

# Multicultural Partnerships Plan

2019-2023



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## **ACKNOWLEDGMENT OF COUNTRY**

Yarra City Council acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners and true sovereigns of the land now known as Yarra. We also acknowledge the significant contributions made by other Aboriginal and Torres Strait Islander people to life in Yarra. We pay our respects to Elders from all nations past, present and future

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# Purpose and Guiding Policies

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The development of the Multicultural Partnerships Plan 2019 – 2023 is the continuation of a long-term commitment by the City of Yarra to diversity and inclusiveness.

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The key steps in the revision of the previous plan and creation of the Multicultural Partnerships Plan (MPP) 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.*

## Political & Legislative Context

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

# Guiding Legislation

## 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)

# The Culture of Yarra

## 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.

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%

# How was this Plan developed?

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, as an efficient method and avoiding over-consultation.

# Priorities and Strategic Goals

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)

## PRIORITY 1: 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 1.1: 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 1.2: 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.

## PRIORITY 2: 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 2.1: 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 2.2: 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.

## **PRIORITY 3: 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 3.1: 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 3.2: 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.

## **PRIORITY 4: 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 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.

## STRATEGIC GOAL 4.2: 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.

# Yarra's Commitment to Diversity

## 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.

### 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

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

# Year One Actions 2019-2020

## PRIORITY 1: WELCOMING DIVERSITY

### Objective:

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 Goals	Action	Timeline	Measureable outcomes
<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 (Culturally Religiously and Linguistically Diverse) communities to learn about Aboriginal culture and history.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Consistent use of 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>(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>	<p>Ongoing</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>1.2 Advocacy</p> <p>Council will continue to be a leading advocate</p>	<p>Advocate on behalf of CRALD communities</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Participate on Mayoral and Local Government Taskforce advocating for the rights of People Seeking Asylum.</li> </ul>

Strategic Goals	Action	Timeline	Measureable outcomes
for the rights of our multicultural community and will focus on building a socially cohesive and inclusive City.	specifically those marginalised by harsh government policies or community attitudes.	June 2020	<ul style="list-style-type: none"> <li>Continue participation on Victorian Local Government Multicultural Issues Network (VLGMIN) – a state-wide 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 have sought or are seeking asylum. Event will include speakers and an art exhibition.</li> </ul>

## PRIORITY 2: PARTICIPATION AND INCLUSION

### Objective:

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 CRALD communities' assets and skills in developing programs and strengthening relationships.

Strategic Goals	Action	Timeline	Measureable outcomes
<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>	Connect CRALD groups and individuals with Council staff and services in Yarra, linking them to initiatives and enhancing capacity building.	<p>Ongoing</p> <p>May-June 2020</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> <li>Promote Council's Community Grants program and associated training program.</li> </ul>
	Develop opportunities for CRALD groups to contribute their skills and knowledge to	Ongoing	<ul style="list-style-type: none"> <li>Facilitate meetings and processes of the Yarra Multicultural Advisory Group (YMAG), including referring other Council consultations (e.g. Budget) for YMAG advice.</li> </ul>

Strategic Goals	Action	Timeline	Measureable outcomes
	Council processes as active informed citizens who are involved in the life of the community.		<ul style="list-style-type: none"> <li>• Work with libraries / other organisations to organise community information sessions aimed at building capacity in CRALD communities, e.g. computer literacy, use of MyGov etc.</li> </ul>
	Develop an inclusive, diverse and welcoming workplace at Yarra	<p>Ongoing</p> <p>Bimonthly delivery of training</p> <p>December 2019</p>	<ul style="list-style-type: none"> <li>• Provide advice and advocate for conditions at Council which promote inclusion e.g. 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> <li>• Investigate models offering pathways for employment opportunities, e.g. placements, internships, etc. for people from CRALD backgrounds with the view of potential development in the second year of the plan.</li> </ul>
<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>	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 e.g. youth, women, LBGTIQ, people seeking asylum.	<p>Ongoing</p> <p>May 2020</p> <p>2019-2020</p> <p>Ongoing</p> <p>Ongoing</p> <p>December 2020</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 e.g. 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> <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</li> </ul>

