
Community and Stakeholder Engagement Report

Championing Diversity: Multicultural Inclusion Plan

Consultation period: 25 March 2023 to 18 May 2023

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1. Summary


This report (CSE report) outlines the outcomes of community and stakeholder engagement as part of the initial consultation for the Championing Diversity: Multicultural Inclusion Plan (the draft Plan). It provides the research outcomes and consultation feedback gathered during the development of the draft Plan; providing an evidence base for decision making, to inform the directions, outcomes and actions identified within the draft Plan.


The Northern Beaches has always been home to a diverse multicultural community and continues to be called home by both established and emerging multicultural communities. Northern Beaches Council's Better Together Social Sustainability Strategy 2040 was adopted in August 2021. A key action adopted by Better Together was to undertake further consultation and develop a targeted plan to increase the experience and inclusion of those from multicultural backgrounds in community life. The draft Plan is the result of this action and helps us to collectively understand and plan for ways that the community can work together to make the Northern Beaches a more welcoming and inclusive place for people from multicultural communities.

Following an extensive consultation process, over 500 community members including many from a multicultural background living on the Northern Beaches, told us about their experiences living, working, or visiting the Northern Beaches. The feedback collected during consultation revealed the community wants everyone who lives in here to feel like they belong. Those from multicultural communities want to have opportunities to share and celebrate their unique cultural ways of life, languages, art, traditions, and behaviours.

Overall, the feedback received through the community pop-up events, face to face workshops, and workshop in a box activities captured the overwhelmingly positive community sentiment for Council taking action to ensure the Northern Beaches is welcoming and inclusive for all people. A selection of these comments have been included throughout section 5 – *Findings* of this report to provide an overview of the strengths focused, inclusive and welcoming commentary from the majority of those engaged. A much smaller minority who engaged through the online Your Say submission form indicated they were not supportive of a draft Plan. These comments are included verbatim in Appendix 1.

1.1. Key outcomes


 <p>How feedback was received</p>	<p><u>Workshop in a Box:</u> (facilitated by community leaders from 11 priority groups incl Youth Advisory Group: see appendix): 15 x workshops.</p>	Attendance: 124
	<p><u>Pop-up sessions:</u> 11 x pop-ups (One Harmony Day event and 10 Council run pop up events, two in each ward)</p>	Attendance: 265
	<p><u>Council-hosted planning workshop:</u> 1 x cultural leader workshop and 2 x social services workshops</p>	Attendance: 35
	<p><u>Comment form/survey:</u> online respondents</p>	Contributions: 25 (incl 19 - Your Say)
	<p><u>Youth engagement:</u> activities in addition to workshops ('Draw your future' activity)</p>	Number received: 60

 <p>Feedback themes as a % of overall themes</p> <p><i>*Feedback was coded to 15 focus areas that were also used in the broader community engagement and represent the key enablers¹ of inclusion and belonging.</i></p>	<p>Events & celebrations (23.5%)</p> <p>Accessible Services & Support (22.8%)</p> <p>Connection & identity (22.3%)</p> <p>Awareness & cultural safety (4.5%)</p> <p>Engagement & planning (4.5%)</p> <p>Resources – physical (3.8%)</p> <p>Resources – natural environment (3.6%)</p> <p>Language (3.6%)</p> <p>Facilities (3.4%)</p> <p>Primary and secondary school (2.3%)</p> <p>Training & resources (2%)</p> <p>Volunteering (1.4%)</p> <p>Public participation (1.1%)</p> <p>Employment (0.7%)</p> <p>Resources – economic (0.5%)</p>	<p><i>“Together we can achieve a lot, by understanding everyone’s capabilities and weaknesses.”</i></p> <p><i>“Learn to connect interculturally. Build on the similarities, and shift focus from the differences.”</i></p>
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1.2. How we engaged

 <p>Have Your Say: visitation stats</p>	Visitors: 538	Visits: 790	Average time onsite: 1min40secs
 <p>Social media</p>	<p>2 Facebook posts</p> <p>2 LinkedIn posts</p>		<p>Reach: 3,073 Clicks: 15</p> <p>Reach: 1,015 Clicks: 13</p>
 <p>Electronic direct mail (EDM)</p>	<p>Community Engagement (fortnightly) newsletter: 2 editions</p> <p>Council (weekly) e-News: 3 editions</p> <p>The Wave Disability Newsletter: 2 editions</p>		<p>Distribution: Approx. 24,000 subscribers</p> <p>Distribution: Approx. 61,500 subscribers</p> <p>Distribution: Approx. 1400 subscribers</p>

