
Community and Stakeholder Engagement Report

Championing Diversity: Draft Multicultural Inclusion Plan Public Exhibition

Consultation period: 15 Jan to 29 Feb 2024

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1. Summary

At the November 2023 Ordinary Council Meeting, the Council resolved to place the draft Championing Diversity – Multicultural Inclusion Plan 2024-2029 (draft Plan) on public exhibition. This report details the outcomes of the public exhibition conducted between 15 January and 29 February 2024.



The draft Plan outlines five years of actions supporting everyone who lives on the Northern Beaches, no matter where they come from, to feel welcome and participate in community life. It links to the outcomes outlined in Better Together: Social Sustainability Strategy 2040.

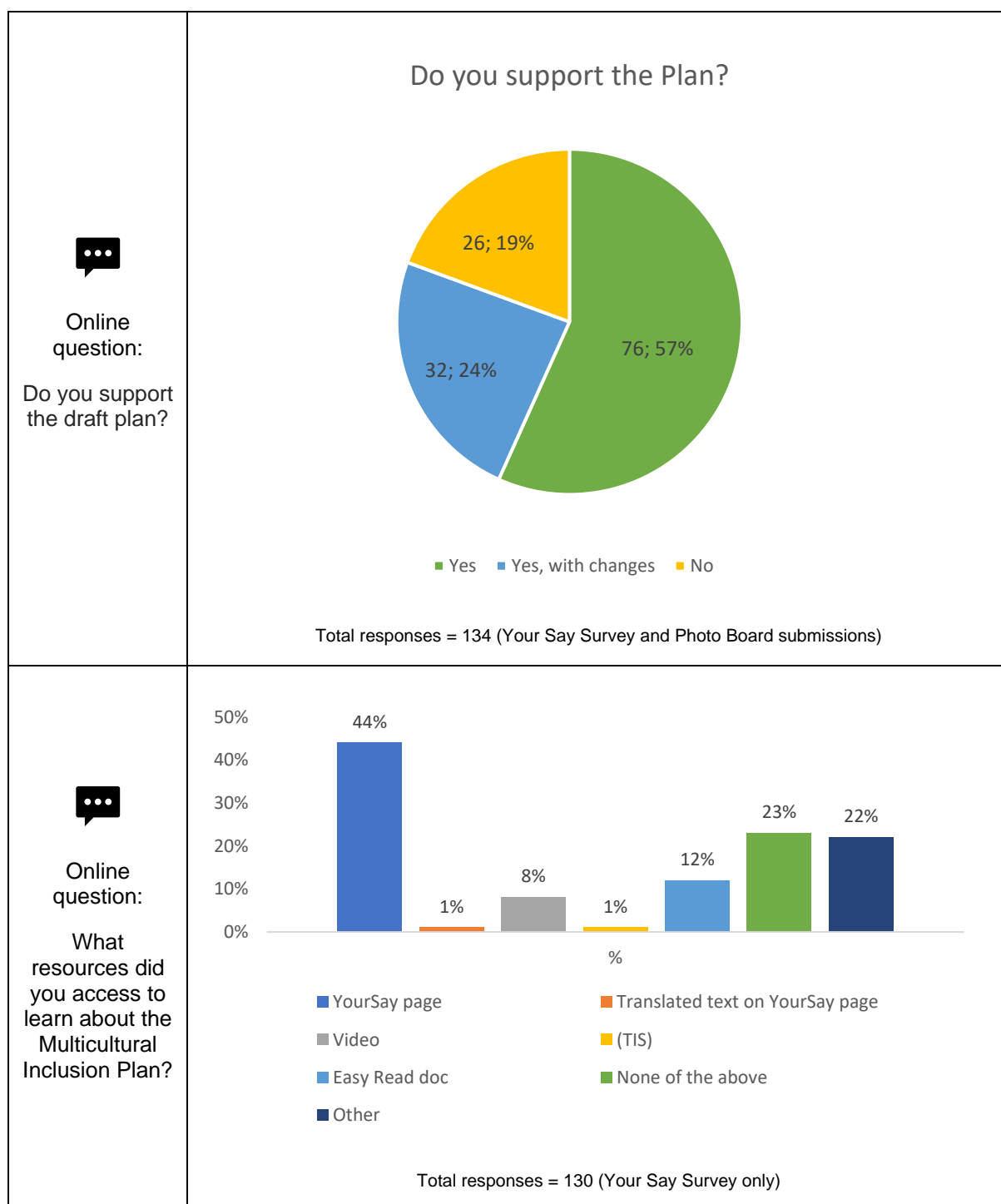
Most submissions received during the consultation period were either supportive of the draft Plan or supportive with changes. The feedback affirmed the need for a plan that supports multicultural communities to feel welcome and participate in community life. They highlighted the importance of creating a Northern Beaches that embraces cultural diversity and fosters connection across cultures.

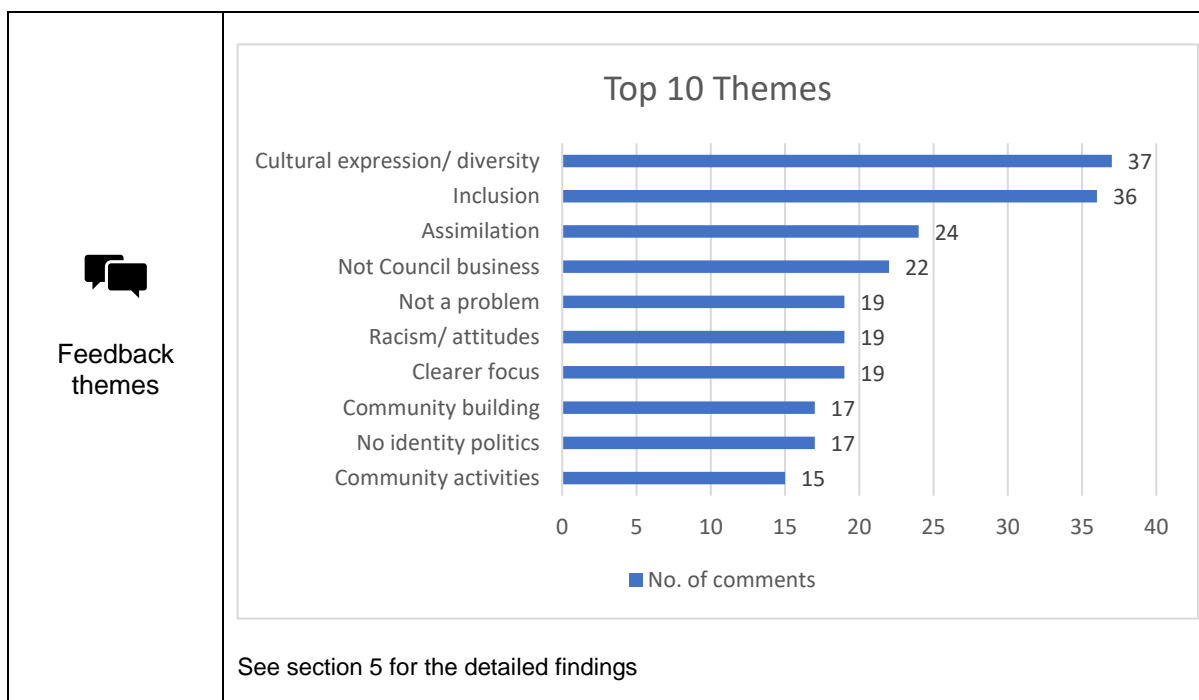
A summary of the key themes/issues raised throughout exhibition include:

- Overall agreement that ensuring that different cultures are visible and celebrated in community life remain a key priority for the Northern Beaches community.
- Recognition of the rich diversity that already exists within the community.
- Acknowledgement that while many people report that they personally find the Northern Beaches safe and inclusive, some have experienced racial prejudice and discrimination.
- Calls for clearer commitment by Council to support specific anti-racism actions.
- The need for clear pathways for engaging with and being involved in the Cultural Leaders Group.
- Identification that targeted action to work with education providers and parent networks, such as P&Cs, is essential to long-term attitudinal change.


1.1. Key statistics




 Total unique responses from Your Say platform	134*	
 How responses were received	Your Say – Gather tool (photo board) Your Say – Submission form (survey) Written responses (email) Phone calls	Completions: 4* Completions: 130* Number received: 4 Bookings: 0



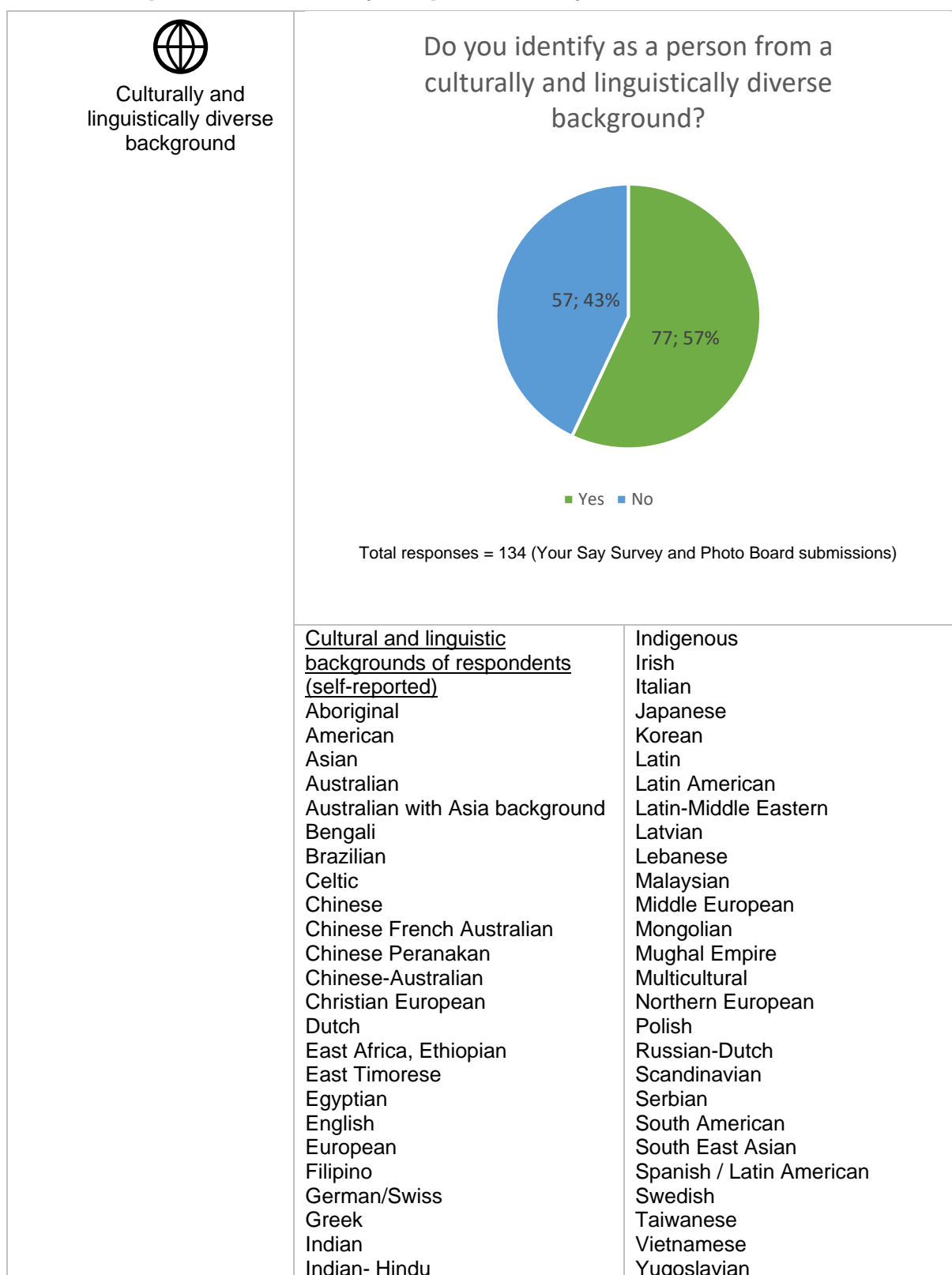


1.2. How we engaged

 <p>Have Your Say: visitation stats</p>	<p>Visitors:</p> <p>1,968</p>	<p>Visits:</p> <p>2,610</p>	<p>Average time onsite:</p> <p>1m 24s</p>
 <p>Social media</p>	<p>Facebook posts: 4</p> <p>Instagram posts: 4</p> <p>LinkedIn posts: 2</p> <p>KALOF social media channels (Facebook and Instagram)</p>		<p>Reach: 27,200 Clicks: 227</p> <p>Reach: 30,000 Clicks: 53</p> <p>Reach: 3,269 Clicks: 194</p> <p>Reach: 1,000</p>
 <p>Paid Digital Media</p>	<p>Manly Observer</p> <p>Northern Beaches Advocate</p>		<p>45k Facebook followers 58k Instagram followers</p> <p>320,000 website views/month</p>

 Electronic direct mail (EDM)	<p>Community Engagement (fortnightly) newsletter: 4 editions</p> <p>Council (weekly) e-News: 5 editions</p> <p>The Wave Disability Newsletter: 1 edition</p> <p>The Drift Library Newsletter: 1 edition</p> <p>KALOF Youth Newsletter: 1 edition</p>	<p>Distribution: Approx. 24,000 subscribers</p> <p>Distribution: Approx. 61,500 subscribers 1,302 link clicks</p> <p>Distribution: Approx. 1400 subscribers</p> <p>Distribution: Approx. 84,400 subscribers</p> <p>Distribution: Approx. 1,750 subscribers</p>
 Printed Collateral	<p>Portrait Business Cards: 321</p> <p>Bookmarks: 450</p> <p>Posters: 20</p> <p>Copies of the draft Plan: 35</p>	
 Key face to face stakeholder engagement	<p>22 members of the Youth Advisory Group</p> <p>14 members of the Northern Beaches Multicultural Network</p> <p>8 members of the Cultural Leaders Group</p>	

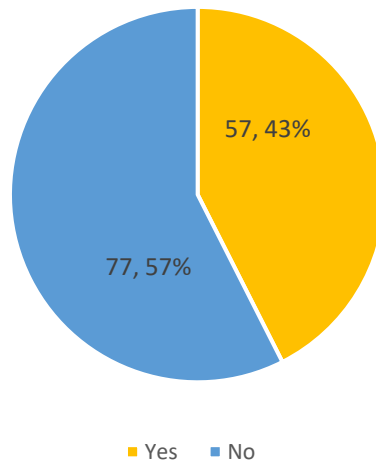
1.3. Who we spoke to [Your Say responses only]





Languages other than English spoken at home

Do you speak a language other than English at home?

