

GLENORCHY CITY COUNCIL MULTICULTURAL COMMUNITY SPACES PLAN



Version Control

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Acronyms

Abbreviation /acronym	Explanation
AFL	Australian Football Club
CBD	Central Business District
CPTED	Crime Prevention Through Environmental Design
DPC	Department of Premiers and Cabinet (Tasmanian Government)
DSS	Department of Social Services (Commonwealth Government)
GCC	Glenorchy City Council
HSS	Humanitarian Settlement Services
KGV	King George V Precinct
LGA	Local Government Area
LINC	Learning and Information Network
MAC	Moonah Arts Centre
MCC	Moonah Community Centre
MCOT	Multicultural Council of Tasmania
MONA	Museum of Old and New Art
MRC	Migrant Resource Centre
N/A	Not applicable
Old MAC	Old Moonah Arts Centre, also known as the Hopkins Street Centre.
PA	Public address system
PCYC	Police Citizens Youth Club
State	Tasmania
Study Area	Glenorchy City Council LGA
Target group 1	Emerging and newly arrived multicultural groups
Target group 2	Young People from multicultural groups
Target group 3	Established multicultural groups
TBC	To be confirmed
WIFI	Wireless internet access
YMCA	Young Men's Christian Association

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Appendix A: Background to the Hobart Multicultural Services Sector

Background

Services to support humanitarian entrants on arrival, and throughout their initial settlement period (mostly for the first 6 to 12 months), are funded under the Federal Government's Humanitarian Settlement Services (HSS) program.

External providers deliver services under the HSS Program on behalf of the Federal Government (via Department of Social Services – DSS). CatholicCare Tasmania is currently the HSS service provider for Southern Tasmania.

The Migrant Resource Centre (MRC) and CatholicCare Tasmania provide longer-term post HSS settlement support (for up to five years from arrival) under separate DSS grant funded services.

Red Cross Tasmania provides services for migrants including health and mental health, and financial support, as well as for other members of the broader community.

The Multicultural Council of Tasmania (MCOT) is the peak advocacy body for migrant led community cultural organisations with more than 50 members organisations statewide.

The services provided by the sector are outlined in **Table A.1**.

Table A.1: Multicultural Service Providers Consulted through the Project.

Name	Type	Key Services
1. MRC	<ul style="list-style-type: none"> Service provider (provides services for humanitarian entrants for ongoing resettlement)) 	<ul style="list-style-type: none"> Provides services for humanitarian entrants, including: <ul style="list-style-type: none"> Torture and trauma counseling services Case management services Community development services Capacity building services such as driving and English language lessons Migration advice Youth programs Provides other services for multicultural communities, including: <ul style="list-style-type: none"> Employment Mental health and Aged care services
2. CatholicCare Tasmania	<ul style="list-style-type: none"> Service provider (early and ongoing resettlement) 	<ul style="list-style-type: none"> Provides services for humanitarian entrants from arrival (HSS), including: <ul style="list-style-type: none"> High intensity and complex case management Ongoing support for long-term resettlement, including case management services.
3. Red Cross	<ul style="list-style-type: none"> Service provider (provides services for people affected by migration). 	<ul style="list-style-type: none"> Provides services for people affected by migration, including: <ul style="list-style-type: none"> Emergency financial services Trafficked people services Bi-cultural health services.

Name	Type	Key Services
4. MCOT	<ul style="list-style-type: none">▪ Peak advocacy body for a multicultural Tasmania	<ul style="list-style-type: none">▪ Provides services for multicultural groups in Tasmania, including:<ul style="list-style-type: none">- Empowers people from diverse and multicultural backgrounds to have a voice in Tasmanian society- Advocates for human rights, social justice, equality and dignity for multicultural communities. Lobbying for equitable participation and access to services- Informs, raises awareness and promote cultures, languages and multicultural issues in the community- Supports migrant-led community cultural organisations in the work they undertake to support their communities

Appendix B: Facilities Audit

Methodology

Facilities and spaces were audited against assessment criteria (see Table **B.1**) that included strategic context, facility management, specific building outcomes, and priorities for multicultural communities.

Data was collected and catalogued using a variety of methods that included in situ site visits, review of facility information and data sets, consultation and mapping. A summary of findings from the audit of Council-owned facilities in the existing network is presented in **Table B.2**.

Table B.1: Assessment Criteria for the Facilities Audit

Considerations	Criteria
1. Strategic context	<ul style="list-style-type: none"> Geographic location Access to public transport (500 m walking distance) Co-location of community services and other facilities.
2. Facility management	<ul style="list-style-type: none"> Ownership and management arrangements Management model Current availability calculated from frequency of use on a daily basis Affordability identified by fees and charges for facility hire.
3. Specific building outcomes	<ul style="list-style-type: none"> Building type, scale, capacity and state of repair Room size and scales Amenities and services (e.g. toilets and kitchens) Access and accessibility (e.g. car parking and disabled access).
4. Priorities for emerging communities	<ul style="list-style-type: none"> Privacy, safety and security Storage space Other improvements required.

Findings

Full audits were conducted on a number of different facilities, including:

- Seven Council-owned facilities in the Glenorchy City
- Four non-Council facilities in the Glenorchy City.

A summary of findings from the audit of Council-owned facilities in the existing network is presented in **Table B.2**.

Table B.2: Summary of Facility Audit Findings

No.	Name	Management			Building Outcomes							Specific Built Form Outcomes			Notes
		Model	Fees (excl. GST, per hour)	Avail.	Room Capacity (Persons)					Total (people)	Cond. (1 -5)	Kitchen	Privacy	Storage	
					<20	<50	<100	<200	<500						
1. Southern District															
1.1	MCC	GCC — for hire	\$29	Medium	1	1	0	1	0	300	4	Small	Good	Limited	Suitable for place of worship. Car park is unfenced to road. Safety and lighting is good in park.
1.2	Old MAC	GCC — for hire	\$29	High	2	0	0	1	0	250	4	Small	Good	Storeroom	Spill onto street for waiting area. No child safe areas co-located. Facility is currently vacant that can be programmed for multicultural groups small-scale activities and events.
1.3	New MAC	GCC — for hire	\$45 - \$320	Low	2	0	1	1	0	20 avail.	5	Commercial kitchen	Average	None	Low availability due to high levels of programming. A preference for arts programming rather than community.
2. Central District															
2.1	Cresswell – Beakley Stand (Level 3)	GCC — leased to AFL Club.	\$30	Medium	0	0	1	0	0	150	4	Small	Poor	Limited	AFL Club currently lease this facility from GCC, but MRC have requested that they can have use 1 day per week. This is to be clarified in further consultation activities.
2.2	Tolosa Hall	GCC — for hire	\$22	Low	0	1	0	1	0	200	4	Small	Average privacy	Under building	High levels of programming were observed. Remote location with limited accessibility to public transport.
2.3	Glenorchy Masonic Hall	Private — for hire	Under review	Low	1	0	1	0	0	120	3	Large	No data	None	Suitable as a place of worship with a large kitchen available to support small to medium events, and larger meetings.
2.4	Cosgove High School	State — for hire	\$25	Low	0	1	1	1	0	300	4	Commercial kitchen	Good	Possible storage	Suitable as a place of worship, weddings and receptions, and larger gatherings / event. Some lockable storage. Low safety at night with CPTED upgrades needed. Potential

No.	Name	Management			Building Outcomes							Specific Built Form Outcomes			Notes
		Model	Fees (excl. GST, per hour)	Avail.	Room Capacity (Persons)					Total (people)	Cond. (1 -5)	Kitchen	Privacy	Storage	
					<20	<50	<100	<200	<500						
															need for translated materials.
2.5	Glenorchy Primary School	State — for hire	TBC		0	0	1	1	0	300	3.5	Commercial kitchen	Good privacy	None	Suitable for place of worship, large gatherings, weddings, receptions, with interest in working with multicultural groups.
2.6	German Club	Private — for hire	\$50	Low	0	0	2	0	0	150	4	Commercial kitchen	No data	None	Suitable for mid-week meetings, small gatherings, and larger groups accommodated outdoors. Potential temporary leases available for multicultural community to celebrate cultural and religious festivals.
3. Northern District															
3.1	Berriedale Hall	GCC — for hire	\$22	Low	0	0	1	0	0	70	4	Small	Medium	No data	Low availability due to high levels of programming and difficult to access.
3.2	Chigwell Barn	GCC — for hire	\$22	Medium	1	0	0	1	0	150	4	Small	Medium	None	Facility could be a suitable place of worship. Provide storage for users, if multicultural groups use the facility.

