

Moreland Social Cohesion Plan

2020-2025

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About this Plan

The Moreland Social Cohesion Plan 2020-2025 has been developed as a key action under Council's Human Rights Policy. It also aligns with Council's strategic objective 'to create a connected community'. This plan builds on the many social cohesion activities and projects we are currently undertaking across Council and with our community partners.

The purpose of this plan is to provide a framework for Council's agenda to promote social cohesion in Moreland over the next five years. We will focus our actions on five key themes:

- Social and cultural connection
- Learning and economic participation
- Civic and political participation
- Inclusive places and spaces
- Diversity and discrimination

We enter this five-year period facing unprecedented challenges due to the global pandemic. COVID-19 has already significantly impacted the lives of many, including their social and emotional wellbeing and financial security. We recognise that to promote social cohesion in Moreland over the next five years and beyond, we will need to focus on the social and economic challenges our residents are facing, and support the pandemic recovery effort more broadly.

To do this we will need to work with local communities as equal partners - to draw on their many strengths and assets and enable them to shape their own futures. We will also need to collaborate with the many services and organisations across Moreland to ensure we respond to community needs and aspirations, and deliver effective and coordinated social cohesion activities and projects across the municipality.

What is social cohesion?

A socially cohesive community is one where people from all backgrounds are welcome, valued and have a sense of belonging. Cohesive communities are also safe, resilient and share a sense of solidarity¹.

When we talk about social cohesion, we are talking about all people in Moreland having positive and respectful relationships – people with different lived experiences and social identities, people from different cultural, ethnic, linguistic and religious backgrounds, those who have lived in Moreland for a long time, and those who are new to the municipality.

- Creating a socially cohesive community involves²:
- Valuing people from different backgrounds and circumstances
- Celebrating diversity and supporting communities to maintain a connection to their cultures and languages
- Providing opportunities for social interaction and connection
- Building trust and positive relationships between people
- Ensuring everyone in the community can participate equally in social, economic and political opportunities.
- Addressing racism and discrimination in all its forms

Social cohesion in Australia

Australia is widely seen as one of the most diverse and socially cohesive countries in the world. However, Australia also faces many social, economic and political challenges, and many Australians express concern about issues such as unemployment, financial stress, poverty, social breakdown and climate change³. Despite Australia's strong history of multiculturalism, discrimination based on race, ethnicity, cultural identity and religious beliefs and practices is still experienced.

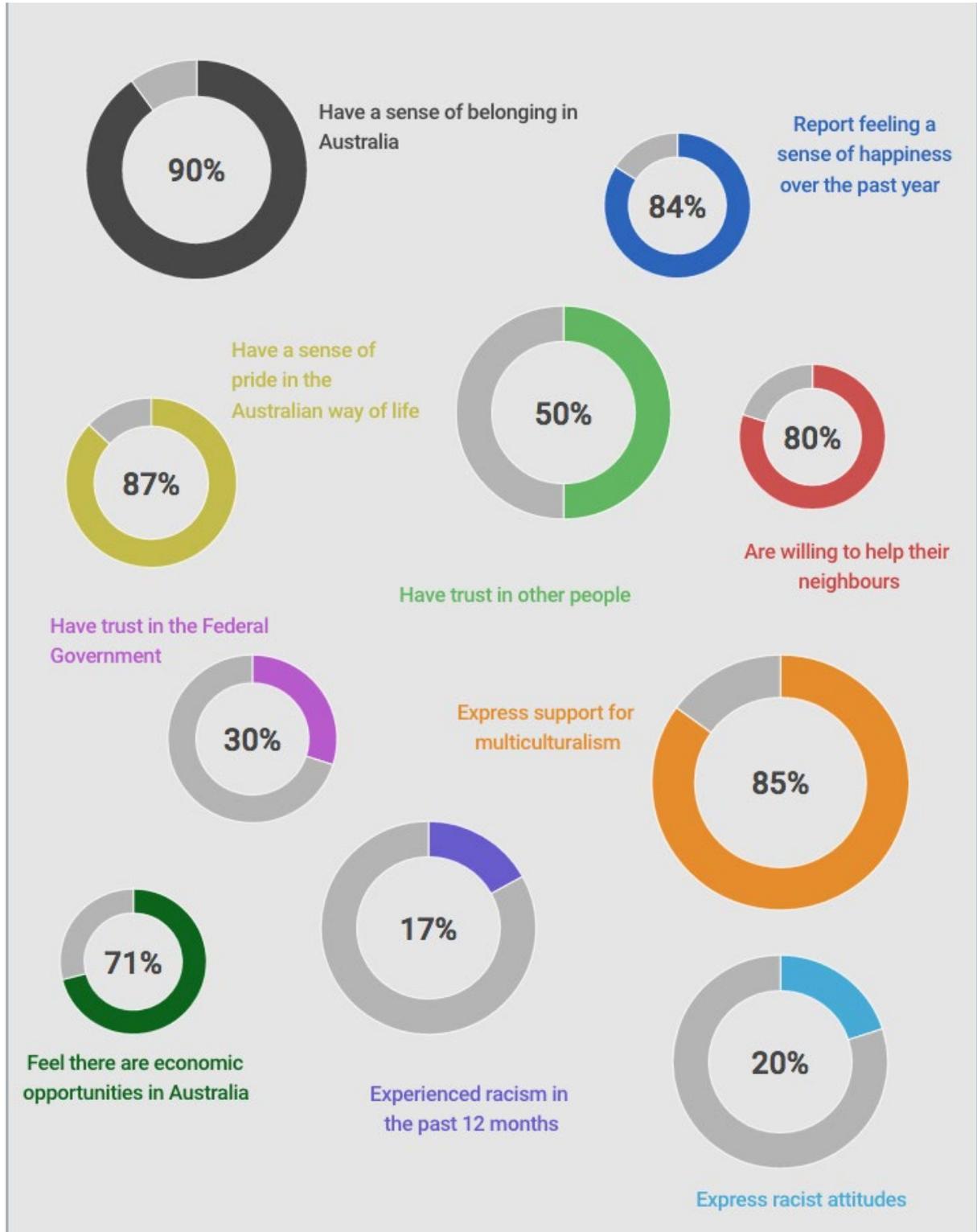
These factors, along with growing social and economic inequalities between individuals and communities can create tensions and weaken social cohesion at both national and local levels. It is therefore important that all levels of government, public institutions and community organisations work together to promote social connection, inclusion and equal opportunities for a fulfilling life.

