

CITY OF BALLARAT

Intercultural Plan 2022–2026



The City of Ballarat recognises that people from culturally and religiously diverse backgrounds are more likely to face barriers to participation or achieving their best. They are more likely to experience discrimination or exclusion that leads to poorer health and social outcomes.

This plan commits us to do better by taking a whole-of-organisation approach to embracing and harnessing diversity. This includes ensuring that people from culturally and religiously diverse backgrounds are visible, represented and able to participate in community life as they choose.

What our community told us

"People can be included but not necessarily accepted. This is not true inclusion."

Community-led conversation

"I was at an exhibition in the gallery representing cultures – the next day it was on the newspaper front page, I was wearing a red hijab and I was proud."

Community consultation

"Poster of a woman of colour feels inclusive. Warms your heart."

Community consultation

We heard...

Racial discrimination is a common issue experienced by CALD communities in Ballarat.

Tailored programs are essential to meet needs of local CALD communities and promote intercultural exchange and understanding.


Empowering City of Ballarat staff to engage in genuine consultation with local CALD communities is essential to build understanding.

A diverse workforce is important for normalising cultural, linguistic and religious diversity.

Strengthening long-term partnerships and collaborations is essential to promote intercultural relationships and social cohesion.

What we will do

2-year action plan

Priority areas		We will achieve this by:
 <p>Priority 1: Responsive services</p> <p>"I can access the services and programs I need easily."</p>		<ul style="list-style-type: none"> Providing services and programs with easy access points for Aboriginal, CALD and newly arrived communities Enhancing coordination and delivery of local services Increasing the intercultural competence and sensitivity of City of Ballarat staff and service providers Raising awareness of available inclusive, culturally safe and gender sensitive services Advocating to other areas of the organisation to measure the benefits of an inclusive and diverse workforce
 <p>Priority 2: Active citizenship</p> <p>"I can participate in public life."</p>		<ul style="list-style-type: none"> Creating opportunities for CALD people with other communities to exercise their rights and responsibilities and to influence public life Promoting across the globe that Ballarat is a place where people can exercise their rights and responsibilities
 <p>Priority 3: Leadership and advocacy</p> <p>"We (City of Ballarat) are recognised as a strong advocate for CALD communities."</p>		<ul style="list-style-type: none"> Providing training and education opportunities toward the development of leadership across diverse groups Building the capacity of CALD and the Aboriginal and Torres Strait Islander Peoples to work as effective partners of the City of Ballarat Representing and supporting CALD communities and other residents on issues impacting them to governments and the broader community Engaging CALD communities and other residents in finding solutions to addressing specific community needs
 <p>Priority 4: Maximising and valuing diversity</p> <p>"We (City of Ballarat) with the community acknowledge and celebrate the various contributions of our CALD communities."</p>		<ul style="list-style-type: none"> Celebrating the 'diversity advantage' of Ballarat, Intercultural City Enhancing diverse community participation in social, employment, education, training, arts, sports and recreation opportunities Providing opportunities for all residents and visitors to enjoy an intercultural cosmopolitan Ballarat

CALD: Culturally, linguistically and religiously diverse

"The diversity of our community makes it a better, more interesting and equitable place to live."

Community survey