Note: Under review – data was not available due to the facilities having their fee structures under review at the time of audit.

Note: Fees correct at the time of reporting and subject to change.

Council Facilities:

Five Council facilities were identified as appropriate with immediate capacity to support multicultural groups, including:

- Moonah Community Centre (MCC)
- Old MAC
- Cresswell-Beakley Stand (level 3)
- Berriedale Hall
- Chigwell Barn

Non-Council Facilities

Non-Council owned facilities identified as potentially suitable from the audits included:

- Glenorchy Masonic Hall
- Cosgrove High School
- Glenorchy Primary School
- German Club

There are a number of additional spaces and facilities that could not be audited within the scope of the study, or sat outside of the study area, but could accommodate the needs of multicultural groups, subject to further enquiry, including:

- YMCA, Glenorchy
- Royal Hobart Showgrounds (which has a variety of spaces provided for hire ranging in capacity from small spaces (less than 100 people) to larger scale spaces (up to 1,500 people))
- Australian Croatian Club, Glenorchy
- Australian Italian Club, North Hobart
- Polish Club, New Town
- Hellenic Club Hobart, North Hobart
- Ukrainian Hall, Glenorchy.

Appendix C: Community Engagement

Engagement Approach

GCC, Plan C, Pearler and MRC engaged with different multicultural target groups to identify their current and future needs to gather, meet and participate in cultural and religious practice, through investigation of the following lines of enquiry:

- Current events and activities
- Current provision of spaces and facilities
- Cultural, gender or religious considerations
- Potential barriers of entry
- Priorities
- Consideration of spaces and facilities identified in the audit process.

The broader community was also engaged to raise awareness about the Project.

Activities

A range of consultation activities were delivered to inform the development of the plan-making process, which are presented in **Table C.1**.

At a high level, the consultation program incorporated:

- Five separate consultation streams, where data was collected through a number of different engagement tools and techniques
- At least 91 participants across all consultation activities
- Representation from approximately 24 different multicultural groups from the Study Area.
- An additional 14 groups were contacted several times by the project team but did not participate in engagement.

Consultation activities engaged with different target groups and stakeholders, including:

- Target Group 1: Emerging and Newly Arrived Multicultural Groups;
- Target Group 2: Young People;
- Target Group 3: Established Multicultural Groups;
- Internal Stakeholder Groups, including:
 - Elected representatives; and
 - Council Officers.
- Broader community.

Table C.1: Consultation Activities Delivered to Engage Different Multicultural Groups and the Broader Community

Activity	Description	Groups engaged				Estimated No.	Groups represented
		Target Group 1	Target Group 2.	Target Group 3	Target Group 4		
1. Media release	<ul style="list-style-type: none"> Prepared a media release for Glenorchy Gazette (April 2016) to raise awareness of the Project. 					N/A	N/A
2. Engagement brief	<ul style="list-style-type: none"> Developed for service providers to engage with multicultural communities through existing programming. 					N/A	N/A
3. Service based engagement	<ul style="list-style-type: none"> Service providers engaged with newly arrived migrants and young people through outreach work, telephone and phone surveys, and follow-ups. 					<ul style="list-style-type: none"> 9 groups 32 young people. 	Karen (Burmese), Bhutanese, Nepali, Iraqi, Iranian, Afghan Hazara, Afghani communities, Sudanese, and Ethiopian.
4. Representatives engagement	<ul style="list-style-type: none"> Engagement with the representatives of established multicultural groups through phone and online surveys. 					<ul style="list-style-type: none"> 14 groups. 	African communities (all), Congolese Zimbabwean, Sierra Leonean, Croatian, Czech and Slovakian, Italian, Polish, Chinese, Indonesian, Vietnamese, Indian communities (all), Hindu and Sikh.
5. Enquiry-by-design process	<ul style="list-style-type: none"> Facilitated two workshops with newly arrived migrants and young people to present potential options and upgrades for available spaces and facilities. 					<ul style="list-style-type: none"> 19 adults 17 young people. 	Karen (Burmese), Bhutanese, Afghan Hazara; Afghani communities, Congolese, Sudanese, and Ethiopian.
6. Moonah Businesses	<ul style="list-style-type: none"> Engagement with immediately surrounding businesses and peak business group in Moonah. 					<ul style="list-style-type: none"> 10 adults. 	Moonah Business Association and individual businesses closest to Old MAC building.
7. Steering Committee Meeting	<ul style="list-style-type: none"> Key stakeholders from the sector and three levels of government 					<ul style="list-style-type: none"> 4 meetings. 	All groups. Providing project direction, support, contacts and advice.

Target Group 1: Emerging and Newly Arrived Multicultural Groups

Consultation activities were undertaken with Target Group 1 - Emerging and Newly Arrived Multicultural Groups in March 2016, and facilitated by Migrant Resource Centre (South Tasmania) (MRC) utilising bi-cultural workers.

Engagement tools included:

- Telephone interviews
- Outreach work
- Written surveys
- Follow-ups

Nine (9) different emerging and newly arrived migrant groups were engaged through these consultation activities (see **Table C.1** below).

There were also two (2) mixed groups that were engaged through these consultation activities, which included:

- Multicultural Friends of Parliament; and
- Hobart United Football Club.

Table C.2: Target Group 1 Participants

Target Group 1: Emerging and recently arrived groups	
Sudanese	Iranian
Ethiopian	Iraqi
Nepal	Afghan-Hazara
Karen (Burmese)	Afghani communities
Bhutanese	

Emerging and newly arrived multicultural groups identified their needs for spaces and facilities by providing answers to a number of different questions (based on the lines of enquiry), including:

- Potential activities and events for these community groups held throughout the year, in terms of type, estimated numbers of participants and likely timing of use (i.e. time of year and weekday)
- Preferred spaces and facilities for these community groups engaged from the sites for consideration
- Future space and facilities to meet the needs of these community groups
- Potential barriers for entry for these community groups to access spaces

Target Group 2: Young People

Over the same period, Migrant Resource Centre (South Tasmania) (MRC) also delivered consultation activities with Target Group 2 – Young people from multicultural backgrounds utilising members of their youth team, via:

- Outreach work
- Written surveys
- Face-to-face discussions

There were 32 young people engaged in these consultation activities, with a higher representation of females compared to males comprising 59.3% and 40.6% of responses respectively.

Respondent's ages ranged from 13 to 25 years of age, with the average age for being 19 years of age. Seven (7) different emerging and newly arrived migrant groups were engaged through these consultation activities (see **Table C.2** below).

Table C.3: Youth Participants

Target Group 2: Young people from multicultural backgrounds	
Hazara	Iraqi
Bhutanese	Afghani
Nepali	Sudanese
Ethiopian	

Young people engaged identified their preferred activities and events, with consideration made for gender and cross-cultural groups for reporting purposes.

Target Group 3: Established Multicultural Groups

Daniel Pirie, Plan C, delivered consultation activities with Target Group 3 – Established Multicultural Groups, by engaging representatives from community groups and organisations either through telephone interviews or online surveys, with contact information provided by MRC and Council.

The consultation activities were delivered over three week period from Wednesday 20 April and Wednesday 11 April 2016.

During this period, there were 14 different established community groups engaged through consultation activities with 15 different representatives (see **Table C.3** below), with two (2) representatives from the Sierra Leone community being engaged through the process.

