2.2 Breaking Down Barriers</p> <p>To educate and advocate across Council, and to local businesses and service providers to ensure that programs and activities provided in Yarra are done so in an equitable and inclusive manner. The intersection of barriers such as age, gender, sexuality and cultural backgrounds need to be considered when designing and delivering services, programs and activities.</p>	<p>Provide input and advice to developing programs and strategies across Council, to include CRALD needs and highlight strengths of diversity. This advice is provided acknowledging vulnerable groups within the CRALD community eg. youth, women, LBGTIQ, people seeking asylum.</p>	<ul style="list-style-type: none"> <li>Continue participation on Q&amp;A (LGBTIQ working group at Yarra) providing advice on strategy and planning, highlighting intersectionality of issues for CRALD people identifying as LGBTIQ.</li> <li>Assist in planning events raising awareness of multicultural / LGBTIQ issues eg. IDAHOBIT</li> <li>Contribute to the development of the Social Justice Charter.</li> <li>Build relationship with Yarra Youth Ambassadors to facilitate initiatives which respond to emerging needs as identified by Youth Ambassadors.</li> </ul>	<p>Ongoing</p> <p>May 2020</p> <p>2019-2020</p> <p>Ongoing</p>

## 2. Participation and Inclusion

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Strategic Goal	Action	Activities	Timeline
		<ul style="list-style-type: none"> <li>● Contribute to other developing policies at Council and external stakeholders as opportunities arise.</li> <li>● Investigate development of a cross-Council working group focusing on CRALD issues, aiming to connect staff from CRALD backgrounds and share responsibility for inclusion and participation.</li> <li>● Investigate development of Diversity Champions program to spread expertise and knowledge across the organisation.</li> <li>● Promote and organise Taste of Harmony events at Council, celebrating staff diversity.</li> <li>● Provide opportunities to Council staff and external stakeholders for training in cross cultural awareness and unconscious bias.</li> </ul>	<p>Ongoing</p> <p>December 2019</p> <p>December 2019</p> <p>March 2020</p> <p>Ongoing</p>

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Strategic Goal	Action	Activities	Timeline
	Participate in local networks and working groups to contribute to planning which is inclusive to CRALD communities	<ul style="list-style-type: none"> <li>● Continue involvement in Richmond Rising, Fitzroy Rising, Yarra LGBTIQ+ Network, Neighbourhood House Network and seek opportunities for inclusion on other relevant networks.</li> <li>● Facilitate and organise Yarra Settlement Forum meetings providing opportunities for workers to build networks, share information, and build capacity around working with CRALD communities.</li> <li>● Assist the Yarra Interfaith Network to continue to meet and provide community events which raise awareness on emerging social justice issues.</li> </ul>	<p>Ongoing</p> <p>Bimonthly meetings</p> <p>Ongoing</p>

### 3. Liveable and Safe Community

Ensuring that the public realm and facilities provided by Yarra are liveable and provide a welcoming environment for all members of our community.

*\*Please note each action will be completed by the responsible officer, Team Leader Community Partnerships, with the budget allocated to that position*

Strategic Goal	Action	Activities	
<p>3.1 Safe Places and Spaces</p> <p>Consult with our CRALD community on how Council parks, public spaces and facilities can be more accessible, representative and liveable. Additionally, work with other organisations and government departments (e.g. Housing Estates) to improve liveability by lowering safety concerns.</p>	<p>Develop and strengthen relationships in Yarra community to foster anti-racism messages.</p>	<ul style="list-style-type: none"> <li>● Continue meeting with We Stand Together working group and other relevant stakeholders to discuss issues of racially motivated abuse in public, and strategies to combat.</li> <li>● Foster relationships and maintain ongoing communication with stakeholders such as Police, Department of Health and Human Services, etc, regarding public safety concerns.</li> <li>● Advocate to improve public safety conditions at public housing estates where needed.</li> <li>● Promote We Stand Together resources to police stations, public housing, libraries, etc.</li> <li>● Deliver a second We Stand Together Community Facilitators training program, building capacity of community members and delivering information in a culturally appropriate manner.</li> </ul>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>December 2019</p>

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Strategic Goal	Action	Activities	
		<ul style="list-style-type: none"> <li>● Hold second community forum delivering the messages from We Stand Together with partners including Vic Police, and Vic Equal Opportunity and Human Rights Commission.</li> <li>● Link in with and promote other governmental Anti-racism initiatives.</li> </ul>	<p>December 2019</p> <p>Ongoing</p>
	<p>Include CRALD community in consultations involving public spaces and facilities.</p>	<ul style="list-style-type: none"> <li>● Promote and assist involvement (assist with interpreters etc) in consultation and planning around public spaces and facilities to:               <ul style="list-style-type: none"> <li>-Yarra Multicultural Advisory Group</li> <li>-Yarra Settlement Forum</li> <li>-Carringbush students</li> <li>-Community Health services users</li> </ul> </li> </ul>	<p>Ongoing</p>
<p>3.2 Cultural Expression</p> <p>When developing public spaces and/or designing and implementing public events and activities Council will consider how to create community interaction, and also how to represent our diverse multicultural communities' expression, history and means of celebration.</p>	<p>Organise and promote events in the community to highlight the richness of the cultural heritage of Yarra and promote intercultural relations.</p>	<ul style="list-style-type: none"> <li>● Partner with Fitzroy Learning Network and Libraries in delivering Bridges to Harmony during Cultural Diversity Week 2019.</li> <li>● Seek opportunities for CRALD contributions to community and Council events.</li> <li>● Develop resource package for community groups planning events to facilitate cultural</li> </ul>	<p>March 2020</p> <p>Ongoing</p>



