

Engagement summary – Intercultural Plan

The Inclusive Ballarat consultation engagement process was open from early April until early May 2022. This engagement process was designed to inform the following plans:

- Inclusion Framework
- Disability Access and Inclusion Plan
- LGBTIQ+ Inclusion Plan
- Ageing Well Strategy
- Reconciliation Action Plan
- Intercultural Plan

The engagement process was a two-phased engagement which attempted to engage the general community (particularly regarding general inclusion sentiment) and to target the specific groups for which the plans listed above apply. Therefore, there are a greater proportion of respondents from each of those target groups that would normally be seen for an engagement process targeted at the general community.

A range of methods were employed including a survey, community-led conversations, a mapping tool, a community poll and interactive activities. Engagement methods were chosen to allow inputs from people in written word, spoken word, through drawings, identifying places on a map and in a range of languages.

Consultation findings were analysed using a combination of quantitative analysis and qualitative thematic analysis, grouping responses into overarching themes that shaped priorities.

Key findings

Presented here are the general inclusion results from the Inclusive Ballarat engagement relevant to the Intercultural Strategic Plan:

- Release a clear statement against racism and discrimination
- Establish the Intercultural Garden for communities to come together
- Advocate and promote the benefits of a diverse workforce
- Demonstrate diversity within its own workforce by ensuring that people from all communities and gender identities are employed across Council units
- Consider developing and offering education/awareness sessions in cultural sensitivity to ensure inclusive service delivery
- Provide capacity building initiatives via pathways to education and employment
- Continue to progress the successful Intercultural Ambassador Program
- Encourage the multicultural community to participate at decision making levels
- Facilitate contact/communication between the multicultural community groups/organizations and newly arrived communities/individuals
- Encourage mainstream communities to participate in multicultural events
- Advocate for Aboriginal and Torres Strait Islander Peoples, Refugees, existing, new and emerging communities.