

MULTICULTURAL ADVISORY COMMITTEE MINUTES

Wednesday 27 May 2021
6pm – 8pm
Queens Park Room – Waverley Council Chambers



1. Welcome and Acknowledgement of Country

Acknowledgement of Country was conducted by Emily Scott

Present

Councillors	
Clr Dominic WY Kanak	Councillor
Clr Paula Masselos (late arrival)	Councillor
Council Officers	
Emily Scott (Chair)	General Manager
Annette Trubenbach	Executive Manager, Community Programs
Madly Bodin	Community Development Officer, Diversity
Rebecca Rodwell	Manager, Community Planning & Partnerships
Community Member/Organisations	
Emily Bogue	Resident
Lana Kofman	JewishCare
Linda Deutsch	Resident
Ludovico Fabiano	Resident
Margaret Teed	City East Community College
Patricia Jenkins	Expert
Rachel Tanny	COA Sydney
Raphael Crowe	Resident
Robert Farotto	Resident
Valentina Bau	Resident

2. Apologies

Clr Angela Burrell, Clr Tony Kay, Clr Leon Goltsman, Rozy Dorias

Annette informed the committee that Emily Scott had been appointed as the new General Manager at Council on May 25.

3. Acceptance of previous minutes

Moved: Rachel **Seconded:** Ludovico **Carried**

4. Cultural Diversity Strategy and Action Plan

Madly gave an update about the Cultural Diversity Strategy and Action Plan:

- Council officers have received the draft plan from the consultants, and have sent a report to Council recommending that a 28-day public exhibition should commence from the 9th of June, seeking feedback on the draft strategy and action plan
- MAC members will be sent an email when public exhibition begins requesting feedback
- The exhibition period will be promoted via various print and online media channels, through officers' networks and posters displayed throughout the LGA
- The engagement summary from the first round of consultation will also be available during the exhibition period
- People requiring support to provide feedback will have access to the Translating and Interpreting Service, and Madly will be a contact person as required
- Following the public exhibition, the feedback will be compiled and a report sent to Council seeking endorsement of the Cultural Diversity Strategy and Action Plan.

5. Anti-Racism Communications - Activity

Madly introduced Annika Posthelwaite (Communications Partner) to led this activity with a presentation on the anti-racism strategy.

To recap – Waverley is exploring options for creating an anti-racism campaign to be implemented, considering the Inner West #racismnotwelcome campaign and building on the energy and knowledge of the MAC committee.

Annika presented to the group and reported on:

- Examples of racist incidents in Waverley
- Examples of anti-racism campaigns
- Research highlights on changing behaviours (power of social norms instead of knowledge only, collective or individual messaging, positive vs negative messaging, targeting those with moderate views, different ways of communicating messages, encouraging action, building empathy).

Following Annika's presentation, the MAC members discussed potential ideas for messages that could form part of Council's anti-racism campaign and potential communication supports.

Discussion/ideas from the group included:

- Repurposing the expression 'I'm not racist, but' to – 'I'm not racist, and'
- Providing some education/tips on what racism is and how to stop it (call to action)
- Tips to de-escalate incidents of racism
- Designing a wallet insert card similarly to the human rights charter on [sth missing here or delete 'on']
- What does welcoming mean? Embracing diversity, social inclusion, accepting difference mentioned as inspiring concepts but lacking urgency / call to action?? Not sure this was the discussion?
- Strength in resilience
- Leverage sporting culture, including ambassadors from all backgrounds

- Sharing portraits of people who are part of our diverse community
- Making the campaign visible through various communication supports - murals, steps, train station, garbage trucks, electricity boxes, bus stops, flags, art competition, shopping bags, keep cups, community radio, sand sculptures, messaging on Bondi Beach
- Having a permanent physical street sign in places where racism incidents occur to 'reclaim' that space.

Following the suggestions made by the MAC, Madly explained that:

- the discussions held with MAC members constitute the start of the consultation process on the anti-racism campaign before engaging with the wider community;
- scope and budget for the consultation activities and the implementation of the campaign would have to be considered for endorsement by Council alongside the final cultural diversity and action plan; and
- the campaign could include a mix of permanent and temporary elements and would be agile, by responding to the community's feedback.

Annette explained that the campaign would also be run in partnership with other local organisations and community groups as anti-racism is everyone's responsibility.

Rachel raised an extremely concerning public anti-Semitic post on social media by a prominent member of the local business community. The question was raised as to how Council should respond to racist incidents such as this.

Action – Council officers to follow up with the media team about this incident and to report back to the MAC.

6. Council Update

Events held & planned

- The Harmony Concert and Global table took place in April and May
- Waverley and Randwick Councils and Sydney Multicultural Community Services are planning a dinner on Tuesday 29 June for Refugee Week. Invitations will be sent to people from refugee backgrounds and with lived experience of claiming asylum in Australia. One of the speakers invited is Rosemary Kariuki, 2021 Australian of the Year.
- The Bondi Festival is coming up (25/06-11/07). Half of the artists are First Nations artists and artists from culturally and linguistically diverse backgrounds. The program was developed to be accessible to people of all ages and abilities.

The Bondi Story Room project is progressing – if people have any ideas for inclusion in the Bondi Story Room, please go to 'Have your Say':

https://haveyoursay.waverley.nsw.gov.au/bondipavilion/news_feed/bondi-story-room

7. Other Business/correspondence

- Welcoming Cities Update with Turkan Aksoy
Turkan talked about the purpose of Welcoming Cities, which is around knowledge sharing, partnership development, celebrating success and accreditation/standards.



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

Waverley is a member of the Welcoming Cities Network, and the next step would be accreditation in the areas of:

1. Leadership
2. Social and Cultural Inclusion
3. Economic Development
4. Learning and Skills Development
5. Civic Participation
6. Places and Spaces

Turkan also mentioned the 'Putting out the mat' report, which will be shared amongst MAC members.

- Internship/Work Experience – Margaret raised the issue of internship/work experience opportunities for people from diverse backgrounds as there are limited professional opportunities.

Action – Madly and Rebecca to explore this in partnership with other Council departments.

- Work on the next Community Strategic Plan will begin in June and an update on the process will be tabled at the next MAC meeting.

8. Meetings in 2021

No future meeting dates have been set as yet. The next engagement with the MAC is scheduled to coincide with the launch of the Cultural Diversity Strategy and Action Plan in August?

The MAC members were invited to share any ideas they may have for the launch of the strategy.

9. Meeting closed 8pm