



AGENDA

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

**9 OCTOBER 2023 AT CONCLUSION OF THE ENVIRONMENTAL
SUSTAINABILITY AND TREES 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

APOLOGIES

An apology has been received from Cr S McKell.

LEAVE OF ABSENCE

PRESENTATION OF MINUTES

Presentation of the Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 14 August 2023.

REPORTS

ISPS1 Intercultural Bridge Signage 7

QUESTIONS ON NOTICE

There are no Questions on Notice.

MOTIONS ON NOTICE

There are no Motions on Notice.

OTHER BUSINESS

(Questions Without Notice, Motions Without Notice, CEO Update)

CLOSE



**MINUTES OF INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB
COMMITTEE MEETING HELD IN WITTBERT & DR RUBY DAVY ROOMS,
SALISBURY COMMUNITY HUB, 34 CHURCH STREET, SALISBURY ON**

14 AUGUST 2023

MEMBERS PRESENT	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
OBSERVERS	Cr A Graham
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 Manager Community Participation & Partnerships, Ms C Giles Manager Community Health & Wellbeing, Ms V Haracic PA to GM City Infrastructure, Ms Heather Prasad Governance Trainee, Ms M Prasad

The meeting commenced at 7.06 pm.

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

APOLOGIES

Nil.

LEAVE OF ABSENCE

Nil.

PRESENTATION OF MINUTES

Moved Mayor G Aldridge
Seconded Cr S McKell

The Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 13 June 2023, be taken as read and confirmed.

CARRIED

REPORTS

ISPS1 Sister Cities Update

Moved Cr S Reardon
Seconded Cr S McKell

That 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.

CARRIED

ISPS2 Intercultural Strategic Alliance (SISA) Key Priorities

Moved Mayor G Aldridge
Seconded Cr S Reardon

That Council:

1. Approves that the Mayor writes 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 the report (Intercultural Strategy and Partnerships Sub Committee, 14 August 2023, Item no ISPS2).

CARRIED

MOTIONS ON NOTICE

Nil.

QUESTIONS ON NOTICE

Nil.

OTHER BUSINESS

Nil.

CLOSE

The meeting closed at 7.09 pm.

CHAIRMAN.....

DATE.....

ITEM	ISPS1 INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE
DATE	09 October 2023
HEADING	Intercultural Bridge Signage
AUTHOR	Myfanwy Mogford, Diversity & Inclusion Project Officer, Community Development
CITY PLAN LINKS	1.1 Our City is attractive and well maintained 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	This report summarises the initial investigations and progress on the intercultural bridge signage project for the Main North Road Footbridge.

RECOMMENDATION

That Council:

1. Approves amended text for bridge signage to display on the Main North Road Footbridge to read ‘An Intercultural and Inclusive City’ rather than the previously approved text ‘The City of Salisbury is an intercultural city that welcomes and celebrates cultural diversity’.
2. Approves similar messaging to be displayed on all the digital signage screens, including the large digital screen at the Salisbury Community Hub.
3. Notes progress on the intercultural bridge signage project for the Main North Road Footbridge to promote City of Salisbury as an Intercultural and Welcoming City, as included in this report (Intercultural Strategy and Partnerships Sub Committee, 9 October 2023, Item ISPS1).

ATTACHMENTS

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

1. Bridge Signage Investigations [↓](#)

1. BACKGROUND

- 1.1 Permanent signage promoting the City of Salisbury as an Intercultural and Welcoming City has been proposed on the Main North Road Footbridge.
- 1.2 The proposed signage is in response to members of the public having displayed banners with racist and offensive messaging on the Main North Road Footbridge on multiple occasions.
- 1.3 Council seeks to design and install a permanent sign to promote the City of Salisbury as an Intercultural and Inclusive City. Draft concept designs indicative of the signage are outlined in Attachment 1.