¹ Welcoming Cities Standards

 <p>Key face to face stakeholder engagement</p>	<p>Co-design workshops with cultural stakeholders/leaders and social service providers</p> <p>Workshop in a Box with cultural stakeholders/leaders</p> <p>Youth Advisory Group meeting and children's drawing activities</p> <p>Pop up events</p> <p>Harmony Day performance drop in</p>
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1.3. Who we spoke to

Targeted engagement with multicultural community groups	<p>121 participants – including community and cultural leaders and participants from the following communities:</p> <ul style="list-style-type: none"> • Brazilian • Armenian • Nest Inc. • Italian • Tibetan • students of ESL for newly arrived migrants & refugees (TAFE) • Baha'i youth • Indian • Spanish
Young people (12-24)	31 young people
Children (0-11)	60 children
Social service providers	25 service providers
Community and Cultural leaders	21 participants
Broad community	270 community members

2. Background

Northern Beaches Council's Better Together Social Sustainability Strategy 2040 was adopted in August 2021. It indicated our commitment to identifying the unique challenges we face over the next twenty years and a plan to build on the many strengths that exist on the Northern Beaches. The development of this Plan is one of the key actions from Better Together.

When the Community Strategic Plan was reviewed in 2022, feedback provided saw the inclusion of the 'diverse' within the community's vision for the Northern Beaches - *a safe, diverse, inclusive and connected community that lives in balance with our extraordinary coastal and bushland environment*. This plan will assist in achieving the community's vision.

3. Engagement objectives

Community and stakeholder engagement aimed to:

- Engage with community members from multicultural backgrounds and the broader community.
- Determine what is important to our diverse multicultural communities.
- Identify strategies and actions to best support, empower and advocate alongside those communities.

4. Engagement approach

Stage 1 community and stakeholder engagement for the Championing Diversity – Multicultural Inclusion Plan was conducted between 25 March 2023 and 18 May 2023, and consisted of a series of activities that provided opportunities for community and stakeholders to contribute.

The engagement was planned, implemented and reported in accordance with Council's [Community Engagement Strategy](#) (2022).

A project page² was established on our Have Your Say platform with information provided in an accessible and easy to read format.

The project was primarily promoted through pop up events, stakeholder email notifications, social media, and our regular email newsletter (EDM) channels.

Consultation was designed using an appreciative inquiry model that looks at the strengths, opportunities, aspirations, and results (SOAR) that are important to the community. This approach focused the engagement and analysis on what is known to work, rather than weaknesses or perceived threats that might not eventuate. SOAR showcased and leveraged/integrated existing community strengths to create change through generative questions and positive framing.

Engagement sought to answer:

- What strengths can we build on?
- What are our opportunities?
- What do we want for the future?
- How do we get there?

A range of communication and engagement activities were undertaken to inform and consult with stakeholders across the community. Planning for these activities was done in consultation with key community and cultural leaders to ensure engagement met the diverse needs of different groups living in the community. During the consultation period, there were different ways for community members and stakeholders to get involved and provide feedback.

- Workshop in a Box
 - We provided resources and encouraged people to host a workshop with members of their community, friends or family to gather information we needed to produce the draft plan. Workshop in a Box feedback closed on Sunday 7 May 2023.
- Pop-up sessions

² <https://yoursay.northernbeaches.nsw.gov.au/multicultural-inclusion-plan>

- We popped up in various locations and invited people to come chat with us about the project and give feedback in person.
- Council-hosted workshop
 - People from a culturally and linguistically diverse background were invited to share their experiences at one of our Council-hosted workshops.
- Those who could not attend an engagement session were invited to complete an online comment form through the Have Your Say project page.
- Contact details for the project manager were provided for people to provide comments via email or in writing.

Key multicultural communities identified through demographic analysis were directly engaged through targeted workshops, with the broader community participating in pop-up activities or submitting comments through the Your Say platform.

4.1. Reaching diverse audiences

A range of communication and engagement activities were undertaken to inform and consult with stakeholders across the community. Planning for these activities was done in consultation with key community and cultural leaders to ensure engagement met the diverse needs of different groups living in the community.