¹ Australian Human Rights Commission (2015), Building Social Cohesion in our Communities: A summary of the online resource for local government.

² Canadian Department of Justice (1997), Inclusion for All: A Canadian Roadmap for Social Cohesion; C Grootaert (1998), Social Capital: The Missing Link? Social Capital Working Paper 3, The World Bank; D Stanley (2003) 'What do we know about social cohesion: The research perspective of the Federal Government's Social Cohesion Research Network', *Canadian Journal of Sociology*, vol. 28, no. 1, pp. 5-17; UK Local Government Association (2004) Community Cohesion – An Action Guide.

³ Scanlon Foundation (2019), Mapping Social Cohesion Report

A snapshot of social cohesion in Australia⁴



⁴ Scanlon Foundation (2019), Mapping Social Cohesion Report; Western Sydney University (2017), Challenging Racism Project National Survey Report

Why focus on social cohesion in Moreland?

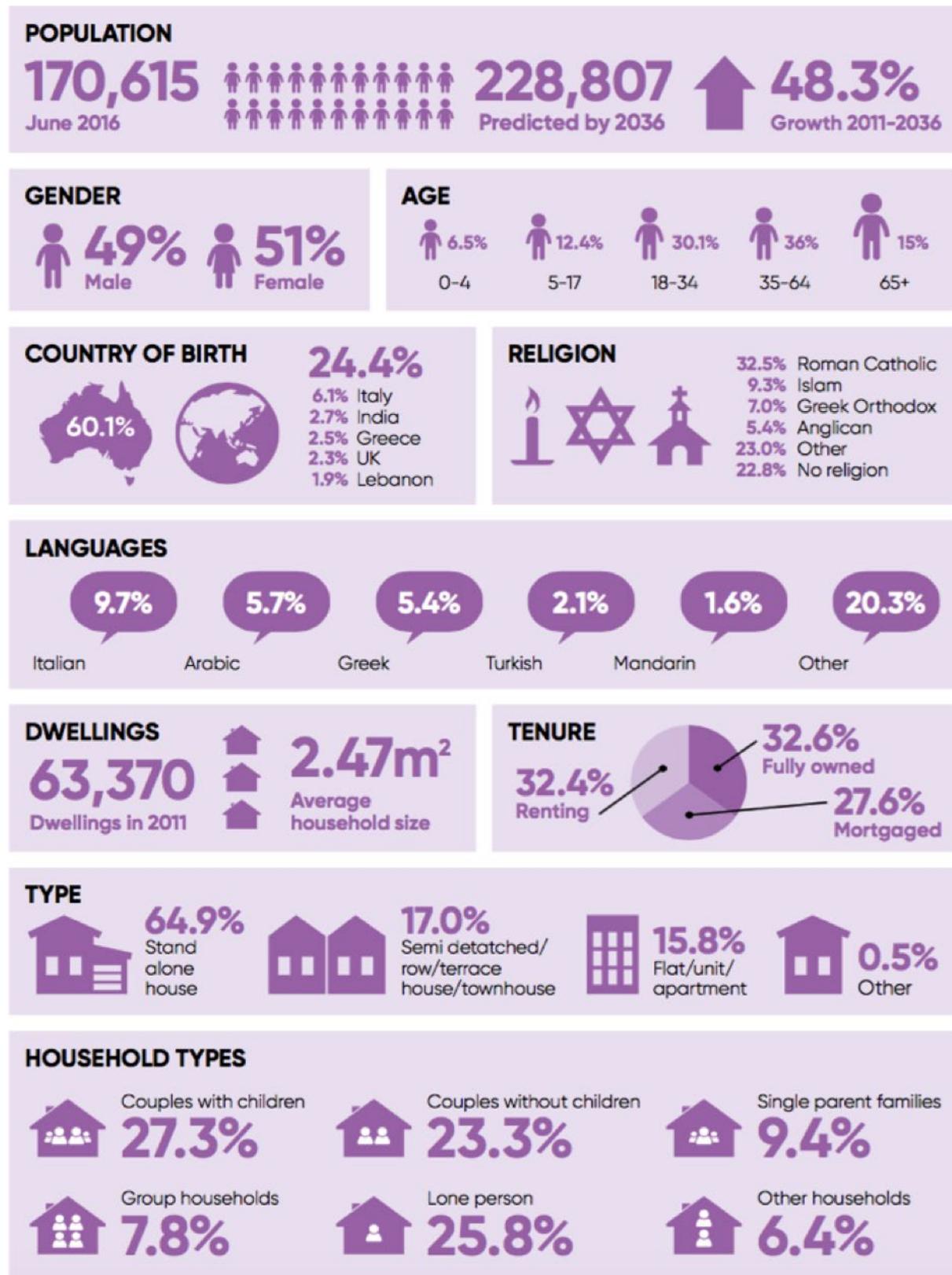
The City of Moreland is one of the most populous and diverse municipalities in Melbourne, made up of people from diverse ethnic, cultural, linguistic and religious backgrounds, as well as people with diverse social identities and lived experiences.

The population of Moreland is expected to grow considerably over the next 15 years, and with this growth will come many social, economic and environmental changes. This will include a shift towards higher density living, greater reliance on digital technologies, and increasing social, cultural and linguistic diversity⁵. It will also include uncertainty about the recovery from, and long-term impact of the COVID-19, and the increasing impact of climate change.

Council will have an important role to play in meeting these challenges to ensure that Moreland continues to be a welcoming, inclusive and cohesive community, where people feel valued, connected and included, and where people have equal opportunities to participate in all aspects of life.