- 1.4 Council resolved (Resolution Number 0459/2023), following a Motion Without Notice at the Meeting on 28 August 2023:

That Council:

- 1. Notes that the Deputy Mayor, Cr C Buchanan wrote to the Minister for Transport on 20 August 2023 in relation to the offensive banner displayed on the overpass along Main North Road, Salisbury Park and requesting the Department for Infrastructure and Transport (DIT) for approval for Council to install a permanent sign with a welcoming and inclusive message.*
- 2. Upon confirmation from DIT that City of Salisbury can install a sign, that Council authorises the Administration to design signage for Elected Members' consideration with the following message; "The City of Salisbury is an intercultural city that welcomes and celebrates all cultural diversity".*
- 3. That a similar message is displayed on all the digital signage screens, including the large digital screen at the Salisbury Community Hub.*
- 4. Requests the Administration to work with DIT regarding necessary restrictions on the overpass to prevent access to damage points and ensure pedestrians' safety.*

2. EXTERNAL CONSULTATION / COMMUNICATION

- 2.1 Minister for Transport

3. DISCUSSION

- 3.1 The Administration have investigated bridge signage to display on the Main North Road Footbridge to promote the City of Salisbury as an Intercultural and Welcoming City.
- 3.2 This follows the Deputy Mayor, Councillor Buchanan's communications to the Honourable Minister Koutsantonis MP on 20 August 2023 about the occasions where members of the public have displayed banners containing racist and offensive comments.
- 3.3 A formal response has been received by Nick Antonopoulos, Adviser to the Honourable Tom Koutsantonis MP, Minister for Infrastructure and Transport, Minister for Energy and Mining that requests further information prior to Department for Infrastructure and Transport providing in principle support for this signage.
- 3.4 The Administration have conducted desk top research and considered comparable bridge signage examples, bridge signage materials, impacts to wind load & structural integrity of bridge, location of sign, installation of sign, approximate costing estimates and further investigations required.
- 3.5 Following initial investigations, the following is recommended:
 - 3.5.1 Sign text: 'An Intercultural and Inclusive City', noting the existing text 'Welcome to the City of Salisbury' will remain.
 - 3.5.2 Sign material: Aluminum
 - 3.5.3 Sign location: On steel canopy with tamper proof mechanical bolt fixing

- 3.5.4 Estimated cost: \$40,000 (estimate bit based on an actual quote)
- 3.6 Recommended additional actions:
 - 3.6.1 Council to enclose the steel canopy to prevent access to hanging other banners as soon as possible.
 - 3.6.2 Council to consider broader approach to addressing cultural inclusion.
 - 3.6.3 Electronic messaging boards across the City to be used to display communications to promote Salisbury as an Intercultural and Inclusive City.
 - 3.6.4 Council to note that an engineering report may be required to assess wind load changes to bridge caused by sign.
- 3.7 An estimation has been calculated by City Infrastructure staff of approximately \$40,000 for this project. This estimation includes costings for:
 - 3.7.1 Sign \$7k
 - 3.7.2 Engineering / certification \$1k
 - 3.7.3 Installation (assuming that this is installed at night) \$9.2k
 - 3.7.4 Traffic Management \$5.2k
 - 3.7.5 Contingency \$6.4k
 - 3.7.6 Project Management and Design Time \$6.4k
 - 3.7.7 Rounded up total: \$40k
- 3.8 In the Deputy Mayor's correspondence to the Minister for Transport, the Deputy Mayor has suggested that Council pay for the installation of this sign if the Department for Infrastructure and Transport approve it.
- 3.9 Information regarding on-going maintenance costs, responsibility of this cost, and life of asset is yet to be determined.
- 3.10 Draft concept designs of the signage are indicative and not final. Finalised proposed designs will be presented to Council for its consideration in due course.

4. CONCLUSION

- 4.1 The Administration has conducted desktop research and internal consultation to advise on signage for the Main North Road Footbridge. Further work is required such as engineering, design, obtaining quotes and seeking approvals from the Department for Infrastructure and Transport.

Main North Road Pedestrian Bridge Signage



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General Signage advice QLD State Guidelines:

Consultation:

- Development Assessment team: completed
- Peter Stokes – asset mgr: tbc
- Mark Purdie – maintenance: tbc
- John Olar – Senior Building Designer: completed

Location of Horizontal Signage

- Centrally positioned over traffic lanes: minimises driver distraction to look away
- Banners should not hang below bridge structure