The cultural leaders consulted included representatives from both established and emerging communities including Armenian, Chinese, Pasifika, Tibetan, Spanish, Nepalese, Filipino, and Indian communities, as well as representatives from the Baha'i, Christian and Muslim faiths.

The targeted workshops were designed and delivered in partnership with the community and cultural leaders, adapting the Workshop in a Box methodology Council has previously used to reach priority groups. This approach was highly successful and supported strongly by the community and cultural leaders.

Council engaged Cultural Perspectives as an external consultant to provide specialist advice and ensure that engagement was delivered in culturally appropriate ways. This approach allowed for the needs of a range of multicultural communities to be embedded in the planning and delivery of activities.

Other activities designed to reach diverse audiences included:

- Reaching out to a range of organisations offering services to multicultural communities across the Northern Beaches.
- Holding pop up sessions at various locations; including two in each Council Ward.
- Promoting the consultation in Council's monthly Disability Newsletter.
- Engaging with the Youth Advisory Group (YAG) and promoting the consultation on our youth-focused communication channels.
- Creating activities that engaged and were suitable for children under 11 years, such as drawing activities.

4.2. Key learnings and reflections of the engagement approach

- Working with community leaders is essential for successful engagement with multicultural communities.
- Our multicultural community is diverse and when given inclusive opportunities they will participate in consultation.
- Having translated material is not necessarily required for most multicultural communities for participating in engagement, however the visibility of community languages is still important to them and their sense of belonging and value.
- Planning and consideration for how to create culturally safe engagement spaces is important in keeping both participants and staff safe.
- Creating quick guides to assist with culturally appropriate engagement helps keep everyone on the same page and empowers staff to feel confident to engage in these types of conversations.

5. Findings

Overall, the feedback noted the importance of cultural expression to people's sense of belonging and value in the community. Other themes that emerged were the importance of community language both in making information accessible, but also contributing to overall identity and sense of belonging. Service and support accessibility was of high importance, as was working with and supporting children and young people, and inclusion in decision making.

Social and cultural inclusion continues to be a priority for both the multicultural and broader community with over 70% of feedback received relating to these areas. This has had a significant impact on the design and priorities identified for the draft Plan.

Key themes and opportunities

The feedback received highlights seven key themes and areas of opportunity for making the Northern Beaches an even more welcoming and inclusive place for all. The following summaries for each of themes and opportunities demonstrates the areas of significant strength and opportunity under the SOAR approach, with each contributing directly to the strategic framework and seven outcomes of the draft Plan.

1) Cultural expression

Key insights:

- A bigger focus on ensuring cultural expression is championed through events and festival programming.
- Public spaces encourage community interaction and facilitate diverse cultural expression and celebration.

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none">• A range of events already happening	<ul style="list-style-type: none">• Target community grants to support	<ul style="list-style-type: none">• Cultural expression is facilitated through a range of	What we heard in this key focus area underpins Outcome 1 of the draft plan:

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
across the community. <ul style="list-style-type: none"> Dedicated events team within Council. Harmony day well known and embedded. Active and established groups wanting to support greater inclusion of general community. Community grants program providing events and community. 	outcomes in this area. <ul style="list-style-type: none"> Increase multicultural representation at existing events. Use the universal language of food to foster opportunities to connect and celebrate the connection that food represents to many multicultural communities. Build capacity of well-established groups to deliver events/celebrations. 	activities and observances. <ul style="list-style-type: none"> Community festivals and sports create bridges between cultures that enable people to share their cultural and religious heritage, while building understanding, trust and respect. 	Diverse cultural expression is present in the community. 7 actions (Actions 1.1-1.7) are proposed in the draft plan contribute to results for this outcome.

Quotes from engagement relevant to this theme:

“Places that are accessible e.g. Manly feels more multicultural; Diverse food choices; Friendly people (workers e.g cafes); Strong community; Relaxed people (same routines, e.g. walking by the beach); Sunrise swims”

“Awareness of the existence and practice of other cultures and traditions within one’s communal environment further strengthens one’s feeling of security and belonging. (...) A past example of this is now the discontinued Euro-fest in Frenches Forest Ararat Field.”

“As a Brazilian being part of the Northern Beaches community, I feel that the amazing Brazilian culture is hidden.”

