

# Multicultural Action Plan

---

2018 to 2021

An action plan of the City of Kingston's Public Health and Wellbeing Plan 2017-2021

---

## Aboriginal Acknowledgement

The City of Kingston acknowledges the Kulin Nation as the custodians of the land on which the municipality is a part and pays its respect to their Elders past and present. Council is a member of the Inter Council Aboriginal Consultative Committee.

---

# Contents

<b>Introduction.....</b>	<b>4</b>
<b>Actions .....</b>	<b>6</b>
<b>Priority 3. A connected community that participates .....</b>	<b>6</b>
Objective 3.1. Increase participation in community activities and volunteering; and .....	6
reduce social isolation .....	6
Objective 3.2. Improve social inclusion.....	7
Objective 3.3. Ensure facilities, services and open spaces are accessible to.....	8
everyone, and equitably developed and provided.....	8
<b>Background information .....</b>	<b>10</b>
Legislative and policy context.....	10
Data and demographic profile .....	10
How we developed this action plan .....	11
How we will implement this action plan .....	12
How we will monitor this action plan.....	12

# Introduction

Everyone has a right to feel connected to contribute toward a positive sense of community. It is an essential factor of people's health and wellbeing and their participation in community life. The Kingston Multicultural Action Plan 2017-2021 outlines the strategic activities that Council will undertake to improve connections in the community. The Action Plan aims to create a shared understanding between Council, local service providers and Kingston's culturally diverse communities, while providing opportunities for inclusion, access to service, social harmony and cultural celebration.

Kingston is a cohesive council where everyone can belong and participate in social, economic and civic life. Council is committed to be a welcoming and inclusive community which actively engages with multicultural communities and celebrates cultural diversity promoting events and activities. Kingston also facilitates a community approach to build social and cultural inclusion, economic engagement and civic participation.

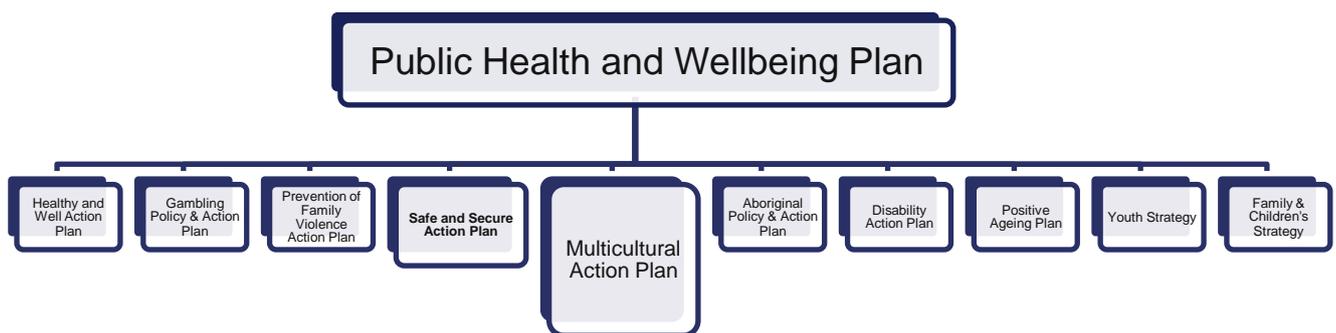
## A Connected Community

GUIDED BY COUNCIL'S PUBLIC HEALTH AND WELLBEING PLAN 2017-2021

The Multicultural Action Plan will contribute to the delivery of the third priority of Kingston's Public Health and Wellbeing Plan 2017-2021 (PHWP): A connected community that participates. By doing so, it aims to support diversity, encourage participation and improve social cohesion within Kingston. The combined outcomes of the actions will improve the health and wellbeing of the Kingston community.

The PHWP is an overarching strategic plan for addressing key health and wellbeing issues in Kingston. There is a range of action plans and strategies across Kingston Council that deliver the priorities of the PHWP 2017-2021, as shown below.

Figure 1: Public Health and Wellbeing Plan and its associated action plans / strategies



PUBLIC HEALTH AND WELLBEING PLAN 2017-2021: PRIORITIES AND OBJECTIVES

---

The PWHP 2017-2021 identifies priorities, objectives and performance measures as a strategic overarching direction for Council. These encompass a range of factors in our community and Council work that can impact on people's health and wellbeing. The priorities and objectives are outlined below.

**Priority 1: A healthy and well community**

- Objective 1.1. Increase participation in physical activity
- Objective 1.2. Increase healthy eating habits
- Objective 1.3. Improve mental wellbeing
- Objective 1.4. Reduce harm from consumption of alcohol and other drugs, smoking and gambling
- Objective 1.5. Increase immunisation rates

**Priority 2: A safe and secure community**

- Objective 2.1. Improve community safety
- Objective 2.2. Improve perceptions of safety
- Objective 2.3. Reduce the prevalence of family violence

**Priority 3: A connected community that participates**

Relates to this Action Plan

- Objective 3.1. Increase participation in community activities and volunteering; and reduce social isolation
- Objective 3.2. Improve social cohesion
- Objective 3.3. Ensure facilities, services and open spaces are accessible to everyone, and equitably developed and provided

**Priority 4: A liveable community**

- Objective 4.1. Improve environmental resilience and sustainability
- Objective 4.2. Increase the availability of affordable housing
- Objective 4.3. Increase participation in the workforce and local economy
- Objective 4.4. Increase participation in learning and education

---

# Actions

## Priority 3. A connected community that participates

Each objective notes the current Council initiatives that contribute towards creating a connected diverse community and lists new initiatives to be implemented as part of this action plan.

