

# MULTICULTURAL ADVISORY COMMITTEE MINUTES

Wednesday 1 February 23  
6pm – 8pm



## 1. Welcome and Acknowledgement of Country

Acknowledgement of Country was conducted by Councillor Masselos.

### Present

Councillors	
Clr Paula Masselos	Mayor of Waverley
Clr Ludovico Fabiano	Councillor
Clr Sally Betts	Councillor
Clr Leon Goltsman	Councillor
Council Officers	
Ben Thompson	Director Community, Culture and Customer Experience
Madly Bodin	Community Development Officer, Diversity
Rebecca Rodwell	Manager, Community Planning & Partnerships
Community Member/Organisations	
Linda Deutsch	Resident
Margaret Teed	City East Community College
Tito Scohel	Resident
Patricia Jenkins	Expert
Valentina Bau	Resident
Emily Bogue	Resident
Rachel Tanny	Resident
Robert Farotto	Resident

## 2. Apologies

Clr Angela Burrill, Annette Trubenbach (EM, Community Programs), Emily Scott (GM), Sharon Cassidy (Director, Assets and Operations), Lana Kofman, Raphael Crowe, Rozy Dorizas

## 3. Acceptance of previous minutes & business arising

The minutes from the previous meeting should be updated as Rachel Tanny was not listed as an attendee.

**Moved:** Margaret      **Seconded:** Linda      **Carried**

#### 4. Activity

Madly asked the group to reflect on their learning experience as a MAC member over the term of the committee in pairs, and what was most impactful for them.

Feedback included;

- Robust discussions
- Forward planning
- Broader representation
- Input into programs
- Making a difference
- A sense of belonging, community
- Reconnecting
- Diversity of the group
- Seeing the outcomes of the discussions

#### 5. Declarations of pecuniary and non-pecuniary interests

Nil

#### 6. Anti Racism Campaign

Anti-Racism Campaign Review Report had been distributed prior to the meeting (to be re-attached to the minutes).

Connected to the anti-racism campaign, the inaugural art competition for the sea wall launched in March 2022. The artist talk with Emmanuel Asante and Shiva Dadvar who won the competition will be taking place in March, with final details to be sent out after the meeting.

Cr Betts raised a question about antisemitism in schools. Madly provided a verbal report about the information gathered through discussions with the Jewish Board of Deputies, NSW Department of Education and some local public and private schools. Further details to be circulated after the meeting.

Council suggests an ongoing campaign that:

- stays away from divisive messaging.
- provides more background on the need for a campaign locally.
- considers ways of supporting people from diverse backgrounds.
- uses additional examples to understand how racism occurs.
- facilitates opportunities to create dialogue.
- supports community members with practical tips.

Further feedback regarding the anti-racism campaign moving forward included:

- We need to consider racism in a broad context, considering all communities.
- We acknowledge that antisemitism is not the same as racism.
- Varied feedback was received/ heard about the 'Racism not Welcome' street signs. Some members felt that they had been successful, while others felt they had become invisible.
- We should consider other ways to share positive messaging – spray painting, garbage trucks, other visible locations.

- There was a consensus not to install any additional 'Racism not Welcome' signs.
- The campaign should remain dynamic and keep promoting the benefits of diversity and inclusion.
- We should attempt to engage with well-known anti-racism champions.
- Council needs to facilitate community education and increase awareness opportunities.
- A suggestion as made to work with Diversity Arts – Council will try to reach out again.
- Members of the MAC asked for more data to be reported on the campaign.
- Information was sought on Council's staff diversity.

## **7. Activity**

Madly asked the group to think about a time when they considered reporting an unfair, inappropriate, disrespectful behaviour or language. Which factors influenced the decision to report it (or not)?

Post-it notes from each pair to help inform the Council's anti-racism campaign.

## **8. Crimes Amendment (Prohibition on Display of Nazi Symbols)**

- Section 93Z inserted in the NSW Crimes Act (19 Aug 2022).
- Knowingly displaying Nazi symbols in public without a reasonable excuse is a criminal offence.
- Penalties:  
Individuals: 12 months imprisonment and/or a fine of \$11,000  
Corporations: \$55,000.
- Display of the swastika in connection with the Buddhist, Hindu and Jain faiths authorised.
- Situations where an individual may have a reasonable excuse include: "academic, artistic, or educational" purposes or "for another purpose in the public interest".
- Enquiry report is available online.

Feedback from the group suggested that there is no clear way of reporting the display of Nazi symbols or information about how it will be enforced.

A MAC member suggested Council could share information about the reporting process as it is so significant to many Waverley residents.

### **Actions**

As this is a police responsibility, Council can only commit to the following actions:

- Reference the legislation on our website.
- Cllr Masselos will raise this with the Superintendent in terms of education for police and responding to reports of Nazi symbols.

## **9. Communication Supports Policy**

The draft policy will be shared with MAC members. The policy is broken down into:

- accessible formats
- multilingual content
- individual communication supports (language assistants, written information and use of interpreters through the Translating and Interpreting Services)



Clr Betts informed the group that Multicultural NSW can also provide support with translations.

**Actions**

- Seek information from Multicultural NSW about translation services available
- Initiate discussion with Communications team on the use of automated translations
- Seek feedback from MAC members on the draft Communication Supports Policy

**10. Project Updates**

- International Students Project – this project aligns with our Cultural Diversity Strategy (Focus Area 2 – Connected and Welcoming). The project aims to ensure international students, feel welcomed, have a sense of belonging and connection to the local area, and know how to access supports.
- A Social Work student from UNSW will be starting in two weeks and working on a project focused on international students. There are a number of issues facing these students, who can be very vulnerable, including accommodation. The student will spend the initial few weeks connecting with internal and external stakeholders to understand issues, existing supports available, and how Council can support international students.
- Career Pathways Expo – Madly and other Council staff attended the Career Pathways Expo with our Local Connections Coordinator (Volunteering Focus). Between 300 and 400 people attended. This type of event allows Council to connect with a wider pool of potential applicants and volunteers.

**11. MAC Terms of Reference and Recruitment**

The current term of the Committee ends in March, therefore Council will be advertising for the MAC positions in the coming weeks for a new two year term.

The draft of the updated MAC Terms of Reference were circulated ahead of the meeting. The main changes were presented at the meeting and feedback was sought from the group with no query raised. The draft will be sent to Council for approval.

**12. Other Business/Correspondence**

Margaret is hoping to discuss with Council the possibility of creating some opportunities for migrants with tertiary qualifications, including mock interviews with Council staff.

Rachel has requested that someone from Council come to talk with the 3<sup>rd</sup> Rose Bay Judean Scouts about diversity and related Council activities.

Meeting closed 8pm.