



AGENDA

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

**8 APRIL 2024 AT THE CONCLUSION OF THE ENVIRONMENTAL
SUSTAINABILITY AND TREES SUB COMMITTEE**

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

MEMBERS

Cr J 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
Deputy Chief Executive Officer, Mr C Mansueto
General Manager City Infrastructure, Mr J Devine
A/General Manager Community Development, Ms V Haracic
General Manager City Development, Ms M English
Manager Governance, Mr R Deco

APOLOGIES

LEAVE OF ABSENCE

PRESENTATION OF MINUTES

Presentation of the Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 4 December 2023.

REPORTS

ISPS1 Future Reports for the Intercultural Strategy and Partnerships Sub
Committee 9

ISPS2 Diversitours Salisbury 11

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)

ORDER TO EXCLUDE THE PUBLIC

ISPS3 First Nations Strategic Group Recruitment Strategy

Recommendation

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if the Intercultural Strategy and Partnerships Sub Committee so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
 - *it relates to information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).*
2. *In weighing up the factors related to disclosure,*
 - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
 - *Non-disclosure of the matter and discussion of this item in confidence would protect information related to the personal affairs of any person (living or dead) and proposed action by Council.*

*On that basis the public's interest is best served by not disclosing the **First Nations Strategic Group Recruitment Strategy** item and discussion at this point in time.*
3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

CLOSE

Confidential Item ISPS3



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

34 CHURCH STREET, SALISBURY ON

4 DECEMBER 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

STAFF Chief Executive Officer, Mr J Harry
Deputy Chief Executive Officer, Mr C Mansueto
General Manager City Development, Ms M English
Manager Governance, Mr R Deco
Manager Sport, Recreation & Community Planning, Mr A Hamilton
PA to General Manager City Infrastructure, Ms H Prasad
Governance Trainee, Ms M Prasad

The meeting commenced at 6.50pm.

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

APOLOGIES

There were no apologies.

LEAVE OF ABSENCE

Nil.

PRESENTATION OF MINUTES

Moved Cr S McKell
Seconded Cr S Reardon

The Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 9 October 2023, be taken as read and confirmed.

CARRIED

REPORTS

ISPS1 Reconciliation Action Plan Strategy

Moved Cr C Buchanan
Seconded Mayor G Aldridge

That Council:

1. Notes that Council's Reconciliation Action Plan is due to be updated and a review has been undertaken prior to updating the new Reconciliation Action Plan.
2. Approves changes to the Reconciliation Action Plan Working Group, including:
 - a. renaming it to the First Nations Strategic Group;
 - b. updating the Terms of Reference as outlined in Attachment 1 (Item ISPS1, Intercultural Strategy and Partnerships Sub Committee, 4 December 2023) with the following amendments:
 - that the membership be changed from "Deputy Mayor" to "Elected Member"; and
 - that the membership listed as "City of Salisbury Representative" be clearly defined as an "Executive Officer supporting the First Nations Strategic Group" and not a member of the group.
 - c. updating the position descriptions for the Chair and Members, as outlined in Attachment 2 and Attachment 3 (Item ISPS1, Intercultural Strategy and Partnerships Sub Committee, 4 December 2023).
3. Requests Administration to compile a schedule of possible chairs and members for the First Nations Strategic Group as outlined in Attachment 2 of the report (Item ISPS1, Intercultural Strategy and Partnerships Sub Committee, 4 December 2023) and provide it to the next meeting of the ISPSC for consideration and decision.

4. Approves the remuneration of the external members of the First Nations Strategic Group in line with the State Government Remuneration Framework for Government of South Australia Boards and Committees.
5. Approves that Cr C Buchanan be the Elected Member representative.

CARRIED
Unanimously

QUESTIONS ON NOTICE

There were no Questions on Notice.

MOTIONS ON NOTICE

There were no Motions on Notice.

OTHER BUSINESS

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

There were no Other Business items.

CLOSE

The meeting closed at 7.08pm.

CHAIRMAN.....

DATE.....