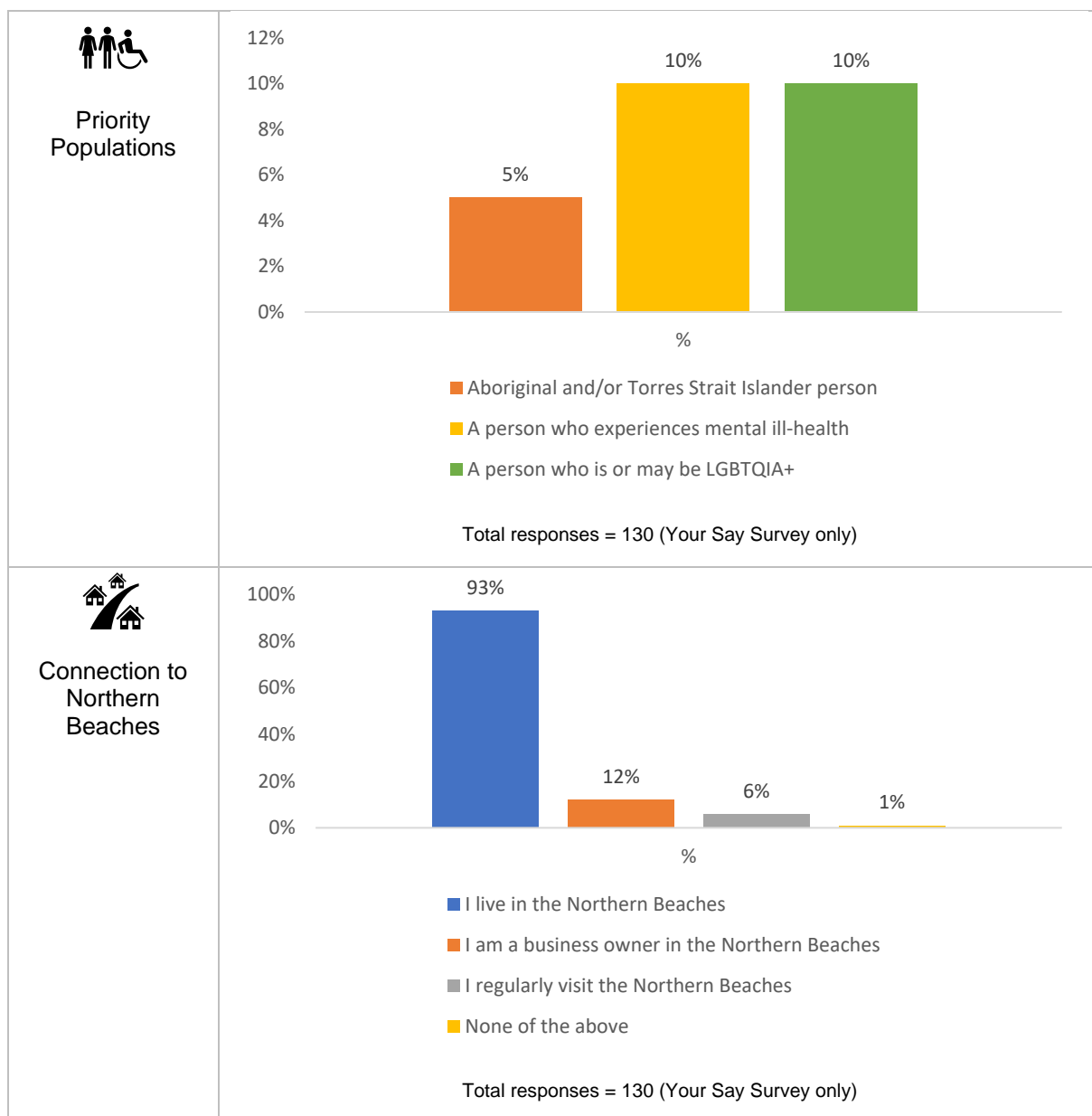


Total responses = 134 (Your Say Survey and Photo Board submissions)

Languages spoken by respondents (self-reported)

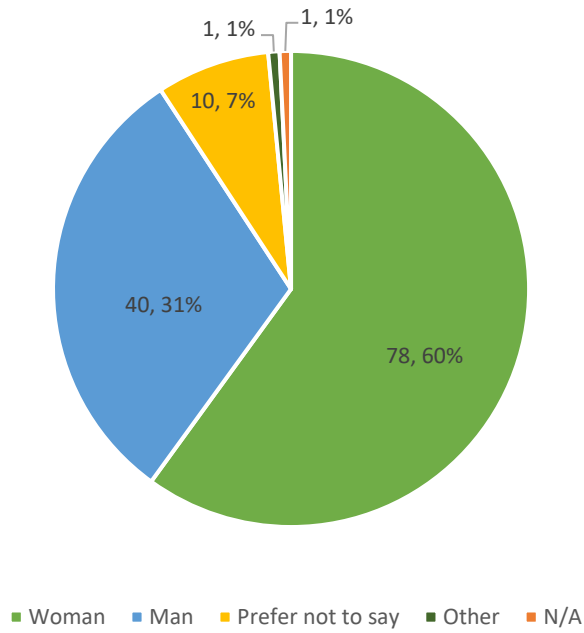
Amharic
Arabic
Bengali
Cantonese
Dharug
Dutch
French
Gaelic
German
Greek
Hakka
Hebrew
Hindi
Italian
Japanese
Korean

Malay
Malwi
Mandarin
Nimadi
Oromo
Polish
Portuguese
Russian
Serbian
Serbo-Croatian
Shanghainese
Spanish
Swedish
Swiss German
Tashelhit Berber
Tibetan
Urdu





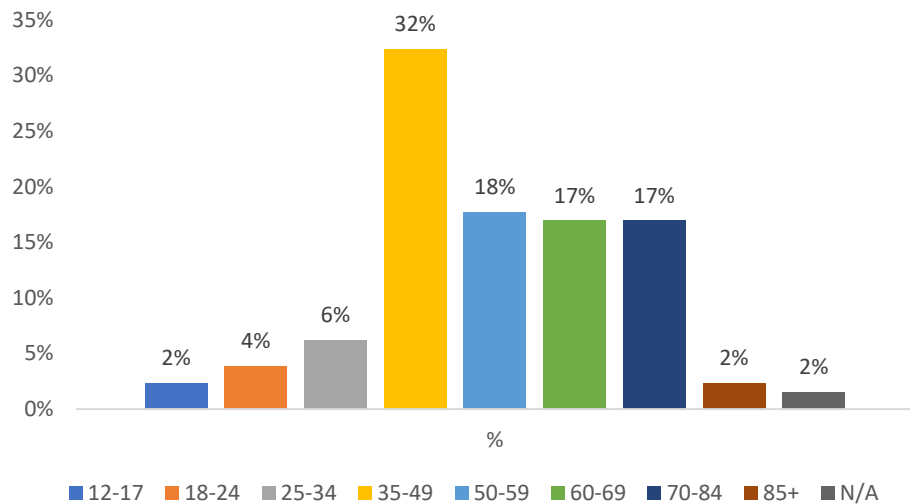
Gender



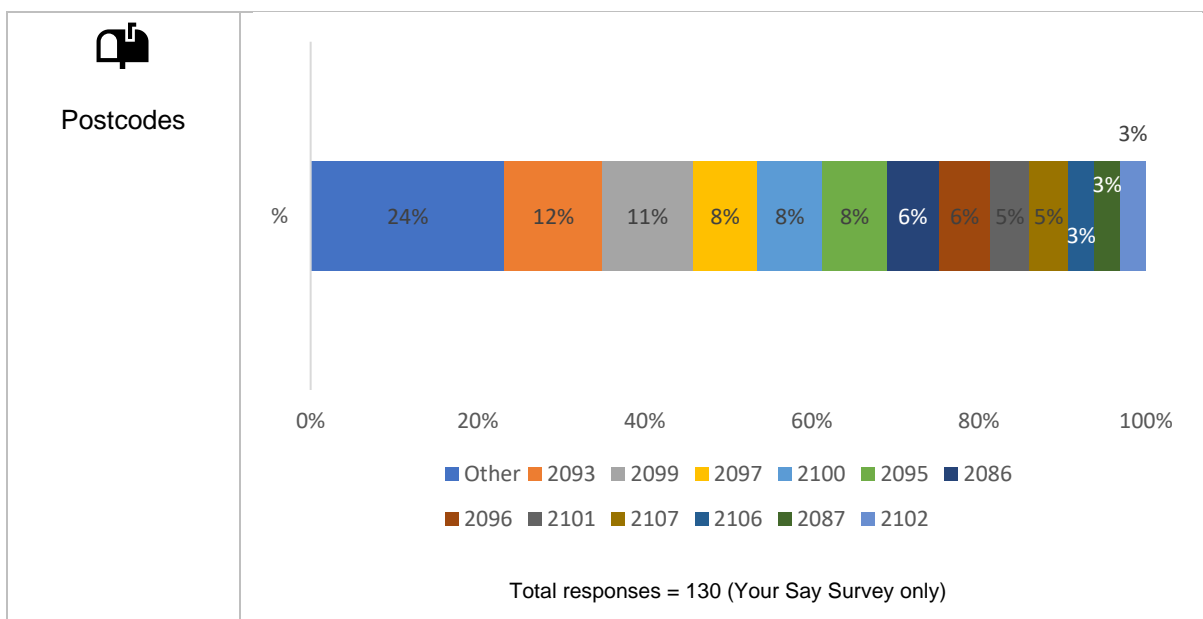
Total responses = 130 (Your Say Survey only)



Age groups



Total responses = 130 (Your Say Survey only)



2. Background

The draft Plan was identified as a priority in the Better Together Social Sustainability Strategy 2040. 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. Multicultural communities are active contributors and essential to a thriving and vibrant community. At the same time, they face barriers to inclusion and full participation in community life.

Stage 1 initial consultation of the draft plan was carried out in 2023 with over 500 community members and stakeholders. Feedback from that consultation was captured in a report and formed the basis of the draft Plan. Stage 2 community engagement consists of a public exhibition of the draft Plan. This report summarises the feedback and outcomes of the exhibition.

Developed with input from more than 650 community members¹, many identifying as from culturally and linguistically diverse backgrounds, the draft Plan sets the direction and prioritises action for cultural inclusion in the next five years. It recognises the important role everyone in the community plays, ensuring multicultural communities are included in community life on the Northern Beaches.

3. Engagement objectives

Community and stakeholder engagement for Stage 2 aimed to:

- Share and consult with community members and key stakeholders about the draft Plan
- Engage with community members from multicultural backgrounds and the broader community
- Provide accessible information for community members and stakeholders to participate meaningfully.

¹ This figure includes over 500 community members who were engaged during Stage 1 consultation of the Plan.

4. Engagement approach

The public exhibition phase of community and stakeholder engagement for the draft Multicultural Inclusion Plan was conducted between 15 January 2024 and 29 February 2024 and consisted of a range of activities for the community and key stakeholders to participate in.

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. This included a video snapshot of the seven outcomes in the Plan. To improve accessibility, the project page and video were translated into six community languages: Arabic, Mandarin, Hindi, Nepali, Spanish, and Tibetan.

The project was primarily promoted through Council Electronic Direct Mail (EDM), social media and paid print media. Print collateral was distributed in Council Libraries and Customer Service Centres as well as to relevant organisations on the Northern Beaches.

The key challenges for this exhibition that were considered in planning the engagement approach included:

- Pre-existing assumptions about who the plan is for and what it includes due to the topic.
- Low profile for this subject on the Beaches due to this being the first time Northern Beaches Council has specifically done work in this space.
- High number of different cultural and linguistic background, ranging from established to emerging.

For this reason, consideration was given to creating a successful visual campaign. In consultation with the Cultural Leaders Group, a set of portraits with distinct imagery featuring a range of locals from diverse backgrounds were professionally taken. This approach cut through people's perception of both Council and the draft Plan and engaged the wider community in the exhibition by incorporating storytelling and interest in our shared history.

Feedback was captured through an online submission form embedded onto the Have Your Say project page. The form included a question directly asking respondents for their level of support on the draft Plan. Alternatively, an online scrapbook activity was available to capture images and stories of culture on the Northern Beaches.

Email and written feedback were also invited, as well as the ability to book a time to speak with a member of the project team. Contact details for the project manager were provided to allow people to speak directly with them and provide feedback over the phone.

Additionally, three workshops were held with key stakeholders including:

- Youth Advisory Group (YAG)
- Cultural Leaders Group
- Northern Beaches Multicultural Network.

A presentation about the draft Plan and key actions was made to the Community Safety Advisory Committee in November 2023.

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

4.1. Reaching diverse audiences

A range of communication and engagement activities were undertaken to inform and consult with stakeholders across the community. This included:

- Easy Read version of the draft Plan on the Your Say page and promoted consultation through Council's monthly Disability newsletter.
- Translating the Your Say website platform into six community languages.
- Adding a photo submission option in addition to the conventional survey.
- Providing the option to 'book a call' using Translation and Interpretation Service (TIS) with a Council staff member.
- Providing members of the Youth Advisory Group with business card size collateral to distribute through their networks.
- Promoting the consultation in Council's monthly newsletters including The Drift (Libraries), Wave (disability), and KALOF (youth).
- Contacting language schools as well as sports and recreation community groups on the Northern Beaches about the draft Plan and consultation.
- Holding targeted key stakeholder workshops (see section 7).

4.2. Key learnings and reflections of the engagement approach

The key learnings from the engagement were as follows:

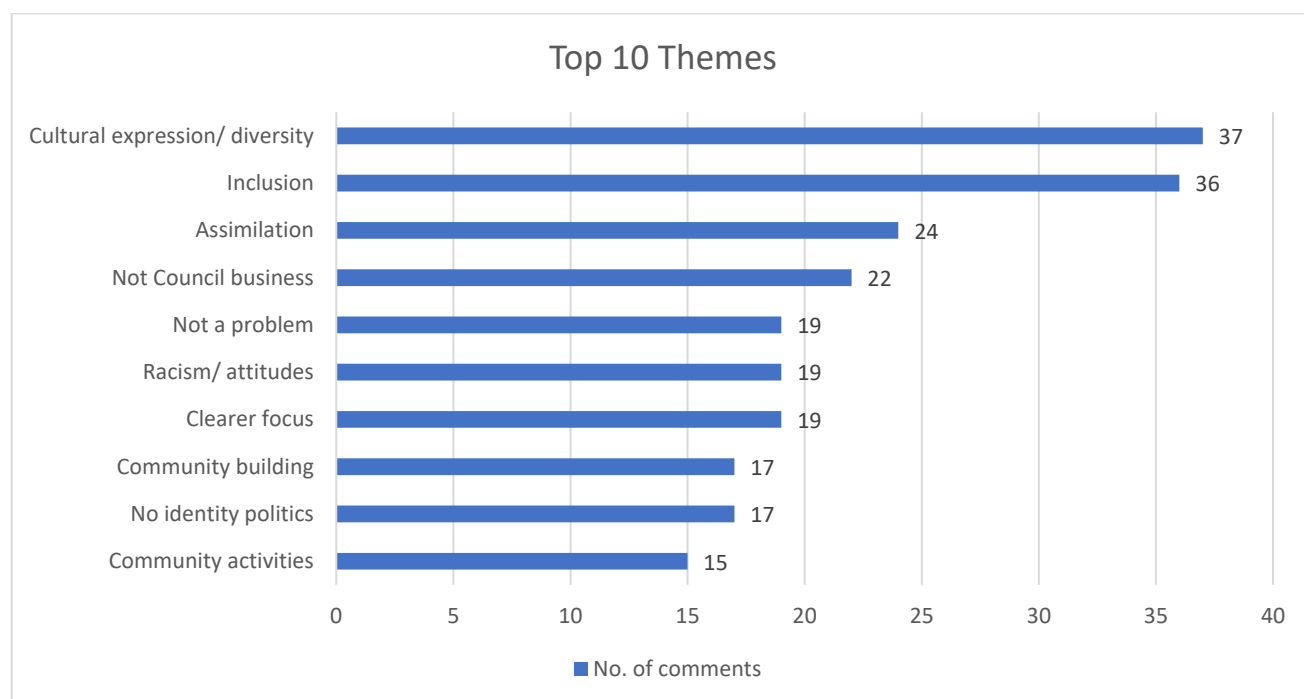
- Providing a summary video — and in various community languages — helps to break down the draft Plan's information into sizeable and digestible chunks.
- Communicating directly to and getting feedback from community organisations and groups is important for targeted engagement.
- Leveraging on the networks of community organisations and groups can help reach diverse community members.
- Although no one used the 'book a call' option to speak with a staff member about the draft Plan, having that option helped to broaden the participation methods. Perhaps more advertising or sharing of this could be done to encourage its take-up.

5. Findings from Your Say Survey

From the 130 unique survey respondents, there were 299 comments to the four open-ended questions³. These have been coded across 28 themes, with each comment coded to a maximum of two themes. The top 10 themes (excluding comments of general support) are highlighted in the chart below. The subsequent table details each of the 28 themes according

³ "Do you have any feedback about Direction 1?", "Do you have any feedback about Direction 2?", "Tell us why", and "Is there anything you think we have missed in the plan?"

to their frequency. It summarises the key points, issues, and change requests (if any) in that theme and Council's response.