Table C.4: Target Group 3 Participants

Target Group 3: Established multicultural groups	
Chinese	Congolese
Croatian	Czechs and Slovaks
Filipino	Hindu
Italian	Indonesian
Sierra Leone (2 representatives)	Lithuanian
Polish	Sikh
Vietnamese	Zimbabwean

Target Group 3 participants identified their needs for spaces and facilities by providing answers to a number of different questions (based on the lines of enquiry), including:

- Potential activities and events for these community groups held throughout the year, in terms of type, estimated numbers of participants and likely timing of use (i.e. time of year and weekday);
- Existing facilities and amenities currently used by these community groups;
- Future provision of future facilities and amenities to meet the need of these groups;
- Additional cultural considerations (e.g. cultural and religious);
- Potential barriers of entry that reduce access for these community groups to spaces; and
- Priorities for these community groups in terms of cultural and community spaces.

Internal Stakeholder Groups

Engagement with internal stakeholders from Council were delivered through face-to-face meetings conducted by the Consultant (Jim Gleeson –Plan C) and Council's Project Manager (David Ronaldson) on:

- Friday 15 April 2016
- Thursday 18 May 2016

A total of 13 different internal stakeholders were engaged through these consultation activities (see **Table C.5**), including:

- Nine (9) elected representatives (i.e. Alderman and Mayor); and
- Six (6) Council Officers from the Property, Planning and Youth Teams.

Table C.5: Internal Stakeholders

#	Title	Name
1. Elected Representatives		
1.1	Alderman	Stuart Slade
1.2	Alderman	Jan Dunsby
1.3	Mayor	Kristie Johnston
1.4	Alderman	Harry Quick
1.5	Alderman	Steven King
1.6	Alderman	Christine Lucas
1.7	Alderman	Jenny Branch-Allen
1.8	Alderman	Haydyn Nielsen
1.9	Alderman	David Pearce
2. Council Officers		
2.1	Acting Property Coordinator	Richard Blackwell
2.2	Manager City Strategy	Tony McMullen
2.3	Manager Legal and Property	Kim Hudson
2.4	Acting Property Coordinator	Richard Blackwell
2.5	Youth Participation Officer	Willie Joseph
2.6	Youth Coordinator	Eliza Ryan

Internal stakeholders provided feedback on the provision of space and facility for multicultural groups, which included:

- Current provision and future demand for community facilities the study area
- Issues and opportunities for the provision of facilities to meet the needs of multicultural groups
- Priorities for the delivery of facilities that will meet the needs of multicultural groups
- Key success factors for the Project

Additional Internal and External Stakeholder Meetings

Additional engagement with internal and external stakeholders to identify opportunities to support the delivery of priority actions in the Plan, which were delivered through face-to-face meetings conducted by the Consultant (Jim Gleeson – Managing Director of Plan C) held on a Thursday 18 May 2016.

A total of three different external stakeholders were engaged in this trip to the Study Area, including:

- Department of Social Services (DSS) represented by Barnaby Smith and Richard Potts
- Department of Premiers and Cabinets (DPAC) represented by Suzanne Mallick
- YMCA Glenorchy represented by Melissa Carlton (Facility Manager).

External stakeholder groups identified potential opportunities to support the implementation of the Plan in terms of:

- Funding
- Resources and capacity
- Governance and management

Enquiry by Design

Enquiry by Design (EbD) workshops were arranged and facilitated by the Consultant (Jim Gleeson, Plan C and Birdy Bird, Pearler), Council Officers (David Ronaldson and Jill Sleiters), and MRC's team, which were held on:

- Wednesday 18 May 2016 at the Old MAC Facility with representatives of Target Group 1 – Emerging and Newly Arrived Multicultural Groups;
- Thursday 19 May 2016 at the TAFE College in Hobart CBD with representative of Target Group 2 – Young People.

These workshops engaged a total of 27 people representing multicultural groups (see **Table C.6**) originating from:

- South East Asia, including Karen, Bhutanese, Thailand and Nepalese communities;
- Central and West Asia, including Afghanistan, Afghan-Hazara and Iraqi communities;
- African, including South Sudanese, Ethiopian, Eritrean, Congolese communities; and
- Other facilities, including Russian communities.

Representatives of multicultural groups identified potential upgrades and management considerations for Council-owned facilities including Old MAC facility and Cresswell-Beakley Stand (level 3).

Table C.6: Multicultural Groups – Engaged in Enquiry by Design Workshops

#	Multicultural Groups	Number of Participants
Target Group 1 – Emerging and Newly Arrived Multicultural Groups		
1.1	Afghan-Hazara community	3 people
1.2	South Sudanese community	2 people
1.3	Karen community	1 person
1.4	Ethiopian community	1 person
1.5	Eritrean community	2 people
1.6	Bhutanese community	5 people
1.7	Congolese community	1 people
Total		15 people
Target Group 2 – Young People		
2.1	Afghan community	6 people
2.2	Thai community	2 people
2.3	Nepalese community	4 people
2.4	Iraqi community	1 person
2.5	Russian community	1 person
Total		14 people

Findings

Space and facility needs and potential opportunities for individual multicultural groups are outlined in **Table C.7**.

Figure C.1 and **C.2** provides indicative calendar of events and activities for emerging and established multicultural communities respectively, which was informed by a desktop research,

The purpose of these calendars was to identify if clashes are likely to occur if an appropriate single space for religious celebrations, for use by multiple groups, was identified in the *Plan*.

Table C.7: Space and Facility Needs for Different Multicultural Communities Identified Through Consultation Activities

Groups	Estimated Population	Events and Activities	Potential Spaces and Facilities
1. Target Group 1 — Emerging Communities			
1.1 Bhutanese	<ul style="list-style-type: none"> Approx. 300 people 	<ul style="list-style-type: none"> Multiple events that occur over periods of time throughout the calendar year, that occur: <ul style="list-style-type: none"> Mid-February to mid-April (up to 300 people) Early to mid-October (up to 300 people) Early to mid-November (up to 300 people) Early December (up to 300 people). 	<p>All emerging and newly arrived multicultural groups needs could be met through the spaces and facilities in the existing network, including:</p> <ul style="list-style-type: none"> Old MAC is the preferred space for newly-arrived migrants as a potential Multicultural Hub to program for smaller scale events and activities (up to 250 people), including: <ul style="list-style-type: none"> Cultural and faith-based activities; Private events and activities; Cultural and language education activities; Governance and group meetings; and Youth activities. Other Council-owned spaces and facilities to meet the potential demand for cultural faith based activities, particularly on weekends, afternoons and evenings, including: <ul style="list-style-type: none"> MCC; Chigwell Barn; and Berriedale Hall. Non-council owned spaces and facilities likely to be needed to meet the potential demand for larger scale (above 250 people) cultural and faith-based activities, including: <ul style="list-style-type: none"> Royal Hobart Showgrounds, Glenorchy with a variety of meeting spaces that can hold from 50–1,000 people; School facilities in the existing network (i.e. Cosgrove High School); Facilities owned and leased by other multicultural groups (e.g. German and Polish Clubs).
1.2 Nepalese	<ul style="list-style-type: none"> Approx. 400 people. 	<ul style="list-style-type: none"> Nepalese New Year, April (up to 400 people) Buddha's Birthday, May (up to 400 people) National Day, May (up to 400 people) Multiple events from early to late August (up to 400 people) Multiple events from early to late September (up to 400 people). 	
1.3 Karen (Burmese)	<ul style="list-style-type: none"> Approx. 100 people. 	<ul style="list-style-type: none"> Karen New Year, January (100 people) Martyr's Day, mid-April (100 people) Lar Ko Kee Su, August (up to 100 people) Karen Revolution Day, August (100 people). 	
1.4 Iranian	<ul style="list-style-type: none"> Approx. 150 people. 	<ul style="list-style-type: none"> Multiple historic, religious and cultural dates (up to 150 people). 	
1.5 Afghan-Hazara	<ul style="list-style-type: none"> Approx. 50–80 families, based on estimates provided by the members of the Steering Committee. 	<ul style="list-style-type: none"> Events in the Muslim calendar (Approx. 50–80 families). 	
1.6 Afghanistan communities	<ul style="list-style-type: none"> Approx. 100 people. 	<ul style="list-style-type: none"> Events in the Muslim calendar (up to 100 people). 	
1.7 Sudanese	<ul style="list-style-type: none"> Approx. 30 people. 	<ul style="list-style-type: none"> National Day, early January (up to 50 people) Independence Day, South Sudan, early July (up to 50 people). 	
1.8 Ethiopian	<ul style="list-style-type: none"> Approx. 50 people. 	<ul style="list-style-type: none"> National Day, early January (up to 50 people). 	