⁵ Moreland City Council (2017), Moreland Council Plan 2017-21

Who we are: An overview of our diverse community⁶



⁶ Australian Bureau of Statistics, Census of Population and Housing 2016

Planning and policy context

The Moreland Social Cohesion Plan is informed by, and aligns with a number of other Council policies, plans and strategies, including the Council Plan, Human Rights Policy and Municipal Public Health and Wellbeing Plan.

Moreland Council Plan 2017-21

The Moreland Council Plan 2017-21 sets out key priorities and guides the actions to be implemented by Council over the five-year period. One of three strategic objectives of the plan is to maintain a connected community, including by increasing social cohesion for multicultural, established and newly arrived communities by fostering opportunities for shared learning and celebration.

Human Rights Policy 2016-2026

The Moreland Human Rights Policy 2016–2026 provides a framework for the implementation of Council’s human rights obligations. The policy has three overarching goals: i) To be an inclusive organisation; ii) To deliver inclusive and accessible services; and iii) To advance inclusion and social cohesion in the community. The social cohesion plan has been developed as a key action under the Human Rights Policy.

Municipal Public Health and Wellbeing Plan 2017-21

The Municipal Public Health and Wellbeing Plan 2017-2021 outlines the strategic health and wellbeing priorities for the municipality over the five-year period. The plan has two key focus areas: i) Healthy communities; and ii) Liveable neighbourhoods. One of the key outcomes under the healthy communities focus area is that Moreland residents participate in community life, are socially connected and are connected to culture.

Our guiding principles and approaches

Council will be guided by the following key principles and approaches in promoting social cohesion across the municipality.

