



Waverley Cultural Diversity Strategy and Action Plan - Engagement Summary Report

Waverley Council
April 2021



“ Cultural diversity in human society is like species diversity in ecological systems — diversity builds resilience, adaptability, collaboration and sustainability. Starting from First Nations knowledge there is a lot to learn from each other about how we can best face the future together”

- Waverley Multicultural Advisory Committee member

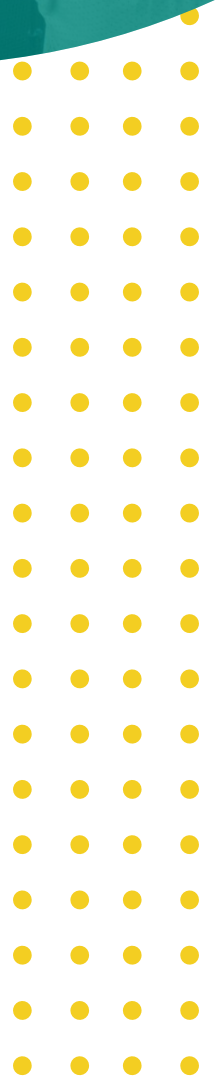


Report title: Waverley Cultural Diversity Strategy - Engagement Outcomes Summary Report

Client: Waverley Council

Date: April 2021

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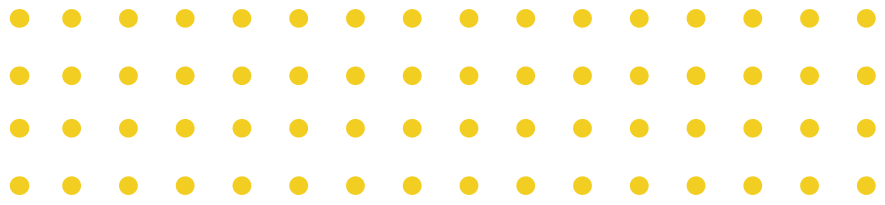


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Executive summary

Waverley Council engaged Cred Consulting with subconsultant Andrew Jakubowicz to work collaboratively with Council staff, the community and stakeholders to develop a Cultural Diversity Strategy and Action Plan for the Waverley local government area.

This report provides a summary of findings from community and stakeholder engagement undertaken to inform the development of the Strategy from December 2020 to April 2021. Engagement activities included workshops, a community survey and stakeholder interviews, as well as engagement with Council staff.

In total, more than 177 people contributed their feedback, including residents, community groups and organisations, local service providers, industry experts and Council's Multicultural Advisory Committee.

The following key themes have emerged from engagement with the Waverley community and will inform the strategic directions for the Strategy and Action Plan. Council will be seeking feedback on the draft Strategy in June 2021.



Theme 2.

Increase the recognition and visibility of Aboriginal cultures and people

The Waverley community has expressed strong support for increasing visibility and sharing of Aboriginal cultures in Waverley. The community would like to see Aboriginal people, cultures, traditions, knowledge and stories be acknowledged and more visible in their local area, including through events and activities, signage and interpretation, and public artworks. Some also suggested ideas for increased opportunities for interaction between new migrants and Aboriginal people and cultures.



Theme 1.

Waverley residents recognise the benefits of living in a culturally diverse community

Waverley residents told us that they value living in a culturally diverse community because it brings a diversity of people, experiences, perspectives and skills to the community. This is demonstrated by responses to the survey (65 responses), which found that 85% agree that cultural diversity has been good for Waverley.

Community members described their aspiration for the future of Waverley as being diverse, welcoming and inclusive. While community members told us that they think Waverley is already a relatively inclusive place to live for people from culturally diverse background, survey responses indicate there is still work to be done to strengthen cohesion with 70% of respondents agreeing that people from different cultures get on well together in Waverley and 75% agreeing that people from different cultural backgrounds are made to feel welcome in Waverley.



Theme 3.

Increase opportunities to celebrate and share Waverley's diversity

Community members want to see cultural diversity welcomed, celebrated and reflected in local events, programs and activities. In particular, people would like to see more opportunities to share Waverley's unique stories, including the waves of immigration that have shaped the area over time as well as the current cultural diversity of the community.

Many suggested ideas for new cultural events, such as food, music and film festivals, that can bring people from diverse backgrounds together to share and learn from each other.