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Strategic Goal	Action	Activities	
		celebrations and promote on website and via networks.	December 2019

### 4. Engagement and Communication

Council actively encourages all members of our community to participate in civic life and engage with their neighbours and local community. Fundamental to achieving this goal is ensuring that information provided by Council is in a format that is accessible and inclusive for all.

Council will continue to improve its communications to build community capacity. We need to ensure our processes are transparent and understandable for all, particularly new migrant communities. A priority for Council is ensuring that all residents have the opportunity to be active, engaged, and informed citizens.

*\*Please note each action will be completed by the responsible officer, Team Leader Community Partnerships, with the budget allocated to that position*

Strategic Goal	Action	Activities	
4.1 Connections  Explore ways Council can facilitate diverse cultural expression through a range of ongoing activities and one-off events. Encourage and support programs and initiatives that bring together diverse cultures thereby increasing intercultural understanding.	Create and facilitate opportunities for intercultural exchange between community groups, providing opportunities for sharing traditions and cultural knowledge.	<ul style="list-style-type: none"> <li>Connect groups with each other and local organisations during celebrations and events, encouraging intercultural exchange and pooling of resources.</li> </ul>	Ongoing

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Strategic Goal	Action	Activities	
4.2 Knowledge Sharing	Increase knowledge to Council staff on engaging and communicating with CRALD communities.	<ul style="list-style-type: none"> <li>● Maintain and update database of multicultural groups.</li> <li>● Provide tools and information on the intranet for staff to assist with communicating with CRALD communities, eg. Language Services Policy and Guidelines, tip sheets, etc</li> <li>● Review Language Services Policy and Guidelines and Accessible Communications Framework.</li> <li>● Provide training on cross cultural communications eg. Working with interpreters.</li> </ul>	<p>Ongoing</p> <p>Ongoing</p> <p>June 2020</p> <p>June 2020</p>
Encourage and support the participation of culturally diverse groups in public life by improving the way in which we share knowledge. Provide accessible, culturally appropriate information on the roles and responsibilities of local government and the opportunities to be involved in committees, community consultations, and recreational and social activities.			

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Strategic Goal	Action	Activities	
		<ul style="list-style-type: none"> <li>● Investigate the need for a cross-organisational accessible communications working group to provide practical support to Council when communicating with the public.</li> <li>● Provide advice on translating Council information where needed.</li> <li>● Continue to distribute Council Information Packs in multiple languages.</li> </ul>	<p>December</p> <p>Ongoing</p> <p>Ongoing</p>

Evaluation: The Multicultural Partnership Plan activities will be evaluated on an ongoing basis for quality improvement, ensuring outcomes have been reached, and reported to Council annually. Yarra is actively committed to follow up, evaluate, and adjust our plan activities to ensure continuous improvement and responsiveness to community needs.

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# Appendix 1

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## Multicultural Yarra: Demographic profile

### About the data

The demographic data used for this profile is sourced primarily from the ABS Census of population and housing. If not stated otherwise, the data is from the (latest) 2016 Census. Census data has been accessed either directly from the ABS or through Yarra's community profile<sup>1</sup> produced by .id consulting. Where possible the data is counting place of usual residence but for a few factors only place of enumeration was available<sup>2</sup>.

N.B. Questions regarding cultural and linguistic diversity tend to have a relatively high non-response rate with "not stated" responses comprising around 9-10% of responses for both country of birth and language spoken at home.

### Birthplace

29% (25,055) of Yarra residents were born overseas in 2016, in over 140 countries. 19% of residents came from non-English speaking countries and 10% from main English speaking countries<sup>3</sup> (primarily the UK and New Zealand). This is similar to proportions of overseas born in 2011. In total, 51% were either born overseas or born in Australia with at least one parent born overseas.

The 15 top countries of birth in 2016 are shown in the table below.

Top 15 countries of birth	Number	%
England	3,314	3.8%
New Zealand	2,649	3.1%
Vietnam	2,625	3%
China	1,573	1.8%
Greece	1,131	1.3%
Italy	863	1%
USA	830	1%
Malaysia	742	0.9%
India	639	0.7%
Ireland	529	0.6%
Scotland	415	0.5%
Germany	410	0.5%
Canada	401	0.5%
South Africa	389	0.4%
Ethiopia	374	0.4%

The biggest overseas countries of birth in Yarra were England and New Zealand. Vietnamese were the biggest group from non-English speaking countries, followed by Chinese and Greek.

