

Round 2 Consultation Report for the Cultural Diversity Strategy

Waverley Council acknowledges the Bidjigal and Gadigal people, who traditionally occupied the Sydney Coast, and we acknowledge all Aboriginal and Torres Strait Islander Elders both past and present.

Executive summary

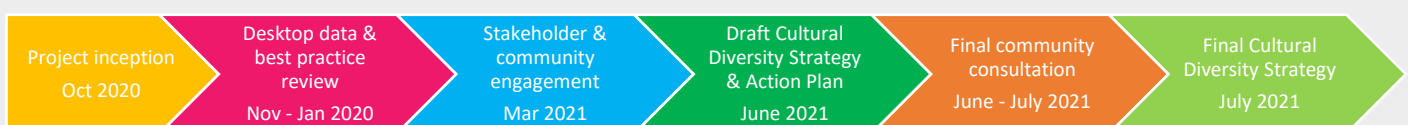
Waverley Council engaged Cred Consulting with subconsultant Andrew Jakubowicz to work collaboratively with Council staff, the community, and stakeholders to develop a Cultural Diversity Strategy and Action Plan for the Waverley local government area.

The draft Strategy was developed in collaboration with local stakeholders and partners and informed by input from the wider Waverley community and industry experts, including Council's Multicultural Advisory Committee.

The draft Strategy was made available on the 'Have Your Say' platform for four weeks between Wednesday 9 June and Tuesday 6 July 2021 and promoted via Council's online communication channels, in a local publication, and through posters in areas of high foot traffic.

This report provides a summary of findings from the second round of community consultation undertaken to seek feedback on the draft Cultural Diversity Strategy, as per the project timeline below:

Project Timeline



In total, Waverley Council received 14 submissions on the draft Cultural Diversity Strategy (12 on the 'Have Your Say platform', an email and a letter). Detailed submissions with personal information redacted are also shared with Council separately. The feedback is mostly positive across all focus areas. Additional information was also sought on the detailed action and implementation of the action plan.

Engagement methodology

The draft Strategy was made available on the 'Have Your Say' platform for four weeks between **Wednesday 9 June and Tuesday 6 July 2021** and promoted via Council's online communication channels and street posters in areas of high foot traffic.

The draft Strategy was promoted across various channels, including:

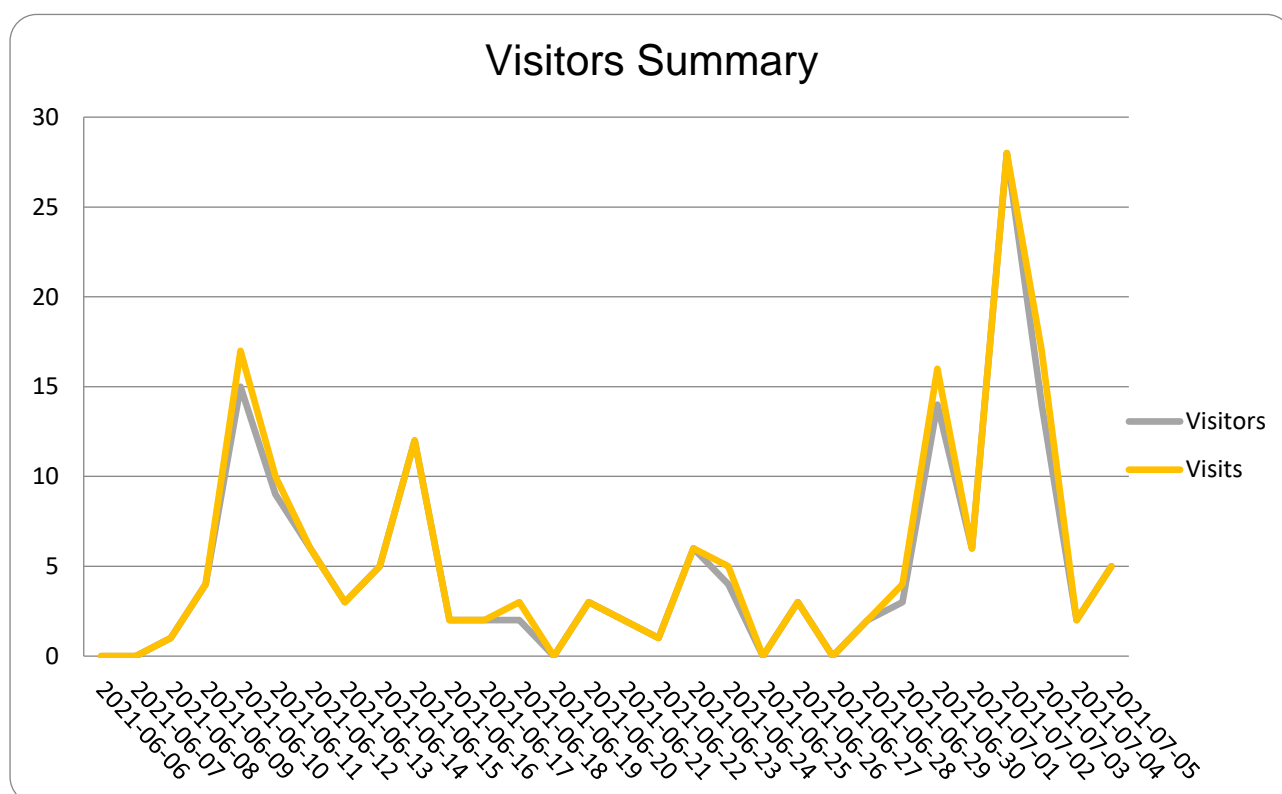
- Update on Waverley website
- Notification of Have Your Say subscribers
- Advertising in the Beast
- Internal and external newsletters
- Social media channels: Instagram and Facebook stories
- Emails to local community organisations and previous enquirers
- Street posters in areas of high traffic

Key Statistics

69 visits > 28 unique visitors

Submissions included 12 survey responses, an email and a letter.