Some indicated they would like to see Council go beyond 'tokenistic' events, towards embedding opportunities for cultural diversity across all their programs and activities.



Theme 4.

Take a strong stand against all forms of racism and discrimination

Community members identified that global trends, including increasing polarisation and religious and cultural intolerance, have local implications for Waverley that need to be considered. The community want to see Council take a strong stand against racism and discrimination, and ensure that community members feel safe and supported. In particular, members of the Jewish community pointed to incidences of antisemitism in Waverley, for example recent acts of graffiti at Bondi Beach, as an ongoing issue of concern.



Theme 6.

Connect and build the capacity of our diverse community

Community members told us that Waverley is home to a relatively well-resourced community with many passionate people and community organisations that are already delivering initiatives that support social cohesion and inclusion. Some indicated they would like to see Council support existing local initiatives and groups, for example to deliver cross-cultural events and activities. Others suggested Council can play a role in connecting groups to build strong networks of collaboration.



Theme 5.

Support Waverley's vulnerable and transient community members

Community members told us that while Waverley is generally perceived to be a well-off community, there are vulnerable people, including those from culturally diverse backgrounds, living in Waverley that need extra support. This may include new or temporary residents that may not be able to access government supports such as Centrelink; have limited English; or be unfamiliar with the Australian services environment. Vulnerable groups identified by the community include international students, backpackers, gig workers with insecure employment, isolated elderly people, people with disability and those experiencing domestic or family violence.

Service providers highlighted opportunities for Council to raise awareness of available supports, and emphasised the importance of providing services that are culturally appropriate and, if required, translated.



Theme 7.

Welcome visitors to Waverley

Community members recognise that Waverley is visited by people from diverse backgrounds from across Sydney, Australia and the Globe and understand the importance of providing a welcoming and safe experience. Some survey respondents suggested opportunities to make public spaces and beaches, which are highly utilised, more welcoming and inclusive for everyone including people from diverse backgrounds, including with signage in multiple languages and opportunities for multilingual beach and surf safety information available.

1. Introduction

This report provides a summary of findings and implications from research and analysis conducted to inform the development of the Waverley Cultural Diversity Strategy.

1.1. Background & purpose

Waverley Council (Council) engaged Cred Consulting with subconsultant Andrew Jakubowicz to work collaboratively with Council staff, the community and stakeholders to develop a Cultural Diversity Strategy and Action Plan (the Strategy) for the Waverley local government area (LGA).

Waverley Council has long been committed to issues of social justice and equity, recognising the value of cultural diversity to the social, educational, economic and civic cohesion and development of the municipality. While the Council has initiated new policies around inclusion and resilience, its Cultural Diversity planning has not been updated for some years. Now, Council is developing in a new Cultural Diversity Strategy that will be based on contemporary research enlivened by community engagement and consultation.

This report provides a summary and implications of community and stakeholder engagement undertaken from December - April 2021. The purpose of community and stakeholder engagement was to:

- Ensure council elected officials, officers and customer/ citizens understand Waverley community's strengths, challenges, priorities and aspirations for social inclusion and cohesion in the context of Waverley's culturally and linguistically diverse community, and the resilience required to overcome post-COVID challenges.
- Build the relationship between Council and key stakeholders (e.g. representatives from a diverse range of existing and emerging cultural groups, local service providers, government agencies and peak bodies).
- Increase Council's engagement with CALD community members of and visitors to Waverley.

