



AGENDA

FOR INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE MEETING TO BE HELD ON

**14 AUGUST 2023 AT CONCLUSION OF THE ASSET MANAGEMENT SUB
COMMITTEE**

**IN WITTBER & DR RUBY DAVY ROOMS, SALISBURY COMMUNITY HUB,
34 CHURCH STREET, SALISBURY**

MEMBERS

Cr Johnny Chewparsad (Chair)
Mayor G Aldridge (ex officio)
Deputy Mayor, Cr C Buchanan
Cr S McKell
Cr S Ouk (Deputy Chair)
Cr S Reardon

REQUIRED STAFF

Chief Executive Officer, Mr J Harry
General Manager Business Excellence, Mr C Mansueto
General Manager City Infrastructure, Mr J Devine
General Manager Community Development, Mrs A Pokoney Cramey
General Manager City Development, Ms M English
Manager Governance, Mr R Deco
PA to GM City Infrastructure, Ms H Prasad

APOLOGIES

LEAVE OF ABSENCE

PRESENTATION OF MINUTES

Presentation of the Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 13 June 2023.

REPORTS

ISPS1 Sister Cities Update 7
ISPS2 Intercultural Strategic Alliance (SISA) Key Priorities 21

MOTIONS ON NOTICE

There are no Motions on Notice

QUESTIONS ON NOTICE

There are no Questions on Notice

OTHER BUSINESS

(Motions without Notice, Questions Without Notice, CEO Updates)

CLOSE



**MINUTES OF INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB
COMMITTEE MEETING HELD IN THE LITTLE PARA CONFERENCE ROOMS,
SALISBURY COMMUNITY HUB, 34 CHURCH STREET, SALISBURY ON**

13 JUNE 2023

MEMBERS PRESENT

Cr Johnny Chewparsad (Chair)
Deputy Mayor, Cr C Buchanan
Cr S McKell
Cr S Ouk (Deputy Chair)
Cr S Reardon

OBSERVERS

Cr P Jensen

STAFF

Chief Executive Officer, Mr J Harry
General Manager Business Excellence, Mr C Mansueto
Acting General Manager City Infrastructure, Mr J Collins
General Manager Community Development, Mrs A Pokoney Cramey
General Manager City Development, Ms M English
Manager Governance, Mr R Deco
PA to General Manager Community Development, Ms S Howley

The meeting commenced at 7:37pm.

The Chairman welcomed the Elected Members, public and staff to the meeting.

APOLOGIES

An apology has been received from Mayor G Aldridge.

LEAVE OF ABSENCE

Nil

PRESENTATION OF MINUTES

Moved Cr S Ouk
Seconded Cr S McKell

The Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 30 February 2023, be taken as read and confirmed.

CARRIED
Unanimously

REPORTS

ISPS1 Intercultural Alliances and Intercultural Training

Moved Cr C Buchanan
Seconded Cr S Ouk

That Council:

1. Approves to maximise collaboration between Salisbury Intercultural Community Alliance and Salisbury Intercultural Strategic Alliance staff and members to review Terms of References for Salisbury Intercultural Strategic Alliance and Salisbury Intercultural Community Alliance.
2. Notes that Salisbury Intercultural Community Alliance members will be invited to attend every second Salisbury Intercultural Strategic Alliance meeting, that both groups will be invited to attend to observe the Intercultural Strategy and Partnerships Sub Committee meetings and that regular reporting lines will be established for both of the Alliances through to the Intercultural Strategy and Partnerships Sub Committee.
3. Notes a review of membership for Salisbury Intercultural Community Alliance and Salisbury Intercultural Strategic Alliance will be undertaken and an invitation to other providers active in the City of Salisbury will be provided.
4. Notes that Elected Members are able to attend 1x 2-hour Cultural Intelligence (CQ) Training by Multicultural Communities South Australia and 1x 2-hour training by the Adelaide Holocaust Museum.
5. Notes the universal definition of Anti-Semitism be included in relevant policies.

