



Multicultural Advisory Group

Date	Wednesday 10 February
Time	1:30pm to 3:30pm
Location	Eddie De Vere Building, Level 1 Large Committee Room, Nambour
Chair	Kim Price
Secretariat	Cassandra MacKenzie
Attendees	David Hollinsworth, Thị Bích Hợp Nguyễn, Jessica Taylor, Linda Dennis, Peppi Bueti, Vicki Qiu, Councillor David Law and Kim Price
Apologies	Dr. Sheikh Muhammad Naveed and Graham Adra

Meeting minutes

Item No	Agenda topic
1. Standing Items	
1.1	Traditional acknowledgement and welcome <ul style="list-style-type: none"> Kim Price opened with First Nations acknowledgement. Apologies from Dr. Sheikh Muhammad Naveed and Graham Adra.
1.2	Review agenda <ul style="list-style-type: none"> New agenda item 3.3 - Mapping Social Cohesion, The Scanlon Foundation Surveys 2020
1.3	Approve minutes of previous meeting for 16 December 2020 <ul style="list-style-type: none"> Amendments required to items 1.3 and 2.3. <p>ACTION: Amend 16 December meeting minutes item (1.3) Kim Price and item (2.3) Dr. Sheikh Muhammad Naveed.</p>
2. Business Arising (rolling agenda items and/or action items that are due)	
2.1	Updates on outstanding action items <ul style="list-style-type: none"> Letter to Buderim Private Hospital regarding PPE poster – <i>complete</i> <ul style="list-style-type: none"> Members of the Chinese community have asked to use the letter as an example of advocacy when approaching organisations in response to issues of racism. Cr. Law approved on the proviso there were no governance issues surrounding this. <p>ACTION: Ensure there are no governance issues with sharing the letter from Cr Law to the Buderim Private Hospital and advise MAG – Kim Price.</p>

- Reininvite Dr Tanya Grey to the next MAG meeting – *in progress*
 - Dr Grey was unavailable to attend 10 February meeting and an invitation for the 14 April has been extended.
 - If Dr Grey cannot attend the 14 April meeting, the group suggested we offer to meet at hospital with only a few MAG representatives. David Hollinsworth, Vicki Qiu and Cr. Law would like to attend.

ACTION: Confirm Dr Grey's attendance for 14 April and if unavailable negotiate an alternative meeting date at the hospital – Kim Price.
- Review of Multicultural Welcome Hub – *in progress*
 - Aim is to have review completed by June 2021.
 - Community engagement will include focus groups with community and sector, and online survey.

ACTIONS:

 - **Meet to discuss the community engagement plan for the Migrant Welcome Hub review - Thị Bích Hợp Nguyễn, Linda Denise and Kim Price.**
 - **Meet with the web team to determine timeline and functionality for new website – Kim Price.**
- Convene Racism it Stops with Me working group – *in progress*
 - Time ran out at the end of 2020 to progress any further.
 - Aligning the campaign for delivery during Queensland Multicultural Week 2021 would be a good outcome.
 - Focus on involving business and sporting clubs in the campaign.
 - Racism is at the forefront after the issues within Collingwood Football Club
 - In the soccer federation entire teams have walked off the field to stand up against racism.
 - Would be beneficial to align our campaign with another and leverage off additional promotion. Collingwood Football Club are providing leadership that could be leveraged. <https://www.collingwoodfc.com.au/news/863693/anti-racism-expert-group-established>

ACTION: Convene Racism it Stops with Me working group - Kim Price and David Hollinsworth.
- Migrant Work Ready (MWR) - *in progress, see MAG updates item 2.2*
 - Need to convene 2021 MWR planning group.
 - CALD specific [business](#) workshops and mentoring
 - Funding options
- Welcoming Cities (WC) - *in progress, see MAG updates item 2.2*
 - Ask representative of WC to speak to MAG.
 - MAG to speak to Council's ELT, 2021 – Liam Mayo
 - Consider the request to join network in greater depth and to provide a recommendation to council - MAG
 - Explore the possibility of MAG presenting the Migrant Work Ready program at the WC symposium. – Kim Price

MAG updates

- CALD communities and access to sporting clubs – MAG discussion
 - Councils Sports and Recreation team are seeking advice on how to invite multicultural groups to join regional sporting clubs. The clubs can access State Funding to support this. This is a great opportunity however, there are a few learnings before linking CALD communities to sporting clubs.
 - Linda highlighted a good news story where a soccer team paid for a new CALD member's boots and uniforms, members of the club really supported these new players.

