



Multicultural Advisory Group

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| Date | Wednesday 14 April |
| Time | 1:30pm to 3:30pm |
| Location | Administration Building, Level 3 Beerwah Room, 1 Omrah Avenue Caloundra |
| Chair | Kim Price |
| Secretariat | Tim Burns |
| Attendees | David Hollinsworth, Thị Bích Hợp Nguyễn, Peppi Bueti, Councillor David Law, Timothy Burns, Jason Hunt MP, Charli Fouhy and Kim Price. |
| Apologies | Graham Adra, Vicki Qiu, Dr. Sheikh Muhammad Naveed and Linda Dennis. |

Meeting minutes

| Item No | Agenda topic |
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| 1. Standing Items | |
| 1.1 | Traditional acknowledgement and welcome |
| 1.2 | Review agenda No additions |
| 1.3 | Approve minutes of previous meetings 16 December 2020 <ul style="list-style-type: none"> Nominated by: David Hollinsworth Seconded by: Peppi Bueti 10 February 2021 <ul style="list-style-type: none"> Nominated by: David Hollinsworth Seconded by: Peppi Bueti |
| 2. Business Arising | |
| 2.1 | Meet and greet Jason Hunt MP Introductions and purpose of MAG Overview of current priorities: <i>Racism it Stops with Me</i> <ul style="list-style-type: none"> Australian Human Rights Commission relaunching the campaign due to increase in complaints during the pandemic. Hoping to influence both at a person-to-person level, and in larger institutions, business, and sports to see macro change as well as micro change. Aiming to get momentum in the second half of 2021 that will continue into 2022. |

Migrant Welcome Hub

- Online portal, handbook and directory supporting new arrivals.
- Worked with multicultural sector and cultural groups to develop the resource.
- After 3 years, a review is needed and underway.
- The updated version will have its own website and will be easier to find.
- Handbook and directory reflects the online resources.

Migrant Work Ready (MWR)

- Formed out of a need to support migrants to be work ready.
- Proving skills development i.e. networking, resumes etc. and building confidence over an 8-week program.
- Running for three years with positive results.
- Won a Federal Government award in 2020.
- Increasing demand could easily see the program run twice a year.
- Discussion ensued on the difficulties of connecting participants into jobs relating to their pre-existing training due to qualifications not being recognised in Australia.
- Jason Hunt asked if work rights are discussed during the training. Answer- yes, it is touched on in the first week of the program. While the person presenting that has moved, the program will look to reinstate that aspect.

ACTION: Look at the Migrant Workers Centre (<https://www.migrantworkers.org.au>) in Victoria for great resources in many languages for the MWR program – MAG

Queensland Health

- Ongoing concerns have been raised in regards to how new migrants access health services with all the complexities that might be present- communication, cultural, health, financial etc.
- Sunshine Coast University Hospital (SCUH) have formed two working groups to respond to diversity and inclusion issues for staff and patients.
- There has been some substantial progress at SCUH with the working group, ideas, conversation, and action are growing at such a rapid pace.
- New SCUH initiative includes the use of computer/television displays to share key messages on diversity and inclusion. The first two are promoting Ramadan and calling out for members to join the SCUH CALD network group.
- Newly formed group Migrants Welcome Centre are also advocating for the development of a trifold brochure for hospital patients that includes key information about services and connections.
- A State Government poster was tabled showing how to fit COVID-19 PPE. The poster includes a world map with a prominent circle around China. The circle around China reinforces unjustified references like the China virus, Chinese flu and kung flu, phrases that are discriminatory and have a negative impact on Chinese people's health and well-being.
- A student on placement at the Buderim Private Hospital presented a poster to the attention of Sunshine Coast Chinese Association, which was then put forward for the attention of MAG on 21 October 2020.
- Cr Law has corresponded with Buderim Private who have since adjusted the poster by removing the map. However, it has been surmised that the poster could still be distributed across the state.
- The ongoing trauma for the Chinese community by seeing such posters was highlighted and the lack of prompt responses worsens their pain.
- Queensland Health have not been contacted about this matter.
- Cr David Law and Jason Hunt MP agreed to make parallel inquires.