1.1.1. Project timeline

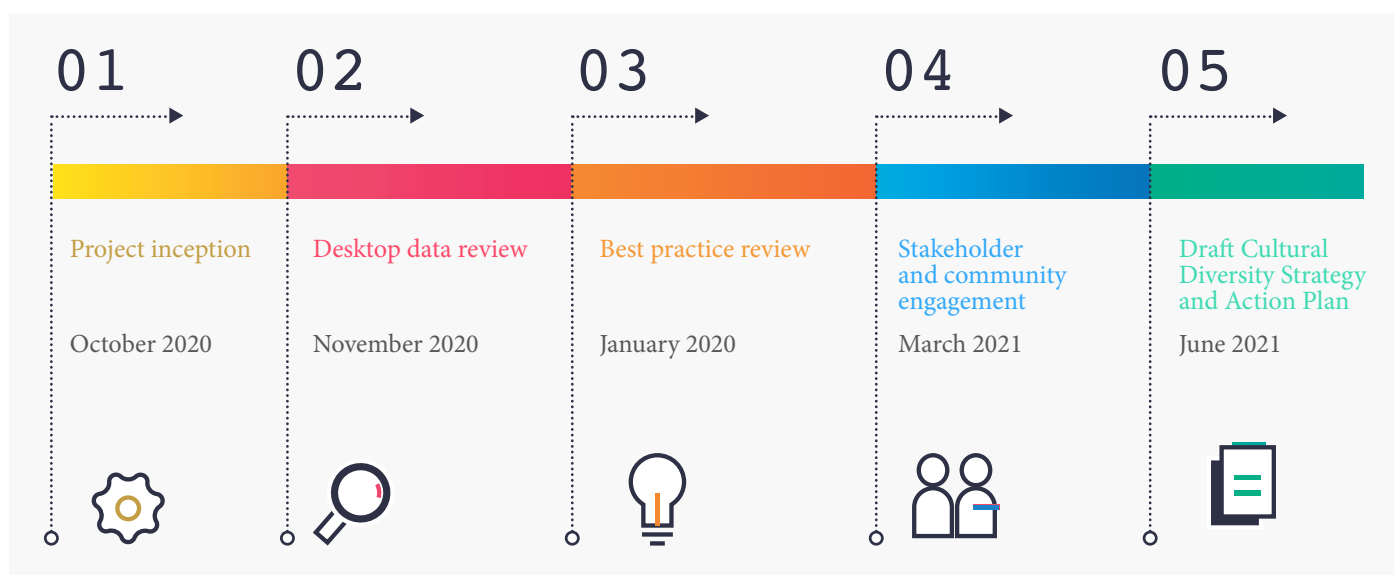


Figure 1 - Project timeline

1.2. Summary of engagement activities

The following table provides a summary of the engagement activities undertaken for this project. In total, more than 177 people and organisations contributed their feedback.

Table 1 - Overview of consultation activities

Type	Details	Participants
Workshops and surveys		
Online community survey	Available via Council's Have Your Say page	64 responses
Intercept surveys	To deliver the online survey at Bronte Beach (13 March), Bondi Beach and during Harmony Concert at Bondi Junction (11 April)	-
Community leaders and service providers workshop	Online via Zoom (16 March)	8 participants
Multicultural Advisory Committee meetings	Online via Zoom (18 November, 28 April)	-
Council staff engagement		
Council staff survey	Written and distributed by Council with analysis by consultant team	63 responses
Project Control Group meetings	Four PCG meetings were held throughout the project. PCG representatives facilitated team meetings and shared the outcomes with the consultants.	-
Council staff lunch and learn session		13 participants
Stakeholder interviews		
Interviews with stakeholders representing:		
<ul style="list-style-type: none"> Local residents, community groups and organisations Government agencies and peak bodies Service providers Industry organisations and exports Other local councils. 	See list at Chapter 5 for full list	37 interviews

2. Community survey findings

2.1. Purpose of the community survey

The purpose of the community survey was to understand strengths, challenges, priorities and aspirations for social inclusion and cohesion in the context of Waverley's culturally and linguistically diverse community.

The survey also included a number of questions from the Scanlon Foundation Social Cohesion Survey, with the aim to benchmark responses against a national cohort.

The survey was available online via Council's Have Your Say Page between 1 March and 11 April 2021. It was promoted to the community via Council's email directory, Facebook page and via a segment on local radio by the Mayor.

In addition, the survey was delivered to the community at intercept surveys at Bronte Beach (13 March), Bondi Beach and during the Harmony Concert at Bondi Junction (11 April). The purpose of the intercept surveys was to capture responses from passersby whom might otherwise not engage with Council's channels. Intercept surveys were conducted with Waverley residents as well as to people who visit the LGA regularly.

2.2. Respondent profile

In total, 65 survey responses were received.

