



Minutes Multicultural Committee

19 June 2024

Meeting details

Date of meeting	Wednesday, 19 June 2024
Time	6.00 – 7.30 pm
Venue	Clara Southern Room – Level 1 Ivanhoe Library and Cultural Hub
Chair/Facilitator	Cr Tom Melican
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

“Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region’s history.”

Diversity Statement

“Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.”

Attendee

Attendee name	Affiliation/Organisation
Cr Peter Castaldo	Councillor
Cr Tom Melican	Mayor
Jeyarajah (Raj) Ramanathan	Community member
Ginger (Lan) Jiang	Community member
Samira Liban	Community member
Louisa Ong	Community member
Pavithra Manivannan	Community member
Jerome (Jerry) Winston	Community member/Banyule Interfaith Network
Ansum Sadik	Victoria Police

Apologies

Name	Affiliation/Organisation
Rekah Colaco	Community member
Alaa Elzokm	Elsedeaq Heidelberg Mosque
Albert Fatileh	Victoria Police
Martha Perilla Gomez	Community member
Bevan Toerien	Spectrum

Council staff

Name	Affiliation/Organisation
Sherryn Prinzi	Community and Social Planner/ Community Impact Coordinator
Jo Wilson	Manage Resilient and Connected Communities

Items

1. Introduction

Acknowledgement of traditional custodians and Diversity Statement as read by Cr Melican.

2. Minutes from previous meeting

Agenda Item	Action Arising	Progress
Minutes from previous meeting	Lisa King to attach letters to Prime Minister. Please note, the letter is shared as information for the committee members and should not be disseminated any further without prior consent.	Complete
Consultation - Library of Things	Cr Castaldo encouraged members of the committee to continue to provide ideas for the Library of Things to Lisa via email.	Complete
Inclusive Banyule - Action 2.3 We will review and update the information on Council's website to ensure it is relevant and useful for multicultural communities.	Lisa King will present the proposed wireframe of the website to be shared with the Committee during the June meeting.	Presentation during meeting
Inclusive Banyule - Action 2.6 We will promote participation in cultural-based older adult's groups in Banyule.	Lisa King will present the report (on older adult groups) to the committee during the June meeting.	Presentation during meeting
Inclusive Banyule – Harmony Day	Lisa King to speak to Council's Communications team regarding search navigation not linking directly to the Harmony Day event.	Complete
Inclusive Banyule – Harmony Day	Lisa King to speak to VicPol for their inclusion in future events.	Complete
Other business	Lisa King to discuss this topic (drownings and swim programs) with Council's Sports and Recreation team and how this can be captured in the new plan.	Complete
Information share for committee members	Lisa King to discuss with relevant teams to include Puthandu, Tamil New Year, to be added to Council's days of cultural and religious calendar.	Complete- new additions to the calendar will be addressed in November 2024

2024 Banyule Volunteers Celebration

Committee members interested in attending to please contact Lisa King who will book on your behalf with any dietary requirements and any access needs.

Complete

Discussion

Noting that the Days of Significance calendar won't be updated until November 2024, two additional days are proposed- International Yoga Day and Eid Al-Adaha.

Action:

Council to consider updating the 2025 Days of Significance Calendar with Puthandu (Tamil New Year), Eid Al-Ahda and International Yoga Day.

3. Inclusive Banyule

Action 2.3 We will review and update the information on Council's website to ensure it is relevant and useful for multicultural communities.

Council's Multicultural and refugee and asylum seeker webpages were reviewed, and an update is proposed with the following structure:

Multicultural Community (Page Heading)

1. Cultural Diversity (tab) - demographic facts and statistics

2. What we are doing (tab)

- Multicultural Committee (link)
- Translated Council Information and services (subtab)
- Cultural celebrations (link)- information on days and weeks Council acknowledges

3. Multicultural Services

- Shop 48 The Harmony Centre (link)
- Service connectors (tab)

4. Welcome Zone for Refugees and Asylum Seekers

- Migrant settlement in Banyule- Video: Experience of refugees and asylum seekers
- Getting support (tab)- local services that provide direct support or can connect you in

5. Reporting racism and discrimination

- Reporting (link)- Victorian Equal Opportunity and Human Rights Commission complaints form
- Reporting (link)- Crimestoppers Victoria

Discussion

Committee discussed the need for further information on the number of refugees and asylum seekers needing support and how they can be connected to website information.

Committee agreed there is a need to address the information needs of skilled migrants, migrants and international students.

Committee agreed that the Diversity Statement should feature on the landing page, include useful links such as to service groups (like Rotary, Lions, Toastmasters) that newly arrived persons may have connected with previously, as well as local and regional multicultural social groups.

Action

Council to review structure of website information prior to commencing information updates on website.

Multicultural Committee

Action 2.6 We will promote participation in cultural-based older adults groups in Banyule.

Research into the current state of older adult groups in Banyule with specific emphasis on cultural-based groups has been undertaken. Council presented key findings including:

- Council supports 13 clubs and social groups across Banyule
- 4 of these clubs are multicultural (2 Greek, 2 Italian)
- Several independent groups and groups supported by other organisations in Banyule
- Large number of clubs and groups that meet around a specific interest/topic e.g. exercise, art, gardening etc.

The next steps for action include engaging with the Age Friendly Committee on 27 June, to gain insights on how to better map and promote cultural-based older adult groups in Banyule.

Discussion

Committee encouraged Council to consider groups Council does not connect with and find creative ways like using community noticeboards to invite groups to connect with Council, so that a database of opportunities can be developed and promoted.

Action 2.7 We will participate in a research project with Victoria University to understand reporting barriers and support needs of people experiencing racism.