CARRIED
Unanimously

MOTIONS ON NOTICE

There were no Motions on Notice.

QUESTIONS ON NOTICE

There were no Questions on Notice.

OTHER BUSINESS

There was no Other Business.

CLOSE

The meeting closed at 7:47pm.

CHAIRMAN.....

DATE.....

ITEM	ISPS1 INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE
DATE	14 August 2023
HEADING	Sister Cities Update
AUTHOR	Chandler Giles, Manager Community Participation & Partnerships, Community Development
CITY PLAN LINKS	1.4 We are proud of our strengths, achievements and cultural diversity
SUMMARY	This report provides an update of Council's Sister City and Friendship City program and outlines future activities.

RECOMMENDATIONThat Council:

1. Approves for the Mobara International Friendship Association Secretariat, Mobara City Hall to be invited to visit the City of Salisbury in October 2024 as part of a delegation to coincide with 20th Anniversary of Mobara Park, Mawson Lakes.
2. Approves the carry forward of the \$20,000 2023/24 operating budget to the 2024/25 financial year budget to fund the delivery of the Mobara Festival in October 2024.
3. Approves for the Administration to conduct a strategic review of the City of Salisbury's Sister City and Friendship City program. This will be reported back to Council by February 2024.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Sister City and Friendship City Selection and Maintenance Policy
2. Sister City and Friendship City Selection and Maintenance Procedure

1. BACKGROUND

- 1.1 Sister and Friendship City relationships are significant and important to fostering strong cultural and commercial ties which bring mutual benefit. They play an important role in facilitating a wide range of opportunities for each City to participate in international educational, community, cultural, technical, and business exchanges.
- 1.2 The City of Salisbury currently has a Sister City relationship with the Mobara City in Japan, which was established in 2002 and is supported largely through reciprocal delegations, student exchanges, ceremonial and civic activities.

- 1.3 The Agreement between the City of Salisbury and Mobara City enables the exchange of friendship, culture and information with the aim to benefit the Salisbury community and foster individual relationships across both cultures. The Sister City Relationship is cultural and ceremonial in nature and not linked to any trade or commercial interest.
- 1.4 Officially opened on 20 October 2004 and located at Mawson Lakes, Mobara Park was named in honour of the City of Salisbury's Sister City Mobara City located in Chiba Prefecture, Japan.
- 1.5 Bi-annual Delegations and annual school visits have occurred since the commencement of the Agreement, however due to the Covid-19 pandemic, any visits by Mobara to Salisbury were cancelled, including the Mobara Festival event.
- 1.6 In 2021/22, Council worked with members of the Mobara International Friendship Association Secretariat, Mobara City Hall to deliver some activations to celebrate the 20-year anniversary including a Salisbury Community Hub exhibition, a Japanese themed Saturday Session and a video exchange between the Mobara Mayor and the City of Salisbury Mayor.
- 1.7 Further to the Mobara Agreement, Council signed a letter of intention in 2010 to enter into a Friendship City relationship with the City of Linyi in Shandong Province, China.
- 1.8 This was formalised in 2015 with the signing of the Friendship City agreement in Salisbury and the Mayor of Salisbury, Chair of the Strategic and International Partnerships Sub Committee and the Chief Executive Officer also participated in a State Government Delegation to Shandong in April 2016.
- 1.9 The Sister and Friendship City program has an annual operating budget of \$20,000.

2. REPORT

- 2.1 To assist Council in managing requests and maintaining existing relationships, a Sister City and Friendship City Selection and Maintenance Policy (Attachment 1, Intercultural Strategy and Partnerships Sub Committee, 14 August 2023, Item no ISPS1) and Procedure (Attachment 2, Intercultural Strategy and Partnerships Sub Committee, 14 August 2023, Item no ISPS1) were developed in 2017 and is the current Council framework.
- 2.2 It is timely that this framework is reviewed to reflect current community and Council priorities and alignment with the City Plan, but also to reflect the changing national and international political and economic environment.
- 2.3 As such an independent review is proposed to be undertaken in 2023/24 to help Council identify opportunities, which could be investigated to further strengthen community, cultural, economic, and trade linkages with cities with which Council has existing relationships with and future relationships that could be investigated.
- 2.4 It is proposed to use the current operating budget for this review and for a report to be brought back to Council by February 2024 for consideration.

