



Multicultural Advisory Group

Date	21 October 2020
Time	1:30pm to 3:30pm
Location	Administration Building, Level 3 Beerwah Room, 1 Omrah Avenue Caloundra
Chair	Kim Price
Secretariat	Heike Herrling
Attendees	David Hollinsworth, Thị Bích Hợp Nguyễn, Linda Dennis, Peppi Bueti, Vicki Qiu, Councillor David Law and Kim Price
Apologies	Graham Adra, Jessica Taylor and Dr. Sheikh Muhammad Naveed

Meeting minutes

Item No	Agenda topic
1. Standing Items	
1.1	Traditional acknowledgement and welcome
1.2	Review agenda
1.3	Approve minutes of previous meeting <ul style="list-style-type: none"> • Nominated by: David Hollinsworth • Seconded by: Peppi Bueti • Approved by: Kim Price
2. Business Arising (rolling agenda items and/or action items that are due)	
2.1	Outstanding action items <ul style="list-style-type: none"> • Explore current procurement policy concerning the possibility of including multicultural business and the current wording of Traditional Owners potentially excluding broader First Nations communities. – Cr David Law Cr Law followed up with Paul Skillen, Manager Business and Innovation <ul style="list-style-type: none"> ○ Stephen Mam Senior Advisor First Nations Partnerships has informed the procurement process. ○ Traditional Owners and First Nations are used interchangeably. ○ The procurement process favours local suppliers with preferential treatment for Traditional Owners and First Nations People. ○ First Nations Engagement Guidelines are in use when assessing tenders. ○ Australian South Sea Islanders are not currently included. ○ Multicultural businesses could access procurement preference when operating out of Sunshine Coast, employing and buying locally. ○ Education on procurement policy is important and its recommend local suppliers complete a short course on ‘Doing Business with Council’ • Introduce Vicki Qui to the Paul Whinnett from Sunshine Coast Chamber Alliance Business Mentoring program. – Complete

- Explore funding options for Migrant Work Ready program. – Kim Price
 - Nothing open currently. Due to COVID19, many funding rounds are currently closed. Community foundations may be worth exploring.
 - We must be mindful when applying for funding about who else is seeking funding in the region regarding competition.
- Explore pathways for small business skills development and incubation opportunities through existing programs i.e. Nambour Reimagine, Sunshine Coast Chamber Alliance. – Kim Price
 - Conversations are in progress.
- Contact Joy Taylor from [Canvas Coworking](#) to discuss their approach to [Zero to Startup](#) business program. – Kim Price
 - Program received \$33,000 funding through the Fostering Integration Grant Program – they have been funded twice.
 - Offer job ready workshops and business development support for migrants.
 - Programs are supported by co-funding working space.
 - Start-up business owners occupy and pay membership for 12 desks.
 - Deliver 300 programs per year.
 - Meeting between Migrant Work Ready program partners and Joy Taylor has been scheduled for Thursday 5th with the aim to connect, share learnings and ideas moving forward.
Additional connection:
 - Liz Pyle Principal Program Officer, Department of Local Government, Racing and Multicultural Affairs has referred Michael Combs, the founder of Career Seekers. [Career Seekers](#) offer an Australian Internship program for university students and new arrivals needing Australian work experience. They offer placements in larger companies following training to restart professional careers in Australia.
- Send project brief for Migrant Work Ready case study to MAG for review – Kim Price
 - COVID restrictions have meant the university intern is unable to do face-to-face placement.
 - Progressing without intern in the first instance.
 - Phase 1 will include a community engagement event.
 - Updated program brief will be circulated to MAG.
- Coordinate a meeting with local hospitals about the disbursement of multicultural materials – Dr. Sheikh Muhammad Naveed and Kim Price
 - Conversation is in progress; meeting date has not been established.
- MAG briefing pack for the newly elected council. – Kim Price
 - Awaiting distribution through Greg Laverty.

On hold

- Morton Bay Council visit to progress when COVID Safe requirements allow. - Liam Mayo and Kim Price

Actions

- Update Multicultural Welcome Hub to include information and link to the short course on 'How to do Business with Council'. – Kim Price

