



Glenorchy City Council Multicultural Framework Statement 2017

Background

Glenorchy is the third largest municipality in the greater Hobart area.

It is also a very culturally diverse community.

Glenorchy's residential population: 46,143

(2016 Census)

21.1% born overseas,

9.7% speak a language other than English

4.9% identify as Aboriginal or Torres Strait Islander



Our multicultural statement




We acknowledge and respect the traditional owners whose ancestral lands we now share.

We welcome new migrants to our city and acknowledge the ongoing contributions made by established migrants who call this city home.

We recognise the social, cultural and economic values that being multicultural brings to our city.

We celebrate the diversity in language, culture, belief and heritage that comes with being a multicultural city.

We embrace the role local council can play in supporting our multicultural community to be all they aspire to become.





Our multicultural values



RESPECT

We respect the local Aboriginal people as leaders in welcoming migrants to the community. We are a better community when we treat each other with respect.

EQUALITY


We believe in the equality of all persons irrespective of their race, language or belief. We commit to working with new migrants to achieve their goals.

COMMUNITY

We value differences that enrich our community and the positive contributions everyone can make to improve the quality of community life.

COLLABORATION

It is by working collaboratively with other government agencies, service providers and interested stakeholders in delivering services to migrants that we can make the best impact.





Linking to strategy

Community Plan

To value our aboriginal communities' art, culture and heritage
To continue to welcome new arrivals from all countries
To raise awareness of cultural diversity

To work with new arrivals to build on the multicultural traditions of the Glenorchy community through arts, food, music and shared experiences
To show pride in the multicultural community by celebrating cultural diversity

Strategic Plan

Encourage diversity in our community by facilitating opportunities and connections.
Encourage and support our communities to express and achieve their aspirations

Build relationships and networks that create opportunities for our communities.
Foster productive relationships with other levels of government, other councils and peak bodies to achieve community outcomes

Annual Plan

Know our communities and what they value
Facilitate and/or deliver services to our community

Support our community to pursue and achieve their goals

Multicultural Framework

Formally commit to become a member of the Welcoming Cities Network

Implement a Multicultural Ambassadors program
Increase resourcing dedicated to multicultural community support



What Glenorchy can achieve now

Glenorchy City Council has a limited current capacity to increase resourcing across all areas that it services, and cultural diversity initiatives are no different. However, with some small, incremental changes, it can begin to deliver to the expectations of the multicultural community.

GCC Supporting Structures	Desired Community Outcomes	What Council can deliver	Key Result Area
Community Plan GCC Strategic Goals GCC Annual Plan Council Policies and Programs Multicultural Framework	Greater promotion and recognition of the value cultural diversity brings to Glenorchy	Membership of the Welcoming Cities Program	<ul style="list-style-type: none">• Increase the number of migrants choosing to settle in Glenorchy• Capacity to benchmark GCC cultural diversity and inclusion policies and practices
	Focus on the issues that are relevant to the multicultural community. Greater opportunity to develop connections with Council and work experience opportunities	Multicultural Ambassadors Program – 1-2 ambassadors	<ul style="list-style-type: none">• Improved focus on projects of multicultural significance to the community• Increased perceived value for the multicultural community from the projects delivered• Improved future planning (both financial and resource) for GCC to respond to requests for assistance

What Glenorchy can achieve in the future

GCC Supporting Structures	Desired Community Outcomes	What Council could deliver	Key Result Area
Community Plan GCC Strategic Goals GCC Annual Plan Council Policies and Programs Multicultural Framework	Greater promotion and recognition of the value cultural diversity brings to Glenorchy	Fully resource the Welcoming Cities Program	<ul style="list-style-type: none"> Glenorchy is a community of choice for new arrivals to settle and current residents to stay Glenorchy is a benchmark city for inclusiveness, equality and harmony
	Focus on the issues that are relevant to the multicultural community. Greater opportunity to develop connections with Council and work experience opportunities	Expand the Multicultural Ambassadors Program – up to 6 ambassadors	<ul style="list-style-type: none"> Detailed focus on projects of multicultural significance Projects delivered are viewed as value-adding by the whole Glenorchy community GCC has future vision and capacity to respond to new projects and initiatives that deliver cultural diversity benefits
	Increased resourcing for multicultural activities	Full time Cultural Diversity Officer Additional multicultural roles for community development staff	<ul style="list-style-type: none"> Capacity to meet multicultural community needs Greater capacity to work with other service providers to enhance support to the multicultural community Build on opportunities to link with the business community for greater economic and social outcomes

With a vision created by the multicultural framework, there is the opportunity for Glenorchy City Council to look further into the future and systematically plan and resource to deliver programs and support services that meet the expectations of the multicultural community.

To build a truly cohesive and welcoming city. To share knowledge and experiences with other councils. To broker meaningful multi-sector partnerships focused on community participation. To implement an accredited framework for diversity and inclusion. These will all flow from a dedicated resource committed to implementing the Welcoming Cities program.

To expand the multicultural ambassadors program to incorporate more ambassadors and deliver more projects evidences Glenorchy's commitment to the multicultural community in assisting them to implement key initiatives that are of value to them. It also provides first-hand experience in planning and delivering a project within the local council framework to those who may be new to the workforce or seek to improve their networking connections.

The appointment of a dedicated Cultural Diversity Officer would provide the capacity for Council to meet with the community more regularly, at their preferred times and places.







Glenorchy City Council

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