- 2.5 Early next year, the Administration will liaise with the Mobara International Friendship Association Secretariat, Mobara City Hall to seek interest in a school visit to Salisbury in August 2024.
- 2.6 The 20th Anniversary of the official opening of Mobara Park will occur on 20 October 2024. To mark this significant occasion, it is proposed Council invite and host a Mobara delegation to visit Salisbury and deliver a community event.
- 2.7 To deliver this community event, \$20,000 of additional funding will be requested for the 2024/2025 financial year. Funding to cover the Delegation will be sourced within the existing operation budgets.

3. CONCLUSION / PROPOSAL

- 3.1 Sister and Friendship City relationships are significant and important to fostering strong cultural and commercial ties which bring mutual benefit.
- 3.2 The current framework that supports Council to manage the program needs to be reviewed. This will be reviewed and presented back to Council by February 2024.
- 3.3 The 20th Anniversary of the official opening of Mobara Park will occur on 20 October 2024. To mark this significant occasion, it is proposed Council invite and host a Mobara delegation to visit the City of Salisbury and deliver a community event.



Sister City and Friendship City Selection and Maintenance Policy

Policy Type:	Policy	Decision No:	2046/2017, 0444/2020
Approved By:	Strategic and International Partnerships Sub Committee	Last Reapproval Date:	23 March 2020
Approval Date:	18 September 2017	Internal Reference No.:	
Review Date:	March 2022	Division:	Community Planning
Department:	Community Development	Responsible Officer:	General Manager, Community Development
Function:			

A - PREAMBLE

The City of Salisbury enters into Sister City and Friendship City relationships to promote economic development, educational, cultural, knowledge and friendship exchanges between cities. This enables the citizens and businesses of the City of Salisbury to participate in, and benefit from, such exchanges.

It takes time and effort to establish and maintain relationships and contacts that promote social and cultural exchanges, economic development and learning between cultures. To build and maintain such relationships requires the support and participation of Council, administration, community, local industries, educational institutions and other organisations within the City of Salisbury.

B - SCOPE

This policy and its related procedures apply to all Sister City and Friendship City relationships that the City of Salisbury seeks to develop or is invited to develop. It extends to all parties to Sister City and Friendship City invitations, proposals and agreements, including the Strategic and International Partnerships Sub Committee members, elected members, Council staff and community and business organisations with interest or involvement in Sister City and Friendship City relationships.

C – POLICY PURPOSE/OBJECTIVES

Sister City and Friendship City relationships should offer many benefits to the City of Salisbury including enhancing economic development, cross cultural community development, international cooperation and educational and knowledge exchanges. While the objectives of individual relationships may differ, all Sister City and Friendship City relationships should align with the City of Salisbury’s strategic priorities as outlined in Council’s City Plan.

The objectives of this policy are:

- to ensure that Sister City and Friendship City relationships are relevant and effective in delivering long term economic, cultural and social benefits for the City of Salisbury;
- to clearly identify Council’s level of involvement in Sister City and Friendship City relationships; and
- to outline processes for initiating, establishing and reviewing Sister City and Friendship City relationships.

Assessment and review of Sister City and Friendship City invitations, prospective relationships (whether invited or sought), and ongoing relationships will be managed in accordance with the guidelines set out in the Strategic and International Partnerships - Sister City / Friendship City Selection and Maintenance Procedure.

D - DEFINITIONS

Sister City – is a formal agreement between two cities that is broad-based and long-term. A Sister City relationship becomes official with a signing ceremony of the top-elected officials of the two cities. Sister City partnerships have the potential to carry out the widest possible diversity of activities, including every type of municipal, business, professional, educational and cultural exchange.

