

Multicultural Policy

Council Policy

Policy Reference Number	4003397
Responsible Department	Community Connections
Related Policies	
Related Procedures	Nil
Date of Initial Adoption	17 April 2018
Last Reviewed by Council	15 August 2023

1. Purpose

Campbelltown City Council has a proud multicultural history that has shaped, and continues to shape, the Community today with over one third of the population in the area born overseas.

Multiculturalism brings a richness to every Community through new traditions, customs, celebrations and ideas. There are also challenges and opportunities for new migrants in terms of their social, economic, cultural, spiritual and political participation in community life. These challenges and opportunities can be addressed by the Community thinking about how to make Campbelltown a welcoming and inclusive place for everyone.

Multiculturalism isn't about tolerating differences, it is about accepting and embracing diversity.

This Policy outlines how Council will welcome, support and celebrate the cultures that make up our diverse Community.

2. Power to Make the Policy

Council makes this Policy in accordance with its role and objectives as defined in Sections 6 and 8 of the Local Government Act 1999.

3. Strategic Plan Link

This Policy has the following link to Council's Strategic Plan 2024:

- Supporting our Community (Goal 1)

4. Principles

The following principles underpin this Policy:

- **Strength in diversity:** all cultures have their own identities, histories and traditions that bring richness to Communities.
- **Social inclusion:** a Community where everyone is made to feel welcome and valued. People are supported, and have opportunities, to participate in the social, economic, cultural, spiritual and political life of the Community.

5. Definitions

- **Multiculturalism:** refers to a society that contains several cultural or ethnic groups. People live alongside one another, however each cultural group does not necessarily have engaging interactions with one another.
- **Interculturalism:** is gaining momentum as an approach and describes communities in which there is a deep understanding and respect for all cultures. Intercultural communication focuses on the mutual exchange of ideas and cultural norms and the development of deep relationships. In an intercultural society, no one is left unchanged because everyone learns from one another and grows together.
- **Migration program:** where people choose to move to Australia as a skilled migrant or within the family migration program.
- **Humanitarian program:** where people have been forced to leave their home for a range of reasons such as persecution, conflict or war

6. Policy

6.1 Welcoming

Council welcomes people from all cultures and does not tolerate or accept racism or discrimination in any form.

6.1.1 National Initiatives

- Council will consider participating in national initiatives aimed at improving people's sense of belonging to the area.

6.1.2 Council initiatives

- Further develop interculturalism through Council working with cultural leaders in a shared, respectful dialogue about the unique aspects of cultures, and the shared opportunities of working and learning together.
- Review Council's public places and spaces about how they can create and promote a sense of inclusion.
- Promote Council facilities as welcoming places for multicultural community members to link to the Campbelltown Community.
- Become a culturally responsive organisation by training Elected Members, Employees and Volunteers, identifying and removing barriers to interacting with Council, and participating in multicultural programs, projects and services.

- Build understanding of the multicultural community, including strengths and needs, within the Council area.

6.2 Supporting

New and emerging communities and people with English as a second language may require additional support to access and participate in community life.

6.2.1 Community Grants

- Council's Community Grants program provides grants for Events, Community projects, equipment, hall hire and bus hire. The Grants program is available for eligible groups.

6.2.2 Partnerships

- Council will partner with settlement agencies, specific cultural agencies, groups and mainstream organisations working with multicultural community members to further their knowledge and understanding about the needs of new and emerging communities and to provide relevant information to assist people settle into the local community'.
- Council will partner with community groups and clubs to increase understanding and awareness in how they can engage multicultural community members in their activities, and deliver programs and services.

6.2.3 Community activities and programs

- Council will ensure that Community information, activities, programs, engagement, volunteering and promotional materials consider, and respond, to the needs of multicultural community members
- Council will encourage people from different cultures to access English language programs, acknowledging that language is one of the biggest barriers for people's confidence to participate in community life.

6.2.4 Advocacy

- Community members have identified a number of barriers to participating in community life including employment, social programs, transport and unmet expectations in moving to Australia. Some of these barriers may be addressed by Council, however will also require more to be done by Federal and State Government or non-Government organisations. Council will advocate on behalf of, or with, individuals and groups on identified issues or gaps identified in the area.

6.3 Celebrate

Council recognises that cultural festivals and events create a strong sense of belonging for cultural groups whilst providing an awareness and education experience for the broader community.

6.3.1 Council supports cultural celebrations through the Community Grants Program (see 6.2.1)

6.3.2 Council will work with cultural groups to support celebrations and activities on Council land and in Council facilities to ensure a mutually beneficial experience for the broader community.

7. Implementation

Council's Community Plan has annual action plans and this is where actions from the policy will be developed and implemented.

8. Review & Evaluation

Within six months of each new Council term Council will review this policy. Following this initial review this policy will be reviewed annually by staff with minor administrative adjustments being approved by the Chief Executive Officer.

9. Availability of the Policy

Copies of this Policy will be available at Council's principal office during ordinary business hours and at Council's website www.campbelltown.sa.gov.au.