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| | <p>ACTIONS:</p> <ul style="list-style-type: none"> • Inquire about the COVID-19 PPE poster through the minister - Jason Hunt MP • Inquire about the COVID-19 PPE poster through Queensland Health - Cr David Law <p><i>Discussion</i></p> <ul style="list-style-type: none"> • Jason Hunt acknowledged how pleased he is that MAG exists, and the joy he is experiencing in seeing the cultural diversity of the Sunshine Coast emerging. • Encouraged MAG to continue to push people towards his office and they are committed to supporting them in whatever way possible. • MAG are looking forward to continuing to connect and inform his office of future MAG work and opportunities. |
| 2.2 | <p>Outstanding action items</p> <p>Governance about sharing the letter from Cr Law to the Buderim Private Hospital</p> <ul style="list-style-type: none"> • Template letter provided for community use – <i>complete</i> <p>Dr Grey attending a MAG meeting</p> <ul style="list-style-type: none"> • Unable to attend 14 April plans are in progress for June meeting - <i>in progress</i> <p>Migrant Welcome Hub review - <i>in progress see MAG update</i></p> <p>Racism it Stops with Me - <i>in progress see MAG update</i></p> <p>Meeting Sport and Recreation team regarding CALD access to sporting clubs - <i>complete</i></p> <ul style="list-style-type: none"> • State government have identified a priority towards integrating CALD communities into sports. • Building cultural capacity of clubs is a crucial step before inviting CALD members. • Baringa Football Club are seeing a higher intake from the Indian community. Access to information suitable for the community could be valuable. • Multicultural Worker Stella Romagnoli works from the Baringa Community Centre and has developed closed connections with key members of the Indian community. She may be able to help sporting groups to link up with the community. • What resources are available for sporting clubs to help them to create a welcoming environment and build cultural capacity? <ul style="list-style-type: none"> ○ Face to face cultural capacity and unconscious bias workshops for key volunteers and staff. There is a great workshop ‘Welcoming Clubs’ being delivered by local providers from CALD and First Nation backgrounds that could be delivered across the region with funding support. ○ Online materials to help clubs build social cohesion ○ National campaigns i.e. Racism it Stops with Me <p>Migrant Work Ready program – <i>in progress see MAG update</i></p> <p>Invite Jason Hunt MP (Caloundra) – Attended 14 April meeting, Rob Skelton MP (Nicklin) still to confirm to next MAG meeting in June - <i>in progress</i></p> <p>Add agenda item for April meeting - QLD Health, employment options for migrants who are qualified or studying - <i>complete</i></p> <p>Welcoming Cities – <i>in progress see MAG update</i></p> |

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| | <p>Share Mapping Social Cohesion report with MAG and add as agenda item for April – <i>complete</i></p> <p>ACTIONS:</p> <ul style="list-style-type: none"> • Introduce Stella Romagnoli to Rebecca Urquhart from Council Sports and Recreation team with regards connections to the Indian community in the Baringa area – Kim Price • MAG to recommend existing resources to assist clubs to create welcome and build social cohesion – MAG • Invite Rob Skelton MP to June meeting – Kim Price |
| 2.3 | <p>MAG updates</p> <p>Migrant Welcome Hub review</p> <ul style="list-style-type: none"> • Working group have met to discuss engagement scope including purpose, who to engage with, techniques etc. • Next step is to draft communication plan including project timeline using council's community engagement-planning template. <p>Racism it Stops with Me campaign</p> <ul style="list-style-type: none"> • Met with Jennifer McLean, Coordinator of Anti-Racism Campaign and Strategy, Australian Human Rights Commission on 24 March 2021. • Currently in a refresh phase of the campaign and hope to have new materials and collateral developed by the latter part of this year. • They are interested to know more about what the Sunshine Coast Council are working on and if there is anything specific they can do to support. • Our timelines match up well with the release of the new campaign. <p>Migrant Work Ready (MWR)</p> <ul style="list-style-type: none"> • Case study filming complete and final editing for video in progress. • Next phase is to write up case study including: <ul style="list-style-type: none"> ○ Statistics & trajectory of multicultural population growth in the region. ○ Tell participant story and the story of the value of cultural diversity to employer/workforce • David Hollinsworth asked if there is any reason MWR cannot run twice a year? Response – we do not have the resources to allow it to happen but agreed there is no question there is a need and demand. • Suggestion is to conduct a focused review following the 2021 cohort to consider what it might look like to restructure MWR to allow two programs per year. • Peppi Bueti raised the prospect of a follow up course hosted by the Sunshine Coast Chamber Alliance i.e. how to sustain a business for example. • Cr David Law asked if there is a way to reconnect with earlier participants to understand their experiences/outcomes? Response- yes, it has been done through qualitative methods and not considering employment outcomes specifically. <p>Welcoming Cities (WC)</p> <ul style="list-style-type: none"> • Consider the request to join Welcoming Cities in greater depth and whether to present to the Executive Leadership Team – <i>in progress</i> • Explore the possibility of MAG presenting the Migrant Work Ready program at the Welcoming Cities symposium. This was not possible with inter State travel currently not allowed with the uncertainty of COVID-19. • Gather feedback from other councils <ul style="list-style-type: none"> ○ Met with Emilie Wiggers, Community Development Officer, Lake Macquarie City Council (LMCC). |