Friendship City (or Friendship Cooperative Agreement) – is a partnership between two cities that is more limited in scope and sometimes created when there is already a Sister City relationship established with another city.

E - POLICY STATEMENT

The City of Salisbury supports the development of Sister City and Friendship City relationships with other cities to:

- promote and encourage economic, trade, tourism, investment, education, technology and social exchanges and liaison between local government, business and community;
- increase and improve understanding and exchange of knowledge across economic, community, cultural and environmental themes;
- enhance and promote the City of Salisbury and foster close civic relationships with other local authorities within Australia and internationally;
- foster the sharing of ideas, knowledge, values, tolerance and goodwill; and
- promote understanding and enhance awareness of the respective regions and their cultures, customs and traditions.

H - ASSOCIATED PROCEDURES

Strategic and International Partnerships – Sister City / Friendship City Selection and Maintenance Procedures.

Document Control

Document ID	Strategic and International Partnerships Sub Committee
Prepared by	Julie Douglas
Release	2.00
Document Status	Endorsed
Date Printed	



Sister City and Friendship City Selection and Maintenance Procedure

Procedure Type:	Procedure		
Approved By:	Strategic & International Partnerships Sub Committee	Decision No:	2046/2017, 0444/2020
Approval Date:	18 September 2017	Last Reapproval Date:	23 March 2020
Review Date:	March 2022	Internal Reference No.:	
Department:	Community Development	Division:	Community Planning
Function:		Responsible Officer:	General Manager, Community Development

A - PREAMBLE

The City of Salisbury recognises the value that Sister City and Friendship City relationships have in strengthening ties between communities for the benefit of educational, knowledge and cultural exchanges, social and economic development. The City of Salisbury is committed to seeking and supporting such relationships to the extent that they promote relevant cultural and historic ties and foster economic links and knowledge sharing, provided there is evidence that the local community is prepared to actively support and participate in the relationship.

This document outlines the process and guidelines for initiating and assessing new requests for Sister City and Friendship City relationships, as well as managing existing relationships.

B - SCOPE

These procedures apply to all Sister City and Friendship City relationship invitations, prospective relationships and agreements. The procedures extend to parties to agreements, which include the Strategic

and International Partnerships Sub Committee members, elected members, Council staff and community and business organisations with interest or involvement in Sister City and Friendship City relationships.

C - PROCEDURE PURPOSE/OBJECTIVES

The objectives of this procedure are:

- to provide objectives, selection guidelines, and process management for the assessment and development of new Sister City and Friendship City relationships with the City of Salisbury;
- to provide the guidelines for the recommendation and approval of new Sister City and Friendship City relationships with the City of Salisbury; and
- to provide guidelines for the review of existing Sister City and Friendship City relationships with the City of Salisbury.

D – SELECTION AND ASSESSMENT GUIDELINES FOR SISTER CITY AND FRIENDSHIP CITY RELATIONSHIPS

The development of meaningful, mutually beneficial international relationships should be supported at the local level by genuine, collaborative partnerships with Council, industry, relevant stakeholders and the wider community. Council's role is to facilitate connections on behalf of other stakeholders rather than taking sole responsibility for the management of international relationships.

Council, through its Strategic and International Partnerships Subcommittee, should take into account the extent to which a prospective City complies with the following criteria before due consideration is given to entering into a relationship with another City:

- Alignment with Council's City Plan and strategic priorities:
 - Economic Development -
 - there are opportunities to expand business contacts and relationships;
 - there are opportunities to accelerate economic growth through commercial partnerships;
 - there are opportunities to increase international investment in the City of Salisbury;
 - there are opportunities to provide a conduit between local innovation and international industry;
 - there are opportunities to leverage existing industry strengths into increased innovation and job creation; and
 - there are opportunities to promote the City of Salisbury and Northern Adelaide region as a tourist destination.
 - Cross Cultural Development -
 - there are opportunities to establish relationships between cultural institutions, universities and schools, community arts, libraries and sporting bodies;
 - there are significant historical, cultural, social or geographic similarities between the City of Salisbury and the prospective City;