### Objective 3.1. Increase participation in community activities and volunteering; and reduce social isolation

A diverse and dynamic community with multiculturalism embraced as a core value achieves positive social, economic and health outcomes for the community. Council plays a role in promoting equality, mutual respect and participation in civic, social and economic life. Kingston promotes and values multicultural groups who foster values that unify members of our community.

#### Current Council Initiatives

- Develop and maintain relationships with multicultural community groups and assist groups to access information;
- Facilitate a seniors group network meeting to identify emerging needs and issues and connect those that are isolated in our community, with a particular focus on older multicultural residents;
- Support learning and inclusion for multicultural communities in Council facilities;
- Coordinate support for multicultural communities to access Council's community grants program;
- Support technology skills classes and provide access to computers/iPads in Council services;
- Encourage not for profit community groups and service providers to promote their programs via Council's My Community Life website;
- Distribute information about all transport resources available in Kingston;
- Support multicultural people to be active volunteers within their communities through capacity building and mentoring programs, and acknowledge the contributions they make; and
- Provide women-only swimming and other leisure programs.

## New Council Initiatives

We will	Council role	Lead Council Team	Timeframe
Overcome barriers to communication through the development of a multicultural communication strategy.	Planning	Communications	Years 1- 4
Promote and support sporting opportunities for the multicultural community.	Promotion	Social Development, Sport and Recreation, Leisure Centres	Years 1- 4
Build connections with new migrants and emerging communities at the Westall Hub, supporting activities and initiatives that connect and assist their settlement.	Engagement	Social Development Libraries Building Hubs and Partnerships	Years 1- 4
Support community based programs and activities that respond to community needs and aspirations.	Promotion Engagement	Libraries Social Development Building Hubs and Partnerships	Years 1- 4
Provide opportunities for multicultural residents and groups to have their say on issues of importance.	Engagement	All Departments	Years 1- 4

### Objective 3.2. Improve social inclusion

Council needs to understand and engaged with multicultural communities to ensure inclusion and build social cohesion. Actions to build social cohesion need a local focus to ensure that vulnerable people within the community have access to information about Council services and opportunities.

#### Current Council Initiatives

- Promote respect, inclusion and the benefit of multiculturalism by delivering citizenship ceremonies;
- Support and promote community events, festivals, and activities that encourage dialogue and build intercultural understanding between different ethnic, religious and cultural groups; (i.e. Globe to Globe, Harmony Day, Seniors Festival, Refugee Day, library programs and markets);
- Encourage interfaith dialogue through the initiatives carried out by the Kingston Interfaith Network Committee;
- Foster leaders in the multicultural community through the Clayton and Clarinda Leadership group;
- Support multicultural groups with community grants, affordable facility hire, and promotion on the My Community Life website; and
- Coordinate Council's Access and Equity Advisory Committee and Kingston Interfaith Network Committee to advise Council of issues that are relevant and important to multicultural communities.

New Council Initiatives

We will	Council role	Lead Council Team	Timeframe
Support campaigns and initiatives that empower individuals to prevent, and respond to racism and discrimination.	Promotion	Social Development Communication	Years 1- 4
Develop a leadership initiative among young people from multicultural backgrounds to build a sense of belonging and community participation.	Support	Youth Services	Years 1- 4
Value and encourage workforce diversity within Council.	Promotion	People Support	Years 1- 4
Provide cultural competency training and support to encourage Council staff to be confident and capable when engaging with all members of the community.	Training	People Support	Years 1- 4

**Objective 3.3. Ensure facilities, services and open spaces are accessible to everyone, and equitably developed and provided.**

Community is a place where people can build relationships, meet and carry out activities, and access community services. For these reasons it is important that community facilities and Council services are accessible to multicultural communities and make feel them welcome.

Current Council Initiatives

- Ensure that public spaces and Council facilities are accessible to all residents;
- Council’s services policies and services support equity of access, culture diversity practice, are inclusive of diversity issues and are promoted within multicultural communities;
- Develop Council policies, strategies, programs and initiatives that are compliant with Federal and State legislation for racial and religious non-discrimination and substantive equality.