Groups	Estimated Population	Events and Activities	Potential Spaces and Facilities
2. Target Group 2 – Young People			
2.1 Young people		<ul style="list-style-type: none"> Inclusive, drop-in activities held afterschool, weekends and during school holiday for young people from multicultural backgrounds and the broader community: <ul style="list-style-type: none"> Creation of a safe space within and surrounding Safe drop off and pick up area and pedestrian link to Glenorchy CBD Different programming and times of use based on gender Informal recreational activities Sporting activities Educational activities such as homework support/ computer labs / access to photocopier and scanner. 	<ul style="list-style-type: none"> Level 3, Cresswell – Beakley Stand as a drop-in youth facility for after school programming, with the delivery supported by MRC and Council's youth team. YMCA, Glenorchy to provide programming for young people from multicultural backgrounds, which will be further explored in the implementation of the <i>Plan</i>. Sports clubs that exist in the KGV Precinct, which could deliver sports activities programming for young people with multicultural backgrounds.
3. Target Group 3 — Established Communities			
3.1 African communities (all)	<ul style="list-style-type: none"> 300–500 people. 	<ul style="list-style-type: none"> Easter and Christmas (100–300 people). 	<ul style="list-style-type: none"> Non-council owned spaces and facilities with larger capacity (above 300 people), including: <ul style="list-style-type: none"> School facilities Multicultural club owned / leased facilities Royal Hobart Showgrounds Other faith-based facilities.
3.2 Indian community (all)	<ul style="list-style-type: none"> More than 1,000 people. 	<ul style="list-style-type: none"> Holi – 'Festival of Colours' (600 people) April Harvest (600 people) Diwali – Festival of lights (600 people). 	
3.3 Congolese community	<ul style="list-style-type: none"> 50 people. 	<ul style="list-style-type: none"> Independence Day (20 people). 	<ul style="list-style-type: none"> Other Council-owned facilities with spaces and facilities with small capacities, which could include: <ul style="list-style-type: none"> MCC Chigwell Barn Berriedale Hall. Facilities owned / leased by other multicultural groups: <ul style="list-style-type: none"> Italian Club German Club Polish Club Australian Croatian Club. Other open space areas, including: <ul style="list-style-type: none"> Tolosa Park
3.4 Zimbabwean community	<ul style="list-style-type: none"> 50 people. 	<ul style="list-style-type: none"> Quarterly meetings (50–60 people) Christmas and Easter (50–60 people). 	
3.5 Sierra Leonean	<ul style="list-style-type: none"> 150 people. 	<ul style="list-style-type: none"> Independence Day (100–150 people) Childbirth ceremonies (100–150 people). 	
3.6 Indonesian community	<ul style="list-style-type: none"> 60–70 people. 	<ul style="list-style-type: none"> Indonesian Independence Day (70 people) Muslim New Year (70 people) Other social events (70 people). 	
3.7 Vietnamese community	<ul style="list-style-type: none"> 60 people. 	<ul style="list-style-type: none"> Chinese New Year (100–200 people) Lantern Festival (100–200 people) Monthly community meetings and BBQs (100–200 people). 	

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Groups	Estimated Population	Events and Activities	Potential Spaces and Facilities
3.6 Czech and Slovakian	<ul style="list-style-type: none"> 100 people. 	<ul style="list-style-type: none"> Mother's day celebration (30 people) Christmas in July (30 people) National Day (30 people) National Day (combined) (30 people) Remembrance Day (30 people) European Christmas Fair (1,000 people). 	<ul style="list-style-type: none"> Benjafiled Park Parliament Street Park, Hobart CBD.
3.8 Italian community	<ul style="list-style-type: none"> 3,000 people. 	<ul style="list-style-type: none"> Italian National Day (50–200 people) San Carlo Borromeo Street (50–200 people) Italian Fest (Festa Italia) (15,000 people). 	<ul style="list-style-type: none"> All activities held at Italian Club, North Hobart.
3.5 Croatian community	<ul style="list-style-type: none"> 50 people. 	<ul style="list-style-type: none"> Fortnightly Dance and Pensioners Club (50 people) Independence Day (50 people) Saint Day (50 people) Easter and Christmas (50 people). 	<ul style="list-style-type: none"> All activities held at Croatian Club, Glenorchy.
3.8 Polish community	<ul style="list-style-type: none"> 300 people. 	<ul style="list-style-type: none"> Australia Day (25–100 people) ANZAC Day (25–100 people) Polish Constitution Day (25–100 people) Annual General Meeting (25–100 people) Polish Independence Day (25–100 people) Christmas and Oplatek (25–100 people). 	<ul style="list-style-type: none"> All activities held at Polish Club, New Town.
3.9 Chinese community	<ul style="list-style-type: none"> 300 people. 	<ul style="list-style-type: none"> Mid-Autumn Festival (100 people) Christmas and Easter (100 people) Chinese New Year (5,000 people) Dragon Boat Festival (100 people). 	<ul style="list-style-type: none"> Held at Chinese Club, Glenorchy Chinese New Year, Lawns of Parliament House, Hobart CBD and Dragon Boat Festival held at North Esk Rowing Club, Launceston.
3.10 Hindu community	<ul style="list-style-type: none"> 300 people. 	<ul style="list-style-type: none"> Musical, cultural, dance and yoga events and activities (300 people). 	<ul style="list-style-type: none"> Non-council owned spaces and facilities with larger capacity (above 300 people), including: <ul style="list-style-type: none"> School facilities Multicultural club owned / leased facilities Royal Hobart Showgrounds Other faith-based facilities. Dedicated faith based facilities are likely to be needed to meet the needs of Sikh, Hindu and other faith based communities, with large numbers of people in the community residing in the Study Area.
3.11 Sikh community	<ul style="list-style-type: none"> 600 people. 	<ul style="list-style-type: none"> Vaisakhi in April (600 people) Guru Govind Singh (600 people). 	

Note: Iranian community has been considered as an emerging multicultural group with humanitarian arrivals continuing to arrive, whilst still being considered an established group with community members settling in Tasmania since the 1980s.

Figure C.1: Indicative Calendar of Events and Festivals – Emerging Multicultural Groups.

