



THE CITY OF
GREATER GEELONG

MULTICULTURAL ACTION PLAN

2018–2022



**The City of Greater Geelong
acknowledges Wadawurrung
Traditional Owners of this
land and all Aboriginal and
Torres Strait Islander People
who are part of the Greater
Geelong community today.**

The Multicultural Action Plan is aimed at strengthening Council's connection with migrant communities who have called Australia home since colonisation. Migrants have made a major contribution throughout Geelong's history, and our region is now home to 51 different cultural communities.

CONTENTS

Foreword by the Mayor	4
Acknowledgements	5
Aims and policy context	6
Alignment with legislation, policies and other Council documents	6
Key documents	6
Commonwealth and Victorian legislation	7
International context	7
Greater Geelong's culturally diverse community	9
Who we are	9
Supporting our culturally diverse community	10
Our history	10
Our support	10
Our future plan	11
Our partnerships	11
Multicultural Action Plan Commitments: 2018 – 2022	12
Implementation and reporting	14

FOREWORD

I am proud to present the City's second *Multicultural Action Plan* which will guide how the City plans for and supports our multicultural community over the next four years, 2018 - 2022.

The plan has been developed to consider the needs of all people who have migrated to Australia and settled in Geelong. Whilst for some it has been a difficult journey, we acknowledge and welcome every person and the diversity, skills and experience they bring.

I would like to thank everyone that contributed to the plan – the organisations, the networks and the people. Council's Multicultural Action Plan Advisory Committee has significantly shaped the redevelopment process.

With your help we have been able to plan the services and initiatives that are needed, mindful of the great strengths that already exist in many of the communities we want to support.

Our *Council Plan 2018 – 2022* focusses on "putting our community first" and the *Multicultural Action Plan* is a great demonstration of how we do this. Working with the multicultural community and the organisations that support them we will create a safe, welcoming and diverse community for all.



Cr Bruce Harwood

Mayor City of Greater Geelong (2018)



ACKNOWLEDGEMENTS

The development of the *Multicultural Action Plan 2018-2022* was guided by the expertise and knowledge of the Multicultural Action Plan Advisory Committee. We are grateful to all the members of this committee who volunteered their time and provided input generously.

AIMS AND POLICY CONTEXT

The Multicultural Action Plan (MAP) 2018 – 2022 aims to:

- Increase our multicultural community's participation and highlight the benefits of diversity and social inclusion;
- Provide more equitable access to social, economic and health resources and support;
- Deliver inclusive planning, services, programs, infrastructure and advocacy; and
- Create a more inclusive, connected and vibrant community.

It builds on the previous plan and has been developed in collaboration with the Multicultural Action Plan Advisory Committee which represents our multicultural communities and networks in Greater Geelong.

The City values, supports and respects people from multicultural backgrounds, including people at risk in identified areas of disadvantage. We are building our organisational ability to respond to the needs of our diverse community in a way that takes into account the community strengths and resilience. Further, we aim to implement a "zero tolerance" zone against racism, discrimination and vilification based on gender, race, religion, ethnicity, sexuality and ability.

The MAP responds to our Council Plan's strategic priority to achieve a more inclusive and diverse community. It reflects our planning framework, priorities and actions, and is underpinned by human rights and social equity principles.

The City is consistent in embracing cultural diversity by addressing challenges and creating real opportunities for a positive social, economic and cultural impact on multicultural communities.

To support this work, the City will continue to advocate and work in collaboration with our networks, communities, relevant stakeholders, government and non-government organisations, local, regional and state bodies.

Our organisational values of respect and encouragement, embracing new ideas and ways forward, being healthy and safe and making people the centre of our business will guide the implementation of the MAP.

ALIGNMENT WITH LEGISLATION, POLICIES AND OTHER COUNCIL DOCUMENTS

Commonwealth and Victorian laws aim to deter and redress discrimination, vilification and other forms of inequality and inequity. These attributes include, but are not limited to: race, ethnicity, gender, age, sexual orientation, identity and disability.

The City upholds human rights principles in developing and implementing Council policies, action plans and the delivery of services to our multicultural community. The following are some of the key documents that inform our thinking and practice.