New Council Initiatives

We will	Council role	Lead Council Team	Timeframe
Promote affordable and accessible services for multicultural seniors from multicultural backgrounds.	Promotion	Social Development	Years 1- 4
Promote the benefits of employees from multicultural backgrounds to local business.	Promotion	Economic Growth and Innovation	Years 1- 4
Provide selected information on Council services in community languages.	Information	Communication	Years 1- 4
Support and facilitate networking events, business development workshops, mentoring and other activities that grow local skills, knowledge and commerce.	Support Facilitate	Economic Growth and Innovation	Years 1- 4
Increase existing awareness of, and access to, council services and programs.	Promotion	All Departments	Years 1- 4

---

# Background information

## Legislative and policy context

The Multicultural Action Plan was informed by legislation and policy documents from international, federal, state levels as listed below:

### INTERNATIONAL

- The Universal Declaration of Human Rights – United Nations
- The Universal Declaration on Cultural Diversity (2001)

### NATIONAL

- Human Rights and Equal Opportunity Act 1986
- Racial Discrimination Act 1975
- The Racial Hatred Act (1995)
- The People of Australia – Australia's Multicultural Policy (2011)
- It Stops With Me – Human Rights Commission National Anti-Racism Strategy (2012)
- Australia's Multicultural Statement (2017)
- Australia's Multicultural Access and Equity Policy (2017)
- Australia's Human Rights Framework (2010)

### STATE

- Multicultural Victoria Act 2011
- Victorian Equal Opportunity Act 2010
- Racial and Religious Tolerance Act (2001)
- The Victorian Charter of Human Rights and Responsibilities Act (2006)
- Victorian Racial and Religious Tolerance Act 2001
- Victoria's Multicultural Policy Statement – Victorian, and proud of it (2017)
- Local Government Act (1989)
- The Municipal Association of Victoria's (MAV) statement of Commitment to Cultural diversity (2012)

## Data and demographic profile

Collation and analysis of data and demographics from the Australian Bureau of Statistics informs the development of the Multicultural Action Plan.

This is presented in the City of Kingston Multicultural Data Profile and is available on Kingston Council's website: [www.kingston.vic.gov.au](http://www.kingston.vic.gov.au)

---

## How we developed this action plan

Council's Multicultural Action Plan outlines our commitment to Kingston's multicultural communities. The Plan was developed following a comprehensive review of the current policy context and a series of stakeholder consultations.

The new Multicultural Action Plan takes into consideration the findings from the public consultation undertaken to inform Council's Multicultural Action Plan 2017-2021. The public consultation was open from Friday 27 October to Friday 1 December 2017. The review included three stages:

### DATA AND LITERATURE

- Evaluation and review of Council's previous Multicultural Action Plan 2013-2017.
- Policy review of federal, state and local government policies related to multicultural communities.
- Collation and analysis of Kingston demographic data review based on the 2016 Census to map cultural diversity in Kingston.

### COMMUNITY ENGAGEMENT

- Community consultation with community members and key stakeholders was conducted to identify issues and barriers affecting multicultural communities. Consultations targeted a diverse range of stakeholders including local community groups, seniors groups, interfaith groups, service providers and Council staff. Input was captured via a variety of online, face-to-face and printed engagement options and data gathering approaches.
- Community groups, members and stakeholders involved in the consultation process had an opportunity to comment the draft Action Plan to ensure it meets the needs of the community.
- A staff survey was conducted.
- Survey results were presented to all departments through workshop held on 21 March and staff had the opportunity to comment on the draft Action Plan.

### REPORTS

The following reports are available on Council's website ([www.kingston.vic.gov.au](http://www.kingston.vic.gov.au)):

- Health and Wellbeing Profile, City of Kingston Public Health and Wellbeing Plan 2017-2021
- 2016 Health and Wellbeing Survey, September 2016
- Community Engagement Report, City of Kingston Public Health and Wellbeing Plan 2017-2021
- Multicultural Data Profile.

### ADOPTION

- The Multicultural Action Plan delivers on the objectives of Council's Public Health and Wellbeing Plan 2017-2021, which was adopted by Council on Monday 25 September 2017.

---

## How we will implement this action plan

This action plan outlines details about what Council commits to do to celebrate diversity in the community. Each new action lists what will be done, which team in Council will lead the initiative, and the timeline for its implementation.

The Social Development Team oversee the development and coordination of this action plan and support and guide other teams with their actions. Working collaboratively within Council, with external organisations and with the community is an important aspect of implementing the identified actions.

## How we will monitor this action plan

Yearly tracking and reporting of the outcomes of this action plan will be undertaken. This will provide short term feedback about the successes and challenges of this action plan, shaping the next year's action plan and tracking how Council is progressing in achieving its connected community objectives of the PHWP.

Council will develop a new system for collating the short term outcomes related to the action plans as a part of the PHWP 2017-2021. This will provide a standard process for all teams across Council working in the health and wellbeing space and a central location for the collation of health and wellbeing and multicultural outcomes data. Council will then have a comprehensive overview of how we are helping our diverse community to be engaged, inclusive and equitable in the short and long term.

Outcome reports will be presented to Council and posted on the Kingston website:

- Yearly – reviewing the outcomes of this action plan and their impact on the short term measures
- Four yearly – reviewing the outcomes of all health and wellbeing work across Council and its impact on the long term measures of the PHWP objectives.



City of  
**KINGSTON**



1230 Nepean Highway,  
Cheltenham, VIC 3192  
PO Box 1000, Mentone, VIC 3194



1300 653 356



131 450



info@kingston.vic.gov.au



[kingston.vic.gov.au](http://kingston.vic.gov.au)