



Multicultural Advisory Committee (MAC)  
Notes for 22<sup>nd</sup> November 2018  
6pm-8pm  
The Mill Hill Community Centre  
Room 1, Level 1, Seniors and Community Centre  
31- 33 Spring St, Bondi Junction 2022.

**1. Welcome & Acknowledgment to Country**

Cr Paula Masselos acknowledged the *Bidjigal and Gadigal people* who traditionally occupied the Sydney Coast and welcomed everyone to the meeting.

**2. Introduction and Apologies**

Councillors	
Cr Paula Masselos (Chair)	Councillor
Council Staff	
Rebecca Rodwell	Community Development- Manager
Jo Harney	Community Development Officer – Diversity
Community Members	
Tito Schoel	Resident
Robert Farrotto	Resident
Service Providers	
Amir Salem	Australian Egyptian Forum

**Apologies**

- Cr Dominic WY Kanak, Cr Angela Burrill, Cr Tony Kay, Cr Leon Goltsman, Rozy Dorizas, Dr. Trish Jenkins, Emma Zlatkis, Roisin Trainor (ISA), Rayila Maimaiti (WDVCAS) , Margaret Teed/ Jana Rezkova- City East College (CEC)
- The meeting proceeded without a quorum.

**3. Acceptance of previous minutes**

**Moved:**  
(deferred)

**Seconded:**

**4. Business arising**

A spreadsheet was tabled which will track MAC projects and ideas. This will be available to MAC members as required.

Project	Update	Action
<b>Backpackers/ migrant worker rights project - Fair work Ombudsman</b>	Contacted Fair work Ombudsman to invite them as a guest speaker to the MAC. The report <i>Wage Theft in Silence</i> has been released by the Migrant Worker Justice Initiative UTS/UNSW	Invite the authors of the Wage Theft in Silence report to do a community talk in the library to promote their findings in the community.



	which reports on the underpayment of some migrant workers- including backpackers and students being underpaid <a href="https://static1.squarespace.com/static/593f6d9fe4fcb5c458624206/t/5bd26f620d9297e70989b27a/1540517748798/Wage+theft+in+Silence+Report.pdf">https://static1.squarespace.com/static/593f6d9fe4fcb5c458624206/t/5bd26f620d9297e70989b27a/1540517748798/Wage+theft+in+Silence+Report.pdf</a>	Invite service providers and community members to attend the talk.
<b>Traineeships for people from a migrant and refugee background</b>	There are currently no updates on this matter.	Cr Masselos will raise a motion requesting Council offer a targeted migrant or refugee traineeships.
<b>CALD Surf Safety Strategy</b>	Tito has approached NSW Fisheries to fund a Beach meets Bush Surf Safety Project for kids from Blacktown.  The Stay Safe at The Beach Brochure translated into 15 languages was reported as being a popular resource at the recent Migrant Employment Expo at Randwick TAFE	Explore funding options for transporting groups from other areas (i.e. Western Sydney) including encouraging surf clubs to apply for transport through Waverley's small grants scheme.  Send Stay Safe at the Beach brochure to Cr O'Neil.

## 5. Multicultural Access and Equity Policy

Multicultural NSW's current reporting process for State Government bodies is through the Multicultural Policy and Services Program (MPSP). It is not compulsory reporting, and they select key agencies each year to report. The Office of Local Government was chosen as a mandatory reporter to Multicultural NSW for 2018.

MPSP templates to use for Multicultural plans cover 4 objectives (Service Delivery, Planning, Leadership and Engagement) and 9 key outcomes.

Discussion around Councils extensive integrated planning tools and structures, and how the Multicultural Policy should be embedded into the Integrated Planning Framework.

Cr Masselos will talk with Linda Scott from Local Government NSW about Local Government specific reporting requirements.

Cr Masselos proposed the following five key pillars to consider for the Multicultural Policy;

1. Justice & Fairness
2. Civic and Social participation
3. Community Resilience
4. Social Inclusion
5. Economic benefit

The policy will be underpinned by a Social Justice Framework. The policy will aim to have empowering strategies that harness diversity and have a values-based approach to appeal to Waverley's sense of justice, altruism, tolerance and future aspirations.



**Action:**

- Seek Council endorsement to develop a Multicultural Policy which aligns with the Social Sustainability Framework included in Council's Strategic Plan
- Draft a timeline for the development of the new Multicultural Policy

**6. Social Inclusion, Community Resilience and Local Government project**

Discussion around the objectives and benefits to Council of joining the Welcoming Cities project including: peer support amongst local governments; sharing policies, sharing and replicating program and service delivery models, access to networks, learning, and conferences.

The Social Inclusion and Community Resilience project should be an innovative research project. This project will begin with mapping the region and defining what is social inclusion and community resilience in Waverley. What does this mean for Waverley?

Explore Innovation funding and partner with local community organisations such as *My Big Kitchen* or *JNC*. Potentially develop a community alliance of community leaders to engage in the project.

**Action:**

- Council staff to look into innovation funding/ LGNSW opportunities to engage an academic such as Andrew Jakubowicz to lead the project.
- Cr Masselos will raise a motion requesting Council to become a Welcoming City signatory Council staff to assist with wording for the motion.
- Welcoming Cities to be a separate item on the agenda and a strategy within the Multicultural Policy.

**7. Community Outreach Forum**

**Action:** Jo to source dates from JNC coordinator regarding the Harwood method ASK/Aspirations exercise.

**8. Walk for Respect**

**Walk for Respect - continued from item 5 - Business Arising.**

Staff from Caring, Cultural Programs, and Events have met to begin planning for the Walk. A suggested Route with no road closures includes: Starting at Biddigal Reserve, walking along the Promenade, and then looping onto the footpath on Campbell Parade. The walk will finish in the Pavilion Amphitheatre, where there will be speeches and some entertainment.

Rebecca asked for MAC members feedback to include into the report to Council requesting funds for the Walk.



W A V E R L E Y  
C O U N C I L

The MAC discussed ideas and the purpose of the event. The aim of the event is to promote positive awareness around diversity and advocacy for multiculturalism.

Suggestions to include in the report costings;

- Having a Welcome to Country
- Inviting community groups, surf clubs, schools, Woollahra and Randwick Council, The Grand Mufti, school marching band, Community and Religious leaders
- Guest speakers include Tim Soutphommasane, Michael Kirby, Comedians Anh Do, Akmal Saleh or another diverse comedian.
- Exploring an ambassador scheme
- Making it a Waverley owned event
- Consistency with the Multicultural March theme
- To ensure maximum impact the MAC would like the walk to be on a visible route and have entertainment or music.
- Have a community BBQ run by local organisation or Australian Republican Movement
- Develop an evaluation of the day for participants to fill out

**Action:**

- Determine the most appropriate route for the walk and send to MAC members for comment. No streets should be closed as part of the event
- An action plan to be developed
- Confirm a suitable date with the outdoor events and Pavilion teams
- Prepare a report to Council
- Add the Walk for Respect as a standing agenda item

**Meetings in 2019**

**Action:** Jo to send through dates for 2019 meetings. Starting the year with the Harwood method approach facilitated by Josh from JNC.

**Meeting closed 8pm**