



9.1 **MULTICULTURAL ADVISORY COMMITTEE - APPOINTMENT OF MEMBERS FOR 2021 TO 2024**

EXECUTIVE MEMBER: TONY KEENAN, GENERAL MANAGER, COMMUNITY WELLBEING AND INCLUSION

PREPARED BY: EWA ZYSK, DIVERSITY OFFICER

1. PURPOSE

- 1.1 To re-appoint current Multicultural Advisory Committee (MAC) members and appoint new community members for the period 2021-2024, as detailed in **Attachment 1**: Multicultural Advisory Committee Member Nominations 2021-2024 (confidential).

2. EXECUTIVE SUMMARY

- 2.1 The purpose of the Multicultural Advisory Committee (MAC) is to provide Council with advice and feedback on all issues that affect multicultural communities, refugees or asylum seekers in the City of Port Phillip.
- 2.2 The current MAC membership expired in May 2021. As a result, a recruitment process for new members has been undertaken.
- 2.3 In accordance with the current MAC Terms of Reference (provided at **Attachment 2**), Council conducted a Committee membership recruitment process. As part of the recruitment process current members were invited to re-nominate. Seven members re-nominated, and five members decided to cease their term.
- 2.4 Expressions of interest for community members and organisations to nominate to be on the MAC were invited from 21 Apr 2021 to 17 May 2021. Eight applications were received, and four nominees are recommended.
- 2.5 This report presents recommendations for the appointment of community members to the MAC (see **Attachment 1** – Confidential – Multicultural Advisory Committee Member Nominations 2021-2024).
- 2.6 This report also recommends extending the current Terms of Reference for a six-month period, to allow for a review by the MAC and subsequent consideration and endorsement by Council for the term of the Committee to be appointed at this meeting

3. RECOMMENDATION

That Council:

- 3.1 Endorses an extension of the 'expiry date' of the Multicultural Advisory Committee Terms of Reference to October 2021, to allow for a review by the incoming MAC and endorsement by Council of an updated Terms of Reference by this date.
- 3.2 Appoints _____, _____, _____, and _____, community members to the MAC until the end of the current Council term (October 2024).
- 3.3 Reappoints _____, _____, _____, _____, _____, _____, and _____, community members to the MAC until the end of the current Council term (October 2024).
- 3.4 Acknowledges the volunteer commitment of the outgoing MAC members.



4. KEY POINTS/ISSUES

- 4.1 A higher proportion of our population was born overseas when compared with the Victorian average. 31.4 per cent of the population in the City of Port Phillip are born overseas, 51.8 per cent have at least one parent who was born overseas and 20.5 per cent of Port Phillip residents speak a language other than English at home.
- 4.2 Between 2011 and 2016, the number of people living in Port Phillip who were born overseas increased 11.7%. Over this time, the largest changes in the birthplace of the Port Phillip population were for those born in China, United Kingdom, Italy and Brazil.
- 4.3 On 12 December 2018, Council endorsed the establishment of the new Multicultural Advisory Committee. Thirteen Advisory Committee members were endorsed by Council on the 16 October 2019.
- 4.4 Committee members attend monthly meetings and volunteer additional time on subcommittees. MAC key committee's achievements in 2020, include:
 - 4.4.1 Providing feedback and advice on a range of Council policies and issues.
 - 4.4.2 Overseeing Refugee and Cultural Diversity week celebrations in the City of Port Phillip.
 - 4.4.3 Highlighting to Council matters affecting multicultural communities as a consequence of COVID.
 - 4.4.4 Presenting to Council the "All One Together" anti-racism campaign, which was endorsed by Council on 20 June 2020.
- 4.5 Since the initial COVID-19 lockdown the Committee has been meeting monthly via Microsoft Teams. In June 2020, the Committee agreed to continue to meet monthly until May 2021.
- 4.6 In July 2020 Council endorsed an extension of tenure of the current MAC members to May 2021.
- 4.7 In April 2021, due to the expiry of the membership in May 2021, current members were invited to re-nominate, and a call for additional community nominations was conducted from 21 April 2021 to 17 May 2021.
- 4.8 Seven current Committee members re-nominated, and five members decided to cease their term.
- 4.9 Vacant positions for the Committee were publicly advertised, inviting interest from residents and representatives of community organisations supporting multicultural communities, refugees or asylum seekers in the City of Port Phillip.
- 4.10 To be eligible, nominees must work in, or be a resident of, the City of Port Phillip and be able to demonstrate:
 - 4.10.1 Community networks and linkages within local multicultural community, refugees or asylum seekers.
 - 4.10.2 Good knowledge and understanding of the local issues that are of relevance to our multicultural communities.
 - 4.10.3 Commitment to multiculturalism and the strengthening of a diverse community that encourages the participation and inclusion of all residents.