Human rights

Human rights are universal – everyone has the right to be treated with respect, equality and dignity. Human rights are the basic freedoms and protections that people are entitled to, including economic, social, cultural and political rights. Council plays an important role in protecting and promoting human rights by ensuring that everyone in Moreland is supported to fully participate in community life and influence the decisions that affect them.

Social justice

Social justice is about fair and just relations between individuals and society. Social justice means making sure that all community members have choices and are empowered to make decisions about their lives. We promote social just in Moreland by ensuring a fair distribution of resources, equal access to services and equal rights in civil affairs.

Community participation and engagement

Council is committed to enabling the community to shape their own futures. This means we need to have a strong knowledge and understanding of the people living in Moreland, and we need to communicate and engage with people meaningfully, particularly people from our priority communities.

Partnerships approach

Promoting social cohesion requires meaningful collaboration with a broad range of services, organisations and community groups. Council is committed to strengthening our existing partnerships and establishing new ones to deliver social cohesion outcomes in Moreland.

Place-based approach

Place-based approaches recognise that people and places are inter-related. They also focus on local needs and priorities, and engage communities as active partners in local solutions. Social cohesion priorities and needs will vary across neighbourhoods in Moreland, and we will work with communities to implement locally appropriate solutions.

Life-course approach

Council recognises that people's needs and experiences vary at different ages and stages of life. Social cohesion activities and strategies will be tailored across the life-course, and to the settings in which people live, learn work and play. This will include responding to the needs of people in early childhood, adolescence, young adults, new parents/families, and older people.

Our priority communities and groups

A cohesive community benefits everyone in Moreland, however Council acknowledges that some groups are more likely to be excluded from social, economic and political opportunities due to discrimination and other access barriers. This plan focuses on enabling our priority communities and groups to be involved in all aspects of life in Moreland⁷.

We recognise that people's social identities, social positions and lived experiences are complex. Our priority groups often experience multiple forms of discrimination and oppression (such as racism, sexism, ableism, or homophobia). This means we will need to take an intersectional approach to promoting social cohesion in Moreland.

Aboriginal and Torres Strait Islander communities

Council is committed to reconciliation with Aboriginal and Torres Strait Islanders peoples, particularly the Wurundjeri people as traditional custodians of the land we now call Moreland. We recognise and respect the identity and culture of Indigenous people and are committed to building respectful partnerships between Indigenous and non-Indigenous people.

Migrant and refugee communities

Council is committed to ensuring that Moreland is a safe and welcoming city for migrant and refugee communities. Council respects the cultural, religious and linguistic diversity of our municipality and celebrate the strengths that migrant and refugee communities bring to Moreland.

People with disability

Council is committed to ensuring that Moreland is a safe and welcoming city for people with disability. Council will work to reduce the barriers created by attitudes, practices and structures that limit opportunities for people with disability to fully participate in the community.

LGBTIQA+ communities

Council is committed to ensuring that Moreland is a safe and welcoming city for Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual people (LGBTIQA+). Council will strive to ensure that our services are safe, accessible and appropriate to their needs.

Women

Council is committed to equal opportunities for women and girls, including their right to fully participate at all levels of decision-making in the community. We will foster an environment that advances participation and reduces discrimination for women and girls in political, economic, cultural, educational and personal spheres.

⁷ Moreland City Council (2016), Moreland Human Rights Policy 2016-2026

How this plan was developed

This plan builds on our past and current social cohesion work, including the projects that have been funded as part of our community grants program. The planning process informing this plan commenced in May 2020 and involved the following steps:

- A review of the Moreland Social Cohesion Plan 2018-2020
- A review of the available evidence on social cohesion, including relevant research, social cohesion guides and frameworks, and current policy approaches.
- A review and summary of local evidence and data, including the Moreland Community Indicators, Moreland Household Survey, Community Satisfaction Survey and Social Cohesion Framework Report.
- Consultation with internal stakeholders and external stakeholders who are involved in social cohesion related work in Moreland.

Due to ongoing COVID-19 restrictions, the consultation process was undertaken online using digital meeting platforms between June-July. More than 100 people participated in the consultations, including representatives from:

- Moreland Multicultural Settlement Services
- Moreland Reconciliation Group
- Moreland Disability Working Group
- Moreland Gender Equality Reference Group
- Moreland Human Rights Advisory Committee
- Neighbourhood House Network
- Glenroy Neighbourhood House
- VICSEG Glenroy Women's Group
- Moreland Democracy Lab
- Various departments across Council

The purpose of the consultations was to seek a range of perspectives on the purpose and direction of this social cohesion plan, including the overarching themes, focus areas and priorities. Further consultations will be undertaken to inform the social cohesion implementation plan.