KEY DOCUMENTS

- *City of Greater Geelong Council Plan 2018 – 2022*
- *City of Greater Geelong A Clever and Creative Future 2017*
- *Council Diversity Policy 2010*
- *Culturally and Linguistically Diverse (CALD) Youth Assessment Needs*
- *Geelong Public Health and Wellbeing Plan 2018–2022*
- *Geelong Local Safety Committee Strategic Plan*
- *Strategic Plan: Preventing and Addressing Violence Against Women and Children in the G21 region 2016–2020*
- *Youth Development – Strategic Plan 2015–2019*
- *Connecting People, Place and Environment: A public art strategy for the City of Greater Geelong*
- *The Municipal Association of Victoria (MAV) Statement of Commitment to Cultural Diversity 2012 Victoria's Advantage – Unity Diversity opportunity 2014*
- *People of Australia – the Australian Government Multicultural Policy 2011*



COMMONWEALTH AND VICTORIAN LEGISLATION

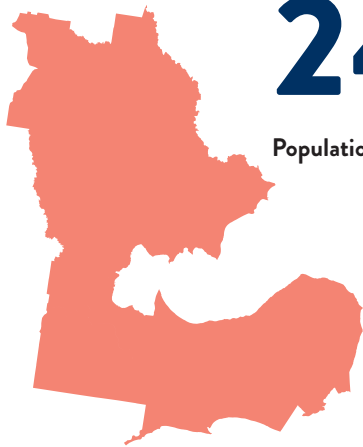
- *Local Government Act 1989*
- *Charter of Human Rights and Responsibilities Act 2006*
- *Racial and Religious Tolerance Act 2001*
- *Multicultural Victoria Act 2011*
- *Public Health and Wellbeing Act 2008*
- *Equal Opportunity for Women in the Workplace Act 1999*
- *Human Rights Commission Act 1986*
- *Racial Discrimination Act 1975*
- *Racial Hatred Act 1995*
- *Sex Discrimination Act 1984*
- *Workplace Gender Equality Act 2012*

INTERNATIONAL CONTEXT

- Universal Declaration of Human Rights 1948
- Declaration of the Elimination of All Forms of Intolerance and Discrimination Based on Religion or Belief 1981
- International Covenant on Economic, Social and Cultural Rights 1976
- UN Convention Relating to the Status of Refugees 1951
- Universal Declaration on Cultural Identity, Diversity and Pluralism.



GREATER GEELONG'S CULTURALLY DIVERSE COMMUNITY



245,751

Population of the City of Greater Geelong in 2017

English (89,527 people or 38.4%)
 Australian (83,363 people or 35.7%)
 Irish (30,698 people or 13.2%)
 Scottish (26,642 people or 11.4%)
 German (10,421 people or 4.5%)



The largest changes in the spoken languages:

Mandarin (+942)
 Persian/Dari (+780)
 Punjabi (+537)
 Italian (+285)

16.2%

Population born overseas



81%

Increase in international student course enrolments

Deakin University's Warrn Ponds and Waterfront Campuses from 933 students to 1685 students - between 2011 and 2015.



Largest changes in birthplace countries

India (+1,244 persons)
 China (+650 persons)
 Afghanistan (+432 persons)
 New Zealand (+407 persons)
 Between 2011 and 2016



Students enrolled from

79

different countries

Largest number of enrolments:
 India (673 students),
 China (282 students),
 Malaysia (103 students),
 Iran (59 students),
 Vietnam (57 students) and
 Sri Lanka (57 students).

10%

People in the City of Greater Geelong came from countries where English was not their first language.



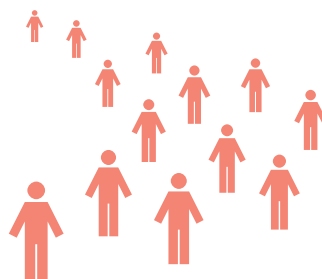
11%

Residents speak a language other than English at home. The main languages are Italian, Croatian, Mandarin, Persian/Dari, Macedonian.

4425

New residents born overseas. The number of people from a non-English speaking background increased by 3,676.

Between 2011 and 2016



Top birthplaces amongst settlers were Iraq, India, Burma, Thailand, China, Afghanistan, Syria, United Kingdom, Iran and Australia.

July 2016 - June 2017



432

Refugees arrived in Geelong. 44 families came from Iraq.