Key theme	Issues, change requests and other considerations raised	Council's response
Support (General) 46 comments; 13.1% of total codes	Comments were coded into this theme if they mentioned support for the draft Plan without providing any further details.	We note these comments in support of the draft Plan.
Cultural expression/ diversity 37 comments; 10.6% of total codes	<p>Comments on this theme relate to different cultures being visible and celebrated. Respondents were supportive of the draft Plan and pleased to see actionable plans and inclusive initiatives.</p> <p>Suggestions were divided into the following subthemes:</p> <ul style="list-style-type: none"> - Food: this subtheme had the greatest number of comments. The key ones acknowledged a few events that include multicultural food options and suggested celebrating 	<p>We acknowledge the value that the Northern Beaches community places on ensuring that different cultures are visible and celebrated in community life. Actions in <i>Direction 1: Welcoming</i>, acknowledge feedback from the community that this is an area of priority for the first Multicultural Inclusion Plan.</p> <p>The feedback and specific suggestions have been noted and passed to relevant internal teams for consideration. The actions in Outcome 1 directly support progress towards this community priority.</p> <p>Recommendations for changes: Amendments to Action 1.5 (page 42) to include arts programming: <i>“Explore opportunities to identify, expand and promote multicultural</i></p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<p>and showcasing the diversity of the area through food from the different cultures on the Northern Beaches. Food was seen as a connector across cultures. Comments on food were related to the comments on food markets, food stories, night markets, cooking and distributing food to people in need, and having more international and affordable food options in the area.</p> <ul style="list-style-type: none"> - Markets: while community members welcomed the night markets with international food, others wished they could be more inclusive and with greater cultural diversity. - Events: suggestions for events that “showcase the diverse cultures and how have they contributed to making the beaches a great place to call home”. Respondents called for “celebrating various festivals openly in the suburbs”, having it widely advertised, and “including schools”. - Stories: comments were on having “storytelling about folklore”, where people from multicultural communities can share their stories and culture. The respondents believe that “when people know more about others, they are more likely to want to help and include them”. 	<p><i>event and arts programming that showcases the cultural diversity of the community.”</i></p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<ul style="list-style-type: none"> - Arts: respondents highlighted “finding ways to connect through art”, including “opportunities for community art, ... where artists from diverse backgrounds ... get to create the display.” 	
Inclusion 36 comments; 10.3% of total codes	<p>Comments on inclusion reflect responses related to overall inclusion of multicultural communities in society. Respondents were supportive of the Plan and raised that it is “well defined and strategies are tangible and likely to promote inclusion” and community building.</p> <p>Considerations and issues raised in this category include:</p> <ul style="list-style-type: none"> - Having a community that accepts and celebrates everyone for their cultural background is an important step towards the creation of a stronger and better community. - Welcoming, accepting and celebrating people from diverse cultural background will lead to a more socially cohesive community. - It is important to promote inclusion while keeping in mind the “unique cultural identity” of the Northern Beaches “as beach and bush loving people who love the outdoors”. <p>Suggestions were on:</p> <ul style="list-style-type: none"> - Increasing the involvement and presence of multicultural populations in general community events. 	<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> <p>Actions related to Direction 1 will ensure that Council increase the involvement and presence of multicultural community in general community events in a variety of ways.</p> <p>Outcome 5 – <i>Resources and opportunities are accessible in community languages</i> - outlines the initial steps required to ensure Council's systems can meet the basic requirements needed for hosting and displaying in language text.</p> <p>We are committed to working with the community to address racial discrimination on the Northern Beaches. We note the suggestions to include training for general community members and council staff and propose amendments to Action 2.1 and an additional Action 7.5 to support this work.</p> <p>Recommendations for changes: Amendments to Action 2.1 (page 43) to include a reference to challenging racism “<i>Explore opportunities to develop and implement activities against racism and unconscious bias and seek and reduce its impact in the community.</i>”</p> <p>Inclusion of an additional Action 7.5 (page 51) “<i>Investigate partnerships and funding opportunities for delivering active bystander training to Council's workforce and community groups.</i>” Active bystander training gives people the knowledge, skills, and confidence to</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<ul style="list-style-type: none"> - Making language and access to information inclusive. - Highlighting the impact of discrimination and provide training opportunities so the population can identify and manage incidents of discrimination. - Including the elderly population and families of those communities in actions specifically tailored for them. 	<p>intervene when they witness but are not directly involved in situations of racism or racial discrimination.</p>
Assimilation 23 comments; 6.6% of total codes	<p>Comments in this theme expressed that people from multicultural communities should fit in or assimilate into 'Australian' culture. The respondents were generally not supportive of the draft Plan, although some were supportive of the draft Plan as long as "minority groups should not override the majority cultural sections of our community".</p> <p>Issues raised in this category include:</p> <ul style="list-style-type: none"> - The need to celebrate "our common culture, not our separate cultures". - The need for integration into the "host culture" - The fear of "ghettos of one ethic [sic] group" being created and the perception of these enclaves as being unsafe. 	<p>We acknowledge that some respondents are concerned that work in this space could lead to cultural polarisation or disconnect.</p> <p>The purpose of the draft Plan is to acknowledge and preserve the Northern Beaches as a place where people from different cultural and linguistic backgrounds live together and have a shared sense of belonging and feel safe to celebrate and share their unique culture.</p> <p>Directions 1 (Welcoming) and 2 (Participating) highlight the steps we will take to ensure those from multicultural communities feel welcome and can participate and enrich existing community life. This includes creating opportunities for intercultural exchange between different cultures — established and emerging — on the Northern Beaches.</p> <p>We also recognise the role education and attitudinal change play in increasing social cohesion between established and emerging communities and propose amendments to Action 2.1 to support this.</p> <p>Recommendations for changes:</p> <p>Amended Action 2.1 (page 43) to include a reference to challenging racism "<i>Explore opportunities to develop and implement activities against racism and unconscious bias and seek to reduce its impact in the community.</i>".</p>

Key theme	Issues, change requests and other considerations raised	Council's response
Not Council business 22 comments; 6.6% of total codes	<p>Comments on this theme expressed that developing a plan for multicultural communities' inclusion is not Council business.</p> <p>Respondents did not support the Plan and wanted Council to "stick to its core business, rates, roads and rubbish". They felt that multicultural inclusion should happen "organically" instead of being driven by Council.</p> <p>A few comments had racist or discriminatory content.</p>	<p>The Local Government Act requires Council to recognise diverse local community needs and interests when planning and making decisions.</p> <p>We remain committed to the principles outlined in the Council adopted Social Sustainability Policy, particularly the belief that equal rights should be established and promoted, with opportunities for people from diverse linguistic, cultural, and religious backgrounds to participate in community life.</p>
Racism/ attitudes 19 comments; 5.4% of total codes	<p>Comments in this theme fell into two categories:</p> <ol style="list-style-type: none"> 1) Comments (13) that highlighted racist encounters or negative attitudes/perceptions against multicultural communities on the Northern Beaches, and/or called for targeted anti-racism actions. These respondents were supportive of the plan. 2) Comments (6) that contained racist or negative attitudes/perceptions against multicultural communities. These respondents were not supportive of the plan. <p>Together, both categories demonstrate that racism and negative cultural/racial stereotypes exist on the Northern Beaches. Issues and suggestions raised include:</p> <ul style="list-style-type: none"> - Having a dedicated anti-racism plan that tackles incidents of discrimination, augmenting the current 	<p>The comments received for this theme highlight that we still need to work together as a community to ensure that the Northern Beaches is a respectful and safe place for everyone.</p> <p>Council has a zero-tolerance approach to discrimination and abuse of any kind. Please note that some comments in this theme have been redacted because they contain content that is discriminatory, hateful, or may defame, offend, insult, humiliate, or intimidate.</p> <p>We embrace our role in working with the community to address racial discrimination on the Northern Beaches and note strong support for more clearly articulating which actions will deliver anti-racism and culturally sensitive education and training at all levels.</p> <p>As the biggest employer on the Northern Beaches, we are committed to creating a culturally inclusive workforce through inclusive and accessible hiring practices.</p> <p>There is no proposal to introduce affirmative action principles, and hiring practices will remain merit based.</p> <p>Actions 3.1 and 3.2 aim to review and revise Council's recruitment guidelines and HR policies to reduce unconscious cultural bias and ensure that hiring practices are inclusive</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<p>draft Plan's focus on inclusion and participation.</p> <ul style="list-style-type: none"> - The need for anti-racism and culturally sensitive education and training at all levels—schools, Council workforce and media platforms, and businesses. - The perception that having culturally inclusive workforce practices will “introduc[e] intentional and careless discrimination based on cultural background when hiring staff into the council”. - Having training for businesses and people in “identifying and managing incidences of discrimination”. - Empowering and supporting businesses and people to “de-escalate potentially harmful situations” of “both offline and online discrimination”. 	<p>and accessible to people from multicultural backgrounds.</p> <p>Recommendation for change: Amended Action 2.1 (page 43) to include a reference to challenging racism “<i>Explore opportunities to develop and implement activities against racism and unconscious bias and seek to reduce its impact in the community.</i>”</p> <p>Added Action 7.5 (page 51) “<i>Investigate partnerships and funding opportunities for delivering active bystander training to Council's workforce and community groups.</i>”</p> <p>These proposed changes support capacity building within the community to identify and respond to instances of direct and indirect racism.</p>
<p>Not a problem</p> <p>19 comments; 5.4% of total codes</p>	<p>Comments in this theme expressed that there is no problem with the participation, inclusion, or safety of multicultural communities on the Northern Beaches. Some shared that the Northern Beaches was “already an enormously inclusive and welcoming community”, and that “generally, everyone feels safe culturally”. Respondents were not supportive of the plan.</p>	<p>We acknowledge that overall, the community have expressed that they largely feel welcome and included.</p> <p>Equally, we note that this is not the experience of everyone, with several submissions sharing situations where they have experienced direct and/or indirect racial discrimination on the Northern Beaches.</p> <p>Comments in this theme further contribute to our understanding that there are people in our community who may not realise that the way they speak about and behave towards people from multicultural communities is a form of racism.</p>
<p>Clearer focus</p>	<p>Comments in this theme shared that the draft Plan could be more focused, targeted, and/or specific.</p>	<p>We are committed to the ongoing monitoring and evaluation of adopted social strategies. Page 53 of the draft Plan outlines the key indicators, sources, and reporting frequency.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
19 comments; 5.4% of total codes	<p>Respondents were supportive of the Plan but felt that it was written at a “very high level” and lacked information on how the outcomes would be achieved.</p> <p>The key suggestions highlighted were:</p> <ul style="list-style-type: none"> - To be explicit on how Council would achieve the outcomes and actions. Examples of these actions include ensuring having cultural safety or cross-cultural connection. - To have more concrete actions “with clearly assigned budget figures” and “SMART” goals rather than “vague ‘actions’ such as ‘explore’, ‘support’, ‘consider’”. - To share the action/implementation plan, including regular updates and information on monitoring and evaluation. - To reach out to more people from different cultural communities and highlight about how the cultural leaders were selected. - Clearer definition of what ‘ancestry’ means. 	<p>The Better Together 2040 – Monitoring and Evaluation Framework outlines our approach to evaluating Better Together including the development of a performance monitoring plan.</p> <p>An internal implementation plan will support delivery of the Actions across the 5-year period.</p> <p>As this is the first Multicultural Inclusion Plan, some of the proposed actions are necessarily exploratory. This is to mitigate the risk of action bias through consultation and evaluation of different approaches across a range of areas.</p> <p>Progress against actions will be reviewed periodically as outlined in the Better Together Monitoring and Evaluation Framework.</p> <p>Recommendation for change:</p> <p>Added a column on page 53 that explains why each indicator has been selected.</p> <p>Amended definition of “Ancestry” on page 17 to: <i>“Ancestry, as reported by the Australian Bureau of Statistics, refers to the cultural association and ethnic background of an individual. Individuals may provide up to two ancestries, taking into consideration the ethnic origins of their parents and grandparents.”</i></p>
No identity politics 17 comments; 4.9% of total codes	Comments on this theme reflect the beliefs of some respondents that Council should not undertake any action that highlights difference between cultural groups. Some of these comments were also about First Nations people (elaborated in the First Nations theme below).	<p>The draft Plan does not make comment on the merits of multiculturalism. It is well established that the Northern Beaches has long been home to a diverse multicultural community, and this is an important part of our shared local history.</p> <p>Recognising differences between people doesn't imply unequal treatment, it is about acknowledging diversity while promoting equal rights and opportunities for everyone.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<p>Respondents were not in support of the Plan and raised the following issues:</p> <ul style="list-style-type: none"> - Everybody should be treated equally as "Australians, or in this case, Northern Beaches residents". - The celebration of different cultures "inevitably results in polarisation". 	<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>
<p>Community building</p> <p>17 comments; 4.9% of total codes</p>	<p>Comments on this theme reflect that some respondents believe it is important to focus on building a cohesive community.</p> <p>The respondents were supportive of the Plan and the key comments were around:</p> <ul style="list-style-type: none"> - "Recognising that welcoming is just the first step" is critical to build a strong and inclusive community. - Actions that promote inclusion foster "a sense of belonging and shared purpose that will benefit everyone". - Celebrating culture and diversity only in instances where it "advances our social, economic, and cultural outcomes in the community", being mindful to prevent division or controversy. - Using spaces to promote cultural gatherings to promote education and sharing of experiences. 	<p>We note these comments and suggestions in support of the plan.</p> <p>Recommended change:</p> <p>In view of the strong call to action for inclusion and community building, Action 2.3 (page 43) has been amended from a community connection plan to a project: <i>"Deliver a Community Connection Project that establishes social connection guidelines for the Northern Beaches."</i></p>
<p>Community activities</p>	<p>The comments of this theme reflect suggestions for more activities for multicultural</p>	<p>The draft Plan seeks to support community activities through several actions including:</p> <p>Action 1.5 proposes to explore opportunities to identify, expand, and promote multicultural</p>

Key theme	Issues, change requests and other considerations raised	Council's response
15 comments; 4.3% of total codes	<p>communities. Respondents were supportive of the plan.</p> <p>Key suggestions include:</p> <ul style="list-style-type: none"> - More community events driven by council to promote acceptance and celebrate the multicultural communities. - Engaging a council volunteer for an organised connect group to arrange walks. - Monthly meetings or events open to the public for people to gather and learn from each other. 	<p>event programming that showcases the cultural diversity of the community. These include community activities such as the ones suggested.</p> <p>The engagement of volunteers is incorporated in Action 7.2, which seeks to increase the number of people volunteering with the Council from multicultural backgrounds.</p> <p>Recommendation for change:</p> <p>Amended Action 1.6 (page 42) to include volunteering initiatives: <i>"Deliver capacity building opportunities to people from culturally diverse backgrounds to design, plan and deliver their own unique cultural and creative events and initiatives, including volunteering."</i></p>
<p>Education</p> <p>11 comments; 3.1% of total codes</p>	<p>Comments on this theme were related to education, learning, and teaching. A few submissions shared instances where they either experienced or witnessed bullying within school due to a student's cultural background.</p> <p>Respondents on this theme were supportive of the plan. Their key suggestions were:</p> <ul style="list-style-type: none"> - To have "more educational advertising targeting both adults and kids". - That education is critical for better inclusion of multicultural communities and schools could be a "great place to start". - To include schools as a platform to promote education on cultural diversity and inclusion. This would eventually expand to wider community. - For Council to do more in educating both children and families. 	<p>We note the strong support for finding ways to further strengthen cultural inclusion work within schools and related networks.</p> <p>Action 7.6 will advance this work by connecting cultural leaders with relevant school networks, such as P&Cs, to explore new relationships and pathways that can support cultural inclusion initiatives for families, children, and young people in education settings.</p> <p>Recommendation for change:</p> <p>Proposed new Action 2.5 (page 43) <i>"Work with school Student Support Officers to promote cultural understanding, awareness, and education in schools."</i></p>

Key theme	Issues, change requests and other considerations raised	Council's response
Safety 11 comments; 3.1% of total codes	<p>Comments on this theme related to safety for multicultural communities. In general, respondents felt that Northern Beaches was a safe place. However, some mentioned that this feeling may vary from area to area.</p> <p>A few respondents reported not feeling safe because they were either victim to or witnessed racism happening, particularly in schools.</p> <p>One comment suggested investigating the use of a QR Code at local beaches to assist those who speak a language other than English to be beach safe.</p>	<p>These comments are noted.</p> <p>Council is currently implementing the Community Safety Plan with a view to achieving safety related outcomes for the Northern Beaches community, including multicultural communities.</p>
First Nations 10 comments; 2.9% of total codes	<p>Comments in this theme fell into two categories:</p> <ol style="list-style-type: none"> 1) Comments calling for more work around the inclusion and participation of First Nations people on the Northern Beaches. One highlighted that "I'm a migrant and have always felt welcome. I worry that sometimes the first Australians may feel less welcome than me." Respondents were supportive of the plan. 2) Comments that contained racist or negative attitudes/perceptions against First Nations people. These respondents were not supportive of the plan. <p>Issues and suggestions raised in the first category include:</p> <ul style="list-style-type: none"> - Having more Indigenous consultation 	<p>We are committed to acknowledging and showing awareness of, and respect for, the Traditional Custodians of the land and to recognise the continuing connection of First Nations people to Country.</p> <p>The development of a Reconciliation Action Plan is an adopted action of Towards 2040 Northern Beaches Local Strategic Planning Statement.</p> <p>Support for continued work with our First Nations peoples is noted, and suggestions have been passed to all relevant internal teams.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<ul style="list-style-type: none"> - Raising awareness and increasing visibility of Indigenous issues - Keeping up the “emphasis on Indigenous Australians and heritage” <p>Issues and suggestions raised in the second category include:</p> <ul style="list-style-type: none"> - Stopping the Welcome to Country - Reducing the “special treatment” of Indigenous people 	
Economic burden 9 comments; 2.6% of total codes	<p>Comments on this theme related to the perception that multicultural communities are an economic burden to society. Respondents were generally not supportive of the plan. They saw immigration as negative and migrants as causing a drain on economic resources. Many also felt that cultural inclusion was not the business of Council (see ‘Not Council business’ theme above).</p> <p>Key issues raised were:</p> <ul style="list-style-type: none"> - Council should not use rates to develop work in this area. - Ratepayers should know how much money is used for each project that council leads. - Council should only do work that “benefit ALL taxpayers”. - Multicultural groups should contribute to cost of funding community languages and events. 	<p>The Local Government Act requires Council to recognise diverse local community needs and interests when planning and making decisions.</p> <p>We are committed to upholding the principles outlined in the Social Sustainability Policy that emphasises social justice principles, including equity, access, and participation. Asking one group to pay extra for access creates inequity inconsistent with the community’s goals and aspirations of a safe, inclusive, diverse, and connected community.</p> <p>No additional funding is proposed to implement the actions of the draft Plan; the actions and outcomes have been developed with each relevant business unit and will be delivered within operational budgets that are set annually by the Council: https://www.northernbeaches.nsw.gov.au/council/publications/delivery-operational-plan-budget</p>
Cultural representation	This theme was around having and seeing people from diverse cultural	Action 6.1 will develop Multicultural Engagement Guidelines to guide community engagement practice and ensure that people