2) Goodwill, respect and equity

Key insights:

- Challenging unconscious bias and creating community dialogue around multiculturalism.
- Civic pride activities find ways to promote volunteering and participation from within multicultural communities.

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> A variety of informal and formal networks across the community. 	<ul style="list-style-type: none"> Leverage the strong and active school communities that 	<ul style="list-style-type: none"> Community valuing and understanding differences and 	What we heard in this key focus area underpins Outcome 2 - The community demonstrate

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> Strong volunteering culture. Large volunteering program facilitated by Council. Citizen ceremonies. 	<p>exist within the Beaches to help all stakeholders understand the ways that they can impact on embedding cultural inclusiveness.</p> <ul style="list-style-type: none"> Space for civic education to increase participation in public life. 	<p>making people feel welcome.</p>	<p>goodwill, respect, and equity.</p> <p>4 actions (actions 2.1-2.4) are proposed in the draft plan to contribute to results for this outcome.</p>

Quotes from engagement relevant to this theme:

"I wish I was not treated differently for not being able to speak English very well. Some people do not let their children play with mine because of that."

"Learn to connect interculturally. Build on the similarities, and shift focus from the differences."

"Valuing people for their diversity, enjoying and understanding differences, making people feel welcome. Where the mosque in Dee Why is as much a part of the community as the churches."

3) Workforce

Key insights:

- Increase the diversity of the workforce through inclusive participation.
- Facilitate better access to services through diversity of Council's workforce.

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> Council is the largest employer on the Northern Beaches. Examples of engagement being tailored to be conducted in language with business owners. An Economic Development Strategy that 	<ul style="list-style-type: none"> Be a leader in diverse and inclusive workplace practices. 	<ul style="list-style-type: none"> A diverse workforce. 	<p>What we heard in this key focus area underpins Outcome 3 - Northern Beaches Council workforce is culturally diverse.</p> <p>3 actions (Actions 3.1-3.3) are proposed in the draft plan to contribute to results for this outcome.</p>

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
supports inclusive participation. • Initiatives already in place such as Multicultural Public Speaking competition and Harmony Day.			

Quotes from engagement relevant to this theme:

“Engaging businesses - identified businesses and advisors that could go and give in language advice to engage with businesses.”

“Equal opportunity for all.”

“Better representation of multicultural communities in advertising and roles that have visibility.”

4) **Services, programs and activities**

Key insights:

- Council services are designed and delivered with the needs of multicultural communities embedded.
- Government provided and funded services are available and delivered in a culturally appropriate way.

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> • A large and active social services sector. • A well looked after website. • A range of high-quality community facilities (community centers, art gallery, libraries). • Well regarded library services. • Playgroups including those targeted at multicultural communities. 	<ul style="list-style-type: none"> • Libraries - children's programs are good to teach about diversity and inclusion; also make them more multiculturally accessible. 	<ul style="list-style-type: none"> • Children are considered as important stakeholders when planning multicultural programs. • Leverage the strong and active school communities that exist within the Beaches to help them understand the ways to support newly arrived families in navigating service 	<p>What we heard in this key focus area underpins Outcome 4 - Services, programs and activities are inclusive and accessible for multicultural communities.</p> <p>11 actions (Actions 4.1-4.11) are proposed in the draft plan contribute to results for this outcome.</p>

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> Targeted supports for job readiness and education systems. 		systems and language support.	

Quotes from engagement relevant to this theme:

“Information about how services work, for example, how to open a business; what are the services I am eligible for.”

“Recognition of my cultural community. Providing opportunities for the participation of relevant cultural organisations from my community in major community events in the Northern Beaches. Such as participation to be both as active performers or observers.”

“TAFE: English lessons for CALD communities. Job readiness.”

5) Community language

Key insights:

- Those who speak a language other than English are better supported to access existing community services, programs, and activities.
- Ensure Council information is accessible to those from multicultural communities, especially those who speak a language other than English.