ACTION: Invite Linda Denis to attend the meeting with the Sport and Recreation team – Kim Price.

- Migrant Work Ready Program – Kim Price and Peppi Bueti
 - Case study – filming is complete
 - Focus is to promote the value of a culturally diverse workforce (for business and for employees) and the value of having a diversity and inclusion strategy.
 - McCormick Global participated in the interviews. They are recognized globally by DiversityInc as one of the top 50 companies supporting diversity and inclusion.
 - Rebecca Tindale HR Manager spoke positively on the diverse work force and talked strongly about diversity and inclusion policy.
 - Aiming to have a launch event for the case study and open the next round of the Migrant Work Ready program in June 2021.
 - Would be great to do this in partnership with the business chambers.
 - Discussions are in progress between Economic Development and TAFE East Coast to offer a version of the Build a Better Business workshop specifically for CALD participants.
 - TAFE agreeing to repackage the course and relax the criteria to suit multicultural students.
 - Federal Governments Local Recovery Fund of \$780,000 was available for Sunshine Coast region for projects that meet the priorities identified in the Local Jobs Plan. Preliminary discussion looked promising but has since hit a roadblock with much of the funding already been allocated.

ACTION: Meet with Sunshine Coast Chamber of Alliance to launch of case study and next Migrant Work Ready program – Kim Price and Peppi Bueti.

- Migrants Welcome Centre (MWC) – David Hollinsworth
 - Stella Romagnoli from Caloundra Neighbourhood Centre has been convening meetings with a core group of migrants from the Caloundra – Baringa areas.
 - The group attended a half-day cultural capacity training session at the end of January.
 - Jason Hunt MP Labour State Member for Caloundra is currently supportive of the group.
 - Baringa, Aura and Harmony areas have become marginal - with an increasing multicultural population, and with this brings issues of inclusion.
 - New schools are being built and it is right next to a transport corridor. Now is a good time to be having these conversations.
 - MWC and council have been supporting the Sunshine Coast Indian Community Inc. to plan and deliver the Holi Day Festival. This is the first time

	<p>the festival will be held on the Sunshine Coast at Kings Beach with an expected 500 – 800 people to attend.</p> <ul style="list-style-type: none"> - Cr. Law will be meeting with MWC group in the near future. - Development to south of Caloundra continues 6,500 homes are currently in progress, with another 37,000 to come. <p>ACTION: Invite Jason Hunt MP (Caloundra) and Rob Skelton MP (Nicklin) to next meeting – Kim Price.</p> <ul style="list-style-type: none"> • Employment opportunities in aged age – MAG discussion <ul style="list-style-type: none"> - Aged care sector are desperate for staff, which is a major employment growth area on the Sunshine Coast. - There is demand for the training, can the MWR program incorporate opportunities to respond to the current and emerging need? - Caloundra Community Centre consistently deliver training for CALD community for a Certificate III in Aged Care. - Nurses are also prepared to do a certificate to meet the requirements. - There are several horror stories about racism when placing migrants in the aged care field. - Graduating students are also finding it hard to get jobs with no experience. It is a vicious cycle where students cannot get a job once finishing their training due to no experience. - Migrants could work one on one in individual support as they are easier to place in employment. - NDIS work is also a growth area. However, this type of employment is reliant on employees having their own transport and shift work which may not suit migrants. - Need to discuss options with QLD Health. <p>ACTION: Add as agenda item for next meeting – QLD Health and employment options for migrants who are qualified or studying – Kim Price.</p> <p>Settlement – Linda Denis</p> <ul style="list-style-type: none"> - Settlement has been up and down in terms of new people coming in to the centre. - Now is a suitable time to do something with the racism campaign alongside the Collingwood Football Club issues
<p>3. New Business</p>	
<p>3.1</p>	<p>Welcoming Cities presentation - Sebastian Geers Manager, Welcoming Cities</p> <ul style="list-style-type: none"> • Overview <ul style="list-style-type: none"> - Diversity is our reality - inclusion is our choice. - COVID 19 has slightly changed the story, however migration has continued and will pick up in the future. - Either half of the county is born overseas or their parent was born overseas. - Sunshine Coast is a growth area and needs to understand what is happening and what is to come with these changes. - Council's role with these changes needs to be a broker between resident's new and old, businesses, community organisations and new and receiving communities. - Local Government has the perfect platform to facilitate this change. - We need a place-based approach. What works in Sydney and even in Brisbane will not necessarily work on the Sunshine Coast.