2016

January							February							March							April						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
					1	2		1	2	3	4	5	6			1	2	3	4	5						1	2
3	4	5	6	7	8	9	7	8	9	10	11	12	13	6	7	8	9	10	11	12	3	4	5	6	7	8	9
10	11	12	13	14	15	16	14	15	16	17	18	19	20	13	14	15	16	17	18	19	10	11	12	13	14	15	16
17	18	19	20	21	22	23	21	22	23	24	25	26	27	20	21	22	23	24	25	26	17	18	19	20	21	22	23
24	25	26	27	28	29	30	28	29						27	28	29	30	31			24	25	26	27	28	29	30
31																											
May							June							July							August						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
1	2	3	4	5	6	7				1	2	3	4						1	2		1	2	3	4	5	6
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27
29	30	31					26	27	28	29	30			24	25	26	27	28	29	30	28	29	30	31			
														31													
September							October							November							December						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
				1	2	3							1			1	2	3	4	5					1	2	3
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
							30	31																			

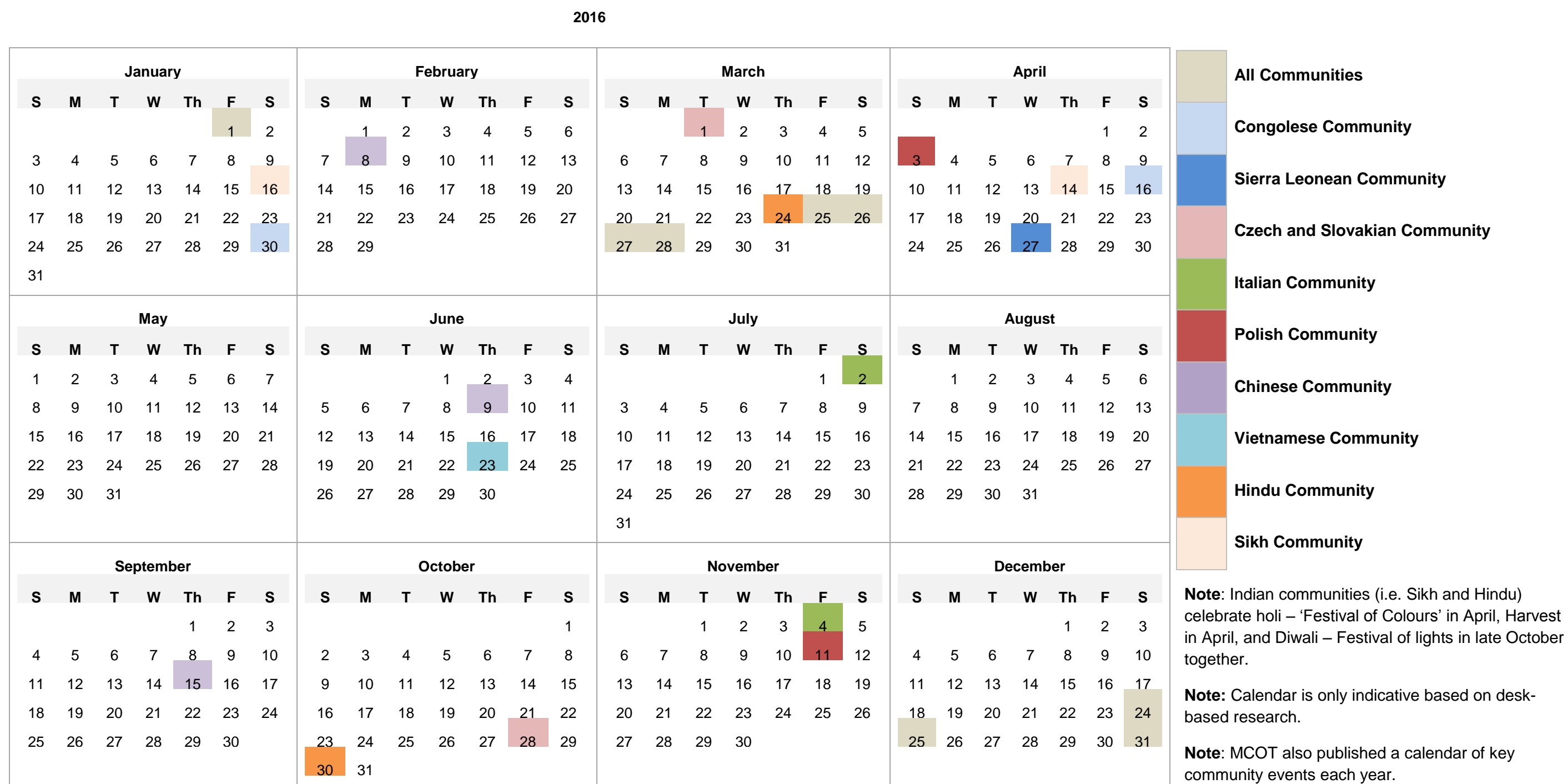
	Bhutanese Community
	Afghan-Hazara Community
	Karen Community
	Ethiopian Community

Note: Ramadan takes place from the 07 June to 07 July 2016.

Note: A Shia holiday exists on the Wednesday 12 October 2016, and therefore there is overlap with a Bhutanese holiday.

Note: Calendar is only indicative based on desk-based research.

Note: MCOT also published a calendar of key community events each year.

Figure C.2: Indicative Calendar of Events and Festivals – Established Multicultural Groups.

Appendix D: Potential Upgrades and Approaches

Background

The following section outlines the potential upgrades and approaches to the Old MAC and Cresswell-Beakly Stand.

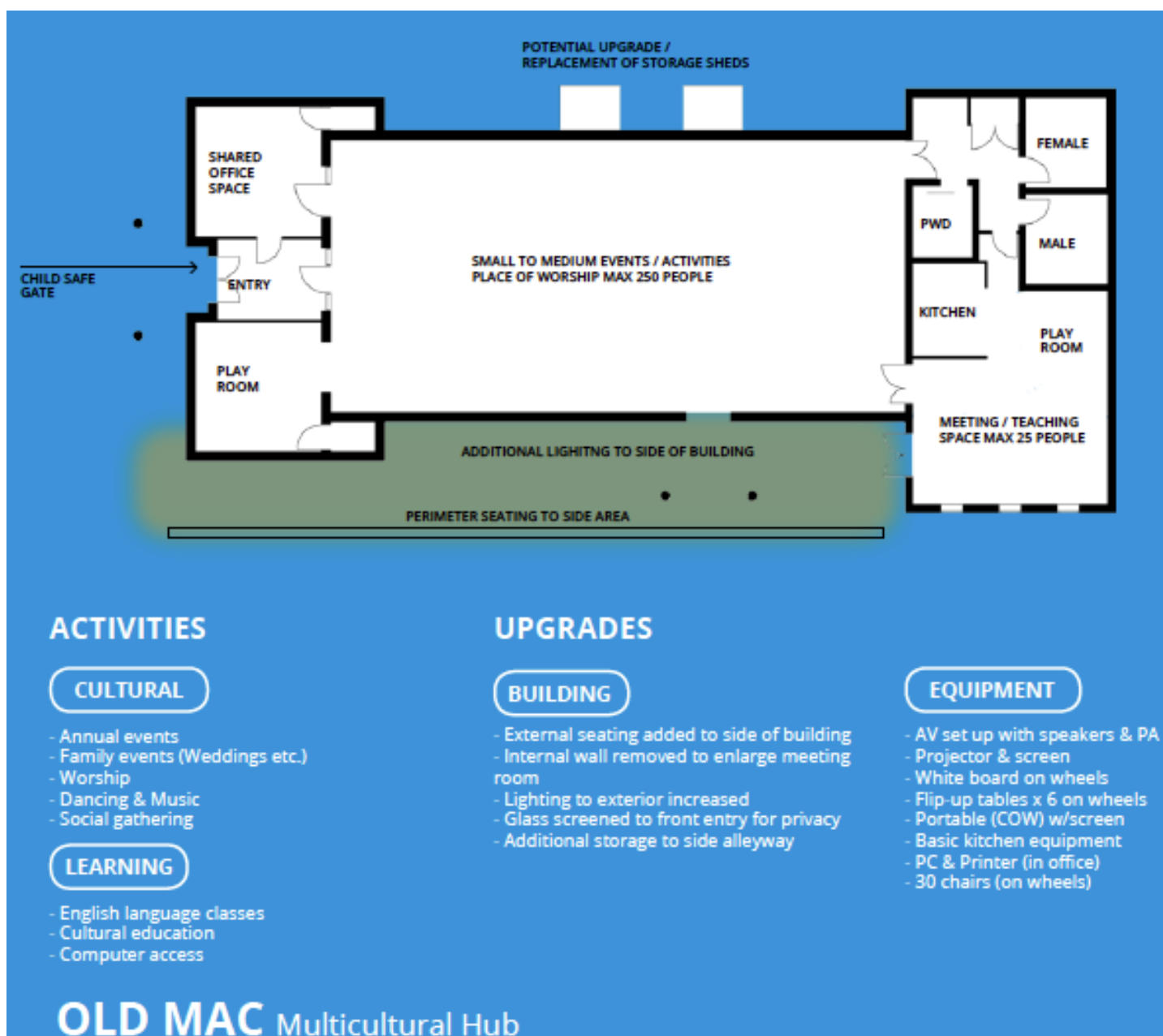
Floor plans have been annotated with recommendations based on community engagement feedback. Rough budget estimates have also been provided based on some assumptions and available information.