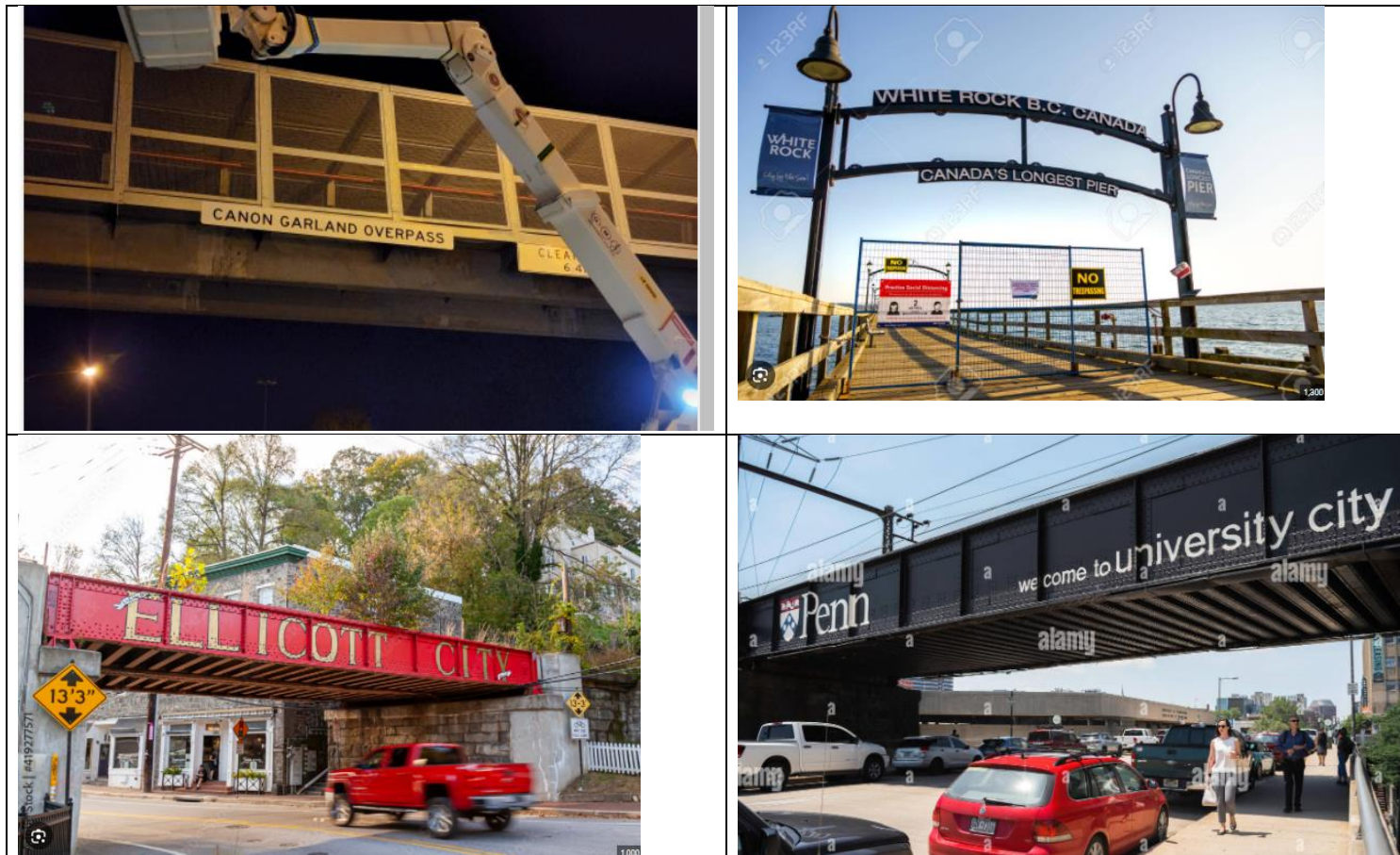
Figure 11.1(a) – Example horizontal banners on overpasses



Material of Signage

- Weatherproof, UV resistant, tear resistant.
- Should also seek material less accommodating to vandalism

Examples of Bridge Signage



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Material Examples

Perforated metal	Laser Cut lettering with narrow bezel
	

Case Study #1: Welcome messages replacing racist graffiti on Dublin Bridge

Welcome messages replace racist messages on Dublin bridge.