- 4.10.4 An ability to represent a broad range of views that reflect the diversity of the community.
- 4.10.5 Demonstrated ability to facilitate, negotiate and influence outcomes and resolve conflict.
- 4.11 The standard of nominations was high, and applicants came from varying backgrounds and forms of professional experience.
- 4.12 Applications were assessed in Smarty Grants against the selection criteria. Following a rigorous shortlisting process, eight of the applicants were interviewed by Cr Tim Baxter, Georgina Tsolidis (MAC Chair) and Ewa Zysk (Diversity Officer). Four of the eight nominations were deemed to meet the selection criteria following the interview process. The four nominees that were unsuccessful will be supported to pursue other opportunities for active citizenship.
- 4.13 11 candidates in total have been identified as recommended MAC members, as they complement the broader skills, experience and knowledge required for the Committee. The Terms of Reference recommends up to 13 members.
- 4.14 Committee members' cultural and religious backgrounds are aligned to the cultural and religious diversity of City of Port Phillip, including representatives from established communities, newly emerging communities, people seeking asylum, former refugees and young people.
- 4.15 Committee members are associated with a wide range of local groups and services including, Jewish Care, Space 2b Social Design, St Kilda Muslim community, Victorian Immigrant and Refugee Women's Coalition, ABRISA Brazilian Association, Migrants Workers Centre, Thorne Harbour Health, Victorian Pride Centre, Switchboard, Victoria Police and Melbourne Polytechnic.
- 4.16 The current Terms of Reference for the MAC has an expiry date of May 2021 and review date of July 2021. It is proposed that a six-month extension to the expiry date be endorsed by Council, to allow for a review by the MAC and subsequent consideration and endorsement by Council, for the term of the Committee to be appointed at this meeting

5. CONSULTATION AND STAKEHOLDERS

- 5.1 A detailed stakeholder engagement plan was developed to facilitate recruitment, which included engagement with local organisations such as: Space 2b Social Design, , Brigidine Asylum Seekers Project, MiCare, Jewish Care, Australian GLBTIQ Multicultural Council, Polytechnic – Adult Migrant English, Victoria Police, STAR Health, Elwood St Kilda Neighbourhood Learning Centre, Study Melbourne, Port Phillip Community Group, Welcome Dinner Project and the Anti-Defamation Commission.
- 5.2 The vacant committee positions were advertised via CoPP This! (Community Strengthening Newsletter), Council's website and social media channels, and through direct emails to key local multicultural groups, organisations, interested individuals and the multicultural and multifaith mailing lists. Council administers a generic multicultural and multifaith mailing list with over 280 subscribers. The mailing list consists of interested residents, faith leaders and multicultural organisations.
- 5.3 Data from the Australian Government Department of Education indicates there is a significant number of international students residing in City of Port Phillip. A concerted



effort was made to engage organisations that support international students such as Study Melbourne and Hare Krishna (ISKCON) Temple.

- 5.4 Key organisations that advocate for the rights of multicultural and multifaith LGBTIQ individuals and communities, including the Australian GLBTIQ Multicultural Council, and Pride Centre, were also informed.
- 5.5 The recruitment of members also occurred through current networks such as the Multicultural Forum, Multifaith Network, Older Persons Consultative Committee and Friends of Suai/Covalima Reference Committee.
- 5.6 Assistance was made available for translation in any language and completion of the application form. Interpreters were made available during the interview process upon request.

6. LEGAL AND RISK IMPLICATIONS

- 6.1 Due diligence was undertaken during the recruitment process which included the use of a selection criteria to screen out applicants who do not meet the basic requirements for the position. Face to face interviews were also conducted.
- 6.2 A key message that was conveyed during the interview process to MAC nominees is that the MAC is appointed as an advisory group to Council and does not make decisions on behalf of Council.

7. FINANCIAL IMPACT

- 7.1 No sitting fees are applicable for the Advisory Committee. Council's budget makes a provision of approximately \$5,000 for minor expenditure to support the operation of the Committee.

8. ENVIRONMENTAL IMPACT

- 8.1 The recruitment process was conducted via an online platform: SmartyGrants. Officers will work closely with the Advisory Committee to ensure that the Act and Adapt: Sustainable Environment Strategy 2018-28 is incorporated into the Committee's Actions.