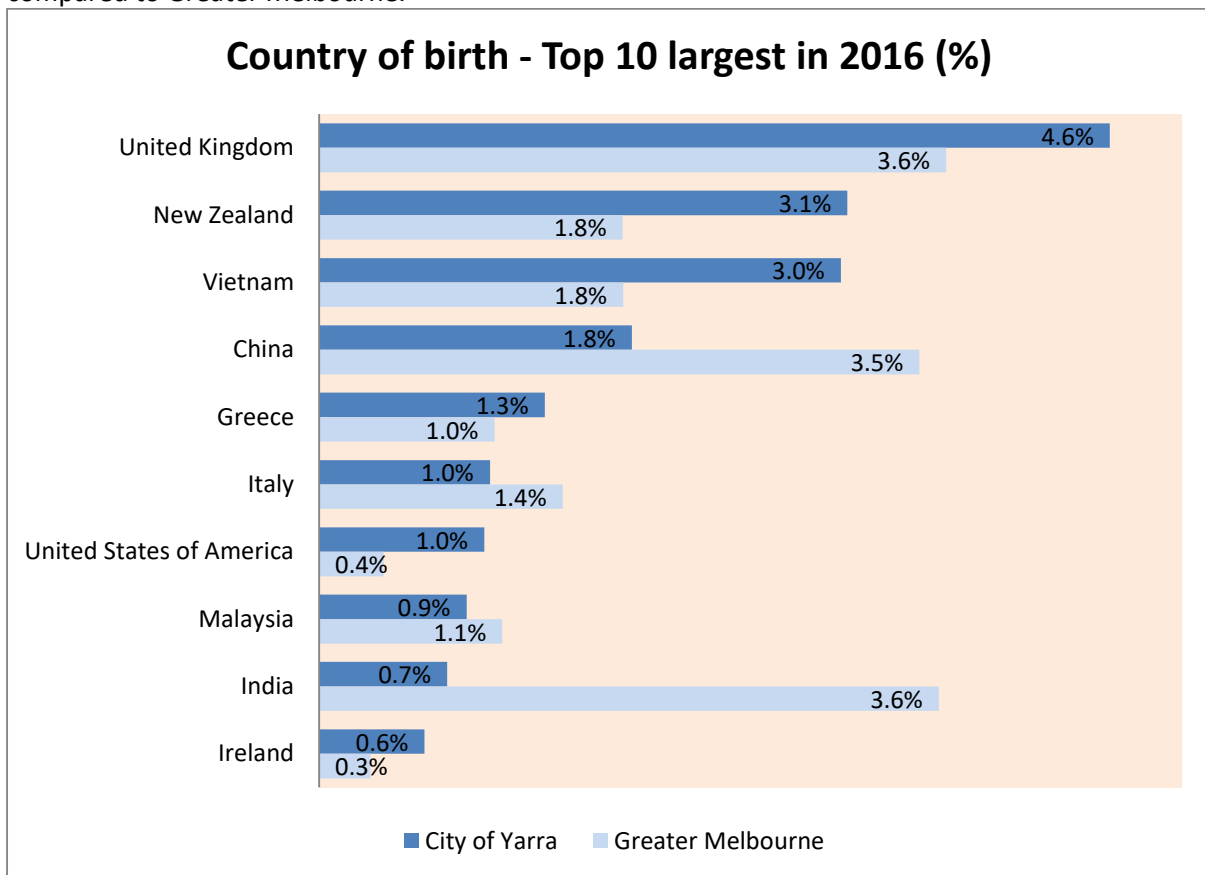
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<sup>1</sup> <https://profile.id.com.au/yarra>

<sup>2</sup> The enumerated dataset is a count of where people actually were on Census night. The usual residence dataset records where people usually live.

<sup>3</sup> Main English speaking countries includes the United Kingdom, Ireland, New Zealand, USA, Canada and South Africa.

