



INNER WEST COUNCIL

Multicultural Advisory Committee Thursday 11 November 2021 6.30pm -8.30pm

Microsoft Teams

Meeting summary

The meeting commenced at 6.34 pm on Microsoft teams.

Present

| Staff | Community members | Councillors |
|--------------------------------|-----------------------|-------------|
| Ingrid de Meyer (IDM) Convenor | Osmond Chiu (OC) | |
| Aniela Pepe | Rosanna Barbero (RB) | |
| | Vi Pham (VP) | |
| | Trina Supit (TS) | |
| | Marc Rerceretnam (MC) | |
| | Ernest Yung (EY) | |
| | Wael Sabri (WS) | |
| | Susan Kumagaya (SK) | |

Chairperson – OC

Acknowledgment of Country – OC welcomed members to the meeting and provided an Acknowledgment of Country

Apologies – Giladesi Namokoyi

Disclosure of Interest – There were no disclosures or conflicts of interest.

Confirmation of Minutes:

- Confirmation of the minutes of the 9 September 2021 were endorsed unanimously.

Discussion items

| Item | Summary | Recommendation/action | Council response |
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| <p>Item 1 IWC Community Strategic Plan 2036 -Review</p> | <p>https://www.innerwest.nsw.gov.au/about/the-council/corporate-planning-performance-budget/plans/community-strategic-plan</p> <p>MAC members discussed the CSP and delivery program strategy, with some of the following key points:</p> <ul style="list-style-type: none"> • There needs to be consideration that multicultural intersects with all parts of the CSP and delivery plan not only 4.1 and that these plans need to be reviewed in light of this. • There needs to be a strategy developed around disaster recovery and disaster preparedness i.e. disaster resilience. • Initiatives that support the Elimination of racial discrimination be included under 4.1.2 • 4.1.3 Working in partnership with Culturally Diverse Communities and Stakeholders (Marrickville Legal centre; Tenancy Rights Centre; Domestic Family Assistance Services; Community members) • Ensure diverse representation in leadership • Multicultural Policy – review strongly recommended. | <p>Shared document be established and sent to all MAC members to contribute/comment the deadline is 12 December 2021 (IDM & AP).</p> <p>The MAC advisory group recommend that the CSP and delivery plan be reviewed through an intersectional lens.</p> <p>The MAC recommend that the IWC Multicultural policy is reviewed, and that an external audit on diversity and race disparity across Council be supported.</p> | <p>N/A</p> <p>That Council consider undertaking a review of the multicultural policy and undertake a diversity audit (IDM to forward recommendation)</p> |
| <p>Item 2 Anti-racism Forum</p> | <p>Working group developing the plan and approach for the 10 December 2021 Anti - racism forum which is being held at Addison Road at from 9.30am – 2.30pm, on International Human Rights Day.</p> | <p>The MAC invited to participate and promote the forum.</p> | <p>N/A</p> |

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| | <p>The purpose of the forum is looking at how we can take this issue forward.</p> <p>There have been 630 people consulted about racism. The forum is also about setting up a safe and supportive environment, to build a united front and movement with the common goal of wanting to end racism.</p> <p>There has been some interest from corporates to fund the campaign.</p> <p>Flyer for the forum will be finalised next week.</p> | | |
| <p>Item 3 The International day for the Elimination of Racial Discrimination</p> | <p>Council resolved to adopt a resolution to recognise 21 March as Elimination of Racial Discrimination.</p> <p>Discussion about getting the important messaging out via Council media and communications.</p> <p>Discussion about Council holding an event, in partnership with community organisations, to unpack and discuss definitions of multiculturalism and how this impact on communities</p> | <p>The MAC recommends that Inner West Council promote the Elimination of Racial Discrimination on 21 March every year and commit to not promoting Harmony Day.</p> <p>The MAC also recommends that the Inner West Council should use its communication channels, including social media to promote the day.</p> <p>MAC unanimously endorsed and supported the above recommendation.</p> | <p>IDM to forward recommendation</p> |
| <p>Item 4 Australian Human Rights Anti -Racism Framework</p> | <p>Consultation on the AHRC National Anti Racism Framework is open and closes on the 15 December 2021.</p> | | |

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| | The MAC agreed to review the framework and consider preparing a submission. OC asked if any submission had been prepared by other agencies we were aware of. | IDM to ask other colleagues and agencies about whether they have prepared submissions. | N/A |
| Item 5 IWC Diversity Profile | IWC Diversity profile of staff was discussed. The data was broad and high level so still requires more information and breakdown. Discussion about lack of diverse representation in senior level positions within Council and how that can impact on non-representational decision making | IDM to forward to MAC | N/A |
| Item 6 General Business | No general Business | N/A | N/A |
| 7. Future Agenda items | What is Multiculturalism? Hasana Haak 1998 breakdown on multiculturalism and migrant's perspective. IW Multiculturalism – relates to equity and equality and how we are treated. Non Anglo people that come from non-English speaking – when does a migrant become an Australian? Important to not define as this limits us. Needs further unpacking and consideration of the notion of belonging. Agreed to have on agenda for meeting next year <ul style="list-style-type: none"> • Thursday 10 February | IDM to highlight on February agenda | N/A |

Next meetings: Thursday 17 February; 5 May; 4 August; 10 November 2022 at 6.30pm The meeting closed at 8.36 pm