9. COMMUNITY IMPACT

- 9.1 The MAC provides a direct civic engagement opportunity for our Multicultural community. It provides to Council and its officers relevant community views, knowledge and advice, and builds on local networks that keep people informed and connected.
- 9.2 The MAC addresses Council's Good Governance principles. Through the Committee, Council recognises and encourages community leadership, and seeks to maximise community feedback in its decision-making process. It improves public confidence through demonstrating active community participation in the decision-making process.
- 9.3 The MAC provides an opportunity to test engagement techniques and audiences to improve community engagement outcomes on issues impacting multicultural communities.
- 9.4 Due to the direct feedback from the Committee, Council has been able to address some emerging needs for multicultural communities directly related to the COVID-19 pandemic and to develop a well targeted recovery response, including:
 - 9.4.1 Translations of key COVID-19 factsheets in Russian, Polish and Hebrew.



- 9.4.2 Assistance in starting a local food delivery service that particularly targets international students and individuals residing on a temporary visa (via Food for Life – Hare Krishna Albert Park Temple and PPCG).
- 9.4.3 The submission of several funding applications that support the digital inclusion of multicultural seniors and families residing in Park Towers and Emerald Hill Court.
- 9.4.4 Inclusion of two reporting tools (Victorian Equal Opportunity and Human Rights Commission and the Asian Australian Alliance) on Council's website that enable resident to report discrimination and vilification.
- 9.4.5 Inclusion of emerging issues of multicultural communities into the Working for Victoria position funded by the State Government including:
 - Development of a local services directory targeting new and emerging communities and temporary visa holders.
 - The delivery of COVID-19 related community information sessions (online and in person) in a culturally appropriate manner to new and emerging communities and temporary visa holders. Session will be focussed on employment and workers' rights.
 - The initiation of a women's circle at Park Towers Housing Estate to address the issue of social isolation for CALD women residents due to Covid19 lockdowns and social restrictions.

10. ALIGNMENT TO COUNCIL PLAN AND COUNCIL POLICY

10.1 The work of the MAC is aligned with the Council Plan 2021-2031 through the following:

- Strategic Direction – 'Inclusive Port Phillip': Port Phillip is a place for all members of our community, where people feel supported and comfortable being themselves and expressing their identities. Relevant Initiatives which support this

'We will partner with':

Our Older Persons Consultative Committee, Youth Advisory Committee, Multicultural Advisory Committee, Multi-Faith Network and establish other committees, where relevant, to ensure the diversity of our community's experience is represented in decision-making.

- Strategic Direction – 'Well-Governed Port Phillip' - Port Phillip is a leading local government authority, where our community and our organisation are in a better place as a result of our collective efforts. Relevant Initiatives which support this Direction include:

'We will provide':

Opportunities for our community to participate in civic life and help shape Council policy, services, programs and decisions by facilitating engagement in line with Council's Community Engagement Policy.

10.2 The work of the MAC is aligned to the City of Port Phillip Community Engagement Policy adopted in February this year. Advisory Committees are specifically identified in the 'Involve' level of engagement.



10.3 The MAC Annual Report, presented to Council on 7 April 2021, reflects the committee being active, informed and made up of community members who are from diverse backgrounds.

10.4 The MAC addresses the priority health and wellbeing topics:

- Service access – universal and targeted access to information and services, including maternal and child health and youth services, aged and disability services.
- Social inclusion and diversity, including mental health resilience.

10.5 The MAC addresses the Port Phillip Community Safety Plan 2019-23, Priority Area 2. Build Resilience:

- Strategy 2.11 - Council supports consultative processes and advisory groups to ensure our understanding of community service needs is well-informed and relevant.

11. IMPLEMENTATION STRATEGY

11.1 TIMELINE

- 11.1.1 Subject to Council's appointment of members for the period 2021-24, the new members will be invited to attend a Committee induction session in mid to late July 2021.
- 11.1.2 All appointed members will then be invited to attend the next Committee meeting scheduled for late July 2021.

11.2 COMMUNICATION

- 11.2.1 Within one week of this Council meeting, all existing and new nominees to the Committee, and unsuccessful applicants, will be advised of Council's decision.
- 11.2.2 Council's website will be updated to reflect the updated Committee membership, with communications also to key internal and external stakeholders.
- 11.2.3 The outcome of this Council meeting will be recorded in the July Committee meeting minutes, including nomination appointments.
- 11.2.4 If Council does not proceed to appoint existing or new nominees, the nominees will be immediately informed of this decision.

12. OFFICER DIRECT OR INDIRECT INTEREST

12.1 No officers involved in the preparation of this report have any direct or indirect interest in the matter.

TRIM FILE NO: 46/03/22

ATTACHMENTS

1. Attachment 1: (Confidential) Multicultural Advisory Committee member nominations 2021-2024
2. Attachment 2: Multicultural Advisory Committee Terms of Reference