Overall, survey respondents were characterised by:

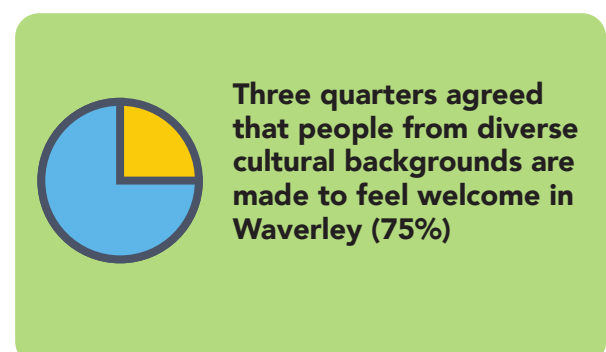
- 52 were Waverley residents, 10 regularly visit the Waverley Council area, 7 work/study in the Waverley Council area
- 31 were male, 26 were female, 3 prefer not to say
- 51 were permanent residents or citizens, 3 were temporary visa holder and 5 prefer not to say
- 29 speak English only at home, with other languages including Mandarin, Italian, German, Yiddish, Spanish, Portuguese, Japanese and Arabic.
- 16 identified with no faith community, 7 with Judaism, 6 with Catholicism, 2 with Islam, 1 with Buddhism.

2.3. Attitudes and values

Survey respondents were asked to indicate their level of agreement with various statements about their own personal attitudes towards cultural diversity, and generally about the value of cultural diversity to the Waverley LGA.

Overall, respondents had very positive attitudes towards cultural diversity and recognise the value of cultural diversity to the community, with at least 70% of respondents selecting 'agree' or 'strongly agree' with each statement.

Respondents were least likely to agree that 'new arrivals should make every effort to adopt Australian values and behaviours' (68%) and most likely to agree that they like seeing visitors to Waverley from a range of cultural backgrounds (95%).



Respondents were asked to comment on why they did or did not agree with the statements about cultural diversity.

Most comments related to the statement *'New arrivals should make every effort to adopt Australian values and behaviours'* and the statement *'Cultural groups should be supported to maintain their customs and traditions'*.

Survey respondents commented on the importance of finding a nuanced middle ground between these two statements, with a need for mutual respect between people from different cultural backgrounds.

Respondents noted that it is more important that new migrants understand, respect and contribute to Australian values, rather than 'adopt' them.

These statements were included for benchmarking purposes and originated in the Scanlon Foundation National Social Cohesion Survey.



What the community said:

"Cultural diversity enriches Waverley's life."

"My whole life is multicultural, with doctors, family and friends coming from a range of culturally diverse backgrounds"

"I think new arrivals should make every attempt to contribute to Australian society rather than trying to mimic the dominant culture exactly"

"It is important for new arrivals to maintain their values and behaviors as this is an intrinsic part of their identity"

"This is traditionally a "Euro" area but i like seeing people from different cultural backgrounds. People from Muslim backgrounds should feel welcome and not ashamed of how they dress"

"Friends of mine have been physically attacked in Waverley for being Jewish, which does not engender a sense of safety"

"I think [new migrants] need to adopt Australian values like tolerance, mateship, and environmentalism, but they don't necessarily need to adopt typically Australian behaviours in order to demonstrate those values. They should still embrace their native culture, be that clothing or food"

2.4. Discriminatory attitudes and behaviours

33% of survey respondents indicated they had witnessed or experienced discriminatory attitudes or behaviours in the Waverley LGA.

Respondents were asked to comment on their experience and described incidences of:

- Antisemitic behaviours and graffiti (3)
- So-called “casual” [verbatim comment] racism on the street and on public transport (2)
- Racist comments on public transport
- Unwelcoming neighbours
- Sexism (2)
- Men’s March on the beach

Others noted that they feel discrimination occurs everywhere and is not specific to Waverley.



What the community said:

“I haven’t witnessed but often hear stories from friends that they get negative comments on the street when wearing a yarmulke”

“As a woman with Asian heritage, I have experienced casual racism & sexism occasionally on the street and public transport generally from white male strangers by themselves or in groups. This has included abusive remarks, shouted insults, spitting in my direction or in front of me”

“I don’t think there is anymore in Waverley than compared to other areas”

“Not in person but on social media”

“In Bondi Beach where kid playground is, on a table someone drew a Nazi symbol and wrote “kill all Jews”. I called the police straight away however not much came from it. I was mostly scared for my family and others in my community”

“I hear passing comments, talking badly about certain cultural groups. Mainly casual racism but is not subjective just to Waverley”

2.5. Ideas and vision for the future

Survey respondents were asked to share their vision, aspirations and ideas for the future of cultural diversity, and how Council can better celebrate and strengthen support for our multicultural community, demonstrate our desire to be a welcoming community, and improve community cohesion and resilience.