ITEM	ISPS1
	INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE
HEADING	Future Reports for the Intercultural Strategy and Partnerships Sub Committee
AUTHOR	Hayley Berrisford, PA to General Manager Community Development, Community Development
CITY PLAN LINKS	4.2 We deliver quality outcomes that meet the needs of our community
SUMMARY	This item details reports to be presented to the Intercultural Strategy and Partnerships Sub Committee as a result of a previous Council resolution.

RECOMMENDATION

That Council:

1. Notes the report.

ATTACHMENTS

There are no attachments to this report.

1. BACKGROUND

- 1.1 A list of resolutions requiring a future report to Council is presented to each Sub Committee and standing committee for noting.
- 1.2 If reports have been deferred to a subsequent month, this will be indicated, along with a reason for the deferral.

2. REPORT

- 2.1 The table below outlines the reports to be presented to the Intercultural Strategy and Partnerships Sub Committee as a result of a previous Council resolution.

Meeting Item	Heading and Resolution	Officer
28/08/2023	Sister Cities Update	Chandler Giles
1.1.2-ISPSC1	3. Approves for the Administration to conduct a strategic review of the City of Salisbury’s Sister City and Friendship program.	
Due:	February 2024	
Deferred to:	June 2024	
Reason:	The Administration will combine within the Economic Development strategy which will be presented in June 2024.	

3. CONCLUSION / PROPOSAL

- 3.1 Future reports for the Intercultural Strategy and Partnerships Sub Committee have been reviewed and are presented to Council for noting.

ITEM	ISPS2
	INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE
DATE	08 April 2024
HEADING	Diversitours Salisbury
AUTHOR	Vesna Haracic, Manager Community Health & Wellbeing, Community Development
CITY PLAN LINKS	1.4 We are proud of our strengths, achievements and cultural diversity 1.3 People are valued and they feel safe, included and connected 1.2 The health and wellbeing of our community is a priority
SUMMARY	<p>This project brings Diversitours, an international cultural tourism initiative to the City of Salisbury. Diversitours encourages tourists from within and outside the City of Salisbury to discover, learn and experience the benefits of immigration to suburbs with significant cultural diversity.</p> <p>Through establishing local walking tours, training residents as Intercultural Guides and identifying routes that best highlight the City's vibrant interculturalism, Diversitours makes Salisbury residents tourists in their own neighbourhood whilst bringing in people from outside the City to showcase its pioneering work in intercultural innovation with businesses, organisations and residents.</p> <p>Diversitours enhances respect and understanding of the value of cultural diversity, introduces a new method for intercultural interaction to reduce discrimination and racism, enhances social harmony and improves individual sense of belonging as new knowledge is gained and networks are formed at the local level.</p>

RECOMMENDATION

That Council:

1. Approves the implementation of Diversitours, an innovative intercultural project aimed at training local residents to conduct guided tours of vibrant multicultural neighbourhoods within the City of Salisbury (Item No. ISPS2, Intercultural Strategy and Partnerships Sub-Committee, 8 April 2024), along with its associated budget, as a unique intercultural tourism initiative for the City of Salisbury.
2. Approves a non-discretionary 2023/24 Third Quarter Budget Review Bid of \$66,500 to provide the funding required for the Diversitours Salisbury project.
3. Approves a non-discretionary 2023/24 Third Quarter Budget Review Transfer of \$15,000 from existing Community Development budgets to provide the funds required for the Diversitours Salisbury project.

ATTACHMENTS

There are no attachments to this report.