	<ul style="list-style-type: none"> • Explore funding options for Migrant Work Ready program. – Kim Price and Heike Herring • Migrant Work Ready case study brief circulated to MAG. – Kim Price • Coordinate a meeting with local hospitals about the disbursement of multicultural materials. – Dr. Sheikh Muhammad Naveed and Kim Price • Continue to explore pathways for small business skills development and incubation. – Kim Price • Connect with Michael Combs founder of Career Seekers regarding Migrant Work Ready program. – Kim Price
<p>2.2</p>	<p>MAG updates</p> <p>Peppi Bueti</p> <ul style="list-style-type: none"> • Migrant Work Ready Program <ul style="list-style-type: none"> ○ Received National Award for Local Government in the Multicultural Australia category. ○ Program commenced on 11 September. ○ 30 participants. ○ Demand in increasing, current program is oversubscribed and needed to turn away 13 people. ○ Currently in Week 6 with regular weekly attendance remaining high. ○ Participants are engaged and many have qualifications. ○ Two participants have already found work and they both spoke last week with enthusiasm and praise for the program. ○ Graduation event is 6 November at TAFE Mooloolaba at 10 am with the Mayor attending and guest speaker Cherrell Picton from the Sunshine Coast Chamber Alliance Business Mentor program (SCCABM). ○ SCCABM is a new partnership for the program, providing mentoring for participants. The mentors are heavily engaged and it is a great addition to the program – offering is going beyond the program end. ○ Thị Bích Hợp Nguyễn is a participant of the program she said, “This program is so inspirational and we have more confidence to seek jobs and many skills are being updated. With this program we have a bridge”. ○ Linda Dennis provided the group with a referral that lead to that job. Successful applicant is still buzzing from the experience. The participant had been looking to enter this type of work since arriving but did not have a driving licence. However, the people who are working with her have offered to pick her up and drop her at the train station. ○ Program was presented to the Community Strategy Leadership Group on 15 September. Members of the group are keen to advocate for further corporate support. <p>David Hollinsworth</p> <ul style="list-style-type: none"> • Attended a meeting on 22 September with a group of skilled migrants most of whom are on partner visas, who have been unable to gain suitable work and are mostly denied any form of government assistance. The meeting was sponsored by Stella Romagnoli at the Caloundra Community Centre to inform local federal MP Andrew Wallace and local LNP state candidate Stuart Coward of these challenges. Meetings are going to continue to meet for peer support. • Sunshine Coast Chinese Association (SCCA) are very concerned with the increase in harassment experienced under COVID. On 9 November David Hollinsworth and Kim Price will attend an informal conversation with members of SCCA about those experiences and talking through ways of responding.

Racism it Stops with Me (RSWM) campaign

- Approximately \$2,000 budget allocated to RSWM campaign that must be expended by end of 2020-2021 financial year.
- Last campaign was in 2016, council collaborated with Parkrun on 21 May on National Anti-Discrimination Day, across five locations on the Coast. There was a sea of people wearing t-shirts with campaign branding.
- Peppi Bueti recommended the campaign should consider links with sports locations as well with many common connection points and a volunteer base.
- Linda Dennis advised the migrants tennis lessons was a great program, however follow through on joining the club was a barrier without the ongoing familiar support provided during the lessons.
- Kim Price suggested that cultural capacity training for clubs could form part of the campaign.
- There may be opportunities to bring the campaign to existing activities i.e. Chamber of Alliance, Salvation Army host a morning tea with volunteers.
- Need to determine host and scope of the campaign.
- Potential to roll the campaign out over time with different focuses i.e. employment, social belonging, schools, sporting clubs etc.
- Campaign can also be introduced to the Community Strategy Leadership Group input.

Schools cultural diversity forum

- On hold, likely until 2022. Because schools are not ready to have big forums or discussions and typically, so much forward planning is required.

Linda Dennis

- Driving program
 - Funding has been attained from Department of Transport towards assisting with securing driver's licences.
 - Current funding is for women, particularly those who have survived Family and Domestic Violence and/or needing to better access to employment and independence.
 - Driving lessons are oversubscribed.
 - Additional unmet need exists i.e. literacy and technology skills.
 - Referring to driving schools who are trusted migrant friendly.
 - Funding could be applied for the Migrant Work Ready program e.g., driving lessons might be another job preparation need and pathway to employment.
 - The need for creating connection with general community is appearing more in funding models.
- Sister for Sister project
 - Is ongoing and going well.
 - The core group is 18 months together now and have stepped into leadership positions and taking the ownership for project.
- Settlement
 - Not many new arrivals but those here are still struggling.
 - Making local connections with locals is an important step forward.
 - Mentoring and involving the broader community is important.

- Migrant Learn to Swim and Beach Safety program
 - Royal Life Saving Society Australia have agreed to fund more lessons in 2021.
 - A migrant family have participated in promotional video on beach safety and swimming program, this will be released to promote the 2021 program.

Vicki Qiu

- Chinese groups are experiencing racism.
- Community are seeking a conversation to discuss experiences and gain guidance on what they can do to feel safe in our community, manage and respond to a situation of racism.
- David Hollinsworth and Kim Price will attend a community conversation with members of the Sunshine Coast Chinese Association. The aim is to hear and understand their experiences and support the group to develop ways forward.
- A student doing placement in the Buderim Private Hospital presented a flyer to the attention of Sunshine Coast Chinese Association. The flyer shows how to fit COVID-19 PPE but also draws attention to a world map, which circles China. This reinforces unjustified references like the 'China virus'. In addition, these phrases are discriminatory and can have a negative impact on Chinese people's health and well-being, as was the case with the student.
- Moon festival at Sunshine Plaza, was very successful.