Respondents suggested a range of ideas including:

- Increased acknowledgement, respect and celebration of First Nations cultures (3)
- More events and festivals that support cultural sharing and exchange
- More awareness raising and education about the value of multiculturalism for Waverley



What the community said:

"Hold some events and programs that are multi-cultural in nature but not necessarily advertised as multicultural. For instance, integrate multicultural celebrations into the Festival of the Winds. This way all sorts of people will attend and be exposed to many different cultures, as opposed to celebrations focusing on just one culture or cultural celebration"

"The Council should provide affordable housing for migrants and refugees, and support organisations that provide services to these groups. Until then, Waverley will remain a suburbs for the wealthy and backpackers"

"I would like to see Waverley be an even more diverse community as it makes the community more friendly and accepting. I think maybe having more public awareness of different cultures would be good. There could be information sessions set up to make new community members feel welcome"

"More respect for Indigenous cultures that goes beyond just tokenistic gestures"

"I'd like to see more signage on Bondi Beach in multiple languages - particularly the surf safety notices. I think there are only 2 at present and they are concerned with boardriding"

"Proper acknowledgement of Aboriginal lands (with signage, stories, etc.) in the area, online, in communications, etc"

"It would be nice and fun to have multicultural events (something like the Parramasala in Parramatta, for example) on a regular basis"

"Public multicultural events with locals food and music is always a happy way to introduce and share new culture habits. Once people understand that Australia is a multicultural country, people will give value to the differences. It's a long process and education at school is the best solution looking forward 20 years"

"More music, dance and food events to support affordable cultural exchange experiences"

2.6. Barriers and issues

Survey respondents were asked a number of questions about their barriers to and priorities for service delivery to culturally and linguistically diverse community members.

2.6.1. Barriers to community participation

Most survey respondents indicated that they couldn't think of any barriers to participating in community life in Waverley for people from culturally diverse backgrounds. Those who did identified the following barriers:

- Too expensive (18 people)
- Language barriers (17)
- Don't know many people in the community (9).

This was followed by transport challenges, don't feel welcome and don't have time (6 each).

2.6.2. Most important issues

Survey respondents selected the following issues as most important for the Waverley area, based on their experience and that of the people they know:

- Accessibility and transport (23 people)
- Cost of living and housing, tenants' rights (21)
- Mental health (14)
- Services and places for young people (11)
- Services and places for older people (10), and
- Access to local information easy to understand (10).

What the community said:

"There is also antisemitism in our area, which means it is harder for Jewish people to feel safe participating"

"Cost of living is very high here, meaning many CALD people don't have a lot of discretionary income, and often events are expensive. Council does run many free programs, though, which is great."

"The Waverley community welcomes new arrivals as long as they can speak good English. There is still discrimination and maybe even generally a lack of patience towards people who struggle with the language"

"Some people (from diverse backgrounds) who have been here for generations have never been engaged culturally in Waverley. You have to have a better reach-out (not just social media or the website) to attract these people. You have to nurture them though the networks you have."

"Speaking of not having family around, I sometimes find it difficult to provide "emergency contact details" when applying for rental property or other services. (For which I need to ask for my friends' help in turn!)"

"I can imagine the difficulties that new arrivals might encounter if they can't speak English well enough or they don't have any family / relatives here"



3. Community leaders focus group

3.1. About the focus group

The community leaders focus group was targeted at representatives from local community groups and organisations and local service providers.

The aim of the focus group was to understand key strengths, challenges, priorities and opportunities relating to cultural diversity in Waverley.

It was held online via Zoom on 16 March 2021. A total of 8 people attended representing the following organisations:

- Bondi Beach Cottage
- Brazilian Refugees
- NSW Jewish Board of Deputies
- The Central Synagogue
- The Jewish benevolence society / Israeli tourist chabad
- The Junction Neighbourhood Centre
- Waverley Randwick Philharmonic Society Inc.