1. BACKGROUND

- 1.1 Diversitours Salisbury is based on an initiative between Valencia City and Bilbao Intercultural City Councils in Spain and aligned with the Migrantour Network of fifteen cities across six European countries.
- 1.2 City of Salisbury staff engaged in discussions with University of Valencia, Valencia Acoge ,iGen Foundation,Valencia City and Bilbao Intercultural City Councils over the past couple of months regarding this project, exploring potential Interculturally Cities grants for which we could apply. Unfortunately, the grant opportunities are currently unavailable. However, considering that we have secured all the necessary partners for the project, we propose that the City of Salisbury fund this innovative intercultural initiative.
- 1.3 Developed in 2021, the Valencia and Bilbao Diversitours initiative has held 24 tours with approximately 600 people attending over the past three years. Operating since 2010, hundreds of walking tours and thousands of people have participated in Migrantour’s cultural walking tours with more than 400 local residents trained in responsible tourism.
- 1.4 The objectives for this project are based on the objectives for the Diversitours project as designed with Valencia and Bilbao but contextualised for the City of Salisbury:
 - 1.4.1 Empowerment of local non-government organisations and migrant communities with an active role for promoting the tours and showcasing their work and history in the area.
 - 1.4.2 Co-creation of the project and commitment to working together on progress.
 - 1.4.3 Contribution to the generation of a new narrative for the City of Salisbury and its culturally diverse suburbs, where the dynamics of suburb and resident migrant and First Nation communities and individuals, local business owners, faith groups and others are often negatively stereotyped and misunderstood by people who don't know or understand the benefits of diversity or community cohesion often found within these communities. The target audience will be primary SA residents and tourists.
 - 1.4.4 Complementary economic income for community members. Generating regular walking tours is very important for local Intercultural Guides as a method of income generation for themselves and their families. As with the Valencia and Bilbao models, guided routes will include artisans, restaurants, cultural food production which will increase revenue for these businesses also.

- 1.4.5 Attraction for new visitors to the ‘not so visible’ places of the city which, by linking directly to the City of Salisbury's Discover Salisbury tourism strategic plan will result in a comprehensive focus on building Diversitours into a significant element of the city's narrative change. In addition to interested local residents, visitors over time will include local and other level of government practitioners and policy makers and elected members to learn more about interculturalism and be exposed to the innovation of Diversitours and broader City of Salisbury initiatives and events.
- 1.4.6 Tackling negative stereotypes and prejudices. This objective is an important anti-racism solution and provides City of Salisbury with a vehicle for underpinning its unique Diversitours initiative with elements of intercultural competence and Anti-rumors training. We see the Anti-rumors methodology as a significant tool for the City of Salisbury identify and approach any emerging community disharmony. Local Intercultural Guides and tour participants become partners in reducing the potential for rumors which are often the basis for disharmony within a City.
- 1.5 Sparking empathy and curiosity - over the past 17 years an annual survey conducted by Monash University the Mapping Social Cohesion Report has consistently tracked community cohesion in Australia.
- 1.6 It's latest report in 2023 revealed the level of “pride and connection people feel in Australia and in Australian life and culture dropped to its lowest recorded level since 2007. In 2023 belonging has slipped further still...” As a highly multicultural community, Salisbury is vulnerable to conditions which could create disharmony as a result of reduced feelings of belonging and support for diversity.
- 1.7 The research reported "support for diversity, strong neighborhood connections, active political participation and engagement as reason for optimism in Australia."
- 1.8 The experiences of Diversitours in Spain and Migrantours in six other European countries demonstrates the resultant intercultural understanding, relationships and conversations to enhance a sense of belonging, shared community values and reduction of fear of the ‘other’.
- 1.9 To assist residents to discover their local and broader neighborhood, its history, history of migration and how these have transformed the commercial fabric, associations, use of public space and places of worship present in their area.
- 1.10 To create opportunities for positive interaction experiences between people and groups of Australian-born Indigenous and non-Indigenous people and overseas-born for the purposes of intercultural mixing and relationship building.