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| | <ul style="list-style-type: none"> ○ LMCC signed up as a free member. ○ WC is an active organisation with resources and state coordinators. ○ Benefits of being part of the WC network around Australia are shared learnings, research, and symposium. ○ Signing to the membership and scroll/pledge is a straightforward process. Start with this and see where you may like to put your energy. ○ LMCC have not considered WC framework in regards to internal processes. ○ Further connections with other local government areas need to be explored. <p>ACTIONS:</p> <ul style="list-style-type: none"> ● Draft communication plan for Welcome Hub review using council’s community engagement-planning template – Kim Price and Tim Burns ● Send a list of Welcoming Cities councils to David Hollinsworth to consider which one’s might be worth following up to better understand benefits – Kim Price |
| 2.4 | Mapping Social Cohesion report – carried over |
| 2.5 | <p>Discussion about employment options for migrants who are qualified or studying within the health sector.</p> <ul style="list-style-type: none"> ● There is a growing job market for disability and aged care workers and many migrants are choosing this training and employment pathway. ● Concerns have been raised about the safety and risks of these workplaces for migrants who are subjected to physical and racist abuse. ● Unfortunately, this is not an area where MAG can have a great deal of influence however organisations like Diversicare may be better positioned to advocate on behalf of the needs of CALD workers in health and aged care sectors. <p>ACTION:</p> <ul style="list-style-type: none"> ● Reach out to Diversicare and invite to attend a MAG meeting to discuss care sector – Kim Price |
| 3. New Business | |
| 3.1 | <p>Nominations for MAG vacancy</p> <ul style="list-style-type: none"> ● Jessica Taylor resigned from MAG on 31 March 2021. ● As per MAG Terms of Reference, vacancies shall be filled by calling for nominations. ● As part of Councils reconciliation journey, we would like to see MAG continue to strengthen and embed connection, inclusion, awareness with our First Nations peoples and therefore retain a First Nations group member. ● Linda Dennis also nominated Jang Etheridge. ● David Hollinsworth spoke highly of the nomination from Linda and for the importance of having a First Nations member. ● Current vacancy is for one member however, an added vacancy could be opened if the role of the chair moved to an ex officio role, this seem more appropriate given this is a paid council employee. ● All agreed to this would be an idea outcome. <p>David Hollinsworth moved, and it was seconded by Cr David Law to change the MAG Terms of Reference through a flying minute. The position of chair is to be changed to an ex officio position and therefore creating two vacancies in the MAG. It was also agreed to accept the nomination of Jang Etheridge from Linda Dennis. All agreed and motion carried.</p> |

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| | <p>ACTIONS:</p> <ul style="list-style-type: none"> • Amend MAG Terms of Reference through a flying minute to allow two new vacancies in the MAG and to move the role of chair to as ex officio – Kim Price • Seek targeted nominations through councils First Nations team – Kim Price • Confirm nomination of Jang Etheridge with Linda Dennis – Kim Price |
| 4. Ending Items | |
| 4.1 | <p>Announcements</p> <p>Date change for 16 June meeting and propose to move to the week after on Wednesday 23 June 2021.</p> |
| 4.2 | <p>Review of actions</p> <ol style="list-style-type: none"> 1. Look at the Migrant Workers Centre (https://www.migrantworkers.org.au/) in Victoria for great resources in many languages for the MWR program – MAG 2. Inquire about the COVID-19 PPE poster through the minister - Jason Hunt MP 3. Inquire about the COVID-19 PPE poster through Queensland Health - Cr David Law 4. Introduce Stella Romagnoli to Rebecca Urquhart from Council Sports and Recreation team with regards connections to the Indian community in the Baringa area – Kim Price 5. MAG to recommend existing resources to help clubs to create welcome and build social cohesion – MAG 6. Invite Rob Skelton MP to June meeting – Kim Price 7. Draft communication plan for Welcome Hub review using council's community engagement-planning template – Kim Price and Tim Burns 8. Send a list of Welcoming Cities councils to David Hollinsworth to consider which one's might be worth following up to better understand benefits – Kim Price 9. Reach out to Diversicare and invite to attend a MAG meeting to discuss care sector – Kim Price 10. Amend MAG Terms of Reference through a flying minute to allow two new vacancies in the MAG and to move the role of chair to as ex officio – Kim Price. 11. Seek targeted nominations through councils First Nations team – Kim Price 12. Confirm nomination of Jang Etheridge with Linda Dennis – Kim Price |

Next meeting

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| Date | Wednesday 23 June 2021 |
| Location | To be confirmed |