

MULTICULTURAL ADVISORY COMMITTEE MINUTES

Wednesday 7 September 2022
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
Council Officers	
Madly Bodin	Community Development Officer, Diversity
Rebecca Rodwell	Manager, Community Planning & Partnerships
Community Member/Organisations	
Lana Kofman	Jewish Care
Margaret Teed	City East Community College
Patricia Jenkins	Expert
Rachel Tanny	Resident
Raphael Crowe	Resident
Rozy Dorizas	Resident
Valentina Bau	Resident
Emily Bogue	Resident

2. Apologies

Clr Leon Goltsman, Clr Angela Burrill, Clr Tony Kay, Robert Farotto, Linda Deutsch, Annette Trubenbach (EM, Community Programs), Emily Scott (GM), Sharon Cassidy (Director, Assets and Operations), Meredith Graham (Acting Director, Community, Culture and Customer Experience)

3. Acceptance of previous minutes & business arising

Moved: Valentina **Seconded:** Raphael **Carried**

Business Arising

Rebecca explained that our 'Acknowledgement of Country' had been updated following the launch of our Aboriginal Cultural Protocols document, to include the Birrabirragal clan. They were a small group located at the Northern end of the LGA.

Action

Rebecca to share the new Aboriginal Cultural Protocols document.

4. Activity

The committee watched a video that touches on unconscious gender bias and that was shared as part of Council's Diversity and Inclusion training:

www.youtube.com/watch?v=qv8VZVP5csA

Implications for the implementation of the Cultural Diversity Strategy were discussed in pairs and with the wider group. Some of the comments included the need to increase the representation of culturally and linguistically diverse people who are in highly skilled positions ('you can't be what you can't see) and how exploring gender bias may be a good angle to talk about unconscious bias more generally and racism.

5. Diversity and Inclusion Training – Update

Council arranged 4 Diversity & Inclusion training sessions in July and August targeting people managers. The 1.5 hour training was facilitated by Diversity Council Australia and 94 Council managers participated. It explored the concept of identities, intersectionality, the 'two systems' (fast and slow) and bias preferences.

In total, 26 staff completed the feedback form and 70% of them found the session engaging or very engaging). Only one session was held face-to-face due to Covid protocols in place at the time. Overall it was a good introduction to the topic and the need to 'nudge' people towards better (less biased) decisions.

Council officers have started to explore how some of the resources already available can be shared with the rest of Council staff on an ongoing basis to create some further shared understanding on the topic of diversity and inclusion.

Emily shared that 'Diversity Champions' was a successful way to raise awareness about this topic in her workplace. Trish has recently completed 16 hours of training around Cultural Safety and has shared some of the details with Madly.

Action

Madly to follow up with Emily on how the program was implemented in her workplace.

6. Anti-Racism Campaign

Emmanuel Asante and Shiva Dadvar, who are also supported by Settlement Services International, have almost completed their sea wall murals as part of Council's anti-racism campaign. Various activities will be arranged in the future for these artists to showcase their work and share their stories.

The United to End Racism web content is live and will be updated regularly.

Within the Waverley LGA, 4 'Racism not welcome' street signs and 9 decals were installed on the 31st of August. One complaint has been received. Raphael noticed that one of the decals had been removed from the Bondi Junction mall.

Council officers will prepare a feedback report for the November meeting about the campaign to date.

Action

- Madly to follow up about the missing decal and prepare a campaign report for the November meeting

7. Annual Update

The annual update below was shared with the committee and committee members were satisfied with the progress achieved in the first year of the Cultural Diversity Strategy.

Strategy Focus Areas	Actions led by Council between September 2021 and August 2022
Leadership & Planning	<ul style="list-style-type: none"> Diversity & Inclusion training held with all Waverley Council managers in July and August 2022 Diversity Council Australia membership for all Waverley Council employees Review of Diversity & Inclusion Policy Membership of the <i>Racism. It stops with me</i> campaign renewed Local information provided to Local Government NSW on impact of conflict in Ukraine Water safety videos and training for people of diverse backgrounds shared on social media
Connected & Welcoming	<ul style="list-style-type: none"> <i>Welcome to Bondi</i> picnic held in December 2021 Fortnightly multicultural cooking classes Aboriginal and Torres Strait Islander Culture Club monthly sessions NAIDOC activities organised in July 2022 Waverley Aboriginal Cultural Protocols launched Bondi Story Room featuring a range of stories related to the local Aboriginal community and other culturally diverse communities Bondi Story Room stories translated into Mandarin, Spanish and French Welcome to Country will now be a part of Citizenship Ceremonies
No place for racism	<ul style="list-style-type: none"> Web content live in March 2022 Art competition in March 2022 and murals up in August 2022 Street decals and street signs installed in August 2022 Change Agent Survey, community engagement at Global Table, library resources in May 2022 Author talk and consultation with people with disability in June 2022
Inclusion & Equity	<ul style="list-style-type: none"> Tech-savvy seniors sessions held in other languages (Russian, Italian, Spanish) in May and June 2022: 2 sessions in each language Translation of the Justice Connect Power of Attorney Guide into Russian in July 2022
Enabling opportunities	<ul style="list-style-type: none"> One person recruited via the Community City East College mentor program in April 2022 Aboriginal businesses and businesses employing refugees used for the 2022 volunteer presents and thank-you event, the campaign author talk, the Welcome to Bondi picnic and other events and activities A Waverley Council Aboriginal and Torres Strait Islander School Based Trainee was awarded Regional Aboriginal Student of the Year at the NSW Training Awards

Group Discussion

The committee used picture cards ([imaginari.es/new-metaphors/](https://www.imaginari.es/new-metaphors/)) to reflect on and identify on the focus areas of the Cultural Diversity Strategy. The output is compiled and shared separately with the committee as working notes.

8. Other Business

Council officers shared the results from the 2021 Census are being released progressively. An information session was led by .id (informed decisions) Demographic Consultant Glen Capuano for Council staff and Councillors. Waverley Council pays an annual subscription to make census results available in a user-friendly way through a community profile section: <https://profile.id.com.au/waverley>

Newly released data is identified with red dots. Council officers will update its community profile snapshot once all the data is available. More than 40% of Waverley residents were born overseas and Mandarin has now replaced Hebrew in the top 6 languages spoken in Waverley.

No update provided on local matters arising from the conflict in Ukraine.

Councillor Betts raised the new legislation prohibiting the display of Nazi symbols. This will be on the agenda for the next meeting.

9. Meetings

The next meeting will be held on Wednesday 9 November.

10. Meeting closed 7:35 pm