Key theme	Issues, change requests and other considerations raised	Council's response
8 comments; 2.3% of total codes	<p>backgrounds represented in different aspects of the community. Respondents were supportive of the Plan but wanted to see greater cultural representation and statistics of such in senior leadership, volunteering, and Council's Cultural Leaders Group.</p> <p>Certain cultural groups were referenced as being less represented, with one respondent sharing that there is "bias against people from the Middle East" and that they "have never seen any reference to the Arab culture or language" on the Northern Beaches.</p> <p>Suggestions to improve cultural representation include:</p> <ul style="list-style-type: none"> - Providing "easy ways for people from multicultural backgrounds to join the committees". - Providing information in Council website or emails on how people can participate in planning and engagement sessions. 	<p>from diverse cultural backgrounds can participate in planning and consultation.</p> <p>Action 3.1 proposes reviewing and revising the Council's recruitment guidelines and processes to encourage applications from people of diverse backgrounds.</p> <p>The Cultural Leaders Group is an existing group with members from diverse cultural backgrounds. Council welcomes interest and new members to the group. For more information about the group people can contact Council's Community Development team.</p> <p>Recommendations for changes:</p> <p>New Action 7.3 proposed (page 51) "<i>Undertake a review of the Cultural Leaders Group and advertise information about the group and how to get involved.</i>"</p>
Information 7 comments; 2.0% of total codes	<p>Comments in this theme related to making relevant information on Council activities and services more accessible to multicultural communities. Respondents shared that while Council has many relevant events, services, and activities, many from multicultural communities "may not know of these activities".</p> <p>Key suggestions were to:</p> <ul style="list-style-type: none"> - Have welcome packs with information such as 	<p>We are committed to ensuring that everyone in our community can access the information they need.</p> <p>To support this commitment for our multicultural community, we are working closely with key community stakeholders to consult on the specific needs of different cultural groups in the community.</p> <p>Actions 1.1, 1.5, 1.7, 4.1, 4.5, and especially 4.3 will support our work with the community to develop and increase accessibility of information.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<p>legislation, LGBTQA+, domestic violence, and Drug & Alcohol services for multicultural community members.</p> <ul style="list-style-type: none"> - Have an ambassador for each cultural group. - Have a newsletter/ services link to be displayed on rates notices. - Share information, such as the Multicultural Engagement Guidelines, with local business so they can help spread awareness. 	<p>We note the suggestions on how these actions could be delivered and recommend a new action based on this feedback.</p> <p>Recommendation for change:</p> <p>Proposed new Action (page 51) 7.7 <i>"Share Council-developed resources with external stakeholders to support inclusion of multicultural communities in community life."</i></p>
<p>Community spaces</p> <p>4 comments; 1.1% of total codes</p>	<p>Comments in this theme were mainly on Direction 2: Participating. Respondents were supportive of the Plan but highlighted the need of having spaces for multicultural communities.</p> <p>Suggestions include:</p> <ul style="list-style-type: none"> - Having "Council places for community to celebrate their cultural activities, weddings etc." - Having a "multicultural community hub" or "hall type of place with scheduled activities, meals, networking from different cultures". - Seniors' multicultural centres. - Using Manly chambers and PCYC Dee Why for cultural groups gatherings and events. 	<p>We note the importance of providing accessible community spaces for multicultural groups.</p> <p>A range of community centres are available for hire at subsidised rates. Actions 4.7, 4.8, and 4.9 will improve access to information about community centres and the processes for hiring spaces.</p>
<p>Night-time economy</p> <p>3 comments; 0.9% of total codes</p>	<p>Comments on this section refer to the synergy between more cultural representation and developing the night-time economy in the Northern</p>	<p>The suggestion to further consider how a strong night-time economy can support cultural representation across the Northern Beaches is noted.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<p>Beaches. Respondents were supportive of the plan.</p> <p>Key comments were:</p> <ul style="list-style-type: none"> - Night markets are greatly appreciated and perceived as a good way to showcase cultural diversity through food. - Creating “a better and stronger evening/night culture” so cultural diversity could “show itself more”. - A suburb representation plan and evening cultural life representation plan with subsidised market areas. 	<p>Recommended change:</p> <p>New Action 6.5 (page 50) proposed that is aligned with the Economic Development Strategy: <i>Ensure the unique aspects and needs of multicultural communities are included when investigating opportunities to increase and diversify the night-time economy.</i></p>
<p>Infrastructure</p> <p>3 comments; 0.9% of total codes</p>	<p>Comments in this theme highlighted the need for “better infrastructure and connectivity [to] bridge the gap” between cultural communities. This theme echoes the Affordability theme below.</p>	<p>These comments have been noted in support of the proposed actions in the draft Plan. Comments have been given to relevant team.</p>
<p>Gender</p> <p>3 comments; 0.9% of total codes</p>	<p>Comments on this theme were related to gender equity and were supportive of the plan. Suggestions were around having more women performers in cultural events and festivals (e.g., Manly Jazz festival) and activities to connect women together.</p>	<p>All community development activities undertaken by Council will be underpinned by the principles, including equity, as outlined in the Social Sustainability Policy.</p>
<p>Scepticism</p> <p>3 comments; 0.9% of total codes</p>	<p>The three comments in this theme expressed scepticism around the draft plan. Two respondents were unsupportive of the plan, stating that it was just “lip service”. One was supportive of the Plan but was “not sure it [the Plan’s outcomes] will happen” because some people on the Northern</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.</p> <p>The draft Plan will take steps to build community mindedness through fostering connection across cultural communities and tackling racial discrimination.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	Beaches "don't appear to be community minded at all".	
Disability 2 comments; 0.6% of total codes	Comments on this theme were on the inclusion of people with disability. Respondents were supportive of the draft Plan and highlighted the need to include people with disability.	Action 6.1, " <i>Develop Multicultural Engagement Guidelines in partnership with cultural leaders to guide community engagement practice</i> ", will support the development of Council's next Disability Inclusion Action Plan.
Housing 2 comments; 0.6% of total codes	The two comments on housing highlighted the importance of social housing and making housing more affordable.	These comments are noted and have been given to the relevant team.
Affordability 1 comment; 0.3% of total codes	This comment highlighted that integration and inclusion depended on having affordable and accessible activities, particularly as "migrant families tend to have lower incomes and therefore their kids aren't able to participate". They shared that sporting activities for children are expensive and require a car to get too, both which are difficult to achieve for working parents.	<p>We agree that finding ways of having more affordable activities for children and adults, especially sports, is important for our community. Finding and communicating these avenues will be a priority in Action 4.1 "<i>Review and update key communication guidelines to meet the needs of culturally and linguistically diverse communities.</i>"</p> <p>Recommended change:</p> <p>Amended Action 6.2 (page 50) to include the priorities and needs of multicultural communities in place planning: "<i>Improve collection and use of ethnicity data in place planning and service delivery, respecting and adhering to privacy principles for collecting data.</i>"</p>
Cemeteries 1 comment; 0.3% of total codes	This comment requested a commitment from Council to provide further funeral services to the varied cultural and religious groups represented in the cemetery.	<p>We are committed to accommodating requests for specific religious or cultural traditions within the limitations of infrastructure, resources and available remaining space at Mona Vale and Manly Cemetery.</p> <p>Mona Vale cemetery is divided into nine religious denominations (Catholic, Anglican, Bahai, Baptist, Presbyterian, Methodist, Congregational, Uniting, Latter Day Saints, and recently added Serbian Orthodox) along with a General or Non-Sectarian area. Manly Cemetery is divided into two religious denominations (Catholic and Anglican) with a remaining General or Mixed Denomination area.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
		The provision of additional services is limited by the lack of remaining available space. As Mona Vale Cemetery approaches full capacity the remaining burial areas will be predominantly released as "General" to accommodate the greatest number of users. Manly Cemetery has been closed to new burial sales for over 40 years. A new non-denominational memorial wall was recently released for cremation ashes.
LGBTQIA+ 1 comment; 0.3% of total codes	This comment asked if the draft Plan included "LGBTQI people".	While not directly focused on LGBTQIA+ issues, the draft Plan sees gender, sexual, and cultural diversity as intersecting issues, and thus will pay attention to these for the Plan's implementation. The purpose of the content on Page 22 is to acknowledge the importance of recognising diversity within diversity and visually maps the different countries of ancestries that make up the Northern Beaches.
Religion 1 comment; 0.3% of total codes	This comment was supportive of the Plan and highlighted the need to "include all religious beliefs too".	The Plan acknowledges that religion is one of the characteristics that need to be considered when understanding cultural diversity. Recommended change: Update text on page 17 when defining cultural and ethnic diversity: <i>...the shared identity or similarity of a group of people based on one or more distinguishing characteristics, including religion.</i>
Not related 1 comment; 0.3% of total codes	The unrelated comment was on dogs on leash and sharing footpaths.	This comment is noted and has been given to relevant team.

6. Findings from Photo Board

Another option for feedback was through a photo board submission based on the prompt: "Contribute to the photo board and help us showcase individual stories of culture on the Northern Beaches. This could be the activities you do, such as sharing a meal or connecting with others."

Four Photo Board contributions (see Appendix 2) were made. Respondents both identified as coming from a culturally and linguistically diverse background and spoke another language other than English at home. They were all supportive of the draft Multicultural Inclusion Plan.

Three photographs demonstrated how respondents actively participated in community life: one through celebrating Diwali in their home in the Northern Beaches, one by joining Manly Amnesty

International Group, and one by participating in nature activities across the Northern Beaches. In particular, the third photograph emphasised the feeling of inclusion and welcome they received in the Northern Beaches. In contrast, the fourth photograph shared feelings of exclusion and not fitting in the country. At once positive and negative, the photographs echo the draft Plan's aims of ensuring people from all cultural backgrounds feel welcome and participate in community life.

7. Findings from Key Stakeholder Workshops

During the consultation period, three workshops were held with key stakeholder groups. They were with:

- 1) 8 members from the Cultural Leaders Group
- 2) 14 members of the Northern Beaches Multicultural Network
- 3) 22 members of the Youth Advisory Group.

7.1. Cultural Leaders Group

Council convenes a Cultural Leaders group comprising of community representatives from different cultural and religious backgrounds. The group serves as an intercultural network and platform for Council to engage and consult with on multicultural issues. Council representatives shared the draft Plan at an online Cultural Leaders Group meeting on 6th February 2024 to get members' feedback.

Overall, the eight members present were supportive of the Plan. A brief voting activity was carried out for the draft Plan's first five outcomes. Voting was not done for outcomes 6 (Planning and engagement) and 7 (Partnerships) due to time constraints. The table below details the voting results. The subsequent table summarises the feedback given and Council's responses.

Outcome	Result (Yes; Yes, with changes; No)
1. Cultural expression	Yes = 3; Yes, with changes = 5; No = 0
2. Goodwill, respect and equity	Yes = 4; Yes, with changes = 2; No = 0
3. Workforce	Yes = 6; Yes, with changes = 0; No = 0
4. Services, programs and activities	Yes = 4; Yes, with changes = 2; No = 0
5. Community language	Yes = 3; Yes, with changes = 2; No = 0

Key theme	Issues, change requests and other considerations raised	Council's response
Information	<p>A few issues related to making information accessible for multicultural communities were highlighted:</p> <ul style="list-style-type: none"> - Challenge of digital inclusion as not all people will have access to technology. - Need to find out what the connections and networks in multicultural communities currently are. Word of mouth works best within connected communities. - Suggestion to use Social Network Analysis to map out the current 	<p>Action 4.1 proposes to review and update key communication guidelines to make it accessible to all multicultural communities in the area.</p> <p>Translation to community languages is being addressed by Action 4.4, which will investigate and trial new ways to make information available in community languages.</p> <p>Additionally, Action 4.6 proposes to improve access to interpreters and the TIS. Actions 4.3, 4.10, and 5.5 address</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<p>networks and connections in multicultural communities.</p> <ul style="list-style-type: none"> - Cost of translating documents to different community languages. 	<p>accessibility of information in community languages.</p> <p>The suggestion of having a social network analysis will be explored in Action 2.3 (page 43): <i>"Deliver a Community Connection Project that establishes social connection guidelines for the Northern Beaches."</i></p>
Volunteering	<p>The importance of getting volunteers from multicultural communities was highlighted.</p> <p>Relating to the Information topic above, a member shared that using volunteer translators could help reduce the cost of translating important information and documents. They suggested tapping into volunteers across organisations for translation.</p>	<p>Action 7.2 proposes to investigate ways to increase the number of volunteers from multicultural communities.</p> <p>Regarding translation, the translation of Council information and advice is completed by a translator accredited by NAATI (National Accreditation Authority Translators and Interpreters) to ensure accurate and consistent translations.</p>
Workforce	<p>Members discussed the importance of Council workers not just being able to provide in-language services, but also knowing cultural sensitivity and safety. A few suggestions on training were given:</p> <ul style="list-style-type: none"> - SBS inclusion program - Fair Work cultural training. 	<p>Actions 3.1, 3.2, and 3.3 seek to support and increase the diversity of the Northern Beaches Council workforce.</p> <p>Recommended change:</p> <p>The proposed additional Action 7.5 (page 51) <i>"Investigate partnerships and funding opportunities for delivering active bystander training to Council's workforce and community groups."</i> will contribute to ensuring staff are equipped to deliver culturally sensitive services.</p>
Racism/ attitudes	<p>Members highlighted the need for targeted work to address racism and negative racial and cultural attitudes. Suggestions given were:</p> <ul style="list-style-type: none"> - Being more specific and have a visionary statement on anti-racism. - Going out to the community to call out racism. - Having a social media campaign on unconscious bias. 	<p>Actions 2.1 and 2.2 seek to develop and implement programs and internal procedures to prevent and respond to racism, discrimination, unconscious bias, and their impact in the community.</p> <p>This feedback is noted and explored when delivering Actions 2.1 and 2.2.</p> <p>This feedback has also been noted in developing proposed new Action 7.5 (page 51) <i>"Investigate partnerships and funding opportunities for delivering</i></p>

Key theme	Issues, change requests and other considerations raised	Council's response
		<i>active bystander training to Council's workforce and community groups."</i>
Community spaces	A member suggested applying public placemaking concepts to amenities to make them more welcoming. Walter Gors Park was given as a good example of a "family friendly" public space.	This feedback is noted and will be considered when delivering Action 4.7 that seeks to ensure open space planning meets the needs of multicultural communities.
Inclusion	<p>A member expressed concern about how groups from different backgrounds were going to interact. They raised that there was nothing in the Plan on how diverse groups were going to interact with one another to break down cultural barriers that might exist.</p> <p>Another member shared that cultural safety in any engagement needs to be explicit.</p>	The development of Multicultural Engagement Guidelines (Action 6.1) will consider ways to support groups from different backgrounds to interact. It will also contain guidance in creating culturally safe engagement spaces across all projects.

7.2. Northern Beaches Multicultural Network

The Northern Beaches Multicultural Network (NBMN) is a collective of government and non-profit organisations working on multicultural issues on the Northern Beaches. Council representatives shared the draft Plan at a NBMN meeting on 7th February 2024 to get their feedback. Overall, the 14 members present were supportive of the plan. The table below summarises the feedback given and Council's responses.

Key theme	Issues, change requests and other considerations raised	Council's response
Cultural diversity/ expression	<p>A network member asked how the draft Plan supported the celebration of multicultural events.</p> <p>Another member proposed that Council should recognise major cultural holidays like Lunar New Year, Losar, and Deepavali.</p>	Action 1.5 seeks to identify, expand, and promote cultural events, while Action 1.6 includes development of capacity building so people from culturally and diverse backgrounds can deliver their own unique events.
Workforce	Members affirmed the need for Council's workforce to undertake training in cultural awareness and safety. They added that training for staff should also include working across cultural difference. Different cultures have different norms and interpretations of power dynamics, and learning the nuances is important as Council's workforce becomes more culturally diverse.	The development of Multicultural Engagement Guidelines (Action 6.1) will include information and guidance to staff on working across different cultures.

Key theme	Issues, change requests and other considerations raised	Council's response
Clearer focus	A member raised that the draft Plan had a lot of "motherhood statements" and needed something more serious, like a multicultural hub.	Better Together 2040 sets the aspiration for a Community Hub to be available in each Ward. We remain committed to working with the community to achieve this aspiration.
Community spaces	<p>Members highlighted the need to have a culturally safe space, e.g., a community hub, for multicultural communities to come together and feel welcome.</p> <p>One shared that "I have heard through a lot of my conversations and engagements that there is not one place to go to celebrate and hold gatherings. There is need for a welcoming space, a community-led space, a culturally safe space, e.g., the Tibetan community mentioning that they do not have a space for prayer etc. We could start with a pilot, a pop-up."</p>	Action 4.8 proposes to have the Council continue to provide in-kind and affordable access to community centres for cultural group activities.