While emerging communities have highlighted the need for larger spaces (200-1000 person capacity), it has also been accepted the available facilities (primarily the Old MAC) can cover many of their other desired uses. Childcare, and child safety were the major issues raised and as such the OLD MAC concept plan explores the two smaller spaces as multi-use meeting rooms/ children's spaces. The Cresswell Beakly stand has been identified as ideal for a Multi-cultural youth space. Co-located with major sporting facilities, YMCA, MRC and close to the CBD.

It is proposed to start with minimal upgrades and a pilot or trial period to test the space during afternoons and on weekends with a Youth worker present. The space needs to provide for study and play and some gender segregated programmed activity.

Other GCC facilities with available space are the New MAC, Chigwell Barn and Berriedale Hall. It is proposed that these accommodate any 'spill-over' from the Old MAC. No upgrades to these spaces have been included in this report.

Old MAC: Multicultural Hub



Old MAC

Recommendations

The existing OLD MAC facility has been identified as the preferred location for Target Group 1 (Emerging and newly arrived communities). The existing conditions require small upgrades and some additional equipment to make ready.

The previous page outlines the community identified activities, the building upgrades and additional equipment required to enable these activities.

In addition to these it has been recognised that security system features may need to be upgraded to allow for time stamped user data capture on entry and exit.

It has been identified that an acoustic report and remediation may be required due to excessive reverberations/echo inside the main hall, the figure is included below but is not deemed as immediately necessary.

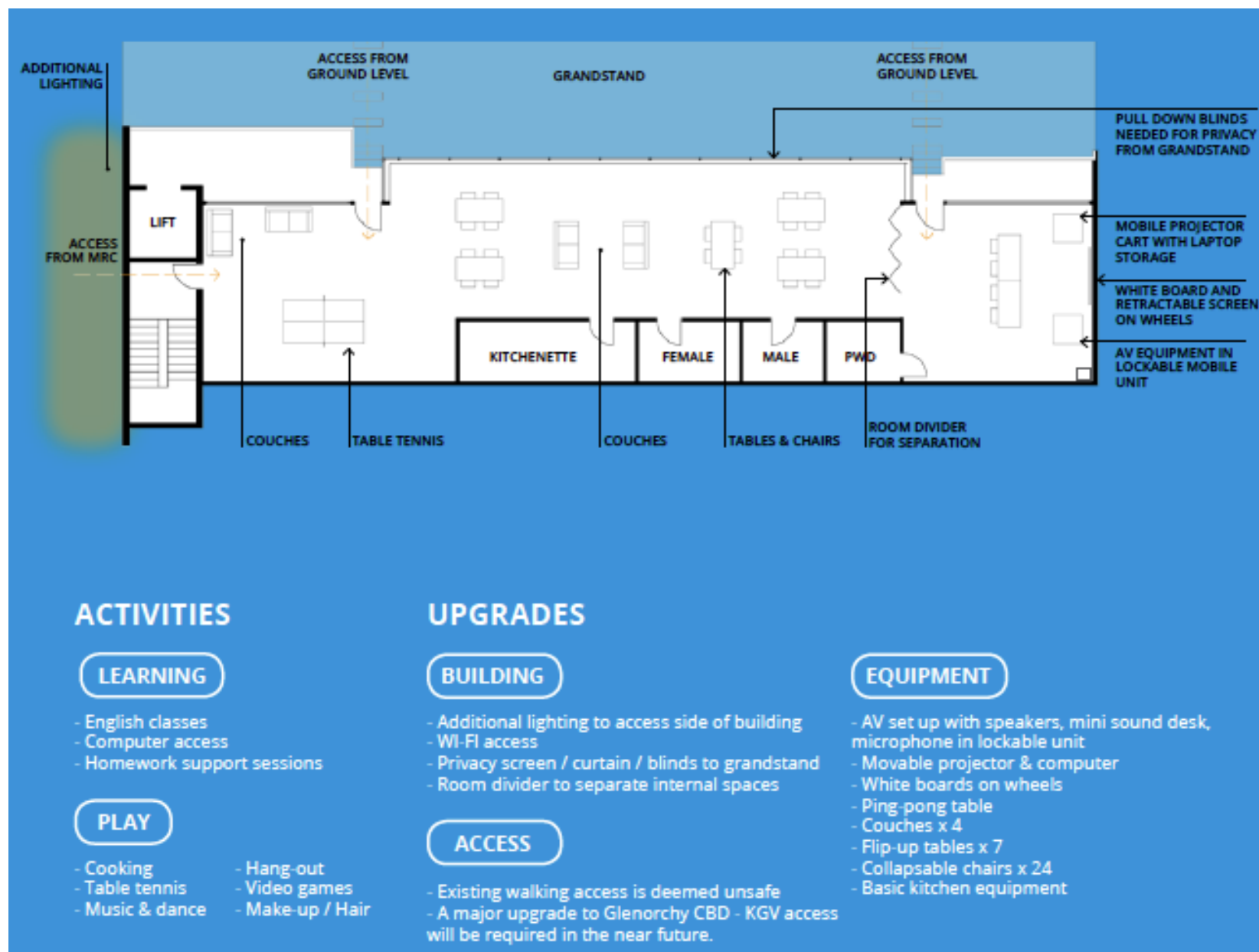
Old MAC is listed on the Tasmanian Heritage Register that is administered by Tasmanian Heritage Council under *Historic Cultural Heritage Act (1995)*. Potential upgrades to Old MAC will be delivered with consideration for the building's heritage status and consultation with the relevant stakeholder groups, including the all the relevant statutory bodies such as the Heritage Council.

Budget Estimation:

- Building upgrades = \$3,000
- Additional storage = \$1,000
- Signage & privacy = \$2,800
- Lighting & Seating (exterior) = \$9,000
- Furniture = \$3,000
- AV Equipment = \$7,000
- Computer equipment = \$2,000
- Child safety on all exits = \$2,000
- Possible security upgrade = \$10,000
- Possible Acoustics work = \$20,000

Total = \$59,800

KGV Cresswell Beakley Stand: Youth Space



Cresswell Beakly Stand

Recommendations

The existing Cresswell-Beakly Stand has been identified as the ideal space for Target Group 2 (Multicultural Youth). The existing conditions require small internal changes primarily for privacy and room separation.

Although an ideal co-location with sporting facilities and walkable distance to Glenorchy CBD, the walkable access is a major safety concern. Streetscape and lighting design with CPTED assessment should be considered urgently to allow walking access from the CBD, across the railway lines to the new KGV precinct (see photo to left of floor plan). Assumptions have been made around the football club removal of all existing furniture.

Other budget items address the equipment needs for the space to meet needs for learning and play as identified by youth and youth worker consultation.