3.2. Summary of findings

Challenges, issues and priorities

Focus group participants identified the following challenges, issues and priorities for cultural diversity in Waverley:

- Providing support and safety nets for vulnerable community members from culturally diverse background including:
 - People experiencing domestic or family violence
 - Gig workers with insecure employment
 - People on temporary visas who don't have access to government supports such as centrelink.
- Ensuring the provision of culturally appropriate services to encourage people from culturally diverse backgrounds to access support when required
- Addressing the lack of affordable and crisis housing in the region
- Responding to increasing polarisation and rising cultural and religious intolerance
- For the Jewish community, safety is a major concern and need for security a drain on resources
- Ensuring beach and surf safety for culturally diverse visitors to Waverley from Western Sydney.

Ideas and opportunities

Focus group participants identified the following ideas and opportunities to improve social inclusion and cohesion in Waverley:

- Provide increased opportunities to collect and share Waverley's diverse stories and multicultural history.
 - These stories could be about individual people or cultural groups (e.g. Brazilian, Irish) or even focus on the diversity within cultural groups (e.g. the Jewish community)
- Provide increased opportunities for intercultural connections between people from different cultural backgrounds (e.g. festivals, events, programs)
- Leverage the existing skills and resources within the Waverley Community (e.g. support community volunteers to drive and deliver intercultural initiatives themselves)
- Involve community members, groups and organisations and get their buy-in for any new initiatives proposed.
- Consider the needs of vulnerable, isolated and marginalised people in social services planning (e.g. people on temporary visas) For example, review service intake questionnaires – do we really need to ask people about their residency status before we help them?



What workshop participants said:

"We work with many women who have come to Australia to be with their partner and are very vulnerable when their relationship falls apart"

"In some tight knit cultural communities in Waverley there is a tendency to solve issues internally – but we want these people to feel safe to reach out to us"

"Globally and in Waverley we are seeing increasing polarisation and normalisation of hate speech. This is a global challenge with local implications"

"Rising religious intolerance is a challenge. Security is a huge issue for the Jewish community that is a financial burden"

"Music and food festivals bring people from diverse backgrounds together"

"I would like to see a 'human library' in Waverley, where you can hear someone's life story"

"It's not just about welcoming people and its important to steer clear of motherhood statements. It's about supporting those who need it most."

4. Multicultural Advisory Committee workshops

4.1. About the MAC meetings

Council's Multicultural Advisory Committee (MAC) provides a forum for people to:

- Find out what's happening in the Waverley community in regard to diverse communities
- Tackle broad local issues
- Help improve Council's access and inclusion strategies
- Participate in activities and events that promote community harmony and social cohesion, and
- Develop networks and community partnerships.

The MAC has provided significant input into the development of the Cultural Diversity Strategy, including through meetings held in November 2020 and April 2021 and through submitted comments.

This chapter summarises their feedback.

What MAC members said:

"Cultural diversity in human society is like species diversity in ecological systems – diversity builds resilience, adaptability, collaboration and sustainability. Starting from First Nations knowledge there is a lot to learn from each other about how we can best face the future together"

"I am a new immigrant. I want to be involved, recognised, respected and feel part of the community. I want a strong community of people who came from my country to help overcome isolation, and I want to be a full participant in the community I have joined here, sharing in decision making"

"Our future should be one where people recognise the common challenges we face, and come together to deal with them – central is sustainability, based on the principles of sustainable development"

"We want to be welcomed into the community, made to feel we have a part here to play. Not be kept silent and on the outside."



4.2. Findings

Current strengths for Waverley

MAC members said that some of the strengths for Waverley are:

- Strong leadership and commitment of Waverley Council to social inclusion for culturally diverse community members, including:
 - Commitment to providing equitable, accessible and culturally appropriate services, facilities, information and opportunities
 - Recognising and promoting the value of cultural diversity to the community through education, art, social media tools and the library resources.
- Attractive place to live for people from all nationalities and all social classes, making Waverley one of the few communities in Sydney where less privileged people mingle with very wealthy people
- Great range of public and open spaces, from beaches to parks to sporting facilities and libraries, where people from all background can meet and enjoy freely
- Economic hubs at Bondi Beach and Bondi Junction provide employment opportunities for diverse people.