Diversitat Annual Report
 2016 - 2017

SUPPORTING OUR CULTURALLY DIVERSE COMMUNITY

OUR HISTORY

Migration and migrants have been important in the development of the Geelong region. In the mid-1800s, our first European migrants were drawn by the bustling port and the desperate need for workers in the surrounding area. After World War II, people displaced in Europe were looking for a place to start a new life. At the same time, Geelong's manufacturing sector needed their skills and labour to thrive. Following the Vietnam War and changing government policy, refugees from South-East Asia were welcomed to the city. Today, skilled migrants are still essential for the local economy. Geelong continues to welcome refugees and has become a major destination for international students.

OUR SUPPORT

The City actively supports our culturally diverse community. Examples of this support in the past have included:

- Formal declaration as a "Refugee Welcome Zone" in 2002.
- First Multicultural Action Plan adopted in 2011.
- Use of interpreters and translations in customer service centres and on the City's website.
- Cross cultural training for staff and volunteers.
- Proactive media and communications to highlight multicultural community contributions.
- Focus on diversity and inclusive practice for children and family services such as supported multicultural playgroups and parenting programs.
- Multicultural youth development activities.
- Community Care services for older residents follow a Cultural Action Plan.
- New residents' aquatic education programs and sports programs.
- Promotion of and participation in events such as Diversity Week, Harmony Day, Pako Festa and local cultural group celebrations.
- Financial and in kind support to key organisations, including Diversitat and United Way, and support to agencies/church groups and projects supporting CALD communities.
- Subsidised access to community halls and buses for CALD communities to perform and express cultural practices.
- Community Grants Program.
- Community Arts and Festivals Grants Program.
- Ongoing support to Geelong Interfaith Network.
- Welcome events for new arrivals to Geelong.
- Citizenship ceremonies.



OUR FUTURE PLAN

The *Multicultural Action Plan: 2018 – 2022* will build on a strong foundation and ensure that all community members are part of our clever and creative future.

The Multicultural Action Plan Advisory Group provided guidance to Council in developing the following aims and impacts that Council should achieve:

AIMS	IMPACTS
To respect and recognise all culturally and linguistically diverse (CALD) communities and promote their positive contribution to Greater Geelong's social and economic fabric.	Increase our multicultural community's participation and highlight the benefits of diversity and social inclusion.
To increase social and health equity for all CALD community members.	Provide more equitable access to social, economic and health resources and supports.
To pursue inclusive service, place and activity planning that responds to CALD community needs.	Deliver inclusive planning, services, programs, infrastructure and advocacy.
To connect and engage the CALD community.	Create a more inclusive, connected and vibrant community.

OUR PARTNERSHIPS

Proposed actions and measures to achieve these aims and impacts are outlined in the table below.

Prior to finalising the *Multicultural Action Plan*, Council will circulate the draft Plan to all interested community members for comment.

In addition, Council will actively engage with all multicultural groups that are members of the Ethnic Communities Council, and key internal and external stakeholders, to confirm the aims, impacts, actions and measures of the Plan. We aim to identify actions that will increase participation, equity, inclusion and connections for our diverse community irrespective of age, gender and postcode.

A final Plan will return to Council for consideration and adoption before the end of 2018.