Budget Estimation:

- Signage and privacy = \$5,800
- Lighting (exterior) = \$2,000
- Recreation equipment = \$4,000
- AV Equipment = \$3,000
- Computer equipment = \$10,000
- Furniture = \$4,000
- Room divider = \$6,000

Total = \$34,800

Appendix E: Places of Worship

Overview

Establishing dedicated places of worship and associated facilities is challenging from a number of perspectives including:

- Planning and development expertise and financial resources available to multicultural groups wishing to develop a place of worship
- The lack of current forward planning guidance on appropriate locations for these facilities from state and local government
- A current lack of coordination between local governments comprising the broader Hobart metropolitan area and the state government to find appropriate sites
- Managing potential community opposition
- Lack of an existing process that addresses the above issues

Sikh and Hindu Communities

Direct engagement with representatives of the Sikh and Hindu communities identified a need for dedicated places of worship to cater for their cultural and religious needs in Glenorchy LGA or the broader Hobart region, as follows:

- The Sikh community requires a temple with a capacity of 600– 1,000 people, a separate space to share food, a kitchen to prepare food, 100 car parks, a residence for Akal Takht (Sikh Clergy), and supporting amenities and facilities;
- The Hindu community requires a temple with a capacity of 150 – 300 people, including a hall of approximately 20 m by 15 m, with a kitchen to prepare food, and supporting amenities and facilities.

Currently, the Sikh community's needs are met through a residence and shed on a 5 acre block that is situated in Roches Beach in Clarence LGA, that is leased by the community, however the community aspires to develop a facility in the Glenorchy or surrounding area as many community members live in this area.

The Hindu community owns a parcel of land earmarked for the development of facilities that is situated in Bridgewater LGA.

There are a range of other smaller multicultural communities who are not seeking to currently develop places of worship but are addressing these needs through private spaces or the temporary use of council and non-council community facilities, as outlined in the Plan.

Current and Future Planning Provisions

The Current Planning provisions under the Glenorchy Interim Planning Scheme 2015 (GIPS) controls the areas in which multicultural spaces (MC) may be developed.

Under the GIPS a MC would be considered under the *Community Meeting and Entertainment Use Class* which means:

“use of land for social, religious and cultural activities, entertainment and meetings. Examples include an art and craft centre, church, [cinema](#), civic centre, [function centre](#), library, [museum](#), [public art gallery](#), public hall and theatre.” (Table 8.2 GIPS 2015).

The Use Class of Community use and Entertainment is discretionary in the residential zones, with some qualifications in particular zones and is also discretionary in a range of other zones such as Recreation, Open Space, and Commercial. The Use class is also permitted in the Business zones and in the Community Use zone under the current planning Scheme provisions.

The current version of the draft Tasmanian Planning Scheme (available for public comment earlier this year and dated March 2016) also specifically defines place of worship for multicultural groups under the Use Class of *Community Meeting and Entertainment*. A Community Meeting and Entertainment Use, (which includes the term Church is discretionary in residential zones, but will be considered by Council a discretionary use in other zones (i.e. commercial and business), which may provide better locations for these facilities in terms of reduced impacts and traffic management and improved community perception or reduced opposition.

Applications for a planning permit for such uses would be considered on their merits according to the requirements of the Scheme. Applications could create some levels of community concern as submissions (for discretionary developments) can be made in the statutory advertising process and appeals can be made to the Resource Management and Planning Appeals Tribunal.

Existing definitions in the planning scheme and the appeals process for development applications could be seen as restricting the development of dedicated place of worship. However long term project planning and discussions with Planning Authorities could assist in a strategic approach such as the consideration of a Planning Scheme amendment for any particular site.

Large-scale facility development will be required to meet the existing needs of the Sikh community.

Opportunities

The team has identified a number of opportunities to enable development of places of worship over the course of the study including:

- Purchase of excess government land with existing community uses when available, including schools or other excess local or state government land. This approach would reduce potential planning constraints given continuation of a community use
- Repurposing existing sites with buildings of appropriate scale in commercial or industrial areas with lower levels of surrounding residential uses, particularly where local business is supportive of increased diversity (i.e. Moonah area)
- Repurposing of existing churches or halls
- Seeking advice from other established faith based developments on planning and development approaches used to achieve approval (e.g. C3 Church)

- Using a locally based planning consultant to identify sites where planning approval is most likely to be achieved under current planning frameworks
- Undertaking a joint venture development with land developers or larger scale NGOs from the community sector who are developing sites in the future

Preferred Approach

Opportunities identified above may lead to successful outcomes, however, it is recommended that a proactive, rather than reactive approach is required to create the desired outcomes for faith-based communities through the facilitation of a forum, with relevant stakeholders, including Stage and local governments, sector, and representatives of communities.

Some of the specific issues and opportunities to be considered in this forum include:

- State Government and Tasmanian Planning Commission in consultation with relevant Local Governments, and the community provides improved planning certainty and guidance, identify areas suitable for these developments and/or increases use definitions to potentially permit these land uses within an increased range of zones
- State Government to indicate any funding or loans available to support these developments, if available, and any expertise that can be provided to community representatives to facilitate development
- Local Governments take an active role in facilitating these developments where sites appropriate to groups, community and Council are available or land/facilities potentially being disposed are appropriate and the community is informed about these opportunities
- Multicultural groups are provided with clear guidance on the planning and development process required, and guidance on creating an Initial Development Plan that outlines times of use, number of participants, spatial requirements and other relevant information to enable improved site selection processes and then development applications and
- Key representatives from the Sikh community seek planning and development expertise to develop an Initial Development Concept that will inform site requirements in greenfield areas or for a repurposed venue. In addition, advice is sought on likely development costs for a new build or refurbishment from a quantity survey and community representatives commence process of raising finance to complete the project.

Appendix F: Brokering Access to Spaces

Context

A range of established and emerging groups require spaces for cultural, recreation and religious needs and require access to Council and non-Council facilities for these purposes. The audit indicated there are a number of facilities with capacity to potentially meet these needs, however, a brokering role is required to connect space providers with user groups to match these groups and broker space access. This brokering role applies to emerging and established groups.

Brokering can occur through two streams a) direct request of Council or the Sector by community group representatives or b) a proactive Community Development program that actively seeks to match up groups with spaces, and work with groups to overcome the barriers to entry including cost, insurance, cleaning, access and security.

In the case of direct request, Council's Community Development team already undertakes this role on an as needed basis. Ideally, a community development program of brokering, matching up needs with spaces, and building capacity for groups to undertake this process without assistance in the future is required to fully address needs when resources become available to the project. It is recommended that this role be taken on by the Sector, as an extension of existing community development services for newly arrived groups, with a worker employed for this role based within the Old MAC facility. Further support can be provided by the Sector in promoting opportunities to clients and distributing information about opportunities.

Over the longer-term, co-sharing agreements could be negotiated in facilities that already have regular programming by multicultural groups to fulfill this end goal for certain groups.

The Glenorchy YMCA has offered to actively work with groups whose needs may be met at their facility and assist groups with fundraising and overcoming other obstacles to accessing the space.

It is likely that this brokering role will need additional funding and resources to support the Service provider managing the proposed Multicultural Hub. In addition, sharing information about available spaces and needs through the four local authorities comprising the Hobart area is another opportunity to match groups to spaces.

Some of the initial considerations and directions to be considered in this community development program are outlined in **Table F.1** below.

Table F.1: Brokering Access to Spaces.