Moreland Social Cohesion Framework

Our Vision

Moreland is a proudly diverse, inclusive and connected city in which people are supported to fully participate in all aspects of life

Our Themes

Social and Cultural Connection

Learning and Economic Participation

Civic and Political Participation

Inclusive Places and Spaces

Diversity and Discrimination

Our Focus

Council will promote social and cultural connection by creating opportunities for social interaction and cultural celebration, cultural awareness, and inter-cultural and inter-faith learning and exchange.

Council will support learning and economic participation by providing pathways to employment, lifelong learning and skill development opportunities and building a strong local economy,

Council will support civic and political participation by increasing opportunities for priority groups to participate in local decision-making processes and leadership opportunities.

Council will ensure that our services, programs and events are inclusive and accessible, and that our public places and spaces are safe, welcoming and encourage social connection and interaction.

Council will continue to celebrate the diversity of Moreland and upholding human rights. We will ensure our workforce reflects the diversity of our community and will fight against racism and discrimination in all its forms.

Theme 1: Social and Cultural Connection

This theme focuses on building trust and bonds between people and creating a sense of belonging in Moreland by supporting people to build and maintain social and cultural connections.⁸

This means supporting people to spend time with friends, family, neighbours and the wider community. It also means creating opportunities for people to participate in social and cultural activities, to interact with new people and build strong social networks.⁹

When people have strong social networks, they are more likely to feel part of the community and that can turn to others for support during times of need.

This theme is also about building mutual understanding and respect between people and communities in Moreland, particularly for people from diverse cultural, religious, ethnic and linguistic identities¹⁰. This means supporting people to express their identities and maintain a connection to their cultural practices and languages. It also means creating opportunities for cultural celebration as well as intercultural and interfaith learning and exchange¹¹.

Actions to promote social and cultural connection can include:

- Formally acknowledging Traditional Owners and supporting local Aboriginal people to share stories about their history and cultures.
- Providing accessible information on local services, programs and events.
- Hosting festivals and celebrations (deliver and resource communities).
- Delivering events that celebrate and increase awareness about diversity.
- Encouraging social interaction and relationship building through leisure, sports and arts settings.
- Provide mediation and conflict resolution if/when conflicts arise in the community.
- Working with local services and community groups to facilitate community connections and support cultural exchange and interfaith dialogue.

94% of residents say they can get to know neighbours

89% of residents feel part of the community

82% of residents are involved in community activities

⁸ Canadian Department of Justice (1997), Inclusion for All: A Canadian Roadmap for Social Cohesion

⁹ Moreland City Council (2017), Moreland Municipal Public Health and Wellbeing Plan 2017-21

¹⁰ G Bouma (2015), 'The role of demographic and socio-cultural factors in Australia's successful multicultural society: How Australia is not Europe', *Journal of Sociology*, vol. 52, no. 4, pp. 759-771.

¹¹ Welcoming Australia (2018), The Welcoming Cities Standard

Case Study: Connecting Women in Moreland

Moreland City Council has partnered with VICSEG New Futures to increase participation by women who may experience disadvantage and exclusion in Moreland's north.

The Connecting Women in Moreland project will establish women's groups in the priority geographical areas of the north of the municipality. For example, a subcontinent group in partnership with the Glenroy library, the Glenroy Neighborhood House, and Nepalese and Indian communities in Glenroy, an Arabic group at the Belle Vue Park Primary School and a multicultural women's group in Fawkner.

The women's groups will engage women across cultures and socio-economic backgrounds including newly arrived migrants and specific groups such as TPV holders and asylum seekers, international students, Islamic women and women from refugee backgrounds.

VICSEG will further engage with partners such as Drummond Street Services and Playgroup Victoria to train bi-cultural facilitators to deliver targeted information sessions focused on gender equality and respectful relationships through storytelling, song and dance.

Sessions are tailored to meet the needs of the culturally diverse communities who are still learning English and it encourages girls to be strong and confident and boys to seek help when they need it – it has a message of equality and respect for everyone.

Through common language, kinship bonds and communal structures women can reach out to others to offer support across language specific and the English-speaking community.

By employing bi-cultural workers from the relevant communities, an awareness and understanding of the cultural factors within diverse communities can be built and the ways in which such factors positively influence children, parents and community wellbeing understood.

Theme 2: Learning and Economic Participation

35% of residents feel there are not enough good employment opportunities in Moreland

Experiences of poverty and economic disadvantage can create tensions between communities and weaken community cohesion.