MULTICULTURAL ACTION PLAN COMMITMENTS: 2018 – 2022



IF WE ...	BY TAKING THE FOLLOWING ACTION...	THIS WILL RESULT IN MEASUREABLE OUTCOMES ...	AND LEAD TO THE FOLLOWING IMPACTS ...
Respect and recognise all culturally and linguistically diverse (CALD) communities and promote their positive contribution to Greater Geelong's social and economic fabric ...	<ul style="list-style-type: none"> • Developing and distributing a comprehensive and up to date statistical profile of the CALD community; • Coordinating and promoting cultural diversity and faith events through an annual calendar (for example – Diversity Week, Harmony Day, Refugee Week, Pako Festa, annual Welcome to new arrivals, seniors festival, UN International Day of peace, Diwali festival, CALD community group celebration days, Geelong Interfaith network events, refugee welcome zone events); and • Developing and implementing a communication strategy (in key community languages) that promotes the calendar and Council service access and participation opportunities ... 	<ul style="list-style-type: none"> • Increased community understanding of the contribution made to the City by the CALD community; • Increased community participation in cultural events; and • Increased CALD take up of Council services and activities. 	Increase our multicultural community's participation and highlight the benefits of diversity and social inclusion.
Increase social and health equity for all CALD community members ...	<ul style="list-style-type: none"> • Coordinating a whole of Council response to strengthen the CALD community's social, economic, natural, built and arts access and knowledge; • Linking the CALD community into municipal and regional initiatives that will increase, health, employment, housing and transport outcomes; and • Developing and implementing a Diversity and Inclusion Workforce Strategy ... 	<ul style="list-style-type: none"> • Increased CALD community participation in education, employment and social enterprise pathways; and • Systematic consultation and engagement with CALD communities in all City social, economic, natural, built and arts planning and activities. 	Provide more equitable access to social, economic and health resources and supports.
Pursue inclusive service, place and activity planning that responds to CALD community needs ...	<ul style="list-style-type: none"> • Promoting cultural understanding and competence training in all Council business units; • Identifying opportunities for CALD community leaders to engage and participate in service, place and activity design; and • Facilitating and linking existing service, place and activity planning between existing networks ... 	<ul style="list-style-type: none"> • Increased staff and local professional's awareness of meeting the needs of CALD communities; and • Identification of opportunities for CALD leader participation, awards and scholarships identified. 	Deliver inclusive planning, services, programs, infrastructure and advocacy.
Connect and engage the CALD community ...	<ul style="list-style-type: none"> • Strengthening CALD community leadership and skills; • Myth-busting on Islam, social stereotypes, community safety and discrimination; and • Increasing the CALD community's participation in local events ... 	<ul style="list-style-type: none"> • Increased engagement in healthy sporting and recreational activities; and • Increased positive media and social media portrayal of the CALD community and leaders. 	Create a more inclusive, connected and vibrant community.

IMPLEMENTATION AND REPORTING

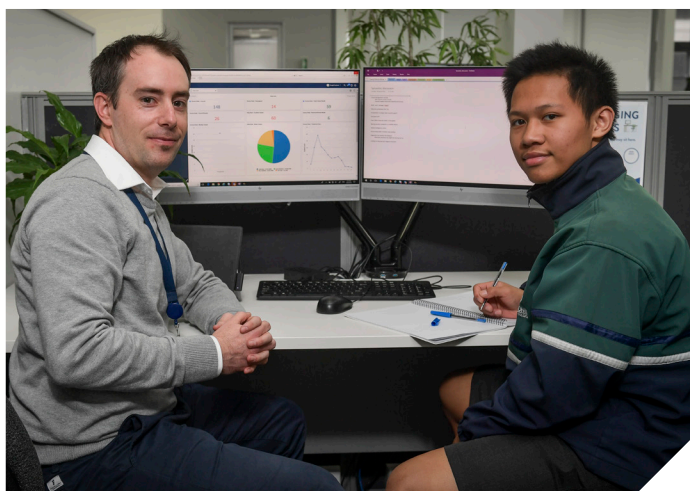
Implementing the *Multicultural Action Plan: 2018 – 2022* will be facilitated by the City but will involve ongoing partnership arrangements.

External partners include the following organisations:

- CALD community groups;
- Diversitat;
- Deakin University;
- Geelong Interfaith Network;
- G21 Region Opportunities for Work (GROW);
- Municipal Association of Victoria (MAV);
- Multicultural Action Plan Advisory Committee (MAPAC);
- Multicultural Aged Care Services;
- Think Geelong;
- Victoria Police;
- Victorian Local Government Multicultural Issues Network (VLGMIN).

Internal Council partners include:

- Arts and Culture;
- Capital Projects;
- Central Geelong and Waterfront;
- Community Care;
- Connected Communities
- Communications and Marketing;
- Customer Service;
- Digital Information and Technology;
- Enterprise Geelong and Events;
- Environment and Waste Services;
- Family Services;
- Governance and Legal;
- Healthy Communities;
- Leisure and Recreation;
- Health and Local Laws;
- Parks and Gardens;
- Planning Strategy and Urban Growth;
- People and Organisational Development;
- Property and Procurement;
- Social Planning & Investment;
- Strategy and Program Delivery;
- Youth Development.





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