Most pressing challenges for Waverley

MAC members said that some of the most urgent challenges for Waverley are:

- Addressing racism, intolerance, stereotyping and unconscious bias within the community, with a need to encourage acceptance and intercultural connections
- Transitory population is a challenge to keeping up to date with issues that can arise from change
- Increase opportunities for professional knowledge sharing and networking activities
- Impact of COVID-19 on culturally diverse communities and social cohesion and connection, including:
 - Support for international students who have lost their jobs and/or housing
 - Need to ensure that people have the correct information in a language they understand, are safe and are able to seek assistance if needed.
- Embedding an awareness of cultural diversity across everything we do, doing more than acknowledging key holidays and celebrations
- Providing increased affordable housing, better living conditions for the lower end of the rental market
- Encouraging more opportunities to connect with others so that people feel part of the community.
- 'Uberisation' of the economy – workers are independent and have fewer opportunities to connect
- "Ghettoization and gentrification" of certain parts of Waverley, creating 'two city experiences'.
-

What MAC members said about Waverley's strengths:

"Waverley, because of its famous coastline, good public transport and proximity to the city, attracts people from all nationalities and all social classes. It is one of the very few communities in Sydney where less privileged people mingle with very wealthy people. Cultural diversity therefore is not a remote concept, it can be seen every day in our streets. The coastline, parks, outdoor sports facilities, and library also serve as greater equalizers where people can meet, with no paid membership/entry fee, and freely enjoy"

"Waverley's unique strengths is that Council takes a strong stand on equity and fairness. It is committed to demonstrating community support for diversity by providing equitable, accessible and culturally appropriate services, facilities, information and opportunities to adequately support the needs of people from a range culturally and linguistically diverse backgrounds"

"Waverley thrives as a richly cosmopolitan community where different groups are readily recognised/accepted and the progressive Council values what cultures can bring to the table"

What MAC members said about Waverley's challenges:

"Sadly, as in all communities, there is an element of racism and intolerance within Waverley. This includes misconceptions, stereotyping and lack of understanding of other cultures and religions as well as unconscious bias"

"International students are also struggling with issues due to COVID19 and are constantly under immense pressure, especially those who have lost their jobs and/or housing"

"Encouraging friendships across generations and cultures so that there is more community resilience"



Aspiration and focus areas for the future

MAC members outlined the following aspirations for the future of cultural diversity in Waverley:

- Cultural diversity to continue to be a key focus area for Council
- Increased collaboration between Council and community cultural groups
- People from various cultural groups feel represented and have opportunities to engage if they wish to do so.

They had the following ideas to promote community cohesion, inclusion and resilience:

- Promote greater representation of different cultures in senior positions at Council
- Challenge public and private sector organisations within Waverley to look at their diversity and inclusion policies
- Deliver workshops and seminars to assist the community in understanding cultural value diversity
- Enable information sharing between cultural community groups to support capacity building
- Use local radio to give a voice to different cultural groups in weekly programs
- Share statistical data and analysis on different cultural groups with the whole community.

The role of Council

MAC members said that they think the role of Council in addressing issues related to cultural diversity is:

- Taking the lead and initiative in promoting cultural diversity
- Positive action regarding social inclusion and acceptance of all groups within the community
- Providing opportunities for different groups to come together and allow for cultural exchange and understanding
- Raising awareness about the services Council provides and promoting policies and programs far and wide
- Supporting cultural diversity, social cohesion and community resilience
- Implementing strategies in consultation with the community to target and respond to activities and/or urgent matters appropriately
- Support the formation and consolidation of community groups, then help to integrate them in Council policies and management
- Sharing information about local demographics and issues with the community
- Waverley Council also offers a neutral space to

What MAC members said about Waverley's future priorities:

"My hopes in twenty years from now, is that at Council, the Cultural Diversity Program stands as an important, separate and vital component and doesn't get diluted or subsumed by other competing priorities, fluffy wording or political agendas"

What MAC members said about the role of Council:

"Waverley Council should be the most knowledgeable organisation about Waverley. Being the 'local information expert', Waverley has a duty to share relevant information with residents, business owners, representatives of community organisations, and visitors when it comes to CALD people"

"Waverley Council can encourage its residents and visitors to appreciate how rich other cultures are through events, festivals, content at the library, tours that celebrate Australia's migration story/ friendship with a country on specific national days"