Having access to economic opportunities is an important part of feeling like a valued and equal part of the community. This includes having a chance to go to school

and participate in learning activities at all stages as life, as well as opportunities to work in safe, secure and meaningful jobs.¹²

Having paid work means people are more financial secure and have the resources they need to be able to participate more fully in community life³. Being part of a workplace can also provide opportunities to build new friendships and social networks and increase their sense of belonging and self-worth¹³.

85% of residents agree that there are good quality primary schools

Learning can take place in many different settings including pre-school, schools and colleges, TAFEs, universities, and community settings. Having opportunities to learn at all stage of life is important for building new knowledge, skills and confidence – this can enable people to participate my fully in economic, social and political activities. School and education settings also play an important role in encouraging people learn about each other, to understand and respect diversity, and providing a safe and inclusive environment for social and cultural connection.¹⁴

Actions to promote learning and economic participation can include:

- Implementing inclusive recruitment practices
- Working with local businesses to encourage employment of people from diverse backgrounds
- Facilitating work experience placements as pathways to employment

¹² M Hudson, J Phillips, K Ray & H Barnes (2007), *Social Cohesion in Diverse Communities*, Joseph Rowntree Foundation; M Harrison, D Phillips, K Chahal, L Hunt and J Perry (2005), *Housing, 'Race' and Community Cohesion*, The Chartered Institute of Housing.

¹³ United Nations (2016), *Leaving No One Behind: The Imperative of Inclusive Development – Report on the World Social Situation*; OECD 2011, *Perspectives on Global Development: Social Cohesion in a Shifting World*.

¹⁴ UK Local Government Association (2004) *Community Cohesion – An Action Guide*; Welsh Assesmbly Government (2009), *Getting on Together – A Community Cohesion Strategy for Wales*.

Providing mentoring and skills based training programs, including on starting a new business

- Supporting social enterprises
- Increasing economic opportunities for diverse communities through social procurement practices
- Grant programs to develop and grow early-stage businesses and support culturally diverse groups with start-ups and social enterprises
- Encouraging access to libraries as settings for formal and informal learning
- Adult learning programs, including English language and language exchange programs
- Scholarship programs that enable people to participate in education opportunities
- Tutoring and homework support programs
- Internships for international students to gain local work experience and expand their professional networks

Case Study: Social and Economic Participation in Glenroy

The Social Cohesion Project undertaken by Glenroy Neighbourhood Learning Centre (GNLC) aimed to enhance social cohesion for newly arrived and established migrants, young people, those facing unemployment and/or socially isolated people within the Glenroy community.

The project supported local outreach activities which focused on increasing the social and economic participation of target groups in GNLC programs. These included:

- A partnership with Youth Projects to support VCAL students to address mental health issues, training and employment pathways.
- Individual employment and training pathways support including interviews, including support to undertake work experience placement and where another student was supported to apply for a Cert IV Community Services Traineeship
- the Mastercook in your Neighbourhood program and the cook and share program with the Chinese Senior Citizens group
- A partnership with Count Me In Too, a project aiming to engage young girls and women from Fawkner and Glenroy with sporting clubs and opportunities, including participation in lawn bowls and golf.

Through these programs people engaged with others and developed positive relationships. The funding provided by Moreland City Council for the Glenroy Social Cohesion Project enabled the GNLC to provide additional activities and programs targeting youth, migrants and unemployed and socially disadvantaged people.

Theme 3: Civic and Political Participation

Civic and political participation is a human rights issue and an important part of a healthy democracy. It can include voting in elections, engaging in political activism (such as a protest or boycott) supporting local action on a community issue, or participating in decision-making processes of Councils and other local organisations.

28% of residents feel they don't have opportunities to have a say

For a community to be cohesive, there needs to be equal opportunities for everyone to be involved in civic and political activities, including local decision-making processes and action on local issues. Being involved in the decision-making processes of local government can be particularly important for new migrant and refugee communities who are often

excluded from electoral processes.¹⁵

Enabling people from diverse social and cultural backgrounds to participate in civic and political processes has many benefits. It means people are able to influence the issues that affect their lives, which provides a greater sense of self-agency. It also means that diverse perspectives and experiences shape more inclusive local values and norms, which benefits the whole community.¹⁶

36% of residents say they are not able to participate in Council decisions

Actions to increase civic and political participation can include:

- Creating positions on committees and advisory groups
- Setting up representative councils to advise on the experiences and needs of specific groups (i.e. youth, faith, refugees)
- Involving communities in Council decisions and planning processes
- Engaging communities in the co-design of local services, programs and initiatives
- Providing communities with the resources they need to drive community-led advocacy and community mobilisation activities
- Provide information and support on citizenship pathways and processes
- Promote and celebrate local citizenship ceremonies
- Provide information on electoral processes and voting rights

¹⁵ M Boese & M Phillips (2017), 'The role of local government in migrant and refugee settlement in regional and rural Australia', *Australian Journal of Social Issues*, vol. 52, pp. 388-404.