- there is a substantial migrant population from that City or region in the City of Salisbury; and
- there are opportunities to promote the various cultural communities within the City of Salisbury.
- International Cooperation -
 - there are opportunities to support international education, knowledge exchange, research and cooperation; and
 - there are opportunities to increase global awareness of the City of Salisbury and the Northern Adelaide region.
- Local Support -
 - there is support from other organisations and a willingness to engage in cross-sectoral collaborations; and
 - there is community support for the proposed relationship.
- Organisational Capacity -
 - there is adequate financial support is available to participate in exchanges and maintenance of the relationship generally; and
 - there are adequate organisational resources and support are available to maintain and manage the relationship.

E –BUSINESS CASE DEVELOPMENT TO ASSESS AND SUPPORT SISTER CITY AND FRIENDSHIP CITY RELATIONSHIPS

Every Sister City or Friendship City relationship under consideration should have a business case developed which outlines key considerations such as:

- Motives for the relationship;
- Context for the relationship;
- Links to Council City Plan & Strategic Priorities;
- Potential overlap/leverage with other tiers of government;
- MOU or Agreement considerations;
- Resources required;
- Estimated Return On Investment (including goodwill);
- Level of Community support; and
- 6 & 12 month Evaluation Measures and KPIs.

F – APPROVAL PROCESS FOR NEW SISTER CITY AND FRIENDSHIP CITY RELATIONSHIPS

Building new international relationships can be a lengthy process. All requests for relationship development, whether initiated by the City of Salisbury or another body, will be carefully considered by the City of Salisbury. Feedback and support will be explored with relevant stakeholders and communities, which may involve meetings, briefings and workshops to obtain relevant supporting information.

The request or proposal will be presented to the Strategic and International Partnerships Sub Committee with all supporting and relevant assessment information, and a recommendation to proceed with or decline the formalisation of a relationship. Each request must be resolved by the Sub Committee and Council before an international relationship can progress further.

Approval of a Sister City or Friendship City relationship is a four step process:

1. Requests for the development of a relationship, whether initiated by the City of Salisbury or another body, are reviewed and assessed by Council staff according to the guidelines outlined in the Sister City and Friendship City Selection and Maintenance Policy and Procedures. A report, including a draft business case, is referred to the Strategic and International Partnerships Committee for review and recommendation;
2. The Strategic and International Partnerships Committee reviews the request and recommends to Council a potential relationship;
3. Adoption at a General Council Meeting of a resolution to establish a Sister City or Friendship City relationship;
4. Formalising the relationship with the exchange of a Memorandum of Understanding (MoU) signed by the Mayor of the City of Salisbury and the leader of the nominated city.

G –FUNDING PROGRAMS TO SUPPORT SISTER CITY AND FRIENDSHIP CITY RELATIONSHIPS

The City of Salisbury will, at its discretion, consider providing financial assistance to community members and community groups for projects and activities that support Sister City and Friendship City relationships through its existing funding programs:

- Youth Sponsorship Program; and
- Community Grants Program

Applications made to either funding program are subject to the guidelines and eligibility criteria determined by the Sports, Recreation and Grants Committee, as published on the City of Salisbury's website.

H –MAINTENANCE AND REVIEW OF SISTER CITY AND FRIENDSHIP CITY RELATIONSHIPS

All of the activities associated with Sister City and Friendship City relationships (such as visits overseas, hosting visits and coordinating local groups seeking to engage with Sister City and Friendship City partners)

should be coordinated through the Strategic and International Partnerships Subcommittee to ensure that all activities meet the objectives of the Policy and Procedures for Sister City and Friendship City relationships.

Each year, an annual report and review of relationship activities and the relationship plan including an audit of key performance indicators and budget will be provided to the Strategic and International Partnerships Sub-Committee to ensure that the City of Salisbury is benefitting from the relationship.