- Support organisations and community groups with by offering subsidised rent for relevant projects, approving grants for projects related to CALD people.
- Support participation in community groups/ committees/events
- Provide English lessons and learning resources to support people with obtaining qualifications in Australia
- Offer work experiences through Council
- Procuring some services from businesses led/ supporting CALD people
- Inspire residents by sharing the stories of other CALD people
- Make services more accessible by using plain English
- Connect people to some support at vulnerable points in lives (e.g. a death, a birth)

Expectations for the Strategy

MAC members said that they expect the Cultural Diversity Strategy to:

- Provide practical ideas and initiatives to promote cultural diversity and bring different groups together to encourage greater social cohesion
- Ensure that all groups and individuals feel that they are valued members of the one community and feel confident that their voices will be valued and heard
- Utilise the Sustainable Development goals framework
- Help to realize our vision for the future and will give effective tools to reach the goal of a more interconnected and resilient community
- Stating that improving inclusion for people with a CALD background will lead to better inclusion for everyone in the community
- Going beyond aspirational statements related to inclusion, acceptance, non-discrimination
- Mapping out the diverse types of needs of people from diverse backgrounds (e.g. employment, housing, home care)
- Identifying service/information gaps (e.g. temporary visa holders with housing stress)
- Identifying touch points and partnerships through which CALD people can access information when they need it
- Developing relevant initiatives that truly address the needs identified
- Using existing and encouraging/creating new communications channels and partnerships to reach CALD people who may need support
- Making an inventory of successful types of initiatives – in Australia and overseas – that are more likely to be sustainable with limited/no funding (e.g. by leveraging existing initiatives and encouraging new volunteer initiatives)



What MAC members said about their expectation for the Cultural Diversity Strategy:

"I have high expectations for the Cultural Diversity Strategy to engage with communities and highlight the unique nature of this part of the Sydney coastline. Just because our % Language Background is low, it is all the more reason to light up our histories around eg migration and at the same time, glean the ideas and dreams of our local communities to deliver a CD strategy that tells a story about our community and at the same time, inform everyone about the amazingly talented and resilient people who live here"

5. Stakeholder interviews

5.1. About the stakeholder interviews

Stakeholder interviews were undertaken on an informal, exploratory basis to further enrich community and Council staff engagement.

Stakeholder interviews were conducted with the aim to:

- Understand perspectives on key issues and challenges in relation to cultural diversity within local government generally and Waverley specifically
- Identify perceived opportunities and ideas for the Waverley area to improve social cohesion, wellbeing and resilience
- Explore opportunities for partnership with relevant organisations.

Please note that the stakeholder interviews were outside of consultants scope as an additional value add.

5.2. Represented organisations

Stakeholders interviewed for this project represented a diverse range of organisations, groups and agencies including:

Government agencies and peak bodies

- Multicultural NSW
- NSW Antidiscrimination Board
- Office of Local Government NSW
- Crown lands NSW
- Settlement coordinator general NSW
- Executive Council of Australian Jewry
- Australian Council of Christians and Jews
- Australian Jewish Historical Society (NSW)

Local residents, community groups and organisations

- Bondi and District Chamber of Commerce
- Jewish House, Bondi
- Curator Eat Pray Naches exhibition 2015-16
- Our Big Kitchen

- Building Bridges project: Maori community: Tranby College
- Sydney Jewish Museum
- Bondi and District Chamber of Commerce (BaDCoC)
- Jewish Tours
- Nefesh Shul

Service providers

- Sydney Multicultural Services
- Settlement Services International: Welcome2Sydney (W2S)project
- Police: Cultural Diversity Sponsor
- La Trobe Health Community Services (NDIS LAC)
- Connectivity, Opportunity, Activity (COA Rowe St Woollahra)
- Sydney Alliance
- Irish Support Agency

Industry organisations and experts

- Welcoming Cities
- Intercultural Cities
- Deakin Uni: UNESCO cultural dialogue
- UNSW
- UTS– Italian fruit shop history
- University of Sydney Jewish historian
- Together for Humanity
- Sydney Statement

Other local government areas

- City of Sydney
- Ethnic Communities Council of Victoria (ECCV)
- Whittlesea City Council

Other

- Chess NSW