- Welcoming Cities currently has 55 members, representative of about 30% of the Australian population. Council members include Toowoomba, Brisbane, Sydney, and Adelaide.
- Lake Macquarie has a similar profile to the Sunshine Coast and offers a good benchmark on what may work in this region. They have been addressing policy practice and gaps, documenting case studies, benchmarking, and implementing improvement.
- Community centres play a key role.
- Being part of this network means
 - Discussions with members, sharing learnings and challenges with other councils.
 - Benchmark nationally and identify areas of strength and potential growth.
 - Demonstrable commitment to that council supports welcoming and inclusion.
 - Hear from experts and leaders in this field State, Federal and global.
 - Concierge service – WC have linked councils together that have similarities so they can work together and leverage of work already done.
 - Access to case studies and ideas from other council members are a great inspiration which council could draw on to use in our own community.
- Membership
 - Council can join as a member (free) and attend the group meetings.
 - There are also accreditation levels council can undertake which are measured against the Welcoming Cities Standard June 2019 (the Standard), **see attachment.**
- Accreditation process
 - Self-assessment (free) and external accreditation (for a fee) against the Standard categories.
 - Each category contains principles, criteria and indicators that can be applied by council through existing or new policies and practices.
 - Proof that council is meeting the high standards required of WC accreditation.
 - Recognition as a leader in the field of welcoming and inclusion.
 - A membership fee applies to progress through the accreditation process, **see attachment WC Accreditation Overview.**
 - Recommendation is to at least undertake the benchmarking process as a minimum.
 - Undertaking the accreditation standards improve social cohesion, increases a sense of belonging in the community and creates a positive and welcoming environment.
- Welcoming clubs
 - Welcoming Clubs is another part of the program that works with sporting clubs around Australia (in particular Brisbane) to make it more welcoming to join.
- MAG questions
 - How do the sub groups meet and build positive relationships?
 - Annual ‘Welcoming Cities Symposium’ 21 April 2021. Everyone meets in person in Sydney. All members are invited.
 - State based gatherings for members are held to meet, network, and discuss priorities.
 - Monthly network meetings via Zoom. Outside guest speaker often joins.
 - What councils in QLD have become members or are accredited?
 - City of Brisbane, Balon, Paru & Bullu (Regional), Livingstone, Central High, Toowoomba, Townsville, Gladstone. None yet accredited, however a number are seriously investigating this.

	<ul style="list-style-type: none"> - How has WC supported the above Local Government areas? <ul style="list-style-type: none"> - These areas are either experiencing stagnation or rapid decline (Balon) e.g. 500 jobs have been advertised and yet cannot be filled. - WC are working specifically with this council in developing a welcoming culture and to create a 'welcoming plan'. This would look different in each council. - Readyng the community to accept and bring in new migrants. - WC work with large employers and support them to develop their practice to highlight some issues. - Regional housing is always a massive challenge. Often there is a housing shortage for new employees to move into. Perhaps changing planning laws or allowing smaller dwellings, encourage empty nesters to downsize. - Common across the board is creating a 'welcoming plan'. • Further information can be accessed from the website https://welcomingcities.org.au/ <p>ACTIONS:</p> <ul style="list-style-type: none"> - Direct any further questions regarding WC through the chair – MAG. - Forward presentation along with any reports on to the MAG - Kim Price. - Consider the request to join WC in greater depth and to and whether to present to the Executive Leadership Team – MAG. - Explore the possibility of MAG presenting the Migrant Work Ready program at the WC symposium – Liam Mayo.
3.2	<p>Welcoming Cites discussion</p> <ul style="list-style-type: none"> • Need to consider if council budget is better spent to support local programs rather than to generating reports and receiving accreditation. Council also already have many plans to support migrants. We need action not more reports. • WC accreditation process and purpose are similar to developing a Reconciliation Action Plan. • WC serves a purpose for people who do not really know what they are doing. • Advantages of WC may be to allow and encourage council to weigh up against other councils. • Would be interested in investigating places like Toowoomba who have done enormous amounts of work on this. • The workload is an important consideration for council staff. • Could be a pathway forward and documenting things we are already doing. • As a member of WC, we can raise the profile in the community. • Could be a soft way to welcome refugees and have a ripple effect into other areas. It may also open a complex issue. • Council should talk to other WC members and seek reviews. What have they gained from membership? • Concerned around tokenism. Do we need to have this just so we can tick off a box? • Housing is inadequate and from this, homelessness is changing dramatically on the Sunshine Coast. We need to welcome a new migrant population, but we do not have housing supply to keep up. • If there is an issue of communities not welcoming new comers then this is racism and needs to be addressed. • Do the WC standards this align with council's community strategy? • Different membership levels are good, council could join the discussion and talk to other councils before committing to accreditation process.