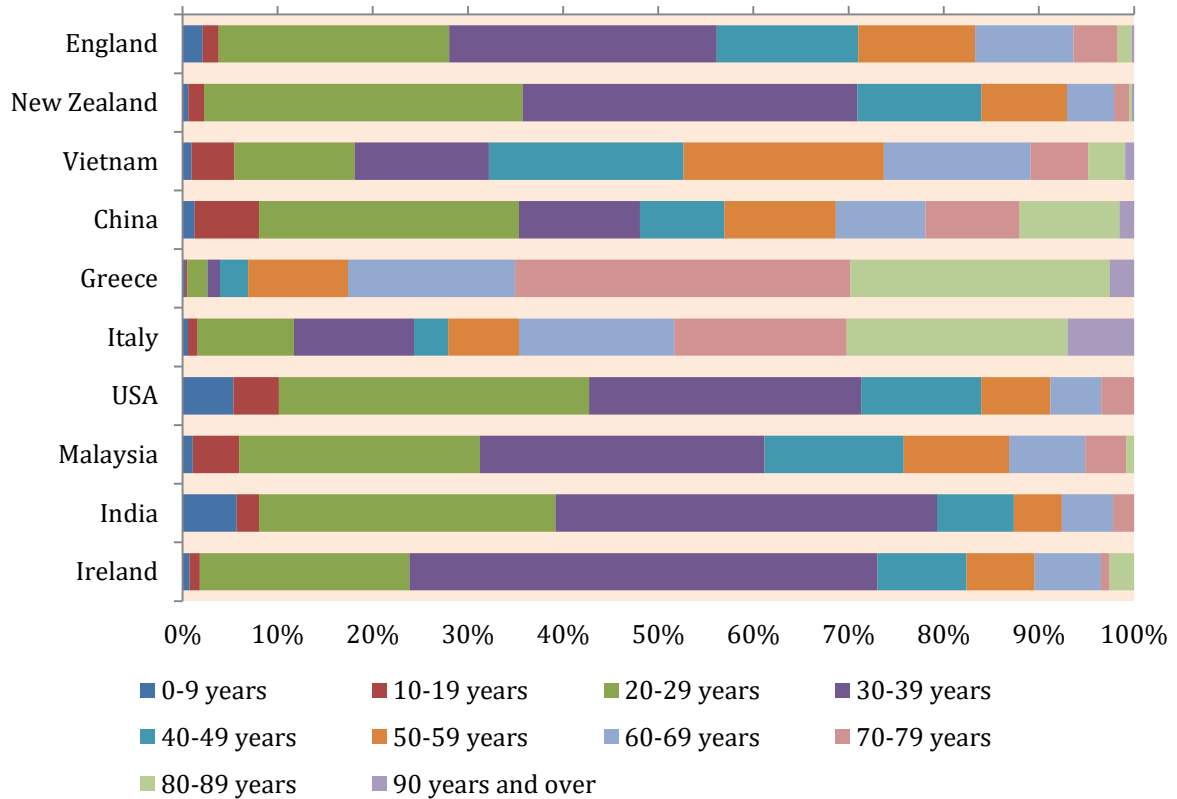
The graph below shows the proportion of people from the top 10 countries of birth in Yarra as compared to Greater Melbourne.



As compared to Greater Melbourne, Yarra has higher proportions born in main English-speaking countries (UK, NZ, USA and Ireland), and Vietnamese residents. Yarra has significantly lower proportions of Indian and Chinese born residents as compared to Greater Melbourne.

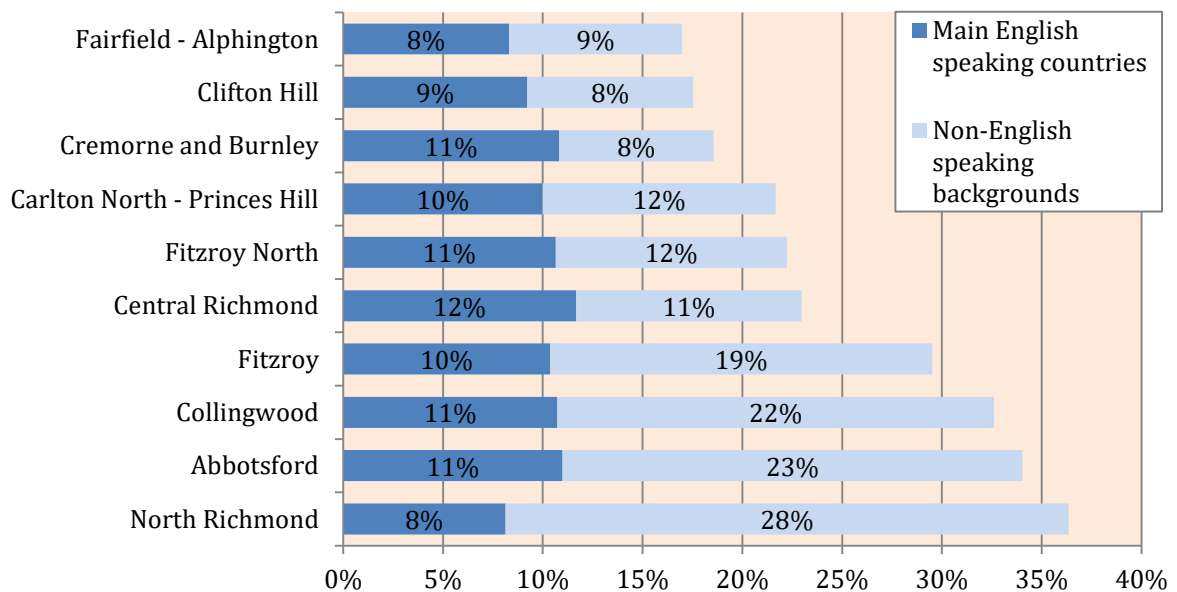
The next graph shows the age distribution of the top 10 countries of birth in the City of Yarra in 2016. Most groups were aligned with the broader Yarra age profile, with high proportions of younger adults (20-39 years). Vietnamese residents were quite evenly spread across the age groups and Greek and Italians were distinctly older ethnic groups – notably two-thirds of all Yarra residents born in Greece were 70 years or older.

## Age distribution - Top 10 countries of birth 2016 (%)



There was significant variation across Yarra, in terms of diversity, with as many as 36% of North Richmond residents born overseas (including 28% from non-English backgrounds) and as few as 17% in Fairfield-Alphington.