<https://www.newstalk.com/news/welcome-messages-replace-racist-graffiti-dublins-hapenny-bridge-1078125>



Case study #2: Racism Not Welcome Campaign Australia

RacismNotWelcome Street signage campaign across Australia in 11 cities including: City of Sydney, Inner West, Maribyrnong, Manningham, Newcastle, Waverley etc. + Multicultural Communities Council, Hue, Australian Human Rights Commission, NSW Parliament, Australian Local Government Association

<https://www.racismnotwelcome.com/councils-and-allies>

<https://www.innerwest.nsw.gov.au/live/community-well-being/multicultural-inner-west/inner-west-multicultural-network/racismnotwelcome>

Intercultural City Maribyrnong, Victoria <https://www.maribyrnong.vic.gov.au/News/Racism-Not-Welcome>

Manningham, Victoria <https://www.manningham.vic.gov.au/news/racism-not-welcome-manningham>



Aims of project:

- Acknowledge racism exists
- Provide safe platform for people to speak up
- Normalise conversations about racism
- Campaign developed by Inner West Multicultural Network in Sydney and has over 11 LG in Australia who have joined

Consultation Advice

Advisor to the Hon. Tom Koutsantonis MP

1. Where on the bridge will the signage be positioned (i.e. on the steel framed canopy or face of the box girder)?
On steel canopy as not enough room on box girder
2. How is the signage proposed to be fixed to the bridge?
Tamper proof, mechanical bolt fixing
3. What material is the signage made from?
Engineering report may be required to determine load, material depends on wind load however aluminium/steel laser cut signage may be preferred
4. Post to installation, is the Council prepared to undertake ongoing maintenance of the proposed signage?
TBC

Senior Building Designer, John Olar Advice:

- If solid material it will require engineering research wind-load
- Therefore recommend perforated mesh or laser cut lettering
- Need engineering assessment of current bridge to determine weight and materials
- Taught canvas may be cheapest – these are chemical-resistant so easy to clean if vandalised, light, cheap to replace, however their downfall is they can easily be cut away
- Laser cut options good as harder to vandalise with any legible messaging
- First step is to enclose gaps in steel canopy to prevent banners & paint vandalism access
- Affix to steel canopy as unable to add to the box girder if maintaining existing stencil message
- Mechanical fixing with bolts temper proof
- Depending on the structural assessment of the bridge to determine the load spread, then we can determine the weight of the signage to determine the material
- Maintenance – field services under mark Purdie to ask


Development Assessment Officer



- Signage cannot be under bridge
- Signage cannot be on opposite side of road

Senior Landscape Designer, Arthur Chen

- Has liaised with a Council sign provider to develop an estimate costing estimate
- Advises the materials should be aluminium
- Will require approval from DIT
- Recommends installation overnight
- Approximate cost guideline:
 - o \$7K for the sign
 - o \$1K for engineering/ certification
 - o \$9.2K for install (assuming that this is installed at night)
 - o \$5.2K for traffic Mgt
 - o 6.4k for contingency
 - o 6.4k for PM and Design Time
 - o **Total cost would be \$35.2K. If you round up that figure to \$40K, that should cover the cost.**

Recommendations

Signage Location	<p>Traffic flow side of road</p> <p>Signage not permitted on other side due to distraction</p> <p>Signage to be affixed to steel canopy</p> <p>Unable to affix on box-girder due to maintaining existing Welcome to Salisbury message</p>	
Signage Material	<p>Preferred Option</p> <p>Laser cut lettering with narrow bezel to prevent any legible vandalism</p> <p>Benefits: less impact to wind load, less vulnerable to vandalism, permanent and professional appearance</p> <p>Risk: less legible</p> <p>Second Option</p> <p>Laser cut metal on perforated metal sheet (e.g. aluminium)</p> <p>Benefits: light, manages wind flow, option to include artwork</p> <p>Risk: slightly increased risk of vandalism</p> <p>Third Option</p> <p>Canvas signage</p> <p>Benefits: affordable, chemical resistant so easy to remove vandalism, durable material however</p> <p>Risk: vulnerable to being cut/removed, greater impact to wind load</p>	

		 
Installation	Temper-proof mechanical bolt fixing is recommended to steel canopy	
Wording	Intercultural and Inclusive City An Intercultural City that welcomes diversity	
Other advice	Enclose gaps in steel canopy ASAP to prevent access for further vandalism	

Other advice	Engineering report on structural integrity and load capacity of bridge to inform signage materials	
Considerations	Council to consider joining RacismNotWelcome road signage campaign	

Concept Designs

Option A



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Option B



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Option C



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Option D



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Cost Estimate

A general estimation of cost for this project is \$40,000 to cover the following expenses:

- \$7K for the sign
- \$1K for engineering/ certification
- \$9.2K for install (assuming that this is installed at night)
- \$5.2K for traffic Mgt
- 6.4k for contingency
- 6.4k for PM and Design Time
- **Total cost would be \$35.2K. If you round up that figure to \$40K, that should cover the cost.**

Note this is just a guide and not a quote.