



14. NOTICES OF MOTION

I, Councillor Tim Baxter, give notice that I intend to move the Motion outlined below at the Ordinary Meeting of Council on 16 March 2022:

That Council:-

- 1.1. Commit to join and participate in the Welcoming Cities Network at free member status.
- 1.2. Authorise the Mayor and CEO to sign and submit the Welcoming Cities commitment form to the Welcoming Cities Network.
- 1.3. In agreeing to become a member of the Welcoming Cities Network, support greater understanding of how Council might strengthen its capacity to work alongside the many cultural groups living within this community, and support a more cohesive approach to migration, settlement and belonging.

2. Background

- 2.1. Welcoming Cities is a national initiative that supports local governments to achieve their social cohesion objectives through a network of Councils and other organisations with an interest in social cohesion. The network has been created to share knowledge, create partnerships, and celebrate success.
- 2.2. Advocacy for the City of Port Phillip to join and participate in the Welcoming Cities Network has been generated through the Multicultural Advisory Committee (MAC) and the MAC Action Plan.
- 2.3. The purpose of the MAC is to provide Council with advice and feedback on all issues that affect multicultural, refugee and asylum seeker communities in the City of Port Phillip.
- 2.4. In January 2020, the Committee commenced development of an Action Plan, identifying key issues and actions in relation to multicultural communities in the city. The Action Plan was aligned to key outcomes of the Council Plan 2017-2027 and drew influence from the Welcoming Cities Standard.
- 2.5. The Welcoming Cities Standard is a central element of the Welcoming Cities Network and establishes the framework for local government to:
 - Benchmark their cultural diversity and inclusion policies and practices across the organisation
 - Identify where and how further efforts could be directed
 - Assist in evaluating progress over time.
- 2.6. The Standard allows Council to benchmark current activity against six categories:
 - Leadership
 - Social and Cultural Inclusion
 - Economic Development
 - Learning and Skills Development
 - Civic Development



- Places and Spaces.
- 2.7. In the last decade, Council has been proactive in supporting campaigns that support inclusion of community members from different cultures:
 - 2006 - Endorsed a Statement of Commitment to Culturally and Linguistically Diverse (CALD) Communities which states that, “We welcome refugees, migrants, asylum seekers and visitors to our city”.
 - 2011 - Endorsed City of Port Phillip Social Justice Charter. The Charter provides a leadership framework that promotes advocacy for causes connected with Social Justice and Human Rights.
 - 2013 - Endorsed the Anti-Racism Campaign. The initiative is part of the Racism - It Stops With Me campaign launched by the Federal Government in August 2012. In addition, in 2014 Council voted to oppose proposed amendments to the Racial Discrimination Act 1975
 - 2014 - Supported the Joint statement by local governments in Victoria on asylum seekers
 - 2018 - Became a member of the Local Government Mayoral Taskforce Supporting People Seeking Asylum.
 - 2019 - Reaffirmed its commitment as a Welcome Refugee Zone by signing the Welcome Refugee Scroll.
 - 2020 - Joined the All one Together anti-racism campaign.

3. Cultural Diversity in City of Port Phillip

- 3.1. The City of Port Phillip continue to see more people who were born overseas call Port Phillip home, an increase of 3,308 people (11%) since 2011.
- 3.2. Our municipality is a vibrant multicultural city, home to people from over 163 different birthplaces, speaking 114 different languages. A rich, cultural diversity is one of this City’s greatest strengths.
- 3.3. One in three of Port Phillip’s 100,870 people were born overseas (2016 Census); 51.8 per cent have at least one parent who was born overseas; and 20.6 per cent of Port Phillip residents speak a language other than English at home.
- 3.4. In the five-year period from 2011 to 2016, Port Phillip’s overseas arrivals doubled in number. An increase from 4,906 (in 2006-2010) to 10,500 (in 2011-2016), the largest increase in overseas arrivals recorded by Census data in over fifty years.
- 3.5. Settlement data during the period of 2010/11 to 2015/16 indicates that the majority of people migrating to Port Phillip are entering via a skilled visa (5,414 people), less on a family visa (2,133 people) and very few on a humanitarian visa (60 people).
- 3.6. People born in the United Kingdom continue to be the largest group of overseas-born residents (5.9%), followed by New Zealand (3.0%), India (2.0%), China (1.8%) and Ireland (1.2%).
- 3.7. Forecast population modelling for City of Port Phillip predicts that areas such as St Kilda Road and Fisherman’s Bend will be mainly settled by newly arrived migrants from India and China. This is consistent with the settlement that has occurred in Docklands which has similar high-density housing to these parts of Port Phillip.