Strategic Goals	Action	Timeline	Measureable outcomes
		December 2019	<p>CRALD backgrounds and share responsibility for inclusion and participation.</p> <ul style="list-style-type: none"> <li>Investigate development of Diversity Champions program to spread expertise and knowledge across the organisation.</li> </ul>
		March 2020	<ul style="list-style-type: none"> <li>Promote and organise Taste of Harmony events at Council, celebrating staff diversity.</li> </ul>
		Ongoing	<ul style="list-style-type: none"> <li>Provide opportunities to Council staff and external stakeholders for training in cross cultural awareness and unconscious bias.</li> </ul>

### PRIORITY 3: LIVEABLE AND SAFE COMMUNITY

#### Objective:

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

Strategic Goals	Action	Timeline	Measureable outcomes
<p>3.1 Safe Places and Spaces</p> <p>Consult with our CALD 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>	<p>Ongoing</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> </ul>
		Ongoing	<ul style="list-style-type: none"> <li>Foster relationships and maintain ongoing communication with stakeholders such as Police, Department of Health and Human Services, etc., regarding public safety concerns.</li> </ul>
		Ongoing	<ul style="list-style-type: none"> <li>Advocate to improve public safety conditions at public housing estates where needed.</li> </ul>
		Ongoing	<ul style="list-style-type: none"> <li>Promote We Stand Together resources to police stations, public housing, libraries, etc.</li> </ul>
		December 2019	<ul style="list-style-type: none"> <li>Deliver a second We Stand Together Community Facilitators training program, building capacity of community members</li> </ul>

Strategic Goals	Action	Timeline	Measureable outcomes
		December 2019  Ongoing	and delivering information in a culturally appropriate manner. <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>
	Include CRALD community in consultations involving public spaces and facilities.	Ongoing	<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>
3.2 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.	Organise and promote events in the community to highlight the richness of the cultural heritage of Yarra and promote intercultural relations.	March 2020  Ongoing  December 2019	<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 celebrations and promote on website and via networks.</li> </ul>

## PRIORITY 4: ENGAGEMENT AND COMMUNICATION

### Objective:

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 Goals	Action	Timeline	Measureable outcomes
<p>4.1 Connections</p> <p>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.</p>	<p>Create and facilitate opportunities for intercultural exchange between community groups, providing opportunities for sharing traditions and cultural knowledge.</p>	<p>Ongoing</p>	<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>
<p>4.2 Knowledge Sharing</p> <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.</p>	<p>Increase knowledge to Council staff on engaging and communicating with CRALD communities.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>June 2020</p> <p>June 2020</p> <p>December 2020</p> <p>Ongoing</p> <p>Ongoing</p>	<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, e.g. 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 e.g. Working with interpreters.</li> <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>

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.

## Translations

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### ARABIC

للمعلومات باللغة العربية، حول هذا المستند أو عن المجلس البلدي، نرجو الإتصال هاتفياً على الرقم 9280 1930 وأذكر رقم المرجع **REF** المذكور أدناه.

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### GREEK

ΓΙΑ ΠΛΗΡΟΦΟΡΙΕΣ ΣΤΑ ΕΛΛΗΝΙΚΑ ΣΧΕΤΙΚΕΣ ΜΕ ΑΥΤΟ ΤΟ ΈΓΓΡΑΦΟ Ή ΤΗ ΔΗΜΑΡΧΙΑ, ΠΑΡΑΚΑΛΟΥΜΕ ΚΑΛΕΣΤΕ ΤΟ 9280 1934 ΚΑΙ ΑΝΑΦΕΡΕΤΕ ΤΟΝ ΑΡΙΘΜΟ **REF** ΠΑΡΑΚΑΤΩ.

### ITALIAN

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### SPANISH

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### VIETNAMESE

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