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> A range of services with access to interpreters. Easy Read documents increasingly being made available for key strategic documents. Overall high language skills. ESL courses available. Highly engaged TAFE language program. 	<ul style="list-style-type: none"> Intergenerational activities targeting native language skills. Support avenues for increasing English proficiency—including speaking and comprehension of English. Greater availability of books in other languages at local libraries. Training for new migrants around job readiness and education systems. 	<ul style="list-style-type: none"> Languages other than English are visible in the public domain and enable access to information people need. Language is not a barrier for accessing support services and information. Intergenerational connection supports native language development and use. 	<p>What we heard in this key focus area underpins Outcome 5 - Resources and opportunities are accessible in community languages.</p> <p>5 actions (Actions 5.1 – 5.5) are proposed in the draft plan contribute to results for this outcome.</p>

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
	<ul style="list-style-type: none"> Better utilise the website for in-language resources Increase use and ease of accessing translation services. 		

Quotes from engagement relevant to this theme:

“People being more open and understanding of different languages being spoken other than English; and willing to understand others despite of accent.”

6) Planning and engagement

Key insights:

- Multicultural communities on the Northern Beaches are included in community conversations and consulted on their unique needs when planning and developing plans, actions, and programs for the community.

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> A strong working relationship with cultural leaders. Well established and active community groups. Council EDM's and active communication platforms. 	<ul style="list-style-type: none"> Use existing leadership networks and service providers to overcome barriers to access for services and programs funded to support all people for a particular focus area (i.e. housing, mental health). Partner on shared projects that support the multicultural communities. Increase access between Council staff and key community stakeholders to 	<ul style="list-style-type: none"> Cultural diversity and inclusion is incorporated into engagement, planning and service delivery. 	<p>What we heard in this key focus area underpins Outcome 6 - Planning and engagement includes the diverse needs of multicultural communities.</p> <p>4 actions (Actions 6.1 - 6.4) are proposed in the draft plan contribute to results for this outcome.</p>

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
	strengthen working relationships. <ul style="list-style-type: none"> Use learnings from discreet projects to better utilise in-language resources. 		

Quotes from engagement relevant to this theme:

“Involve more multicultural background people in your committees.”

7) **Partnerships**

Key insights:

- Partnerships with multicultural leaders and groups in service planning.
- Capacity building within social services sector to make existing grant funding more accessible to multicultural groups.
- Engaging with groups and services who work with children to embed shared values of diversity and inclusion.

Strengths What we heard we can build on?	Opportunities What are our opportunities?	Aspirations What we want for the future?	Results Where can you find it in the draft plan?
<ul style="list-style-type: none"> Multicultural services network. Many relationships existing outside of those with Council. Cultural Leaders group. Transport options available within the community. 	<ul style="list-style-type: none"> Build on relationships by sharing information across cultural groups and broader community. 	<ul style="list-style-type: none"> Our community can find the groups and people that share their passions and cultural identity and build relationships with others. 	What we heard in this key focus area underpins Outcome 7 - Strong relationships and partnerships between all stakeholders and the multicultural community. 4 actions (Actions 7.1 - 7.4) are proposed in the draft plan contribute to results for this outcome.

Quotes from engagement relevant to this theme:

“Primary school/High school/informal parent networks are the starting point for inclusion.”

“Open interaction with local political leaders. This will help to understand and minimise the gap between community members and local leaders.”

“Continue building opportunities for diverse groups to get together like the cultural leaders gathering.”

Acknowledging the impact of racial discrimination

Talking about racial discrimination can be difficult, but it is necessary.

The responses and interactions Council had with the community throughout this engagement demonstrated:

- there are people in our community who have experienced racial discrimination, and
- there are people in our community who may not understand that the way they speak about and behave toward people from multicultural communities is being experienced as racial discrimination and having a negative impact on their wellbeing and sense of belonging.

This means we have an opportunity as a community to collectively address racial discrimination in a systemic and holistic way that leads to positive and meaningful change.

Examples comments from engagement:

Direct racial discrimination	<p>Comment 1: Grew up in SUBURB and experienced a lot of racism/discrimination. And felt I had to hide parts of myself to survive. It impacted my self esteem & future work options/jobs. They called me a wog in school. I even changed my name.</p> <p>Comment 2: I am not interested in diversity. That's just not SUBURB.</p>
Hidden/indirect racial discrimination	<p>Comment 1: Is this a problem? Do those from various backgrounds feel it is not inclusive? Seems like stirring up a hornet's nest, when there's no problem.</p> <p>Comment 2: The Northern beaches is great as it is. Please don't mess it up with all this leftist crap!</p> <p>Comment 3: Is there an option as part of the Council's plan to identify 'multiculturalism' as a possible harmful ideology that will be rejected, or has it already been accepted without question?</p> <p>Comment 4: Council needs to get back to basics and help the general community - the majority of citizens. Forget all this rainbow rubbish, and multicultural emphasis. Everyone is sick to death of minorities.</p>