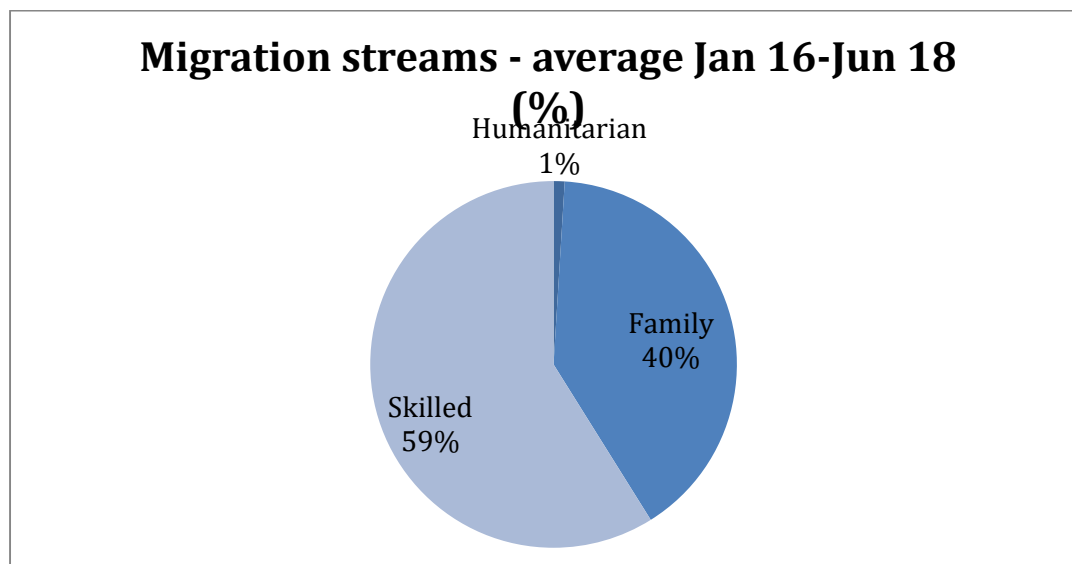
## Overseas born by neighbourhood (%)



## Recent arrivals and changing trends

Settlement data from the Australian Government shows the number of permanent settlers to Yarra in the last three years<sup>4</sup>.

Year	Humanitarian	Family	Skilled	Total
2016 (Jan-Dec)	13	425	620	1058
2017 (Jan-Dec)	10	490	674	1174
2018 (Jan-Jun <sup>5</sup> )	5	240	401	646



Numbers have been quite stable in the last few years, with skilled migrants making up the bulk of settlers (~60%), followed by those arriving through the family stream. As compared to Victoria, Yarra has a higher proportion using the family stream (40% as compared to 32%) and very little humanitarian settlement in the past few years.

According to the 2016 ABS Census, 28% of Yarra residents born overseas were recently arrived in Australia (2011-2016), a slightly higher proportion than that of Greater Melbourne (24%).

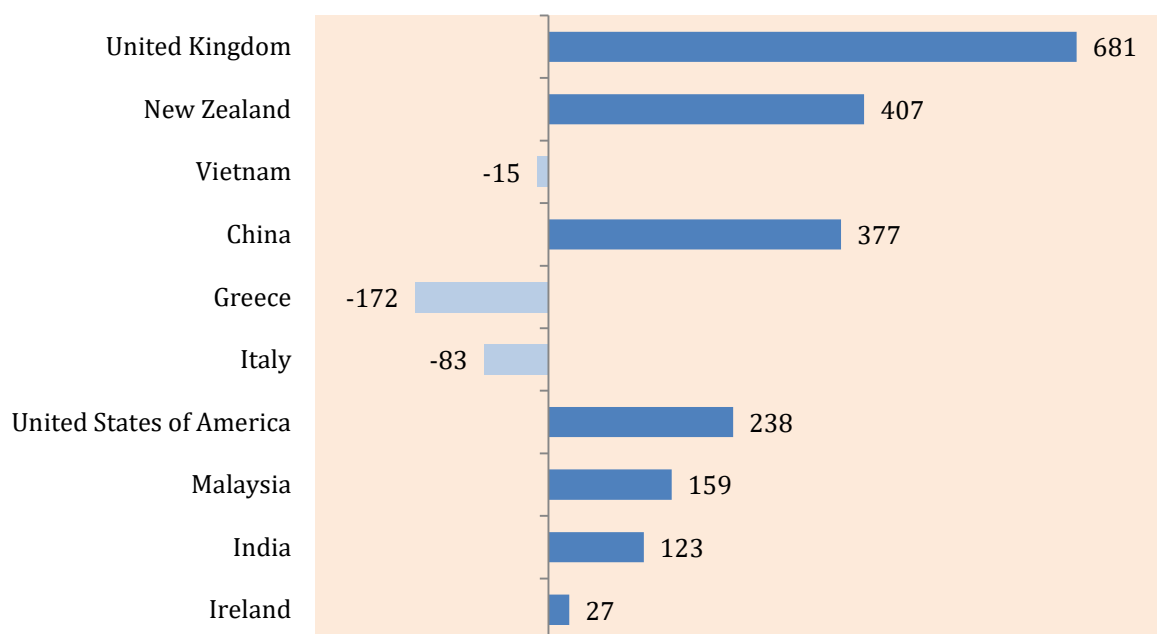
Between 2011 and 2016, the number of people born overseas increased by 3,569 or 17%, and the number of people from a non-English speaking background increased by 2,020 or 14%.