7.3. Youth Advisory Group workshop

The Youth Advisory Group (YAG) is made up of young people aged 12 to 24 years old, across the five Northern Beaches wards. Over a two-year term, YAG works with staff and local organisations to identify and address the needs and aspirations of young people across the Northern Beaches. With young people being a key stakeholder group and the draft Plan being a document that affects young people, Council representatives shared the draft Plan at a YAG workshop on 5th February 2024 to get their feedback.

22 YAG members were present at the workshop. A brief voting activity was carried out for each of the draft Plan's seven outcomes. A voting activity was also done to elucidate the top three priorities for young people. The two tables below detail the voting results. The third table summarises the feedback given and Council's responses.

Outcome	Result (Yes; Yes, with changes; No)
1. Cultural expression	Yes = 19; Yes, with changes = 3; No = 0
2. Goodwill, respect and equity	Yes = 15; Yes, with changes = 6; No = 0
3. Workforce	Yes = 16; Yes, with changes = 0; No = 4
4. Services, programs and activities	Yes = 20; Yes, with changes = 0; No = 0
5. Community language	Yes = 18; Yes, with changes = 5; No = 0
6. Planning and engagement	Yes = 16; Yes, with changes = 6; No = 0
7. Partnerships	Yes = 18; Yes, with changes = 2; No = 2

Priority for Young People	No. of votes
Outcome 4. Services, programs and activities	16
Outcome 2. Goodwill, respect and equity	13
Outcome 1. Cultural expression	12
Outcome 5. Community language	8
Outcome 3. Workforce	5
Outcome 7. Partnerships	5
Outcome 6. Planning and engagement	4

Key theme	Issues, change requests and other considerations raised	Council's response
Cultural expression/diversity	<p>YAG members highlighted the importance of celebrating cultural diversity and expression through events, gatherings, and festivals. They shared that young people may feel ashamed of their cultures, and having events would encourage them to embrace their backgrounds. Cross-cultural or multicultural events were also articulated as positive portrayals of inclusivity and cultural diversity, encouraging people to come together.</p> <p>Suggestions given were:</p> <ul style="list-style-type: none"> - More support for young people to gain information and feel comfortable in supporting celebrations or culture. - Celebrate festivals like Ramadan and Hannukah. - Provide free public transport. - Incorporate recognition of cultural events (e.g., religious holidays) in official communications to legitimise and solidify community respect. 	<p>We acknowledge the value that the Northern Beaches young community places on ensuring that different cultures are visible and celebrated in community life.</p> <p>Actions in <i>Direction 1: Welcoming</i>, acknowledge feedback from the community that this is an area of priority for the first Multicultural Inclusion Plan.</p> <p>The feedback and specific suggestions have been noted and passed to relevant internal teams for consideration. The actions contained in Outcome 1 will directly support progress towards this community priority.</p> <p>Recommended change:</p> <p>Amended Action 4.9 (page 49) to emphasise intergenerational connection: “<i>Deliver programming that encourages multicultural communities, young people and the broader community to connect, share culture and strengthen social cohesion and intergenerational connection.</i>”</p>
Education	<p>YAG members shared about the need for better education on cultural diversity, acceptance, and understanding. Schools was the main platform mentioned.</p> <p>Comments included:</p> <ul style="list-style-type: none"> - Address the root, target causes of racism/bias—lack of education, celebration. Start young in schools. - Educating young people on racism. - Create better educational resources. Often the issue isn't conscious racism, rather ignorance. 	<p>One key objective of the proposed plan is to ensure that the Northern Beaches is a place where everyone feels safe, connected, and included in community life. Action 7.6 proposes supporting the Cultural Leaders Group's connection with relevant school networks to address any issue related to education and schools.</p>

Key theme	Issues, change requests and other considerations raised	Council's response
	<ul style="list-style-type: none"> - Develop resources to teach people about cultures. Information on the web can be conflicting. - Education to build cultural awareness through harmony fairs, guest speakers in schools. This creates relatability and connection. - An implementation of cultural awareness + diversity (e.g., Harmony Day) are a great + casual way to teach young people in schools. More in an event way than formal. 	<p>Recommended change:</p> <p>Noting this feedback, an additional Action 2.5 (page 43) is proposed <i>“Work with school Student Support Officers to promote cultural understanding, awareness, and education in schools.”</i></p>
Racism/ attitudes	<p>Echoing the above comments on education, racism faced by young people was highlighted by some YAG members. One member shared that “young people face racism on social media often and while people can report these, [this is] something to deal with this on a community level”. Beyond education in schools, community education needed to happen.</p> <p>Another member commented on the need to balance freedom of speech while tackling racism or discriminatory language. They suggested following existing policies that social media platforms like Instagram have on this issue.</p>	<p>Council acknowledges that we still have work to do as a community to ensure the Northern Beaches is a respectful and safe place for everyone.</p> <p>We embrace the role that Council can play to work with the community to address racial discrimination on the Northern Beaches.</p> <p>Recommended changes:</p> <p>Proposed amendment to Action 2.1 (page 43) <i>“Explore opportunities to develop and implement activities against racism and unconscious bias and seek to reduce its impact in the community.”</i></p> <p>Proposed additional Action 7.5 (page 51) <i>“Investigate partnerships and funding opportunities for delivering active bystander training to Council's workforce and community groups”.</i></p> <p>These actions support capacity building within the community to identify and respond to instances of direct and indirect racism.</p>
Information	<p>Information was an important issue with issues and suggestions raised:</p> <ul style="list-style-type: none"> - Council and government websites are hard to navigate in general, without the additional layer of language. 	<p>We note the suggestion to include information in relevant Council's communication.</p> <p>Action 4.3 aims to make language in official communication, website,</p>



Key theme	Issues, change requests and other considerations raised	Council's response
	<ul style="list-style-type: none"> - Safety notices + other important communications in multiple languages in public areas. - Visibility. People from other backgrounds may not realise how Council can help, so more having Council information available in their communication spaces (e.g., religious buildings, Tibetan school) in the languages will let them know about what Council + the community offers. <p>One comment suggested inclusion of relevant cultural opportunities in the Rates Notice communication.</p>	<p>and social media more accessible for all.</p> <p>Additionally, Actions 4.4 and 4.10 target the development of material in community languages.</p> <p>Making information more accessible is also included in Actions 4.3 and 5.4.</p>
Cultural representation	<p>Cultural representation in planning and engagement was highlighted by some YAG members. They raised the importance of including multicultural groups in all decisions that affect them in a way that suits their needs. Visibility of cultural leaders was also mentioned especially for young people to feel represented in their community.</p> <p>Suggestions included:</p> <ul style="list-style-type: none"> - Giving people of diverse backgrounds more of a say in the development of ideas. - Creating advisory groups for other demographics beyond youth. - Making sure to equalise opportunity rather than introduce bias in the planning of services to favour people from diverse backgrounds. 	<p>Action 6.1 aims to have cultural leaders supporting the development of Multicultural Engagement Guidelines.</p> <p>Additionally, Actions 7.1, 7.2, 7.4, and 7.6 seek to have cultural leaders and other key stakeholders partner with the Council to investigate and develop approaches to championing cultural diversity, building relationships, identifying and developing leaders in the community, and building other relevant connections.</p>
Workforce	<p>A couple of issues on the workforce was raised:</p> <ul style="list-style-type: none"> - Increasing diversity in the workforce not just in Council but across services sector in Northern Beaches. Audits and education for local businesses on hiring practices can be done. - Practice should not give an advantage to people from culturally diverse backgrounds. 	<p>Actions 3.1 and 3.2 propose to encourage applications and make Council hiring practices more inclusive.</p> <p>The draft Plan does not include a proposal to introduce affirmative action principles, and hiring practices will remain merit based.</p>

Appendix 1 – Verbatim comments from online Your Say survey submissions

No.	Do you have any feedback about Direction 1?	Do you have any feedback about Direction 2?	Tell us why	Is there anything you think we have missed in the plan?
1	<p>Warmest congratulations to the Northern Beaches Council on your inspiring direction with "Welcoming - Northern Beaches celebrates diversity and cultural expression." This initiative, coupled with your dedication to community building, demonstrates a commitment to creating a vibrant and inclusive community for all residents.</p> <p>I am particularly impressed by the following aspects of your approach:</p> <p>Emphasising diversity and cultural expression: Recognising and celebrating the unique tapestry of backgrounds, experiences, and traditions that enrich the Northern Beaches is not only admirable but also essential for fostering a vibrant and welcoming environment. Your focus on cultural events, inclusivity initiatives, and celebrating difference sets a commendable example for other communities.</p> <p>Community building efforts: Recognising that welcoming is just the first step, your commitment to building a strong and interconnected community is crucial. By promoting initiatives that encourage social interaction, collaboration, and mutual understanding, you are fostering a sense of belonging and shared purpose that will benefit everyone.</p> <p>Actionable plans: Turning vision into reality requires concrete steps. I am pleased to see your well-defined plans and tangible strategies for implementing your welcoming and community building goals. This demonstrates a commitment to thoughtful execution and measurable progress.</p> <p>These initiatives, along with your broader leadership, pave the way for a brighter future for the Northern Beaches. By embracing diversity, promoting cultural expression, and fostering a strong sense of community, you are creating a model for inclusive and resilient societies everywhere.</p>	<p>The Northern Beaches Council's vision of "Participating – A place where everyone feels safe, connected and included in community life" is laudable. It resonates with the desire for a thriving, inclusive community where all residents feel a sense of belonging and can participate fully in all aspects of life.</p> <p>However, achieving this vision necessitates a more comprehensive approach that explicitly addresses systemic issues of racism and discrimination. While the "Participating" direction acknowledges diverse communities, it lacks concrete anti-racism and anti-discrimination strategies, raising concerns about its capacity to deliver on its promise of inclusivity.</p> <p>Here are some critical points to consider:</p> <p>The absence of a dedicated anti-racism plan: Racism and discrimination are pervasive societal issues. Ignoring them within the "Participating" framework suggests a limited understanding of the challenges faced by marginalised groups within the Northern Beaches community.</p> <p>Lack of specific measures to address discrimination: The current direction focuses on general notions of inclusion and belonging but fails to outline specific actions to tackle discriminatory practices in areas like community life and access to services.</p> <p>Need for data-driven insights: Understanding the scope and nature of racism and discrimination within the Northern Beaches community is crucial. A platform to collecting and analysing data on discriminatory incidents and experiences would inform effective interventions and track progress.</p> <p>Community engagement and capacity building: Building partnerships with diverse community</p>		<p>Making "Participating" a truly inclusive reality requires acknowledging the presence of racism and discrimination and actively working to dismantle them.</p>

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		<p>groups and providing them with resources and support to advocate for their needs is essential for achieving genuine inclusivity. Empowering these groups to participate in decision-making processes strengthens the vision of "Participating" from the ground up.</p> <p>To bridge this gap, the Northern Beaches Council should consider the following steps:</p> <p>Develop a comprehensive anti-racism and anti-discrimination plan: This plan should identify specific goals, strategies, and metrics to dismantle systemic barriers and address all forms of discrimination.</p> <p>Establish a dedicated team or advisory body with expertise in race and equity issues: This body can guide the implementation of the anti-racism plan and advise the Council on inclusive policy development.</p> <p>Invest in deep cultural collaboration instead of cultural competency training for Council staff and personnel: Equipping all staff with the knowledge and skills to recognise and address implicit bias is crucial for ensuring equitable service delivery.</p> <p>Support and collaborate with community-based organisations: Partnering with groups working on anti-racism and inclusion initiatives leverages their expertise and strengthens community engagement.</p> <p>Publicly report on progress towards inclusivity goals: Regular reporting on the implementation of the anti-racism and anti-discrimination plan and its impact on the community fosters transparency and accountability.</p> <p>By incorporating these recommendations, the Northern Beaches Council can take meaningful steps towards fostering a community where everyone feels safe, connected, and truly included.</p>		
2	<p>It is a good proposal. Diversity and cultural expression enrich all of our lives and can create better social cohesion.</p>	<p>My only concern is the cost. Nothing is mentioned in the area of cost and ratepayers are already paying high council rates. Thus, aspects that need to be explored are -</p> <ol style="list-style-type: none"> 1. Multicultural groups should help Council in 		<p>Yes - the cost of the programs and events to existing ratepayers.</p>

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		funding community languages and events. There should be a contribution from the various groups in order to minimise cost to existing ratepayers. 2. Ratepayers need to know how Council will fund all these multicultural events without increasing council rates unreasonably. Careful budgeting and responsible financial planning are a must - aspects not generally associated with our free spending Local Councils.		
3	Stop the Welcome to Country please.			
4	Essential	No brainer		
5	I think Northen Beaches is not as diverse as I'd like to see. However, I think it would be good to celebrate diversity and cultural expression in this part of Sydney where diversity is lacking.	I do feel safe but isolated due to my background.		
6	Absolutely, there is a misconception that the Insular Peninsula has remained just that This needs to change to reflect the diverse population	This would be extremely welcome		
7	Great to see DEI on the map	I would love to see more gender diversity in the music festival offerings. For example the latest Manly Jazz festival had very few women performers on the program. As a female Musician , I felt a lot more could be done to create a more inclusive program with a bit of planning. That goes for all the music festivals. Manly could become a leader in diversity if it places this as a priority.		Cultural programs to include diversity including gender diversity
8			Multiculturalism doesn't work; it builds tribes.	
9	Yes we should welcome all cultural groups by including varied activities of interest to the varied groups but stressing that we all are Australians and the majority groupings should take on the major role. This will encourage newly arrived immigrants to settle in and understand our Australian attitudes and values. Minority groups should not over-ride the majority cultural sections of our community.	As above- If you continue to live on the NB by choice, you must then feel safe and connected with community life to the level you wish. Not everyone wishes to integrate fully in the community life so this must be acknowledged and celebrated.		Cemeteries play a strong role in the community, especially with migrant groups. Each community has burial traditions which are handled appropriately by the cemetery administrations [NB council, Metropolitan Memorial Parks - Frenchs Forest]. The NB council already hosts cemetery activities at Mona Vale and Manly, but much more of a commitment would provide further services to the varied cultural and religious groups represented in the cemetery. Funerary behaviour/ rights are not given as much attention by the authorities outside the cemetery managerial staffs

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				communication with the NB council would be welcomed and beneficial to the families whose loved ones rest in our council region.
10		Everyone, no matter what their background, needs to feel safe, not just immigrants....all Citizens. Australian laws are made for everyone and need to be enforced. Don't make rules for them and rules for us existing citizens. Preferential treatment based on race or background will breed resentment and should not be tolerated.	I dont want my rates and fees funding projects that dont benefit ALL rate payers . Total waste of money on "virtue signalling" .	
11	<p>Nope. Nothing against the people themselves, but they are only here because the federal government wants to artificially increase GDP to avoid a recession and make it look like they are growing the economy so as to stay in power and to appease their corporate donors who get a bigger market (more customers) and a lower wages bill.</p> <p>Immigration only benefits the government and big business. The downside is:</p> <ul style="list-style-type: none"> - The housing crisis (due to increased demand for housing by around half a million new migrants each year needing somewhere to live) - Stagnating wages (as the labour market is flooded with masses of cheap third-world labour, forcing wages down) - Massive environmental damage. - Overdevelopment and congestion of our cities and suburbs. - Billions of taxpayer dollars wasted each year on additional infrastructure for migrants. Eg: The Beaches Link tunnel was scrapped by Minns because he said the money was needed for transport infrastructure for the growing population of migrants in the Western Suburbs. - Decreased real GDP per capita. Whilst GDP increases - which benefits governments and big business, per capita GDP is decreasing which means us taxpayers are worse off. This is why we are seeing record corporate profits, while workers are struggling to avoid homelessness. - Overburdened Govt and private sector services. - Increased demands on power / water / etc. We already have a million more people than we did when water restrictions first came in - and we are heading into an El Nino. Desalination uses massive amounts of electricity. 	Nope. Immigration results in increased violent crime rates (despite many studies designed to prove the opposite).	We need a freeze on immigration.	<p>A freeze on immigration. If you think that is being racist, you are wrong. I am married to a migrant. I go out of my way to be extra nice to migrants and try to make them feel welcome.</p>  <p>We have been told for decades that immigration "is good for the economy". So, when exactly do the good times start? After a couple of decades of mass immigration, we have a cost of living crisis and record homelessness with tent cities springing up everywhere.</p>
12	I really think the Northern Beaches Council should stick to its core business, rates, roads and rubbish. What is the budget?	See above	Its not council business	


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13	Embracing a great step into multicultural awareness , diversity and inclusion !	Celebrating multicultural Australia in the Northern Beaches !		Considering multicultural community hubs in the Northern Beaches easily accessible and resourceful. Seniors multicultural centres for support and resources Enlist local community volunteers from CALD backgrounds.
14	Stop with the identity politics and just treat everyone equally, as Australians. Or in this case, as Northern Beaches residents.		Stop calling out peoples differences and treat us equally, as Australians.	
15	this is a vital initiative. I'm 100% for it. We must acknowledge the newcomers	these are great strategies . much needed in northern beaches		no
16	great	This a two way street. People from different backgrounds should treat current members of the community with respect and understanding of their culture. A white female should not be discriminated against by men of a [REDACTED] background.		people should come to our culture and dare I say it, adopt that culture and respect it values.
17				People who are learning English can be introduced to a volunteer who will meet them to teach them English and converse with them in English. There used to be an organisation in the Northern Beaches that filled this role. I contacted them and volunteered in June last year [REDACTED], but they didn't get back to me, so I assume the service was discontinued. English conversation groups led by volunteers could meet in council venues. This would have social as well as educational benefits.
18	Does this include LGBTQI people?	Great intent, but how will this be monitored?		Specify the people we are including: name the cultural and diverse groups/minorities etc
19	Council needs to focus on Councils' key services, e.g. maintenance, garbage collection, safety on local roads, etc. Sure, print information in multiple languages etc but we are all Australians & the Federal Government is responsible for ensuring migrants are properly prepared to live in Australia (i.e. Council needs to focus on ratepayer's needs). Who exactly is pushing the 'diversity' and 'inclusiveness' barrow, diverting Council resources from where they're really needed?	Since when are people not included?	Not a Council function.	