Appendix 1 – Verbatim comments and stakeholder responses from online Your Say submissions only

Comment no.	Describe a future where multiculturalism is championed on the Northern Beaches –	Council response
1	We would like the Northern Beaches to maintain the environment in which people just to respect others regardless their background and let everyone to do their daily routine if it is not offensive to public interest.	This comment has been noted and considered in the suggested actions for outcome 2 – Goodwill, respect and equity.
2	I would love to see more Brazilian events and activities like February Carnival party or Traditional July party. Inviting Brazilian food to be part of food markets would be great. There are lots of multicultural Brazilian families and n the northern beaches and all kids would benefit from extra culture.	The draft Plan's proposed outcome 1 – Cultural expression and related actions responds to this feedback.
3	I think we could have more sports like multicultural. We could do a soccer championship between countries. We good have food trucks, music festival, festive parties in different occasions. It would be great	The draft Plan's proposed outcome 1 – Cultural expression and related actions responds to this feedback.
4	Hi, It would be great to see more Christian activities hosted by the Council during Easter and Christmas considering that we are historically a Christian nation, and still a majority Christian nation. I feel like the Council does not have enough events for families like organised Carols, nativity scenes, passion plays, etc. The Northern Beaches is nearly 60% Christian in the last census, a clear majority of people.	The draft Plan's proposed outcome 1 – Cultural expression and related actions responds to this feedback.
5	As a Brazilian being part of the Northern Beaches community, I feel that the amazing Brazilian culture is hidden. We do have a few events that are organised privately and cost money to participate in that the council could support and make accessible to everyone. For instance, it would be great to have a Carnaval party and a Junina party in a public space. I love sharing my culture with my friends from different cultures and I feel that as more familiarised with the culture and have a deeper understanding, members of this culture will be more respected. Also, being away from our country and family during these special events impacts us emotionally, we feel so homesick for missing out. Brazil is a huge country, where the culture varies from state to state. The food is amazing and diverse. It would be great to have a multicultural night market to display all that the Brazilian culture can offer. I feel there are a lot of Brazilian children growing up in our community. Before they attend primary school they tend to speak Portuguese with their parents. However, once they start attending school the language starts fading. Also, most of the children who grew up here might be able to speak Portuguese but not write and read. Therefore, providing Portuguese classes to children/ adolescents would ensure our language is alive.	The draft Plan's proposed outcomes 1 – Cultural expression 4 – Service, programs and activities 5 – community language, and 7 – Partnerships and their related actions responds to this feedback.
6	Hi, It appears that one of oldest Multicultural backgrounds going back !940's to early 1970's was the Italian immigration to the Northern Beaches. feel that Italian Immigration has contributed to the Northern Beaches to grow to what it is now. But I feel that it has forgotten the old cultures that have arrived including other European cultures eg; Yugoslavians (Croatsians , Serbians) Greeks etc. Should look into Archives and find the History of Immigration over the History of the Northern Beaches instead of only mentioning the current Immigration influx of the last 10 or 20 years. Thanks to allow my feelings about this.	The draft Plan's proposed outcomes 1 – Cultural expression, and 2 – Goodwill, respect and equity and their related actions responds to this feedback.
7	Fix the roads and foot paths. before you go spending our hard earned rates instead of getting involved in other issues.	This Plan will ensure Council is supporting all members of the community to access and participate in decision making for community infrastructure.