The largest increases in country of birth between 2011 and 2016 were for those born in the United Kingdom, New Zealand, China and the United States of America, as shown below.

<sup>4</sup> Source: Settlement Database, Australian Government, accessed August 2018

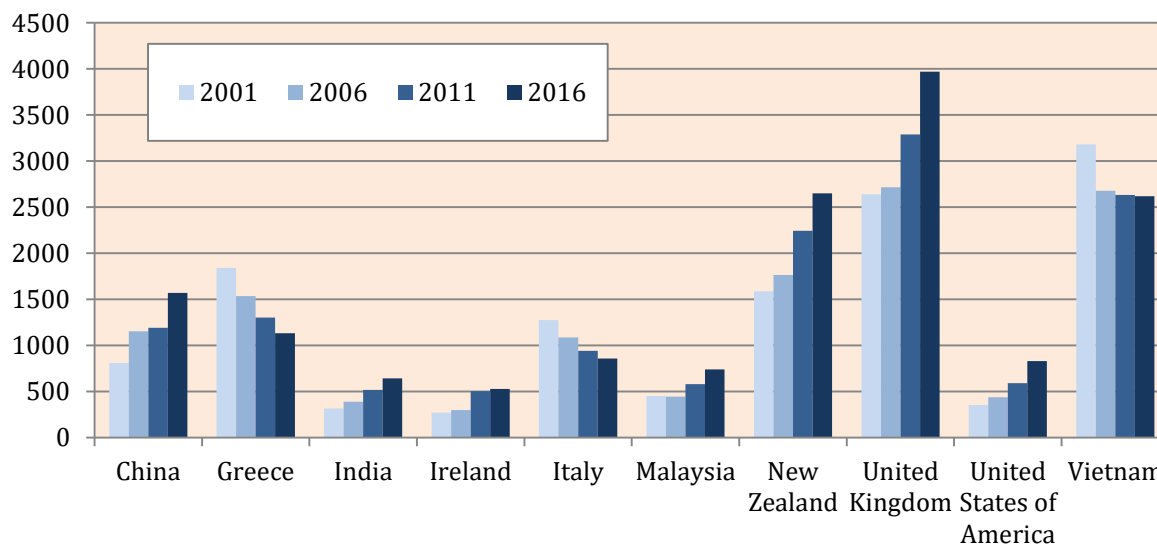
<sup>5</sup> N.B. First half of the year only

### Change in birthplace 2011-2016 (n)



Looking at the trends over a longer period, from 2001 to 2016 (below), one can clearly see the declining numbers of Southern European migrants as they age, and the stagnating number of Vietnamese born, after spiking in the late 90's to early 00's (although still relatively high). English speaking migrants from the UK, New Zealand, and to a lesser extent Ireland and the USA, have been on a steady increase, as have a number of the Asian backgrounds, particularly Chinese.

### Change in birthplace - 2001-2016 (n)



### Language

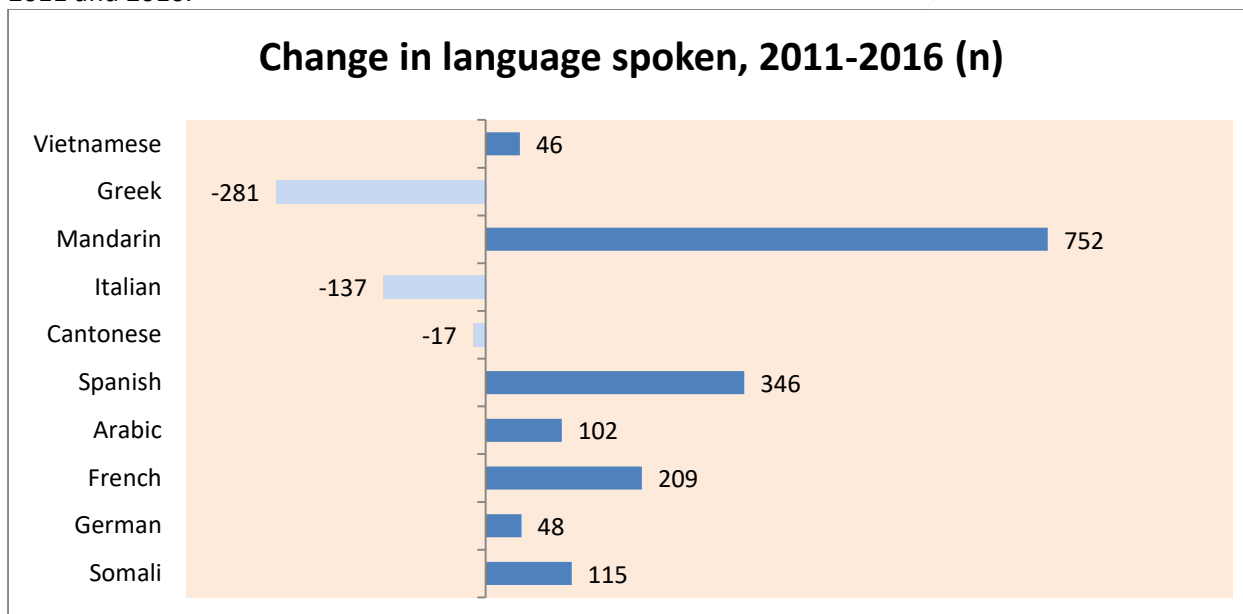
About 19,000, or 22%, of Yarra residents spoke a language other than English at home, representing a total of 120 different languages. Across Greater Melbourne, 32% spoke another language and 26% across Victoria.