Sister City and Friendship City relationships may be dissolved upon mutual agreement of the two Cities or if the City of Salisbury determines upon review that the relationship has ceased to meet stated goals and objectives.

I – ROLES AND RESPONSIBILITIES FOR IMPLEMENTING THE SISTER CITY AND FRIENDSHIP CITY SELECTION AND MAINTENANCE POLICY AND PROCEDURES

The General Manager of Community Development is responsible for implementing the Sister City and Friendship City Selection and Maintenance Policy and Procedures.

The City of Salisbury is the facilitator/enabler of all Sister City and Friendship City relationships. The City of Salisbury will work with community, local industries, relevant stakeholders and other groups to maximise benefits from developing international relationships.

Document Control

Document ID	Sister City and Friendship City Selection and Maintenance Procedure
Prepared by	Julie Douglas
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ITEM	ISPS2 INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE
DATE	14 August 2023
HEADING	Intercultural Strategic Alliance (SISA) Key Priorities
AUTHOR	Vesna Haracic, Manager Community Health & Wellbeing, Community Development
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected 1.4 We are proud of our strengths, achievements and cultural diversity
SUMMARY	The report recommends the approval of a formal submission to the Minister for Human Services on behalf of the Mayor and the Council regarding renting affordability in the City of Salisbury. It notes that the Salisbury Intercultural Strategic Alliance (SISA) has identified key priorities related to critical issues affecting the city.

RECOMMENDATION

That Council:

1. Approves the Mayor to write a formal submission to The Hon Nat Cook MP, Minister for Human Services on behalf of Council regarding renting affordability (Attachment 1, Intercultural Strategy and Partnerships Sub Committee, 14 August 2023, Item no ISPS2).
2. Notes that the Salisbury Intercultural Strategic Alliance identified key priorities in relation to some key issues affecting the City of Salisbury, as outlined in this report (Intercultural Strategy and Partnerships Sub Committee, 14 August 2023, Item no ISPS2).

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Draft letter to the Minister on behalf of the Mayor regarding renting affordability in the City of Salisbury

1. BACKGROUND

Salisbury Intercultural Strategic Alliance (SISA)

- 1.1 The Salisbury Intercultural Strategic Alliance (SISA) was established, recognising an opportunity to strengthen and formalise Council's relationship with the settlement sector and create a platform for high level discussions relating to intercultural priorities.

- 1.2 Members of SISA are a combination of senior management of settlement sector organisations, government agencies, Council Elected Members, Council staff and Salisbury Intercultural Community Alliance (SICA) representatives.
- 1.3 Currently, membership includes representation by AMES, Multicultural Affairs, Department of Premier and Cabinet, Australian Refugee Association, African Women's Federation, Multicultural Communities Council SA, Australian Migrant Resource Centre, two representatives from SICA, Council staff and Elected Member representatives.
- 1.4 The Administration is currently reviewing the SISA membership and Terms of Reference as per Council's earlier resolution.

2. CITY PLAN CRITICAL ACTION

- 2.1 Deliver Council's Intercultural Strategic Plan to build connections and increase collaboration among community groups and service providers.

3. CONSULTATION / COMMUNICATION

- 3.1 External
 - 3.1.1 Salisbury Intercultural Strategic Alliance

4. REPORT

- 4.1 At the meeting of the SISA held on 6th March 2023 and 21st June 2023, SISA members discussed key strategic priorities in relation to some key issues affecting the City of Salisbury, including housing affordability.

The priorities are as follows:

Development of a system for better information regarding refugee arrival flow to the City of Salisbury.