Comment no.	Describe a future where multiculturalism is championed on the Northern Beaches –	Council response
8	I would love if the council could set up something similar to "the dinner project". https://welcomedinnerproject.org/	This action has been noted and considered in the suggested actions for outcomes 1 – Cultural Expression and 2 – Goodwill, respect and equity.
9	Australia should respect the indigenous culture and recognise the positive legacy of European migration as well as past errors. All specialist researches point to culture being a product of the environment with its own specificities. Societies just adapt and develop their culture upon the environment they live from. Australian culture is unique in that respect as is Aboriginal culture. Even if this requires generations to materialise these two heritages will eventually converge into one harmonious Australian culture because of their common survival ground: the land and its environment that all Australians live from. This environment is so unique that it even shapes our anatomy through slow but certain evolution (even Peter Fitzsimons wrote about the physical transformation Australian pioneers underwent over the last 150 years) Therefore multiculturalism is utopia. Trying to maintain multiple cultures inherited from overseas in a unique Australian environment will not work. Instead let's celebrate the Australian land with the first nations and make sure that every single migrant learns, respects, and lives by our indigenous and European heritage. There is an Australian way of life and unique culture. Let's stop trying to cancel it.	Council acknowledges the traditional custodians of these lands and is committed to engaging with and celebrating First Nations peoples and culture. The Multicultural Inclusion Plan recognises the Northern Beaches has always been home to a diverse multicultural community and continues to be called home to both established and emerging multicultural communities.
10	The main focus should be on Australian culture. Champion Australian history and culture first. What made our country great, Multiculturalism is a nice to have, but Australian History/ Culture should be reinforced at every opportunity, and this is what needs to be championed before all others. Immigrants came to Australia by choice and need to assimilate. Other cultures need to understand Australia and OUR culture. Stop wasting our time and resources on this type of virtue signaling nonsense. Championing multiculturalism is divisive and costs us Australian taxpayers. WHY is local council involved in this? Local Council needs to focus on the things that matter to rate payers, like Garbage collection, Road maintenance, Bushfire prevention, Cost of living, Budget Management, Overdevelopment, Burdens of immigration on our local area.	The Multicultural Inclusion Plan recognises the Northern Beaches has always been home to a diverse multicultural community and continues to be called home by both established and emerging multicultural communities. This Plan will support the celebration of all cultures and promote respectful dialogue and inclusive practices through outcomes 1 – Cultural Expression 2 – Goodwill, respect and equity and their related actions.
11	A community built Tibetan Buddhist Temple in Dee Why	The draft Plan's proposed outcomes 1 – Cultural Expression and 7 – Partnerships and their related actions responds to this feedback.
12	Championing multiculturalism has been the downfall of the western world. Quite simply a country does not do well when there are a heap of cultures. They do not work in unison, they work separately with different aims and often opposing aims. Some cultures are so far apart they are an absolute disaster when put together. One Australia. And so often people are frightened to speak for fear of abuse. If some cultures are so good for the country they go to why are they leaving their country and why are so many countries in such disarray?	The Northern Beaches has a long history as a multicultural community with people from more than 120 different countries choosing to live in the community. The purpose of the draft Plan is to ensure that the Northern Beaches continues to be a place where those from different backgrounds can participate fully in community life and feel like they belong.
13	The Northern beaches is great as it is. Please don't mess it up with all this leftist crap!	The Northern Beaches has a long history as a multicultural community with people from more than 120 different countries choosing to live in the community.

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		<p>The purpose of the draft Plan is to ensure that the Northern Beaches continues to be a place where those from different backgrounds can participate fully in community life and feel like they belong.</p>
14	<p>Is this a problem? Do those from various backgrounds feel it is not inclusive? Seems like stirring up a hornets nest, when there's no problem.</p>	<p>In the development of the Better Together 2040 social sustainability strategy and this Plan, the community have expressed that although they largely feel welcome and included:</p> <ul style="list-style-type: none"> • there are people in our community who have experienced racial discrimination, and • there are people in our community who may not understand that the way they speak about and behave toward people from multicultural communities is being experienced as racial discrimination and having a negative impact on their wellbeing and sense of belonging. <p>The purpose of the draft Plan is to ensure that the Northern Beaches continues to be a place where those from different backgrounds can participate fully in community life and feel like they belong, which includes actions to address all forms of racial discrimination.</p>
15	<p>More integration of cultural events and celebration of all backgrounds, educating everyone on different backgrounds and culture</p>	<p>This action has been noted and considered in the suggested actions for outcomes 1 – Cultural Expression and 2 – Goodwill, respect and equity.</p>
16	<p>What exact problem are we trying to solve here? I'd like to see a little more thought put onto what 'multiculturalism' means and what the possible negative consequences are before we jump into a possible ideological disaster here. Multiculturalism, diversity and inclusion are meaningless buzzwords that seem to be trending over the last few years, but what do they mean exactly? And what are the risks of pursuing an broken idea that may actually be harmful overall? What exactly and specifically is 'a culture'? What is our existing culture? Is that clearly defined? How do we determine the value of any given 'culture' before we invite it unchecked or unquestioned into our own? If one culture is incompatible with another how does 'multiculturalism' deal with that? Is 'culture' just another word for 'race'? Because it seems to be which means you are opening a potential can of worms of racial discrimination. How is that beneficial to anyone? If it's not race-based, then why are 'multiple cultures' automatically considered better than 'one culture' without any sort of justification or analysis? Do we accept that some cultural practices are not as good as others? What process is used to decided such things under the banner of 'multiculturalism'? If one culture is not deemed to be enough for some reason then what is</p>	<p>The Northern Beaches has a long history as a multicultural community with people from more than 120 different countries choosing to live in the community.</p> <p>In the development of the Better Together 2040 social sustainability strategy and this Plan, the community have expressed that although they largely feel welcome and included:</p> <ul style="list-style-type: none"> • there are people in our community who have experienced racial discrimination, and • there are people in our community who may not understand the way they speak about and behave toward people from multicultural