The 10 biggest languages in Yarra, other than English, are shown in the table below.



TOP 10 LANGUAGES OTHER THAN ENGLISH	Number	%
Vietnamese	3,373	3.9%
Greek	2,285	2.6%
Mandarin	1,906	2.2%
Italian	1,567	1.8%
Cantonese	1,174	1.4%
Spanish	876	1.0%
Arabic	690	0.8%
French	627	0.7%
German	421	0.5%
Somali	411	0.5%

Consistent with the large proportion of Yarra residents born in Vietnam, Vietnamese is the biggest language group after English. Greek is the second biggest language group, however given the ageing profile of the Greek population in Yarra the number of Greek speakers is decreasing. Mandarin is now the third biggest non-English language and has seen the biggest increase in numbers between 2011 and 2016.

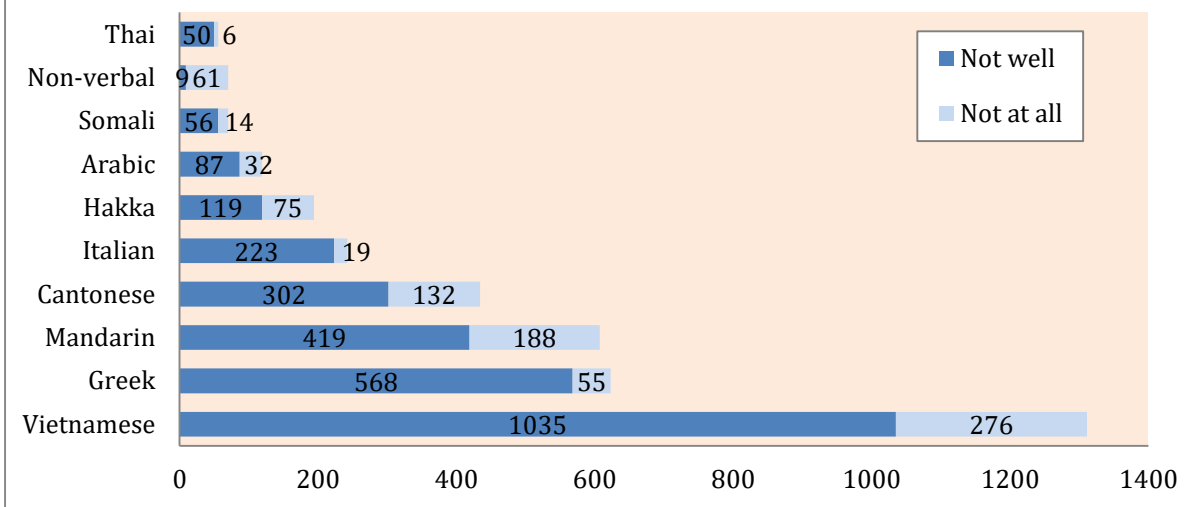


Of those who spoke another language, close to 4,500 people did not speak English well or at all, at the time of the last Census.

The Vietnamese speaking population of Yarra had the highest number of people who didn't speak English well or at all (1,311), followed by Greek (623), Mandarin (607) and Cantonese (434).

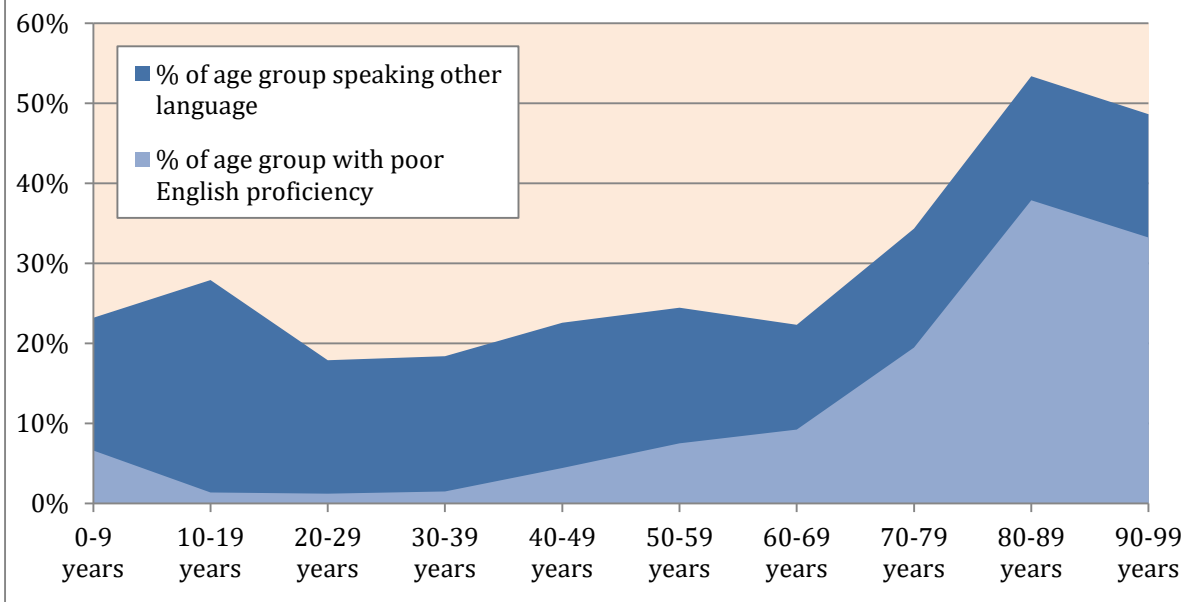
The top 10 countries with low English proficiency are shown below.