Thị Bích Hợp Nguyễn

- Access to driving lessons is very expensive for most migrants, particularly those unemployed, 1-hour driving lesson is \$70 and 3 hours is \$200.
- If migrant could pay the fee for the driving test, we could find somebody or friend, who can have the driving friend. Mentor / driving program.
- Need to ask community about their experience with the Multicultural Welcome Hub.
- There would be value in providing many links between other sites. For example, a link between the Department of Home Affairs and the Sunshine Coast Multicultural Welcome Hub.
- Search of the Department of Home Affairs site provides lots of useful information about visas, and there are downloadable resources. This was useful information to access from Vietnam.
- It would be good to ask new migrants basic early questions so they can be directed to appropriate information. For example, "I've just arrived questions" need to be directed appropriately.
- Search ability will be primary factor of revised hub.
- Translation in multi-language is also necessary. Otherwise, some members of the community cannot find information. For example, a women on a partner visa is suffering domestic violence, she does not speak English, she cannot drive and cannot access information to ask for help.
- Kim Price noted the translated website would of great value however, it is very expensive and there may not be budget to support this outcome.
- Multiculturalism calendar would be a great addition to the Welcome Hub.
- The content in the handbook also needs review.
- There is an opportunity to work with Migrant Work Ready group to review the Welcome Hub and Handbook.

	<p>Councillor David Law</p> <ul style="list-style-type: none"> • Community Strategy Leadership Group includes three break out groups, Racism, Homelessness and At home in My Neighbourhood. • David Hollinsworth suggested that there are potential mentors for the Migrant Work Ready program within the leadership group. • Many communities Christmas events have been cancelled. This year Councils Christmas carols will be pre-recorded and streamed online. • Christmas Season in My Neighbourhood will build on the #covidkindess campaign and encourage neighbours to celebrate the Christmas season in their neighbourhoods. • Seeking to make this campaign as accessible as possible i.e. even if you don't celebrate Christmas, encouraging neighbours to meet and connect over the summer period. • How different cultures celebrate Christmas could offer some good stories for marketing. • Christmas in your Neighbourhood should be changed to Festive Season in My Neighbourhood. • Community Connect Plus Kids is looking for mentors for vulnerable young people at school. <p>Actions</p> <ul style="list-style-type: none"> • Attend community conversation with members of (SCCA) regarding experiences of racism. – David Hollinsworth and Kim Price • Convene planning group for Racism it Stops with Me campaign, including consultation with Community Strategy Leadership Group. - David Hollinsworth and Kim Price • Investigate Buderim Hospital PPE flyer and progress a strategy to advocate for less discriminatory practices. – Vicki Qiu, David Hollinsworth, Kim Price and Cr David Law • Collaborate to plan the review of the Multicultural Welcome Hub and Handbook. - Thi Bích Hợp Nguyễn and Kim Price • Advise councils Corporate Communications Branch to change 'Christmas in My Neighbourhood' to 'Festive Season in My Neighbourhood'. – Kim Price • Distribute information about the Community Connect Plus Kids mentor program – Cr David Law
2.3	<p>Where do you see yourself within MAG?</p> <ul style="list-style-type: none"> • Kim Price spoke to the framework, and recommends members looking and providing input as required • To progress in the next meeting.
<p>3. New Business</p>	
3.1	<ul style="list-style-type: none"> • None
<p>4. Ending Items</p>	
4.1	<p>Announcements</p> <ul style="list-style-type: none"> • MAG profiles are live on the website, please check and provide any amendments and updates. • Kim price will email other announcements to the MAG

4.2	<p>Review of actions</p> <ul style="list-style-type: none"> • Update Multicultural Welcome Hub to include information and link to the short course on 'How to do Business with Council'. – Kim Price • Explore funding options for Migrant Work Ready program. – Kim Price and Heike Herrling • Migrant Work Ready case study brief circulated to MAG. – Kim Price • Coordinate a meeting with local hospitals about the disbursement of multicultural materials. – Dr. Sheikh Muhammad Naveed and Kim Price • Continue to explore pathways for small business skills development and incubation. – Kim Price • Connect with Michael Combs founder of Career Seekers regarding Migrant Work Ready program. – Kim Price • Attend community conversation with members of (SCCA) regarding experiences of racism. – David Hollinsworth and Kim Price • Convene planning group for Racism it Stops with Me campaign, including consultation with Community Strategy Leadership Group. - David Hollinsworth and Kim Price • Investigate Buderim Hospital PPE flyer and progress a strategy to advocate for less discriminatory practices. – Vicki Qiu, David Hollinsworth, Kim Price and Cr David Law • Collaborate to plan the review of the Multicultural Welcome Hub and Handbook. - Thi Bích Hợp Nguyễn and Kim Price • Advise councils Corporate Communications Branch to change 'Christmas in My Neighbourhood' to 'Festive Season in My Neighbourhood'. – Kim Price • Distribute information about the Community Connect Plus Kids mentor program – Cr David Law
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Next meeting

Date	16 December 2020
Location	Eddie De Vere Building, Level 1 Large Committee Room, Cr Curry and Bury St Nambour