Three submissions were made by organisations.



Results

Sections of the draft Cultural Diversity Strategy	Unsupportive 1 – Supportive 5	Summary of feedback received
Vision statement Waverley: Together by the sea. A welcoming, cohesive and resilient community where people of all cultural backgrounds can belong and participate in Waverley's social, cultural, economic and civic life.	4.4	
Leadership and planning Council will be an organisation that values, reflects and responds to the cultural diversity of our community and its aspirations. We will demonstrate leadership in promoting cultural inclusion and collaborating with our community, across levels of government and with other agencies to plan for a cohesive and resilient community.	4.2	<p>Council should consider physical feedback channels such as suggestion boxes to complement online channels.</p> <p>It is worthwhile to review and revise Council's recruitment guidelines and processes to encourage applications from people of diverse backgrounds and the appointment of staff based on merit.</p> <p>Council's action plan should go beyond increasing volunteer opportunities for people with diverse backgrounds considering many are highly qualified. One example could be by considering further its employment pathways, including for leadership positions.</p> <p>Council could consider using the Workforce Mutuality Standards to progress with its workforce related actions.</p> <p>The Diversity Atlas tool could support Council with adopting and monitoring diversity targets.</p>
Connected and welcoming We will be a resilient community where residents of different cultural backgrounds have a sense of belonging and connection, where visitors and newcomers are welcomed and where people can exchange stories, cultures and traditions.	4.1	<p>The section related to heritage walking tours, self-guiding maps, pointers and digital multilingual signage ideas will make a great difference for residents and visitors, creating a greater understanding of our diverse community and of Waverley's areas of interest and history more generally.</p> <p>More cultural activities considering the various cultural backgrounds of our community would be welcome.</p> <p>Hybrid events should continue in the future to reach residents who have access issues.</p> <p>Council should consult further with the community to explore the various ways in which Waverley's diversity could be acknowledged in our public space.</p> <p>Council should consider publishing and promoting a multicultural calendar of culturally significant days.</p>

<p>No place for racism</p> <p>We will be a community where racial and religious discrimination and prejudice have no place, and those vulnerable to these threats are protected.</p>	<p>4.6</p>	<p>Council's actions for this focus area need to relate to all forms of racism perpetrated by anyone, without focusing on specific groups.</p> <p>Council should be commended for including this focus area. More information on the identified actions would be welcome. Monitoring race discrimination is of particular interest as race discrimination was the second most prevalent ground of discrimination reported as enquiries and as formal complaints.</p> <p>Council's budget related to this focus area should take into consideration that this focus area is not a primary responsibility of Council.</p> <p>Council should consider collaborating with schools and arts institutions to improve and expand outcomes related to this focus area in a cost-effective way.</p> <p>More information could be promoted to support community members on this topic, similar to the RUOK campaign messages.</p>
<p>Inclusion and equity</p> <p>We will coordinate, provide, facilitate and support services that respond to and respect cultural differences, while ensuring equity and facilitating opportunity.</p>	<p>4.4</p>	<p>This focus area on 'supporting vulnerable community members' should also consider the strengths and resilience of community members who face access issues.</p> <p>The action plan could specifically mention library orientations, which would be organised simultaneously with activation outdoor events on culturally significant days.</p> <p>Council could publish a register of community English language class providers and provide a structured forum for exchange of ideas, collaboration, networking involving community volunteers.</p>
<p>Unlocking opportunities</p> <p>We will recognise and enhance the aspirations and contribution of our residents and visitors to the economic, civic, and cultural wellbeing of the community.</p>	<p>4.3</p>	<p>Council should consider further promotion on how residents have been involved in Waverley's civic life through stories and quotes.</p>
<p>General feedback</p>	<p>Council can be commended for a well-integrated and forward-thinking cultural diversity plan, informed by community and stakeholder consultation.</p> <p>This is a useful framework to work with in achieving a more socially cohesive society.</p> <p>The Refugee Convention need to be added in the international strategic context.</p> <p>The plan could better acknowledge the unique context for Aboriginal people compared to other people from diverse backgrounds.</p> <p>Additional information on how outcomes would be measured, and funding allocated would be useful.</p> <p>The document is worthwhile. Its implementation should not lose the fact that many migrants are native English speakers.</p>	

Appendix - examples of offline promotion



Have your say on our draft Cultural Diversity Strategy!

We want Waverley to be a welcoming and inclusive place for everyone who lives, works, studies in or visits our community. Let us know your thoughts on the strategy to ensure everyone can thrive in our diverse community.

To provide your feedback, please go to:
haveyoursay.waverley.nsw.gov.au/cultural-diversity-strategy or scan the QR code below.

If you have any questions or require information to be supplied in another language or format, please contact us on 9083 8000