## Top 10 languages with low English proficiency (n)



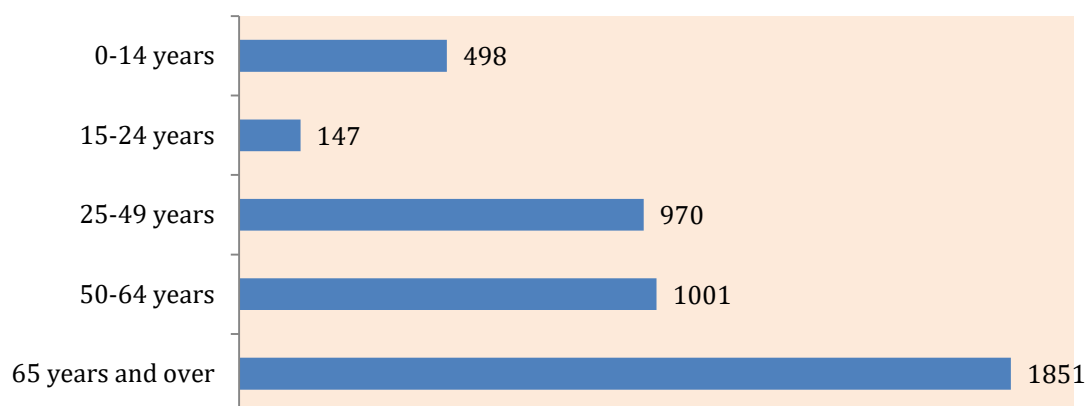
The graph below shows the proportion of persons who speak a language other than English and the proportion of poor English proficiency by 10-year age groups. As is illustrated, the ageing population, 70 years and older, have a high level of language diversity, and also a high level of poor English speakers. Younger adults are on average less language diverse and very few don't speak English well. Interestingly, close to 30% of 10 to 19 year olds speak another language, yet only 1% don't speak English well or at all.

## Language diversity and proficiency by age (%)



The below graph shows the actual numbers of people who have limited English proficiency for the various age groups. Close to 2,000 people 65 years and over don't speak English well or at all, and almost 500 aged up to 14 years. Very few youth (15-24 year olds) don't speak English well.

## Limited English proficiency by age (n)



Women were more likely to have limited English proficiency. Of those who speak English “not well” or “not at all”, 1,667 were male and 2,778 (62%) were female.

## Religion

In the 2016 Census, about half of Yarra’s residents did not identify with a religion. The biggest religion when grouped was Christianity, as shown below.

RELIGION TOTALS	Number	%
<b>Christian total</b>	26,034	30%
<b>Non-Christian total</b>	6,812	7.9%
<b>Non-classifiable religious belief</b>	868	1%
<b>No religion</b>	42,767	49.4%
<b>Not stated</b>	10,186	11.8%
<b>Total Population</b>	<b>86,657</b>	<b>100%</b>

The greatest increase in a religion between 2011 and 2016 was Islam (+387), however those who identified as “no religion” increased by over 13,000 between the Census years.

Yarra residents who spoke a language other than English were more likely to identify as religious, with 40% of non-English speakers identifying as Christians (as compared to 30% on average), 15% as Buddhists (as compared to 4%) and 8% as Muslim (as compared to 2%).

## CALD and Public Housing

Yarra has a significant proportion of residents living in public housing, with 9% recorded across the municipality at the time of the last Census. If you look at Yarra’s overseas born population it goes up to 17%, and looking specifically at those Yarra residents who were born in non-English speaking countries, as many as 25% were living in public housing.

Of the 7,550 residents who lived in public housing, 57% were born overseas, with 55% from non-English backgrounds. The top countries of birth for public housing residents were:

1. Vietnam (1,317, about half of Yarra’s Vietnamese population)
2. China (614)
3. Ethiopia (300)
4. Timor-Leste (294)
5. Sudan (216)

73% spoke a language other than English, including 29% who have poor English language proficiency. The 5 biggest languages were: Vietnamese, Mandarin, Cantonese, Arabic and Somali.