- 4.2 This would provide relevant and timely information about new arrivals to Council and service providers, facilitating access to services and activities that meet the needs of newly arrived migrants.
- 4.3 Better information regarding refugee arrival flow to Salisbury is crucial. The goal is to develop a system where Council and service providers can access relevant and timely information about new arrivals. Currently, the arrival flows are disjointed, which hampers the ability of services to plan and respond to fluctuations in demand.
- 4.4 Over the last 10-15 years, the City of Salisbury has experienced a significant increase in migration settlement. However, members of SISA have raised concerns that the social infrastructure in the area has not developed sufficiently to cater to the needs of these new and emerging communities.
- 4.5 Having accurate and timely information about migration flow would enable service providers and the Council to develop and facilitate access to services and activities that address the needs of newly arrived migrants. This, in turn, can foster the development of relationships between existing communities and new migrants, build intercultural understanding, and contribute to achieving better social cohesion. Additionally, it would improve access to local services and enhance community life in Salisbury.

Advocacy for improved capital and social infrastructure from the State and Federal Governments to support newly arriving migrants.

- 4.6 The majority of arrivals for South Australia are being placed in the North, with 69.24% settling in the City of Salisbury. However, there has been no corresponding increase in funding for capital infrastructure or social supports, other than the initial arrival programs.
- 4.7 Migrants and refugees have significantly contributed to the economic, social, and cultural aspects, contributing to the development of infrastructure and service delivery that benefits all Australians. This is part of a broader plan for a more evenly distributed social mix and population growth.
- 4.8 The growth of the migrant population has occurred at a rate that surpasses the increase in infrastructure and service delivery. As a result, there are issues including insufficient public transport and a high demand for public facilities due to this disproportionate growth, such as community spaces and inclusive health services.
- 4.9 To address these challenges, improved planning and investment in infrastructure and social services are necessary, especially as our population continues to grow, to effectively support our communities.

Exploration of possibilities for "regional" settlement and the relocation of major department/statutory authorities to Salisbury

- 4.10 Co-location of major departments/statutory authorities to the City of Salisbury could contribute to creating a system that enables economic growth and employment, supporting the newly arrived communities as they seek work and make existing support services more accessible. This, in turn, will improve the local community both economically and socially and lead to an increase in employment pathways for the local community. Naturally, there are opportunities with the City Centre revitalisation for Government to establish services within Salisbury.

Importance of engaging young people from culturally diverse backgrounds through sports and recreation as a pathway to broader community participation.

- 4.11 Advocacy for insurance options for newly arrived groups to access and participate fully in social life in their new communities. An innovative approach to current insurance options for key sporting groups is needed to enhance opportunities for young new arrivals to access and participate in their clubs.

Identification of industry and skills needs at the local level to input in a timely manner on the skilled migration lists, addressing the mismatch in migrant skills and employment opportunities.

- 4.12 This is a critical factor that impedes full economic participation, affecting both skilled arrivals and humanitarian refugees.
- 4.13 There is an increasing mismatch between migrant skills and available employment opportunities. As a result, both skilled migrants and refugees are experiencing poor employment outcomes, leading to increased poverty, social exclusion, marginalisation and racism.

- 4.14 One of the main issues faced by businesses and industries is a lack of skilled workers to meet the demand, which necessitates addressing the situation through skilled migration programs and opportunities for suitable training and employment.
- 4.15 SISA has recognised the need to improve employment pathways for local community members by creating a workforce development system that enables industries located in the northern Adelaide region to attract individuals with the right skills and experience. This proactive approach aims to bridge the gap and ensure a more efficient and inclusive labor market.

Improvement of affordable housing options, particularly addressing the critical issue of housing affordability for low-income earners and new arrivals in Salisbury.

- 4.16 Housing was a particularly discussed topic, including the issue of raising cost of living.
- 4.17 Housing affordability is a critical issue across Australia, and the situation is particularly acute in many areas of South Australia. In the City of Salisbury, many renters are low-income earners and new arrivals in Australia, which makes it increasingly challenging for them to find affordable rental accommodation that meets their needs. The situation is particularly difficult for new arrivals who face disadvantages due to their limited income and lack of rental history in Australia.
- 4.18 During the meeting, Elected Members suggested for the Administration to prepare a formal submission to the Minister for Human Services on behalf of the Mayor regarding renting affordability. This submission can serve as a starting point in developing plans to address the diverse housing needs of different cultural groups. The letter is attached to this report (Attachment 1, Item ISPS2, Intercultural Strategy and Partnerships Sub Committee, August 2023)
- 4.19 Following feedback from Council regarding the submission, the Administration will arrange a meeting with the Real Estate Institute SA to discuss affordable rental accommodation for new arrivals.