	<ul style="list-style-type: none"> • There would be a benefit in the support WC provide specifically with strategic planning. • There is a lot of work to get this approved and across council. • Welcoming Clubs could be a piece of work already completed by the network that we could use immediately. • South Western cities would be a good place to look at and investigate. Central Coast of NSW and Livingstone Shire could be interesting, it is coastal, growing rapidly. <p>ACTION: Seek feedback from other councils that have joined WC - Kim Price and David Hollinsworth.</p>
3.3	<p>Mapping Social Cohesion, The Scanlon Foundation Surveys 2020</p> <ul style="list-style-type: none"> • 39% of Asians experience racism. They never talk to any organisation; they don't report the racism, so it is never followed up. • Most people do not want to report due to having to go through the whole experience again. • People having issues with Chinese community has risen exponentially in the last 10 years. • Media is constantly bombarding the community with anti-Chinese information. • Can we link this with the anti-racism campaign? • Time did not allow for a full discussion. <p>ACTION: Share Mapping Social Cohesion report with MAG and add as agenda item for the next meeting - Kim Price.</p>
4. Ending Items	
4.1	<p>Announcements</p> <ul style="list-style-type: none"> • None
4.2	<p>Review actions</p> <ul style="list-style-type: none"> • Amend 16 December meeting minutes item (1.3) Kim Price and item (2.3) Dr. Sheikh Muhammad Naveed. • Ensure there are no governance issues with sharing the letter from Cr Law to the Buderim Private Hospital and advise MAG – Kim Price. • Confirm Dr Crey's attendance for 14 April and if unavailable negotiate an alternative meeting date at the hospital – Kim Price. • Meet to discuss the community engagement plan for the Migrant Welcome Hub review - Thị Bích Hợp Nguyễn, Linda Denise and Kim Price. • Meet with the web team to determine timeline and functionality for corporate new website – Kim Price. • Convene the Racism it Stops with Me working group - Kim Price and David Hollinsworth. • Invite Linda Denis to attend the meeting with the Sport and Recreation team – Kim Price. • Meet with Sunshine Coast Chamber of Alliance to launch of case study and next Migrant Work Ready program – Kim Price and Peppi Bueti. • Invite Jason Hunt MP (Caloundra) and Rob Skelton MP (Nicklin) to next MAG meeting – Kim Price. • Add agenda item for April meeting - QLD Health, employment options for migrants who are qualified or studying – Kim Price • Direct any further questions regarding Welcoming Cities through the chair – MAG. • Forward Welcoming Cities presentation along with any reports on to the MAG - Kim Price.

	<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 – MAG. • Explore the possibility of MAG presenting the Migrant Work Ready program at the Welcoming Cities symposium – Liam Mayo. • Seek feedback from other councils that have joined Welcoming Cities - Kim Price and David Hollinsworth. • Share Mapping Social Cohesion report with MAG and add as agenda item for the next meeting - Kim Price.
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Next meeting

Date	14 April 2021
Location	Administration Building, Level 3 Beerwah Room, 1 Omrah Avenue Caloundra