¹⁶ United Nations (2016), *Leaving No One Behind: The Imperative of Inclusive Development – Report on the World Social Situation*; OECD 2011, *Perspectives on Global Development: Social Cohesion in a Shifting World*.

Case Study: Moreland Democracy Lab

The Moreland Democracy Lab is a partnership between Moreland City Council and The Public Value Studio aimed at increasing civic participation across the municipality. The program engages people who are new to getting involved in their community or leading projects.

The lab is overseen by a community reference group and consists of a series of workshops to develop community engagement skills and aims to build networks among people with common interests and who are motivated to generate community change.

Workshop topics include principles of community-led practice, partnerships and collaboration and understanding how Council decision making processes work.

The groups meet weekly to discuss and plan ways to build greater participation in the community life of Moreland.

The program culminates in a building alliances event where participants develop networks and explore project ideas.

Evaluation of the 2019 Democracy Lab demonstrates the program successfully engaged priority groups in Moreland, built civic participation skills and expanded the networks of those involved.

A further outcome was the strong connection participants made as a collective, which led to positive relationships between people with diverse lived experiences and an ongoing communities of practice forum.

Theme 4: Inclusive Places and Spaces

This theme is about by creating safe and inclusive public places, spaces and facilities that encourage positive interactions and connections between people in the community, and which support everyone in the community to participate in social and cultural life in Moreland.

Moreland is a vibrant and progressive city, and our public places and spaces are central to social and cultural life in the municipality. They shape the way people interact with each

88% of residents say Moreland has good parks and open areas

other, including the opportunities people have to build new relationships and social networks. They also influence the way people feel about where they live, including their attachment to the local neighbourhood and their sense of pride and belonging within the community¹⁷.

In order to ensure that all people in the community benefit from Moreland's public places and spaces, we must ensure that they are accessible and welcoming for people from diverse social and cultural backgrounds and lived experiences¹⁸.

Actions to create more inclusive places and spaces can include:

- Providing accessible information about how to access public facilities and places, including in community languages
- Involving communities in urban planning processes
- Ensuring public facilities meet the needs of specific groups (i.e. disability access, women's only spaces, child-friendly spaces, LGBTIQ+ inclusive)
- Developing cultural hubs and precincts across more local neighbourhoods
- Supporting the development/establishment of cultural and religious sites
- Expanding the role of libraries as local hubs and resources for community
- Increasing community control of relevant neighbourhood assets
- Ensuring that facilities and parks are well maintained
- Ensuring the public facilities are well service by public/community transport

86% of residents say Moreland has a variety of recreation activities and facilities

¹⁷ R Wickes, R Zahnow, J Corcoran & J Hipp (2019), 'Neighbourhood social conduits and resident social cohesion', *Urban Studies*, vol. 56, no. 1, pp. 226-248; A Gorman-Murray & G Waitt, (2009), 'Queer-friendly neighbourhoods: Interrogating social cohesion across sexual difference in two Australian neighbourhoods', *Environment and Planning*, vol. 41, pp. 2855-2873.

¹⁸ Welcoming Australia (2018), *The Welcoming Cities Standard*; M Hudson, J Phillips, K Ray & H Barnes (2007), *Social Cohesion in Diverse Communities*, Joseph Rowntree Foundation

Case Study: Libraries as inclusive spaces

Moreland's libraries provide an inclusive and welcoming environment for the diverse communities of Moreland.

Facilitating access to information, education and learning opportunities and with a responsibility of protecting and sharing the heritage of our communities, libraries are key players in social cohesion.

Moreland's libraries have books for children and adults, magazines, newspapers, DVDs and CDs in 15 community languages. Library events include cultural activities, new book events and storytimes in other languages. There are also books, language kits and online resources for learning English.