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	<p>the optimum amount? 3? 11? 7000? For example if all 263,554 residents of the Northern Beaches all spoke a different language, how is that more beneficial than if we all spoke the same one language? Surely one common language ie 'mono-cultural' is more productive and beneficial for all? How many cultures is considered the appropriate amount under the multiculturalism ideology?</p> <p>All productive and prosperous societies are built on a consistent set of rules applied equally to all (a mono-cultural legal system), but 'multiculturalism' implies that there will be different rules for different people based on group identity (we starting to see more of this today - a separate flag, separate anthem, the demands for Welcome to Country, Voice to Parliament etc.) based on 'culture', which usually ends up meaning race.</p> <p>Is race-based policy something we want to promote more of? How is this an improvement? We've already seen this happen here and elsewhere, and there is no evidence to shows that it improves anything. Is there any data anywhere to support the idea that some sort of undefined 'multiculturalism' is beneficial? If so how exactly?</p> <p>What measures are in place to ensure that 'multiculturalism' isn't just a euphemism for more discrimination under the guise of 'reverse' discrimination as we've already seen elsewhere?</p> <p>Is there an option as part of the Council's plan to identify 'multiculturalism' as a possible harmful ideology that will be rejected, or has it already been accepted without question?</p>	<p>communities is being experienced as racial discrimination and having a negative impact on their wellbeing and sense of belonging.</p> <p>The purpose of the draft Plan is to ensure that the Northern Beaches continues to be a place where those from different backgrounds can participate fully in community life and feel like they belong, which includes actions to address all forms of racial discrimination.</p>
17	<p>Finally! And can we please do a Reconciliation Action Plan too please?</p> <p>Valuing people for their diversity, enjoying and understanding differences, making people feel welcome. Where the mosque in Dee Why is as much a part of the community as the churches.</p>	<p>A Reconciliation Action Plan is an adopted action of Towards 2040 Northern Beaches Local Strategic Planning Statement and Council is committed to working with First Nations communities to deliver outcomes in this area.</p>
18	<p>True inclusion is where all people regardless of race, gender, ability or culture are provided a place in our community. It does not mean that differences, including wealth and status, are eliminated. This would be a travesty as it is diversity in talents and contributions that has created the wonderfully rich country in which we live.</p>	<p>The draft Plan supports everyone to have access to the same opportunities, regardless of where they come from.</p>
19	<p>How about forgetting all this crap which will waste more taxpayers money and fix our roads - pot holes everywhere on the northern beaches. Council needs to get back to basics and help the general community - the majority of citizens. Forget all this rainbow rubbish, and multicultural emphasis. Everyone is sick to death of minorities. We are all waiting in anticipation for our Woke council to advocate a YES vote in this ridiculous Voice referendum! That will be next! What a joke most councils have become.</p> <p>Start looking after the NORMAL residents who have to pay all the rates!</p>	<p>The Northern Beaches has a long history as a multicultural community with people from more than 120 different countries choosing to live in the community.</p> <p>The purpose of the draft Plan is to ensure that the Northern Beaches continues to be a place where those from different backgrounds can participate fully in community life and feel like they belong, which includes actions to address all forms of racial discrimination.</p>

Document administration	
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Notes	Community and stakeholder views contained in this report do not necessarily reflect the views of the Northern Beaches Council or indicate a commitment to a particular course of action.