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20	I enjoyed the market nights events. I think it's really beautiful to see and taste different countries' food. If all the multicultural countries participate in this is good. I'm from East Africa, I would love to work and participate in these kind of events to show my country food.	Northern Beaches is a safe place for me and my son. As I'm a single parent, I was a bit worried when I came to Australia to choose the right neighbourhood to raise a child. I made the right choice by coming to beautiful northern beaches. We feel really safe!!!		I have nothing else to add at the moment but in the future I will be happy to give a feedback.
21	Sure, that should be expected	Yes, inclusion and diversity go together, that means having events that are more culture specific like Diwali etc		I have only read the Direction headings rather than the plan details.
22	Of course	Of course	What plan?	What plan
23	Interesting idea	Agreed		
24	I don't see many aboriginal residents in NB, too expensive or exclusive for them?	I appreciate very much our public service people, police, firefighters, beach watcher, etc. Should allocate more budget for their operations since they are key to our safety and security.		See above comment
25	Council does this well.	Council has varied and numerous activities for those wishing to participate but many may not know of the activities. Maybe on our rates notice a link to this newsletter could be included so everyone can read about activities to make them connected.		Council continues to impress and has done for a number of years.
26	There needs to be more educational advertising targeting both adults and kids.	Children are subjected to racism in schools - this is worse in high schools to the extent some children do not want to go to school.		
27	Just be natural, funny silly inclusion ceremony, welcome to country, smoking ceremony, inclusion flags type things are very kitch and meaningless.	We will feel safe if we feel comfortable in our surroundings. Be natural	you are trying to manufacture an environment of inclusion when it should come naturally	Traditional Christian values that have been replaced by regulation rights rules and laws
28	I think this is important and I agree we could have more diversity. One of the areas I'm particularly interested in is for people with disability- that they have equal access to services and a voice; we could do a lot more with supporting employment into a business at a decent pay.	Safety is good however there are snippets where we can improve. I think we could do more with connecting with the elderly so they are respected and celebrated in community life.		
29	Very inclusive. And activity could be included?	Absolutely.		Not really very inclusive. Too many words and the meaning gets lost. Good luck
30	Well done for a fantastic initiative. I'm a migrant and have always felt welcome. I worry that sometimes the first Australians may feel less welcome than me. So please keep up the good work in that regard too.	Fully support		Keep up the emphasis on Indigenous Australians and heritage too
31	Strongly agree	Strongly agree but more needs to be done to ensure the population feels safe. At the moment, it is difficult to get police to respond to antisocial behaviour and breach of road safety rules in our		

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		towns; especially at pedestrian crossings and with regard to ebike riding.		
32	All good if new people are integrated directly through the community and no ghettos of one ethnic group are formed. This has happened in the rest of Sydney and no assimilation or integration has occurred. There are no go areas and continually we hear of gangs and horrendous crimes committed in certain ethnic areas. We DO NOT want this on the Northern Beaches.	Everyone should feel safe and has a right to. But when enclaves of one ethnic group form we seem to have trouble and then safety goes out the door. Spread new people throughout the NB suburbs. No one area.		Everyone should be able to live in harmony but [REDACTED] [REDACTED] Also look directly at skills needed and those coming in. English must become the dominant language. No more ethnic schools so kids are forced to mix. This happened after WW 2 when those mostly from Europe came in droves. Parents may not have integrated into our way of life but the kids did. Because there was little choice of schools and the next generation fitted in. They inter married but mostly keeping customs of their parents. Which is great and religious tolerance is a definite must. If we have a war on our soil there will be an exodus of people from Australia and only one group will be left to fight. There seems to be no allegiance to Australia. We have to build on this for our country's sake. We want an Australia the everyone wants to contribute and be here. New arrivals should be welcomed but also helped directly to become part of our society.
33	Very good idea.	The above should be a basic human right.		no
34	Sounds great. Would be good to include all religious beliefs too.	Beautiful.		
35	No, looks great	Would like to see all community groups welcome on the beaches		No
36	I experienced the northern beaches as culturally weak so far. We seem to be a white anglo community and could definitely need an injection of other cultures. The Sydney way of having ethnic suburbs (Cabramatta Vietnamese, Auburn Middle East, Burwood modern Chinese...) is not the best solution as it risks future conflicts. I think segregation is never a good solution. France does this too and it does not work very well. Switzerland is a better	That's very much linked to direction 1. Also get more world education at school level at the beaches. Let kids cook their food at school. Due to our Homogenous (predominately white anglo) culture and the lack of exchange with other suburbs our kids rarely taste authentic food from other places. Our restaurants do not at all compare with the ones in other suburbs. E.g. Vietnamese: there is		A suburb representation plan and evening cultural life representation plan with subsidised market areas. Visit Eastwood street food area for input. Try to attract more people from other areas to the beaches. Wake up the white anglo population to participate in cultural activities in

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	<p>example where ethnicity is mixed in most suburbs (in cities).</p> <p>Its difficult however to promote this as most Northern Beaches white people I have met are simply not interested in anything beyond RSL Schnitzel Parmi. Its not necessary racisms, just disinterest. In general there is little appetite in Culture beyond 3pm. People go home and cafes are closed. I would think if you would create a better and stronger evening/night culture diversity should show it self more. This would lead to more cultural input. Most cultures are active in the evening at booths and cafes.</p> <p>See Burwood at 9pm or any north African or most Asian and also Mediterranean cities and you see people walking in their suburbs and meeting outside. So try to create more night or even just evening life (more cafes and food booths at beaches!) And you create culture which will make people from other cultures visit more or even decide to stay.</p> <p>I'm also white but I have lived in various cultures btw so am capable to cultural comparison.</p>	<p>so much to try if you eat in Marrickville or Cabramatta yet on Noethern Beaches vietnamese menus you would most likely find salt and pepper squid and a deep fried spring roll and people would believe this is authentic... Maybe have other suburbs represent themselves at the Beaches. (@Mona Vale?) Not everything needs to stop at Dee Why...</p> <p>I'd love that.</p> <p>I also once mapped out a plan for an app by NSW Sydney where people visit suburbs and get points for trying out local flavours to collect points. I call it Sydney Suburb Monopoly</p>		<p>the evenings instead of consuming wine at home.</p>
37	<p>Great to see the council playing a role in this.</p> <p>Part of the key here is education. our school system would be a great place to start.</p> <p>Northern beaches has its own cultural elements that need to change and shift for a better safer place to live and love.</p>	<p>This is great, any initiatives to help migrants find out about local programs and ease them into these activities is so valuable. It is good to for them to expand their horizons.</p> <p>I would of never thought my 20 year from greek heritage would be an avid surfer and go through the nippers program for over 10 years.</p>		<p>Education for existing locals. Add in cultural elements and learning...e.g. unfortunately we have an alcohol problem on the northern beaches. If we are talking about a safer community that isnt just related to our backgrounds/race. The plan should not be draft in isolation of other community efforts.</p> <p>Education is so key. I was born in Manly hospital in the 70s, although I was from a family with greek heritage my mother come to Australia at the age of 7. Fluent english speaking household. my primary school enrolled me in ESL classes .. kind of crazy because I spoke 2 languages. That didnt last long.</p> <p>Years later, when enrolling my children in kindergarten at a local primary school I was asked if my daughter (2nd generation born in Australia) needed ESL language classes.</p>

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				<p>The bias was mind blowing. She could not only speak and read english better than her peers they didnt even bother to sit down and talk to her to findout.</p> <p>We need to teach our teachers... just because one kid doesnt have blonde hair and blue eyes doesnt mean a 5 year old cant speak english.</p> <p>Probably not an easy one to fix in 5 years - however, hopefully this story provides some insight that will put some real meat on the bone in the plan.</p>
38	Yes this is important but how will we do this without segregating communities who do not want to be flagged as separate? A lot of these communities are very family and community focussed so anything that we do must be able to include families and not just individuals. Will we go into schools and start to educate the kids and how can we access different sports and events to make sure we include everyone. Often it is also a language barrier too.	We must include families in these discussions and make sure these communities don't feel like they are further segregated by highlighting them. Include food or performances which will open the culture to others will be helpful		Who are our target? How will we measure this?
39	Great direction is welcoming communities	That's what anyone in the world would wish for - to live in safe connected community		
40		This is a helpful direction. It would be useful to consider where in the Northern Beaches diverse cultural communities are placed, and if there's a range of experiences for people depending on where they live in the beaches. eg. it may be different for people living in Dee Why (greater density of people, and likely more diverse) compared to other areas of the Beaches... and what that means for council's approach.		Greater emphasis on schools and sporting clubs (they're mentioned)... and what a more micro approach might look like to make cultural diversity an integrated approach, rather than something that gets celebrated on occasions.
41	Totally support diversity			
42	Not sure I will observe more when out and about in community ., Don't see any Higabs at beaches ?? why I see them in the sts . Shopping centres .	This is most needed.		
43	I believe we have a fairly diverse group of people within the Northern Beaches, however the public sphere doesn't really seem to accept and celebrate them. An effort to create more community events would help curb this.	Getting people involved with the community, from all facets of society, would help to achieve a more lively atmosphere on the beaches.		
44	Yes. See attached document. Major errors need correcting. https://hdp-au-prod-app-nthbch-yoursay-files.s3.ap-southeast-2.amazonaws.com/7717/0564/5473/Multicultural_Inclusion_Plan_-_PTFeedback.pdf	Yes. See attached document. Major errors need correcting.		Yes. See attached. Major omissions need correcting.

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45	what does that actually mean. Is there to be a party to celebrate whatever that means. I thought that were are ""Australians all let us rejoice, For we are one and free;	So how will the council actually ensure that I feel safe? This looks like it will be another one of those " we have a policy " for that BS	where is the draft plan??	where can i access the plan
46	Love it	Yes please		
47	Yes, as someone who was not born in Australia, this has not been my experience- especially with the parents at schools or extra curricular activities. It's a good sentiment but not sure it will happen.	As per the previous point - a good point but not sure it will happen particularly with regards to people who have been born on the northern beaches- they don't appear to be community minded at all unless you have been born and raised here.		Good luck
48	I love this idea. How will it be reflected. What events can be held to showcase the diverse cultures and how have they contributed to making the beaches a great place to call home. More stories on how cultural groups for example are helping our communities in council websites. Asking for contributions from individuals with great feel good stories to tell.	No one left behind. No one excluded. Finding ways to connect through art . And cultural fun events where aspects are shared in a fun way with everyone participating and enjoying themselves. Outdoor dance or music events with proceeds going to development of community projects.		Asking individuals how they want to contribute to an inclusive fun and giving community .
49	One of the best ways of inclusion is representation. I thought the effort in employing more culturally diverse people in Council workforce was a good action item. I would also consider any marketing material for the Northern Beaches represents diversity and has People of Colour in them. Given the unique population of Tibetan & Nepalese groups on the Northern Beaches, could we put effort into substantial annual Tibetan/Nepalese festival.	Ensure community workers, like librarians, health workers and life guards, undertake cultural competency and anti-racism training. I'm not sure if it exists, but offering free-of-charge swimming lessons and beach safety lessons to newly arrived migrants might be worthwhile.		I think it's a valuable incentive. I have offered suggestions in my previous comments.
50				Firstly, congratulations to the council on the multicultural inclusion plan. Secondly, I'd like to address the fact that Portuguese is the second most spoken language on the Northern Beaches, unless I misunderstood the draft plan. 

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				I'm eager to volunteer and make Portuguese more accessible to those interested, and I'm also seeking educators to assist with my adult literacy project for English as a second language speakers.
51	The idea is based on a lefty false narrative. The majority of the northern beaches community has always been on the right of politics, & those people who've made the northern beaches a great place to live don't ask for anything from the council. All we want the council to do are the basics as it promised & then be quiet & invisible to the community. It's immigrants that are always wanting free stuff from governments. The northern beaches community are the silent majority who are against the lefty stuff that the council tries to bring in. If you are serious about being part of the northern beaches community, then stop this rubbish!	PLEASE: for the good of the community, realise that it's the people that you're giving free stuff to that causes the majority of the problems. The Northern beaches culture - has never needed bullshit 'safe spaces'.	I have!	Yes - stop wasting our money on this rubbish!
52	They're both good objectives, but I don't believe it's the council's responsibility to actively encourage the celebration of other cultures. By all means provide the facilities for people who wish to celebrate something but you don't have to honour of your way to make it happen. I say this as someone who's born overseas.	I feel perfectly safe and included but I have also always focused on assimilation, rather than holding on to my own culture. If I wanted to live under Dutch culture I'd live in the Netherlands.		I think it's always good to provide options for people to celebrate their cultures but in my opinion those options are already available. There are many things council can focus on to improve liveability for everyone on the beaches, focusing on cultural celebrations of a relatively small minority is arguably not the best bang for buck.
53	Certainly NB is a culturally inclusive place with plenty of cultures represented.	Generally everyone feels safe culturally but as I am British and not from ethnic minority I can only reply for myself.		
54	I think it is great to see that council is making an effort however I think the narrative is too broad and very generically written and therefore clear outcomes won't be achieved. On the upside I am of the opinion NB council is already very inclusive and so are the NB.	I think the key to inclusion for families is through kids activities such as sport. Migrant families tend to have lower incomes and therefore their kids aren't able to participate. Even for a simple sport like soccer a family with 2 kids is \$700 out of pocket just for registration not including a coach for training. On top most activities require a car since we have next to no public transport other than a bus to the city and back for work. To create a community we need to cater for all not the wealthy 2 car family and ideally a not working parent to drive the kids around. We need affordable and accessible sport and creative activities, we need public transport and bike paths, we need places where teenagers can meet and hang out. This is the key to integration. Maybe NB council could		I don't think you have missed anything in the plan. The plan is addressed too much and therefore I fear there will be no tangible results.