4. Welcoming Cities

- 4.1. Welcoming Cities is an initiative of Welcome to Australia and the Scanlon Foundation. The initiative was launched nationally in March 2016. Its purpose is to support Local Governments and communities to develop a more cohesive approach to migration and settlement that will deliver greater social and economic outcomes for all residents.
- 4.2. Welcoming Cities recognises that councils are best placed to understand the complexity and diversity of their local communities, and enable shared learning through networks, resources, and benchmarking.
- 4.3. There are 66 Local Councils across Australia who already members of the Welcoming Cities Network, including 19 in Victoria. Membership includes other inner Melbourne councils: Moreland City Council, City of Darebin, City of Yarra, Moonee Valley City Council and City of Melbourne.

5. Benefits to Council

- 5.1. Membership of Welcoming Cities will assist Council to:
 - benchmark our cultural diversity and inclusion policies and practices across the organisation,
 - support capacity to identify where and how further efforts could be directed,
 - provide Council with access to best practice evidence and examples of programs and approaches that foster inclusive communities, and
 - provide an informed basis to evaluate the progress of our work overtime.

6. Benefits to community

- 6.1. Membership of Welcoming Cities will help ensure the City of Port Phillip continues to:
 - be a municipality where people feel welcome,
 - encourage greater participation in community life,
 - foster a sense of belonging and connectedness, and
 - generate greater insight and understanding of different cultures living within our community.

7. Diversity Program / MAC Action Plan - Alignment

- 7.1. The City of Port Phillip Diversity program supports the Council Plan commitment to ensure *“the City of Port Phillip is a place where people of all ages, backgrounds and abilities can access services and facilities that enhance health and wellbeing”*.
- 7.2. Specifically, the Diversity program supports the planning and delivery of inclusive and accessible services and activities for people from culturally and linguistically diverse backgrounds, and welcomes all members of our community to participate in community life.
- 7.3. Membership to the Welcoming Cities Network will help inform program development and advocacy, including:
 - multicultural liaison and planning for existing and future diverse communities
 - strengthening the voice of new and emerging communities in planning and service access



- culturally sensitive planning including intersectionality across race gender, age, class, ability etc
- strengthening the role and aspirations of the City's Multicultural Advisory Committee and Multifaith Network
- community celebrations like Cultural Diversity Week
- enabling contemporary learning and development opportunities and awareness planning around understanding and working with diverse communities, and
- improvements to the purpose and reach of Diversity and Ageing Support Grants to maximise community facing outcomes and the support of new and emerging communities.

7.4. Membership to the Welcoming Cities Network will assist the Multicultural Advisory Committee to inform Council decision making by:

- providing clear and achievable benchmarks that can be used to interpret and advise on policy and planning opportunities
- provide access to a contemporary and independent resource capable of supporting members to understand their role and sphere of influence
- enhance the understanding of how the whole of Council can support multicultural communities through access information, service development, cultural programming, civic engagement and welcoming opportunities.

8. Resource Impact

8.1. Officers recommend that Council enters a “free member” arrangement with Welcoming Cities.

8.2. Free membership will:

- see Council formally recognised and promoted as a member of the network,
- support access to the network and knowledge sharing platforms which includes a library of leading cultural diversity and inclusions research, policies and plans,
- enable access to an established accreditation level (noting accreditation is not compulsory and options to pursue accreditation would have associated costs).

8.3. Council may in future consider a “premium membership” through an annual subscription of \$3,000. A “premium membership” provides additional benefits such as:

- access to higher levels of accreditation,
- opportunities to present to peers and industry leaders at the annual Welcoming Cities Symposium, and
- a suite of additional resources and support materials.

9. Membership Process and Commitment

9.1. To be recognised as a member, a Council must return a commitment form signed by the Mayor and Chief Executive Officer. This form highlights the commitment of the Council to:

- Join, and participate in, a network of cities and communities that are committed to becoming more welcoming and inclusive.

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- Identify at least one key staff contact that will liaise directly with the Welcoming Cities team.
 - Communicate regularly with the Welcoming Cities team, through at least three conference calls each year and an annual in-person session.
- 9.2. Council's Diversity officer can fulfil these obligations without need for any additional resourcing or impact on programs currently delivered.