Council provided an update on the development of a full research report on Racism, noting that Victoria University is finalising the report and will provide it to Council once published.

Council discussed how this report will be used and proposed a structure of a new report on Racism in Banyule, which includes these headings:

- Historical context
- Types of racism
- Causes of racism
- Impacts of racism
- Racism research in Banyule
- Prevalence
- Programs and activities that address racism (case studies)
- Council's role in addressing racism

Discussion

The Committee noted that there is a broad range of information available through community, such as in newspapers and reporting platforms gathering data including racism, anti-semitic and Islamophobia sentiments, and Council is advised to tap into this information to inform the report. Specifically, this will assist in understanding the prevalence, impact and nuances related to specific cohorts.

The Committee suggested that there should be a specific focus on young people in schools and universities, making the point that their experiences may equate to racism, and the cohort may not have made this association.

Data collection has commenced across multiple sources, including the 2021 Census, 2022 Household Survey, 2022 Banyule Youth Survey and the Australian Human Rights Commission.

Council noted that two community workshop opportunities on racism were facilitated, and an update on participation and outcomes to be tabled at the next meeting.

Action

Council to provide feedback on the two Racism community workshops sessions and the outcomes/impact of the discussions.

Action 2.9 We will continue to elevate visibility and awareness of multicultural communities through events, advocacy and days of celebration.

The Committee acknowledged the meeting was being held during Refugee Week, and noted the promotion campaign associated with Back Your Neighbour. Cr Melican noted the video he participated in, that was posted on Council's social media platforms including Facebook. Cr Melican noted the trip to Canberra associated with the Mayoral Taskforce and volunteering to be a participant on the information booth to share our inclusion practices.

The Committee noted Council's Refugee Week campaign, utilising 3 real estate boards to share the key message of "Banyule welcomes refugees and asylum seekers because we support kindness and a fair go for all".

The boards will be displayed:

- Heidelberg – Possum Hollow Park, Beverley Road, Heidelberg
- Macleod Village, Aberdeen Street, Macleod
- Outside Ivanhoe Library and Cultural Hub, Upper Heidelberg Road, Ivanhoe

Digital versions of the message will also be displayed at 1 Flintoff Street, Ivanhoe Library and Cultural Hub and Shop 48.

4. End of committee term

Council noted that the Multicultural Committee will be dissolved in September 2024, in preparation for Council's General Elections. In December 2024, the new Council will receive a paper proposing the re-establishment of committees.

The Committee was reminded that an honorarium (thank you) will be offered to members who have attended 60% or more of the meetings between September 2023 and September 2024.

Action

Council to contact committee members who have met attendance threshold and confirm honorarium preference, for disbursement at the August meeting.

Council shared a summary of the last four years of the committee's work. The following key themes emerged from a review of the discussions and actions:

- Safe and secure
- Health and wellbeing
- Fully participate in community life
- Connection and culture
- Equal rights and opportunities.

The Committee was informed that Council officers will be requesting the re-formation of committees and the Committee were asked to comment on whether the Multicultural committee should be reformed and if so, what are the important key community issues to address in the next committee term.

Discussion

There was general consensus that Council should consider reforming the Multicultural Committee and address the issue of resigning members, including considering enabling the nomination of community members if a position becomes available and developing culturally specific working groups to facilitate a broader representation of perspective.

The Committee proposed the following issues that might be addressed by the next term of the committee:

1. Supporting local connection opportunities
2. Addressing racism

3. Fostering community conversations - enabling learning about each other from each other, and using networks to deliver opportunities, rather than creating new platforms.
4. Inclusive communications – addressing the need to access important information in multiple formats including videos, and across various channels. Addressing imagery and language in communications that invites multicultural community members to see themselves participating is another important communications consideration.
5. Visibility of community – through celebrations and information.
6. Improved information for new migrants, to promote social integration, connection, access to local jobs and language classes.
7. Respect framework – acknowledging that everyone deserves respect.
8. Social connections- Opportunities to bring the community together to meet and connect.

Cr Melican left the meeting at 7.14pm and Cr Castaldo assumed the role of chair.

The Committee was invited to comment on the proposed *Committee Policy* and *Code of Conduct*, emailed out with the meeting agenda. Current Committee *Terms of Reference* can be viewed here: <https://www.banyule.vic.gov.au/About-us/Community-advisory-committees>

Action

Committee members are invited to review the proposed Committee Policy and Code of Conduct and share feedback with Lisa King before the next meeting.

5. Information share for committee members

The committee was invited to share other updates.

Discussion

The Committee discussed the Harmony Day event held in April, and reflected on the differing perspectives of the event. Some members questioned the extent to which the event promoted multicultural connections and the Committee requested feedback results.

Action

Lisa King to share the feedback results from the Harmony Day event and the Committee to provide feedback on how to improve events in the future.

Discussion

The multicultural promotion opportunities associated with the Citizenship Ceremony were discussed, including how to better promote the role of the committee and opportunities to participate in community life.

Action

Council to review the Mayoral speech used at the Citizenship Ceremony and ways to use this event to connect people with community connection opportunities in Banyule.

Discussion

Committee discussed the introduction of new members during the committee term, and the value of ensuring all members understand each other.

Action

Council to ensure new members receive appropriate induction to the committee and consider developing member profiles to be included in the briefing papers to keep members informed.

Discussion

Committee discussed International Yoga Day, and the idea of a big yoga event each 21 June.

Action

Council to consider planning an International Yoga Day event in June 2025.

6. Close and date of next meeting

Final meeting of committee term to take place on 21 August 2024. Location to be confirmed.