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		work with local clubs to achieve inclusive and affordable for all kids, teens and adults activities. Council already organises a lot of events which people tend to attend with friends and therefore aren't achieving inclusion.		
55	In addition to respecting and honouring Australian laws , traditions and customs.			Yes emphasis needs to be placed on respect for Australian values and traditions.
56	This would be great to do on the northern beaches as there does seem to be a lack of understanding of other cultures by residents	Helping educate locals about how they can actively help people feel welcome in this area and safe as currently I don't always feel that way.		
57	Unity in Diversity - a sense of oneness	Home away from home		Nope
58	This is a good baseline for creating an inclusive and welcoming community. Are there also additional supports that can be offered to public schools welcoming migrant families. It would be great if schools had the capacity to be used for parent evenings, language lessons, additional tutoring services for migrant families and so on.	I like all the ideas! The most important thing to offer migrant families is security, safety and support. It would be good to ensure there is community access (in all languages) to where to receive food boxes, financial aid, transportation, community groups and so on. Local libraries do an amazing job. Public schools could also offer more opportunities to participate in the community for students and parents with additional grants to support their initiatives.		
59	Have more multicultural food options available in Manly area at affordable prices to cater for a diverse community.	Have more buskers, promote B&B swim to the public, promote surfing lesson shops, promote life saving workshops - to help people understand rips and currents, promote beach umbrella/cabana rental shops for people who want to relax in shade on the beach, promote the manly to shelly walk as well as the spit to Manly walk, north head Fairfax lookout walk and Manly wormhole walk when people get off the ferry so they can decide what to do depending on different days or weather conditions.		Celebrate multicultural calendar events- eg. Chinese/ Lunar New Year, Eid, etc.
60	More social housing for people not Uber rich to be able to live in the community their children grew up in where their parents work. Especially indigenous peoples and people with strong ties in the community.	Sounds good. Breaking down the barrier and class systems between rich and poor. Making houses and apartments homes agains. Instead of investments. Banning politicians who own "investment properties" to have any say on legislation around housing tax breaks. Etc		
61	I like the Direction 1. It is a good first step.	I like this Direction 2 as well. Not sure what the current statistics are, but would be good to have multicultural representation, at senior leadership level, on the council as well.		Making senior leadership multiculturally diverse.
62	Incorporating the beach culture in the world of diversity. Food trucks, market food stalls with different food by the beach	A hall type of place with scheduled activities, meals, networking from different cultures		

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63	As long as diversity in physical and mental - not just place from.		Just more lip service.	
64	Very exciting.	Great to hear that. We already love living here. People are really friendly and helpful.		Yes, monthly meetings or events where people from every cultural background should gather to know each other more.
65				There are many vague "actions" such as "explore", "support", "consider", etc. I would have liked to see more concrete actions with clearly assigned budget figures and rationales for how these actions will deliver objectives.
66	Particularly include welcome from traditional owners of this land	Ensure all dogs are onleash and under control. Education about sharing footpaths.		
67	Agreed	Agreed		How will it be implemented?
68	To be honest I only feel welcome as a foreigner because I am white and blend in. If I look around of the beaches I see people that look the same, dress the same and think the same. I think Northern Beaches tries to be welcoming but I don't see it translated in the community.	I would love to have more say in the community but I don't have a clear pathway to connect and inspire. I think maybe if I have children it would be easier to make connections on the community level. I had to start my own Sydney wide bookclub because I could not find like minded people in NBs		I could not find how this research how the NBs will continue to reach people that are not associated with cultural leaders in the community, i think that is very important. And i would like to say that please make all these plans WITH people that you are trying to help. That means continued research and evaluation throughout the 5 years this plan will be worked on. I hope the team that will be working on this whole thing is diverse as well, if not, bring specialists in Inclusive design.
69		I agree we need to feel safe and connected		No
70	People come to Australia because we a democratic country. As long as they work hard pay taxes and don't get cause trouble, I couldn't care where they are from.	Yes that is probably the case on the Northern Beaches not so in other councils.	Waste of money	If you have money to spare support your local multi cultural schools DYPS and Brookvale PS so children new to Australia appreciate our values while still respecting their country of origin ones.
71				Single parent families
72	id feel welcome if the whole community would be educated about other cultures and learn how to be more understanding of different ways of livinf across the world.	Spaces would need to be created - maybe a multicultural centre? - where it could have events from differnt communities to the general population. Ex: indian dancing class. Polish cooking event Thai craft workshop Storyteling about folklore		

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73	Yes it does to some extent. I have celebrated Chinese New Year here. And there was an Aboriginal mob fortnightly meet up, but that stopped. Actually, that was not ran by the council. But the Jan 26 Bush to Bowl one was perhaps? I'm not sure.	Yes I guess so. I'm not sure council has anything to do with that though? Is that just the locals?		I have not seen the details of the plan to comment... did I miss something?
74	I think the first step is to acknowledge and that is definitely what you are doing. Acknowledging that everyone can express the cultural diversity. But to make these people feel more welcome and belong we must advertise this to the community showing that we accept everyone no matter their background. By having a community that accepts and celebrates everyone for their cultural background is a significant step to creating a stronger and better community.	I think to make everyone feel included in community life, you could hold festivals or workshops to make people recognise people that have different cultures or a different background. When people know more about others that are more likely to want to help and include them in other activities, they have just got to be known to be included.		The idea of a multicultural plan is great, it will make many people who might have moved to Australia feel much more included and just in general feel safer.
75	This is a good idea because our country Australia promotes multi cultural and diversity in our society. As part of the Council, it is important to support and promote this value in our suburban.	This is important for everyone to feel safe, connected and included in community life. This helps to promote an environment to live peacefully and feel safe. It helps in serving each others like assisting elderly in the neighbour, as we all share and live in the same suburb. One more, it helps for everyone to understand different cultures. Also, it can stress on Australia values to educate new migrants, bringing balance for local and new migrants		
76	No one is welcoming me. Too What ?	I do not feel Included In your diversity.	It divides Australians Into diverse groups.	Yes, you have forgotten the majority of white Australians, and diversity means separate groups, Instead of we are all Australians.
77	???	???	we are being taken over slowly slowly	n o
78	This is a complete waste of our council rates. How is this even a problem that needs to be fixed?	This is a complete waste of our council rates. How is this even a problem that needs to be fixed?	This is a complete waste of our council rates. How is this even a problem that needs to be fixed?	Yes, that it is a complete waste of time money and effort for a problem that does not exist outside of the minds of the click bait media and obviously this council.
79	No problem. But awareness that joining and participating in the local community is essential and not expecting others to change their beliefs or behaviors to adhere to yours is required.	As above applies.		Following any of the UN sustainable development goals is not supported. The organisation may appear to be largely positive, however their actions globally are awful and given they are pushing for globalisation and one world government, they are not be trusted or supported. Regarding diversity hiring - how about just merit based hiring? Racial theory but just employ the

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				<p>best person for the role. Regardless of racial, sexual, gender or whatever. If they are black or white, LGBTQ etc or 'cis' - why does that matter?</p> <p>This is largely an empty woke document crammed with largely meaningless bureaucratic marketing speak. It's a shame that our tax dollars are wasted on this when there are so many other worthy useful projects that could be carried out to truly support the local community.</p>
80	waste of time and funds. we are already an enormously inclusive and welcoming community. I am what you refer to as 'multicultural'. there have been no barriers to my settling or enjoying this community that can ever be resolved by council.	get more police on the beat so EVERYONE is safe. some people of every cultural background choose not to participate in community. you should get out of the transaction, we don't have any existing problem. try reducing the costs at kimbriki, get the roads fixed, make more housing available,	you are creating a problem that does not exist, just do your job	a reality check? fire the liaison officers seeking to justify their position with this ludicrous project please and spend the money on just being a local council fixing roads, bushland, making housing available without excuses or obstruction, allowing businesses to open in industrial areas without exorbitant fees and time periods associated with compliance, maybe not seeking feedback for forgone conclusions wouldn't help either.
81	I disagree completey. We are one country so we should act as one, and not diversify into splinter groups	I agree	The woke world we are creating will be a disaster that can't be unravelled	
82	This is important to ensure all community members feel welcome and have opportunities to live their beat life and be successful.	Everyone should respect others and act in accordance with local regulations		<p>Australia is a democracy and I agree we all need to have respect for each other, and feel safe to live and express our views and be able to live our best life.</p> <p>We do need to be very careful with this plan - anything related to 'anti racism' and targeted % ethnic council workforce.</p> <p>If a job is needed then the best person for that role should be selected based on merit 'meritocracy' and not merely to achieve targeted race % levels. The risk of deviating from meritocracy 'affirmative action' runs the risk of</p>

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				poor productivity outcomes for the broader community. Additionally there should be no inclusion or wording in any plan calling out 'white privilege. Such wording is racist against white Anglo saxons and can spur divisions not inclusiveness in the community.
83	Being a 50+ year rate payer in the council area, I object that this council has taken upon itself to meddle in business that is not which you are employed to do. We have State and Federal governments that are responsible for State and National issues that you want to get involved in. Stick to kerbs, gutters, waste collection, swimming pools and libraries.	See comments for a direction 1	It's not what I pay rates for.	
84	Good - language is inclusive	Good - clear		
85	Enough with the welcomes. If we are indeed all equal then why are we thanking one group? We live here too. There's no need to thank us. Just be one of us. There is no need to endlessly thank the indigenous. They are Aussie too and by giving them special treatment it is not equality. It's racism. People know it's disingenuous, especially the indigenous. So enough.	Agree in full as long as Australian culture is not over shadowed by a more dominate culture.	It's fine to detail the objectives. Let's see the execution.	Yes, how can the Australian culture be better displayed both indigenous and the rest of the melting pot, as all Australians. It is Australia and so our culture must be front and center at all times.
86	Great initiative to integrate all community members Festivals, food events and events in general help to achieve this purpose	NB in general is a very safe place to live - feels you are on a permanent holiday as the scenery is so beautiful		
87			Waste of money	
88	More Indigenous consultation	More awermess at Northern Beaches Hospital and cultural triangle on Indigenous issues		
89	I think it's extremely important to help the community in creating multicultural events, such as food festivals based on ethnicity, and music festivals that put the focus on different cultures since the diversity in the NB is so big.	Creating those activities above on a yearly basis will help making all residents feel comfortable to be who they are and brig their traditions to the area so others can also learn and be introduced to a different part of the world, without actually go on a plane!		
90	I support this direction as I think interaction between cultures is by and large a good thing and a conduit to understanding. By celebrating cultural diversity, I believe the Northern Beaches community will be less separated. It will also create more compassionate and accommodating people who are more sensitive to cultural differences and instead respect them rather than dismiss or ridicule them.	I also agree with this direction. Connection is an antidote to cultural division. This will also lead to a safer community.		No, I think distribution of the plan is the most important thing. In addition, I think educating the community, especially young people, about the role of the council and the benefits of community participation will pay dividends for our collective community health.

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91	Yes - definitely welcome diversity (I have a mixed cultural background and have seen the changes over the last few decades) - but don't lose sight of our unique cultural identity as beach and bush loving people who love the outdoors.	Yes. But please don't go over the top with LGBT paraphernalia or making things all about First Nations peoples - it doesn't come across as genuine when corporates do it, and councils need to trend carefully. We are all equal here on the Northern Beaches. I don't need special pandering as someone with Indian, South East Asian and British ancestries.		-Focus on helping people learn English instead of just making things available in different languages- the common language that helps people be part of the wider community. - do not dilute Christmas and Easter - call them by their names. Happy to introduce other cultural events, but don't dilute the Christian events.
92				
93	It would be great if the old manly council chambers was used as a welcome hub which celebrates diversity and cultural experience, though art and music and a venue to hire.	It would be great if there were more cultural festivals highlighting the different communities we have eg; Italian IT festival, French FR festival or even a multicultural festival celebrating all cultures or have our own Mardi Gras festival - all these involving arts and music and food		Access program for those with disabilities should also be included weather hearing impairments of physical disabilities or other needs.
94	When did Northern Beaches not celebrating for diversity and cultural expression? This should be encouraged organically, not council driven.	NB is quite literally one of the safest places in Australia already.	It should be done organically, the "plan" was never needed and no one ever asked for it.	Plan is unnecessary, just a way to put money to your consultant mates' pockets.
95	Currently is primarily Anglo-Saxon Aussie. Better connectivity by express buses, road, light rail or trains and more job opportunities might change this	People feel safe mostly but unsure if they feel included in community as people who are not part of surfing culture may not feel as included.		Better infrastructure and connectivity will help bridge the gap
96	The northern beaches welcomes diversity, it isn't inherently gate keeping the area from multiculturalism however I believe there are large demographics within the beaches that don't celebrate diversity. While people are allowed to hold their own opinions, racism, as across all of Australia, is still prevalent and that can result in closeted racism or a lack of understanding public celebration. While I accept this is an anecdotal point, I can't name a multicultural celebration that has occurred on the beaches. Activities such as the recent food truck event at Lionel Watts oval welcomed various cultures but there isn't specific cultural celebrations embraced by other ethnic groups as well beyond what is a primarily Anglo celebration	Safety varies across the beaches, areas such as Mona Vale and Dee Why compared to Palm Beach or Davidson/Frenchs Forest exemplifies the variance. While "safe" areas are generally so due to socioeconomic standing it's clear larger pockets of non-Caucasian people are in areas that are poorer however those areas may have a greater community aspect due to the variety of cultures.		No
97	I would support this with welcome packs and/or a directory outlining what services are available within the community to specific multicultural groups and also what law enforcement is there to protect everyone including Police, legislation, etc and also include LGBTQA services, D&A services, DV services, Centrelink, etc. Also, I think we should have an ambassador for each different group that can act as a go-between, interpret, etc.	I think this should be demonstrated with invitations to the community to attend events celebrating multicultural groups and their customs, culture, etc. Eg, for Australia Day, we have a Giant Sausage Sizzle in the Corso, for ANZAC Day we have our formal services and then free beer for all Diggers, etc.		More advertisement of it and then actions to evidence that it is being facilitated, not just words.

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98	Love love love. Makes me proud to be on the beaches.	Hits the right tone. We all want to belong. We need to feel safe.		Implementation. How are you gonna keep yourself accountable?
99	I like this.	Inclusion - A place where everyone feels safe, connected and involved in community life.		
100	I strongly support this. I am a local resident and an Early Childhood Teacher who has taught in the [REDACTED] Community for 14 years. I have taught children from many, many different backgrounds and I believe it is extremely important to celebrate diversity and to be welcoming to anyone from a different background. Inclusiveness is the key for a positive multicultural inclusion plan.	Participation is very important within our community. All cultures should be valued and celebrated. I strongly believe everyone should feel safe, connected and included within their community. I myself was born in South Africa and moved to Australia as a child. Australia is now my home. As a teacher, I am always teaching children that we may have different cultural backgrounds, like myself, but we all belong. We are one, but we are many.		
101		Regarding Direction 2, outcome 7, 7.1-7.4 council should have easy ways for people from multicultural backgrounds to join the committees. Currently its not clear how those community leaders were elected, who they are and what they are saying in council meetings. The pdf says 120 people from multicultural background were spoken to in developing the plan. I would like to participate in such discussions and represent my cultural community but there is no information on council website or emails on how to get started.		Reaching out to more people to represent their cultural community instead of keeping it a behind-closed-doors exercise. There is not enough openness in how the community representatives were recruited and how new people could join these committees to represent their communities.
102	Under Outcome 2, I think it's worth considering not just programs that highlight the impact of discrimination, but actively direct people to if not host programs to train people in identifying and managing incidences of discrimination. This could start with training for businesses. For example, Outcome 2.2 refers to internal procedures for Council social media, but how can Council support businesses in the cases of both offline and online discrimination? How can we empower people to de-escalate potentially harmful situations?	Direction 2 has a lot of excellent goals. Any resources or best practice that the Council adapts for itself or for the LGA generally, I think it'd be great to share those resources with local businesses. For example, Outcome 4.1 on key communication guidelines and Outcome 6.1 on Multicultural Engagement guidelines could be shared with local businesses so that their engagement with the wider community is just as robust as Council's.		
103	I am pleased to see this initiative but large groups are never included on the Northern Beaches. I was born in Egypt and came here at age 3. I have lived on the Northern beaches since 1982 but I have never seen any reference to the Arab culture or language. I feel that there is a bias against people from the Middle East and I feel this very much. Other minorities such as Asian and Indian are always provided for but not us.			Yes. Us. Include something for the Lebanese, Egyptian and other Middle Eastern communities.

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104	Great! Would love for NB to be more welcoming! What's the plan?	Would love it if NBC set up to events to celebrate public holidays/festivities from other countries, Manly has a large Scandinavian community for example and I wouldn't mind if we celebrated, midsummer and/or crayfish party (Sweden) or 17th of May (Norway) or Fastelaven (Denmark) or similar. From other countries too, I just don't know their celebrations very well to have any appropriate suggestions.		Please see previous note
105	This direction is wrong because it separates the community. Cultures from aboard must integrate into the host culture (not the other way around). We should celebrate our common culture, not our separate cultures. Any celebration must be centred upon what unites us as one community, not on any aspect that may single out a difference. Any celebration of different cultures from aboard should be driven by the host culture "welcoming" people from abroad - not people from aboard creating a special enclave within an already establish culture with a long history. I'm old enough to remember when Italians were the new immigrants, and the directive at that time was to welcome them as "new Australians" not encourage them to retain their culture from aboard. This precedent was very successful because Italians are now an integral part of our culture and they don't consider themselves as separate (many of my friends are Italian - the only time it shows is when the world cup soccer is on).	This is a better approach. Multi ethnicities united as the Northern Beaches community would help to make everyone feel safe, including people from the host culture.	Two Reasons 1) Council's role is not to "Champion" diversity. It should be to champion one common family or community of all peoples as one. 2 There should be one Common Language because language is the uniting principle of every community.	The plan lacks the priority of INTEGRATION - instead it focusses points of segregation and encourages ongoing segregation by enabling different cultures to remain different instead of integrated into one. The plan also lacks prioritizing the host culture which established the Northern Beaches community and gave it its distinct character. It emphasizes the "multicultural community" instead of the "community". The host culture is missing from the plan, and empowering people from abroad to integrate by teaching them the common language of the community needs to be elevated.
106	<p>Too much peacock not enough synthesis</p> <p>Cool, you're from such and such place that has so and so traditions. Nice to learn about sure but what is that motivating you to do in the community?</p> <p>How is that reflected in your conduct and why is it something we should all embrace and participate in?</p> <p>Frankly I'd love to see any form of cultural expression other than piles of white people getting day drunk at the breweries</p> <p>Yknow whats a [REDACTED] excellent piece of culture we should welcome and celebrate? Sikh temples feeding anyone who rocks up with no questions asked and no proselytising.</p> <p>Yknow what's not? [REDACTED] as an extreme example.</p>	<p>We're insular here. This is a good goal, sure, but the emphasis should be more explicitly on encouragement to participate rather than connection or inclusion.</p> <p>Setting up a stage at the end of the Strand is cool and all but if I rock up with 5 friends there you can almost guarantee I won't properly interact with anyone but those five people</p> <p>You give me activities to participate in, or activities my extended community participates in, and I'm way more likely to rub shoulders with people from other cultures.</p> <p>I've got neighbours who I've said all of 5 words to in 10 years. What am I gonna do, go and start speaking to a group of 5 strangers speaking Hindu out of the blue?</p> <p>Make me participate.</p>		<p>Not all diversity will be easy or palatable to celebrate; common ground is important, and the greatest value in common ground is seeing where someone has reached the same answer as you despite a COMPLETELY different starting point, methodology, and philosophy.</p> <p>We're too siloed in our isolated social circles to be convinced of unity, or to celebrate diversity, via mere displays - we need participation, we need synthesis, we need new shared traditions.</p> <p>Like tomato in Italian cuisine, electric guitars in folk music, or the jazz drumkit</p>