Issue / Role	Description	Outcomes	Potential roles and responsibility
1. Small grants or negotiated fee reductions	Identify small grant funding to support multicultural groups to hire space. GCC can reduce or waive fees for hire at the discretion	Reduced cost barriers to use	GCC Service

Issue / Role	Description	Outcomes	Potential roles and responsibility
	of the GM. It is recommended that first time hire groups are provided with discounted hire rates, with subsequent hire fees applying for future use.		provider
2. Insurance	Negotiating and obtaining a group insurance cover for all multicultural groups hiring facilities in the existing network to reduce this barrier of entry.	Group insurance cover.	Service provider managing the Multicultural Hub.
3. Raising awareness	Provide established groups with hardcopy and online communications and marketing materials to raise awareness about the availability of other facilities in the existing network, booking system and other requirements.	Increased awareness of available spaces and hire requirements.	Service provider managing the Multicultural Hub; and MCOT.
3. Changing needs	Using information in the <i>Plan</i> as a starting point actively engagement with established and emerging multicultural groups to continue to build understanding of the needs for spaces and facilities based on the findings of the <i>Plan</i> .	Increased understanding of needs.	Service provider managing the Multicultural Hub.
4. Build Capacity of Multicultural Group Representatives	GCC and the Sector often receive requests at the last minute for spaces for events, making it more difficult to find solutions. As part of the community development program capacity building with community representatives is required so that communities are better prepared in planning for events, raising funds, organizing insurance cover and other arrangements.	Increased capacity within communities	Service provider managing the Multicultural Hub.
4. Building relationships with facility providers	Build relationships with providers of non-Council facilities to increase the potential access to community spaces and facilities.	Increased access to spaces	Service provider managing the Multicultural Hub; and Council and other facility providers.
5. Matching needs	Matching the needs of established and emerging multicultural groups to the community spaces and facilities provided in the existing network.	Matching up needs	Service provider managing the Multicultural Hub; and Council and other facility providers.
6. Negotiating with providers	On behalf of multicultural groups, engage with facility providers (i.e. Council and non-Council) providers to negotiate fees and bookings for community spaces and facilities	Negotiate fees and bookings for multicultural	Service provider managing the Multicultural

Issue / Role	Description	Outcomes	Potential roles and responsibility
	for initial programming and activities.	groups.	Hub; and Council and other facility providers.
8. Co-sharing agreements	In the long-term, engage with facility providers (i.e. Council and non-Council) to negotiate a co-sharing agreement(s) with certain groups where they will provide affordable solutions for multicultural groups and ongoing sustainability of the facility.	Negotiate a co-sharing agreement(s)	Service provider managing the Multicultural Hub; and Council and other facility providers.

Appendix G: Stakeholder Database

Table G.1: Stakeholder Database

#	Name	Description
1, Internal Stakeholders		
1.1	David Ronaldson	Manager of Community and Customer Services
1.2	Jill Sleiters	Community Development Coordinator
1.3	Adrian Weedon	Community Planning and Project Officer
1.4	Cathrynne McLean	Administration Officer.
1.5	Antonieta Churchill	Administration Officer
1.6	Richard Blackwell	Acting Property Coordinator
1.7	Tony McMullen	Manager Acting Director Community, Economic Development and Business
1.8	Kim Hudson	Manager Legal and Property
1.9	Willie Joseph	Youth Participation Officer
1.10	Elisa Ryan	Youth Coordinator
1.9	Kristie Johnson	Mayor
1.11	Stuart Slade	Alderman
1.12	Jan Dunsby	Alderman
1.13	Harry Quick	Alderman
1.14	Steven King	Alderman
1.15	Christine Lucas	Alderman
1.16	Steven King	Alderman
1.17	Jenny Branch-Allen	Alderman
1.18	Haydyn Nielsen	Alderman
1.19	David Pearce	Alderman
2. Steering Committee		
2.1	Suzanne Mallick	Department of Premier and Cabinet
2.2	Richard Potts	Department of Social Services
2.3	Alison O'Neill	Migrant Resource Centre, South Tasmania
2.4	Yaboo Thompson	Migrant Resource Centre, South Tasmania
2.5	Gillian Long	Migrant Resource Centre, South Tasmania
2.6	James Norman	CatholicCare Tasmania
2.7	Dean Baker	Red Cross
2.8	Anna Reynolds	Multicultural Council of Tasmania
2.9	Jaffar Taheri	Multicultural Council of Tasmania
3. Space and Facility Providers		
3.1	No data	Moonah Primary School
3.2	Susan Richardson	Bowen Road Primary School
3.3	Wendy Potter	Glenorchy Primary School
3.4	Michael Park	Cosgrove High School
3.5	Deirdre Arendt	Rosetta Primary School
3.6	Kathleen Jones	Golden Years Club
3.7	Edith Bauermeister	German Australian Club
3.8	Adam Grabek	Polish Club Hobart
3.9	Jim Doxia	Hellenic Club Hobart
3.10	Liberatore Allocca	Australian-Italian Club Hobart
3.11	Marina Ladaniwskyj	Ukranian Club
4. Representatives of Target Group 3: Established Multicultural Groups Engaged		
4.1	Patrick Ochaya	Achioli Association (Angola-Kapuk)

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#	Name	Description
4.2	Cris Marunda	African communities Council Tasmania
4.3	Dennis Zheng	Chinese community
4.4	Lily Chan	Chinese community
4.5	Frans Sakul	Australian Indonesian Society
4.6	Aloysiane Misumba	Congolese community
4.7	Alphonse Toussaint T. Mulumba	Congolese Association of Hobart
4.8	Lopez	Congolese community
4.9	Celeste	Congolese community
4.10	Alan	Congolese community
4.11	Frank Hesman	Croatian community
4.12	Emelie Schneider	Filipino community
4.13	Florence Parker	Filipino Community Council of Tasmania
4.14	Michael Rowe	German Australian Association of Tasmania
4.15	Jim Patiniotis	Greek communities
4.16	Sandor Levente Hegyi	Hungarian Association Of Tasmania
4.17	Ramesh Narayana	Hindu community
4.18	Stefano Lufi	Italian community
4.19	Gopal Neupane	Bhutanese community
4.20	Adam Abdul-Hakim Usse	Oromo community
4.21	Sonia Parra	Spanish
4.22	Junisia Bangura	Sierra Leone/Liberian Union communities
4.23	Isaiah Lahai	Sierra Leone community
4.24	John Kamara	Sierra Leone community
4.25	Naridar Gill	Sikh community
4.26	Vlasta Collins	Czech and Slovak Association Tasmania
4.27	Quang Thinh	Vietnamese community
4.28	Cris Marunda	Zimbabwe Tasmanian Association
5. Target Group 1: Emerging and Newly Arrived Multicultural Groups Engaged by MRC		
5.1	Najibeh Jafari	Afghani community
5.2	Paw Htoo Lei	AKO-TAS (Karen-Burmese community)
5.3	Indra Khadka	Bhutanese community
5.4	Gopal Neupane	Bhutanese community
5.5	Belai Tesfaldet	Eritrean community
5.6	Hirut Woldemichal-Seboka	Ethiopian community
5.7	Amin Safa	Hazara Association
5.8	David Kweul	South Sudan (Madi)
5.9	Sylvio Opira	Sudanese
5.10	Lowilla Okello	Sudanese Community Association
5.11	Yai Mario Ring	Sudanese Youth Association
5.12	Adam Abdul-Hakim Usse	Tasmanian Ethiopian Association
6. Target Group 1: Emerging and Newly Arrived Multicultural Groups in Enquiry by Design		
6.1	Aminsafa	Afghan-Hazara community
6.2	Abdulaziz Akbari	Afghan-Hazara community
6.3	Suraya Bostan Ali	Afghan-Hazara community
6.4	Bishnu Neupane	Bhutanese community
6.5	Dillinam Thapa	Bhutanese community
6.6	Bhim Neupane	Bhutanese community
6.7	Indra Khadka	Bhutanese community
6.8	Ayela Dessie Assefa	Ethiopian community
6.9	Ousman Auld	Eritrean community

#	Name	Description
6.10	Than Myina	Karen community
6.11	Daniel Geng	South Sudanese community
6.12	Mark Odwogo	Sudanese community
7. Target Group 2: Young People in Enquiry by Design		
7.1	Hossein Yaghoubi	Afghanistan community
7.2	Tahereh Fazeli	Afghanistan community
7.3	Masoumeh Yaghoubi	Afghanistan community
7.4	Atefeh Barbari	Afghanistan community
7.5	Mohammad Fazeli	Afghanistan community
7.6	Manab	Nepalese community
7.7	Buddha Raj Magar	Nepalese community
7.8	Tara Rai	Nepalese community
7.9	Deepa Karki	Nepalese community
7.10	PJ Chomchom	Thai community
7.11	Oat Wanasuree	Thai community
7.12	Wasan	Iraqi community