Libraries regularly partner with organisations to facilitate programs that bring diverse communities together. Some of these have included:

- Subcontinental Women's Group. This group offers opportunities for women to meet in a friendly and safe environment. Practice English speaking skills. Participate in fun activities. Share information about support services.
- Free English Conversation Classes at Glenroy, Coburg and Brunswick Libraries. Conducted weekly and open to all.
- Community Led Programs Nepali family nights, Urdu story time sessions at Fawkner, Turkish book group, Knitting group, Craft group. Book clubs.
- Multicultural events such as Chinese New Year, Harmony Week, 50 years of Turkish settlement, Refugee Week, Naidoc Week
- Libraries After Dark Program run every Thursday night at the Glenroy library. Library is open until 10pm and a number of free events/programs are arranged by library staff.
- Free digital literacy for all Including being able to borrow ipads

Theme 5: Diversity and Discrimination

94% of residents agree that cultural diversity enriches local community life

95% of residents agreed that people from different ethnic backgrounds are welcome in their neighbourhood

74% of residents agree that people in Moreland are treated equally

Moreland is a proudly diverse city, made up of people from diverse social, cultural and linguistic backgrounds. This diversity enriches Moreland and contributes to our identity as a vibrant and progressive city.

Diversity brings many social and economic benefits locally, and we will continue to celebrate and promote diversity in Moreland. This will include ensuring our workforce reflects the diversity of the community we serve, and encouraging other local businesses and organisations to do the same.

At the same time, we must address the discrimination, harassment and victimisation some people in our community experience due to their race, ethnicity, culture or religion, or other social identities¹⁹.

Discrimination causes significant harm to those who experience it. It diminishes their health and wellbeing, self-worth and sense of belonging and often leads to people being excluded from social, economic, political and cultural life²⁰.

To create an inclusive and cohesive Moreland in which all people feel valued, respected and equal, we must address racism and discrimination in all its forms, and across all

spheres of life.

Actions to promote diversity and address discrimination can include:

- Implementing inclusive workplace practices that respond to diverse needs
- Establishing quotas to increase representation of priority groups in the workforce
- Delivering anti-discrimination, unconscious bias and other human rights training to staff
- Building cultural competence across health and social services
- Providing people with access to information and resources in their first language

¹⁹ Victorian Equal Opportunity and Human Rights Commission (2018), Multicultural and Multifaith Engagement Action Plan 2018-22.

²⁰ . United Nations (2016), Leaving No One Behind: The Imperative of Inclusive Development – Report on the World Social Situation; V Colic-Peisker & K Dekker (2017), *Religious visibility, disadvantage and bridging social capital: A comparative investigation of multicultural localities in Melbourne's north*, RMIT University; K Dunn, R Atie, V Mapedzahama, M Ozalp & A Aydogan (2015), *The resilience and ordinariness of Australian Muslims: Attitudes and experiences of Muslims report*, Western Sydney University.

Resourcing community-led anti-racism campaigns and programs, and participating in broader national and state-based campaigns

- Delivering bystander programs and training to build people's skills and confidence to challenge discrimination
- Providing information on how to report racism and discrimination, and seek relevant legal support
- Working with the media to promote positive images and stories about diverse communities, and dispel harmful myths and stereotypes

Case Study: All One Together

In early 2020 Moreland City Council became an ambassador is for anti-racism campaign led by the Ethnic Communities Council of Victoria called All One Together.

This campaign was designed to strengthen the foundations for a Victoria that is inclusive, socially cohesive and safe and vibrant for all of us to thrive together.

Through the campaign, ECCV will facilitate a Victoria-wide anti-racism response built on integrity, respect, equality, empowerment, social cohesion, and innovation.

In line with Council's vision for a vibrant, diverse community, Moreland City Council pledged to engage employees and partners in continuous cultural learning opportunities to increase understanding and appreciation of all cultures including Aboriginal and Torres Strait Islander cultures, histories and achievements.

In early 2020 Council joined University of Melbourne lead participatory-action research project to tackle racism and Islamophobia in junior sports clubs in the City of Moreland.

Council will partner with our sporting organisations to produce an evidence-based co-designed anti-racism intervention. Through training and capacity building, it aims to directly build knowledge, confidence and skills of participants to address racism and Islamophobia in sporting and other environments.

Implementation, monitoring and evaluation

Council will develop an annual implementation plan in consultation with relevant Council departments, partner organisations and the broader community, which will detail key actions, responsibilities, timelines and outcomes for each theme in this plan.

Implementation plans will specify Council's role at three levels:

1. Strengthening Council's internal capacity to address the five key themes and deliver social cohesion activities, including enhancing the work Council already undertakes to promote equity and inclusion.
2. Building partnerships and supporting external stakeholders to deliver social cohesion projects and activities.
3. Working with communities to support community-led, place-based projects in priority areas.

Council has developed a monitoring and evaluation plan which outlines key indicators, data sources, roles and responsibilities, timeframes and resources needed to effectively monitor progress against this plan and evaluate social cohesion outcomes across Moreland.

The monitoring and evaluation plan will guide annual reviews and reports to Council on social cohesion and human rights issues, as well as to inform improvements to annual social cohesion implementation plans.