No.	Do you have any feedback about Direction 1?	Do you have any feedback about Direction 2?	Tell us why	Is there anything you think we have missed in the plan?
	<p>So, I suggest Council amends Direction 1 to include a caveat - celebrate diversity and cultural expression, sure - but only where it advances our social, economic, and cultural outcomes in the community, and not where it fosters division or controversy.</p> <p>So why aren't we getting all the italian nonnas to hang out with the sikhs at dee why beach for the day and just feed half the peninsula?</p>			You want a melting pot? You'd better be cooking something, or it's just going to be a bowl of gentrified slop.
107	Apart from individual festivities we should have an international food market	Just to say hello to your neighbour and don't assume they are different and unfriendly. A good example is I suggest to a friend to give a card to her neighbour for Chinese New Year. The lady was so touched, she invites all 6 of her neighbours for Chinese New Year tea. Take the first step before judging		
108	Celebrate is a strange choice of word. "Celebrate" inevitably results in polarisation of cultures and will setup negative attitudes to those being treated "differently". Be careful what you ask for.	I would assume this is a baseline for all individuals.	No-one lacks opportunities based on their background. What you're doing is introducing intentional and careless discrimination based on cultural background when hiring staff into the council.	Remove the hiring discrimination immediately unless you want an entire generation of people to feel discriminated against when applying for roles, based solely on their cultural background. You will end up with an underperforming workforce if you don't hire based on competence and instead attempt to hit cultural "targets".
109	Currently it doesn't feel like this. Our teenagers have all been bullied at their local Highschool because of their ethnic background, and so have their friends with dark skin, who get thrown the "N" word at them often. Very disappointing. Hope this new plan educates the adults (parents) into more inclusive ways of being so they can pass it on to their children.	Coming from a diverse background and living in the northern beaches is quite hard as the popis mostly white. It doesn't feel that safe to be honest. When people think of celebrating our culture, they just appropriate and use our traditions as Halloween costumes. Again, disappointed. May this plan bring hope.		<p>Opportunities for community art, like murals where artists from diverse backgrounds and their volunteers get to create the display.</p> <p>Celebrations of multicultural food and stories too</p>
110	What is the point of this total waste of money. I don't understand what celebrating diversity and cultural expression even means and I am pretty sure you guys don't either. As soon as they start celebrating Australia at local Councils in China and Iran then I will be all for this nonsense.	And your plan will achieve this how? What nonsense if foreigners didn't feel safe here they wouldn't come. Half of them are here only because they want to feel safe your document does nothing to enhance or change that feeling one way or the other. The Council has delusions of grandeur in this instance.	Waste of time and money it is completely meaningless dribble. Fix the roads around here they are horrible. Stay in your lane and stay out of the cultural identity politics game.	No it is perfectly woke meaningless nonsense just like you planned so you have done well.
111	Multiculturalism, while seeming like a good idea, has failed around the world in every country that has tried it. We should embrace newcomers but they must also embrace our way of life and official language.	Multiculturalism, while seeming like a good idea, has failed around the world in every country that has tried it. We should embrace newcomers but they must also embrace our way of life and official language.	Multiculturalism, while seeming like a good idea, has failed around the world in every country that has tried it. We should embrace newcomers but they must also embrace	You have not provided any proper studies of how this has worked or failed in other countries.

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			our way of life and official language.	
112	I would like to know the cost to put this plan together? I am a ratepayer and I'm sure all ratepayers would like to know the answer to my question. Is there anywhere in council communication that lets us know what each and every plan costs. Our rates are not meant to cover these types of community work.	That's a stupid question. We are not a crowd kindergarten kids.	None of our business. Organisations already cover assistance to newcomers.	no comment
113	use the PCYC to have sunday afternoon multicultural inclusion welcome gatherings and share something we love about our cultural heritage?	More day groups for women to share art/craft/song/music/cultural values ect.All ages. Social worker ect. volunteers to help make connections mnthly.		an online connect group to arrange short walks for women with a council volunteer?
114	We believe that the Northern Beaches community is diverse and we welcome that the council is encouraging immersion of Spanish and Portuguese speakers	Needs more work to have the council officers and health centres being bilingual in particular Spanish speaking and expand the community social gathering		The council needs to employ bilingual staff and celebrate the diverse community of the northern beaches Ideas for English as a second language speakers includes: Health information / Australian social services/ how to access/ employment services Cooking classes Book club Art class English lessons Information on technology- how to use
115	I believe that the multicultural community in Northern Beaches will benefit by increasing the involvement and presence towards activities and community events.	I believe that we need to work more in feeling connected and included. This will impact in the wellbeing in the community.		
116	I think accepting and acknowledging multicultural groups comes from educating the children at school. Local schools and private schools can introduce the importance of other celebratory dates. In Avalon this year, no one even knew when or what the Lunar New Year is. No restaurants celebrated, or featured any specials. I think Singapore is a great place to learn how it's such a multicultural celebrated country.	Since moving to the Northern Beaches, I've had mostly children say racist comments to me as an adult. And my children have had many incidents from school and sports activities like local Soccer and Touch footy. So start with schools and the Community Recreation Centres. Sushi day, Papadam snack days.. small little introduction to the children as they then take that experience home to introduce it to their parents. I've always had my kids' friends make their own sushi when they come have a play at our house. How about Cultural Food Festival in Avalon or Mona Vale? Or suburb focussed fair - Cabramatta Fair? So councils could exchange experiences. Asian art gallery/exhibitions - celebrating unique art like wax painting (Batik painting) and so on.		Implement cultural diversity with learnings at school, libraries, community centres, from as young as Kindergarten.. more books, comic books, stories, myths etc. Incentivise Aussies to take up the different languages. For the older generation, council could introduce cultural events/activities in the monthly event calendar - cooking/food discovery, food distribution to the needy. Learn about the culture differences. Multicultural food specials at the RSL.

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117	<p>There are various parts on Northern Beaches that do not show celebration of diversity and cultural expression e.g. Avalon, Newport, Palm Beach.</p> <p>To celebrate diversity and cultural expression can be done by doing following more often and widely all over northern beaches:</p> <ul style="list-style-type: none"> -Celebrating various festivals openly in the suburbs, having banners around the suburb of this celebration; getting schools involved in doing the same. - Having more multicultural shops, restaurants and clubs for people on the beaches and having stalls of food specific to each country various times of the year - Showing movies or entertainment for children e.g. puppet shows, movies that are from different languages - Inviting various people from cultural background to share their cultural things at an event - 	<p>First of all find people from similar cultural background and connect them to form a group that can then get involved in all sort of volunteering work taken on the beaches.</p> <p>Secondly, go to schools/shops and identify community/parents from multicultural background and invite them to help plan for the year in multicultural activities</p> <p>Third, allow the use of council places for community to celebrate their cultural activities, weddings etc</p> <p>Involve community from main stream culture and multicultural background together to do activities e.g. music shows -fusion</p>		<p>Most of your 'Actions' for 'Outcomes' need to be SMART.</p> <p>EG: Council will host multicultural movie nights 6 times in an year at Manly, DeeWhy, Avalon and Palm Beach</p> <p>EG: Council will celebrate festivals from various countries once an year when they occur world wide at Manly, Dee Why, Avalon and Palm Beach such as India, China, Denmark, etc</p> <p>EG: Council will make contact with community from multicultural backgrounds via consulting with schools, local shops and clubs within 2 months to form a consultation group to identify cultural activities etc</p> <p>The Multicultural Plan is a very high level plan which does not show any specific action that the council will take in order to promote multicultural within NB.</p>
118	I applaud it.	We have so much to learn and enjoy from other cultures		Perhaps inviting people from other cultures to educate us on their traditions, cuisines and history.
119	In view of the statistics, the cultural diversity of the residents of the Northern Beaches has been demonstrated, so it is extremely important that the Council develop projects and implements actions to reduce cultural distances which the ultimate objective of integration between individuals who have chosen to live in this regions.	When examining the numbers I was able to observe that 15,6% of immigrants have Portuguese as their native language and that 11,5% are Brazilian, so I consider it important that language PORTUGUESE (BRAZILIAN) BE INCLUDED IN OFFICIAL publications, so that this legion of Brazilians can access and fully understand official content in its entirety .		
120	The traditional should always be included and welcome. Excellent goals, I would really be interested in the explicit plans of how you plan to achieve the objectives you want. I also feel that regular updates on how far you have come to achieving these goals and any future adjustments aimed at improving these results.	All people should feel safe and welcomed in their neighbourhood and country. Bigotry of any kind should not be tolerated. Good will is not enough to make people feel safe, connected or included. What are the actions to be taken to ensure the safety of those who feel marginalised. No one should fear wearing items of religious significance or cultural identity. How are you planning to connect with people who may not speak the same language or have the same understanding as the majority? What plans are being put in place to include marginalised communities and make them feel wanted and needed?		I would like more detailed plans so I can judge how goals are being reached.

Appendix 2 – Verbatim comments from Your Say photo board and emails

Photo Board Submissions

Photo and title	Post
 <p>My family celebrating Diwali</p>	<p>My beautiful family celebrating Diwali 🍁, we moved to Northern beaches couple of years ago to live near water. We absolutely love the beaches and enjoy our regular walks BBQ and bush walks.</p> <p>This pic is from last year, when we were celebrating Diwali at our home in Belrose.</p>
 <p>My 91 year old dad Bala supporting Manly Amnesty International group</p>	<p>My Dad has been working for peace a long time ! First photo Manly Amnesty International Group taking advantage of the autumn sunshine this week to sit outside and write 20 letters between them to government leaders and judiciaries in Uganda, Israel, Iran, and the USA.</p>



Summer swims in Collaroy rockpool

We moved to Northern beaches in 2018 from Sydney Eastern suburbs, joined Collaroy swimming club, won a perpetual trophy for the Parent& Child relay 2 years in a row! Joined Collaroy Nippers, my daughter Maiia been a Gold champion in her age group for several consecutive years for now. I earned my Bronze medallion a week ago! Looking forward to patrolling our beaches, so everyone can enjoy them safely. We love ocean swims, always participate in the Ocean swim events, ran SunRun in 2023, train weekly with Running stars in Flying fox park, Mona Vale, beach runs in Dee Why. Nippers board training sessions, outdoor yoga, swimming in Warringah aquatic centre, hiking our beautiful coastal walks, swimming in the rockpools. Witnessed bioluminescence this season at Manly! Our world is big and open, rich and generous, we want to pay back being responsible, joining community beach clean ups, recycling stuff at Kimbriki, planting an edible garden, giving our time at the Community gardens (Newport, Nth Curl Curl). My daughter goes to Narrabeen sports high, they do Marine science elective, so they they get to spend time learning local marine life, visiting tidal rock platforms, I'd recommend anyone to look for CEC excursions. As part of locals Belong club I do nature walks in Narrabeen lagoon, Warriewood wetlands. We bike our lovely bike trails, watch pelicans and black swans. Night torch tours around Manly dam are just great educational journey for families. Our community is very responsive, inclusive, I felt so welcomed from my 1st days in Northern beaches, thanks to all the clubs, including library, running events for families, authors meets. Big shout out to a Northern beaches homeschooling community, SongBird sisterhood choir, Narrabeen Tramshed pottery classes, Manly Art gallery, Historical society of Northern beaches with their historical walks and many-many more wonderful people - our neighbours with big hearts and open minds. Thank you all!



Singapore hawker food - a common language that bonds a nation

Singapore hokkien noodles and stir fry vermicelli with five spiced meat rolls. These are a few of my favourite dishes that I deeply missed. Chatting with my loved ones in a warm, humid hawker centre with the familiar sounds of sizzling oil and woks clanking over hot gas stoves, is an irreplaceable experience I treasure while living in a country I might never fit in.

Email Submissions

Comment no.	Comments via email
1	<p>Very much appreciated.</p> <p>I have been subjected to racism since I moved to the northern beaches several years ago, I am English, as are 961,370 of Australians, the highest minority group. I hope you can include all nationality as we are often forgotten in this subject</p> <p>I feel its important to bring ALL on the journey, and to promote the benefits to all of a multicultural society</p>
2	<p>XX XXXXX.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>I was so excited to see the Multicultural Inclusion Plan, and also see the photo wall (which is how I was planning to procure a lot of the images from willing participants) on your website. My idea is to create a beautiful book full of images and accompanying paragraphs (a quote, or a snippet of an interview, or I can write a paragraph to encapsulate their story) to firstly give human faces to the statistics (wouldn't it be wonderful if we could get a photo to cover all 123 identified ancestries!) and also to give the participants the opportunity to share the positive aspects of life in the Northern Beaches. It's an opportunity to show how multiculturalism can and should be woven into society, and how beneficial it is for everyone. The book can be made available for purchase, with part proceeds going towards infrastructure/innovation/education etc to benefit diversity and inclusion. It could also be made available in libraries, schools, embassies, community centres and so on, with all the relevant information included for furthering inclusion. (When I lived in London, I researched Dr Seldon's ""The Foreign Office"" (now the Foreign, Commonwealth and Development Office) (pub. HarperCollins Illustrated) and we provided a copy of our book to every British embassy globally and it was a great way to educate and inform a specific audience on a mass scale.)</p> <p>If there is anything I can do to help promote this plan, or if we can collaborate to get this book off the ground, please do contact me.</p>
3	<p>Firstly I need to express that our group comprises of people with no English at all to those with a good understanding of the language hence the feedback bit contradictory.</p> <ol style="list-style-type: none"> 1. Council needs to have translations in different languages of the information they wish to share. 2. One lady said she thought there should be more activities whereby diverse communities are invited to participate with mainstream community 3. Our very elderly 80+ were not very interested they just want to be able to come together have a chat in their language, have a laugh and go back home

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4	<p data-bbox="309 253 1444 286">Personally I feel it has already been addressed but more festivals would be grea</p> <div data-bbox="309 286 1444 320" style="background-color: black; height: 15px; width: 100%;"></div> <div data-bbox="309 342 1444 409" style="background-color: black; height: 30px; width: 100%;"></div> <div data-bbox="309 432 1444 566" style="background-color: black; height: 60px; width: 100%;"></div> <div data-bbox="309 589 1444 689" style="background-color: black; height: 45px; width: 100%;"></div> <p data-bbox="309 712 1444 745">QR Codes</p> <p data-bbox="309 745 1444 902">After speaking to other members from North Narrabeen SLSC, the idea of accessible QR codes that can be displayed in community areas with general safety information to support the specific locations Beaches, Pool's, Boating ramps seems like the most viable solution to engage with LOTE communities promoting safety awareness in recreational locations on the Northern Beaches.</p> <p data-bbox="309 925 1444 1081">Surf life Saving Victoria provided a similar service along the Great Ocean Road in 2019, Funded by the Federal Government initiative led by Life Saving Victoria (LSV). This activation was targeting Chinese tourist only and demonstrated the accessibility of the QR code in key locations as a preventative measure https://blog.lsv.com.au/2019/04/16/tourists-to-benefit-from-qr-technology-on-the-surf-coast-this-easter/</p> <p data-bbox="309 1104 1444 1205">The above example is a great asset demonstrating the usage of a QR code providing great awareness not only for the LOTE communities but for All communities wishing to use Northern Beaches community facilities.</p> <p data-bbox="309 1227 1444 1328">As a reference point the QR Code will be a preventive measure helping paid and volunteer lifeguards when on patrol and when the area is not patrolled the QR Codes can still be on display.</p> <p data-bbox="309 1350 1444 1384">Funding the QR Code</p> <p data-bbox="309 1384 1444 1451">This would require a round table strategy meeting to identify which groups would be mostly likely be able to support the stages of development and funding</p> <p data-bbox="309 1473 1444 1507">Increasing participation and inclusion of our CALD communities</p> <p data-bbox="309 1507 1444 1574">This is a separate agenda on its own and would require the inclusion of Northern Beaches branch and selected surf clubs to attend a meeting with the council.</p> <hr data-bbox="309 1597 1444 1608"/> <p data-bbox="309 1630 1444 1731">The following is another useful link called "Australian Explained" a series that covers a variety of topics available in 30+ languages which you could use to share on your web page to support LOTE communities</p> <p data-bbox="309 1753 1444 1787">https://www.sbs.com.au/language/english/en/collection/summer-safety?page=1</p>



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Related Projects	
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.