5. CONCLUSION / PROPOSAL

- 5.1 In conclusion, the focus of SISA meetings is to provide high-level strategic advice and advocacy for intercultural communities in the City of Salisbury. SISA aims to contribute to the development of strategies and maximize the city's intercultural capacity by providing expert strategic advice to inform Council decisions.
- 5.2 SISA comprises senior management of settlement sector organisations, government agencies, Council Elected Members, staff, and Salisbury Intercultural Community Alliance (SICA) representatives.
- 5.3 Recent meeting topics of discussion for SISA include priority issues facing culturally diverse communities, housing affordability, and general information sharing and discussion of community needs by sector organizations. The report highlights that addressing housing affordability can significantly improve the lives of renters in Salisbury and help tackle broader social issues related to high levels of rental stress.

- 5.4 The Administration is seeking approval for the Mayor to write a formal submission to The Hon Nat Cook MP, Minister for Human Services on behalf of Council regarding renting affordability (Attachment 1, Intercultural Strategy and Partnerships Sub Committee, 14 August 2023, Item no ISPS2).



City of Salisbury
ABN 82 615 416 895

Telephone 08 8406 8222
city@salisbury.sa.gov.au

34 Church Street
PO Box B
Salisbury SA 5108
Australia

www.salisbury.sa.gov.au

Dear Minister the Hon Nat Cook MP, Minister for Human Services,

I am writing to draw your attention to the issue of renting affordability in the City of Salisbury. As you are aware, housing affordability is a critical issue across Australia, and the situation is particularly acute in many areas of South Australia. The City of Salisbury is one such area, where a growing number of renters are struggling to make ends meet due to high rental costs and a lack of affordable options.

The issue of renting affordability in Salisbury is particularly pressing due to a range of factors, including higher levels of poverty and unemployment in the area, a large number of refugees and migrants, as well as the increasing cost of living more generally. Many renters in Salisbury are low-income earners and new arrivals in Australia, making it increasingly difficult for them to find affordable rental accommodation that meets their needs.

New arrivals, in particular, face disadvantages as they are new to Australia and have limited income and no rental history.

This situation has led to high levels of rental stress, with many renters being forced to spend a significant proportion of their income on rent, leaving them with little left over for other necessities such as food, healthcare, and education.

As a result of these challenges, many renters in Salisbury are forced to live in substandard accommodation or move frequently, which can have significant negative impacts on their health, wellbeing, and social connections. Additionally, the high levels of rental stress in Salisbury are contributing to broader social issues, including homelessness, family breakdowns, and mental health problems.

It is clear that urgent action is needed to address the issue of renting affordability in Salisbury. To this end, I would like to propose a number of measures that could be taken to help renters in the area:

1. Increase the supply of affordable rental housing in Salisbury through the construction of new social and affordable housing developments, and provide incentives for developers to build affordable rental properties.
2. Improve access to affordable rental housing by offering subsidies and other financial support to low-income earners.
3. Provide support for renters experiencing rental stress through targeted financial assistance, counselling services, and other forms of support.
4. Collaborate with local community organisations and other stakeholders to develop a coordinated response to the issue of renting affordability in Salisbury, ensuring that the needs of renters are effectively met.

I believe that implementing these measures effectively could make a significant difference in the lives of renters in Salisbury and help address the broader social issues arising from high levels of rental stress. I urge you to give serious consideration to these proposals and to act to address this urgent issue as a matter of priority.

Thank you for your attention to this matter.

Yours faithfully,

Mayor Gillian Aldridge,
City of Salisbury