2. EXTERNAL CONSULTATION / COMMUNICATION

- 2.1 Valencia City Council (Spain)
- 2.2 Bilbao City Council (Spain)
- 2.3 Valencia Acoge (not-for-profit organisation - Spain)
- 2.4 University of Valencia (Spain)
- 2.5 iGen Foundation

3. DISCUSSION

- 3.1 In January 2020 the City of Salisbury became a member of the Intercultural Cities global network along with more than 160 other local governments across 36 countries.
- 3.2 In 2023 the City of Salisbury's Diversity and Inclusion Project Officer attended the Intercultural Cities Coordinators meeting in Bilbao fully funded by the Intercultural Cities Council which included for meeting delegates, a workshop and Diversitours guided walk into the Bilbao suburbs of San Francisco, La Vieja and Zabala.
- 3.3 Diversitours is an innovative intercultural project which will train local residents to lead guided tours of dynamic multicultural suburbs within the City of Salisbury.
- 3.4 The purpose of bringing the Valencia and Bilbao Diversitours model to Australia is to create innovative opportunities for meaningful and deliberate intercultural interaction within suburbs which often experience negative stereotypes based on their cultural diversity.
- 3.5 Diversitours promotes the strengths of the community, addresses a broader understanding of the advantages of diversity, reduces a range of existing and potential negative issues within and external to a community such as racism and perpetuation of discrimination which can result in rumors and anti-social behavior. As has been the experience in Valencia and Bilbao, Diversitours results in new descriptions for local residents of where they live and new opportunities for the positive promotion of suburbs and the overall city in the minds of residents and people outside the city.
- 3.6 In the initial stages, Diversitours will focus on providing intercultural experiences for local residents and children in primary and secondary schools across the city.
- 3.7 In the long term, Diversitours will host delegations of professionals from within and outside the City who want to better understand the City's cultural diversity. Diversitours will allow Council the ability to showcase its award-winning intercultural innovation in areas of economic development, social cohesion and community harmony, tourism, community services, sport and recreation, open space and arts.

- 3.8 A team of multi-lingual migrant or second-generation Salisbury residents will be identified and trained to act as Intercultural Guides to lead walking tours which utilise their own life experience and understanding of their local suburb. Guided walks will, among other elements, incorporate parks and open spaces, businesses and markets, community facilities, artisans and artists, places of interaction and worship and local streets which are part of daily life. Diversitours will create for participants a new outlook on the contributions, opportunities and complexities of diversity.
- 3.9 As a member of the Council of Europe's Intercultural Cities Program, the City of Salisbury designs and implements policies and programs which actively work towards uniting its communities.
- 3.10 One of the foundations of interculturalism is to meaningfully and deliberately bring together people who would not ordinarily meet each other. This may be due to cultural, faith or language divisions but can also be based on age, education or economic circumstances. By creating a space – physical and symbolic - for individuals who may not usually interact, the goal is to respect and retain the differences between people whilst exploring opportunities for creating common understanding and values.
- 3.11 The outcomes of these types of actions are stronger community ties, improved sense of belonging and greater commitment to harmony and neighbourliness. Diversitours is designed to create these opportunities to deliberately bring together people who would not ordinarily meet each in a unique and innovative manner.
- 3.12 The experiences of Diversitours in Spain and Migrantours in six other European countries offer a fun and non-confrontational way to promote community harmony. Their experiences over almost fifteen years demonstrate that an initiative such as Diversitours results in improved intercultural understanding and support for diversity, stronger neighborhood connections and engagement with people from migrant and non-migrant backgrounds. These conditions enhance a sense of belonging, shared community values and reduction of fear of the 'other.'
- 3.13 In March 2024, the City of Salisbury approached Lynda Ford OAM, voluntary Programs Manager with iGen Foundation to establish the first Diversitours in Australia, a cultural tourism model originating in Valencia and Bilbao. City of Valencia in addition to University of Valencia and Valencia Acoge, a not for profit organisation are interested in partnering with iGen Foundation and City of Salisbury to assist with mentoring for the purposes of implementation of Diversitours.
- 3.14 iGen Foundation, a charitable organisation that works across Australia and internationally in the area of intercultural innovation has approached Council to introduce Australia's first Diversitours cultural tourism model based on the framework developed by City of Valencia in conjunction with City of Bilbao in Spain in 2021.

- 3.15 Lynda Ford is joint co-ordinator of the Intercultural Cities Australia National Network and became an Intercultural Expert with the Council of Europe in 2016. Since then she has participated in many walks similar to Diversitours through areas of Lisbon, Barcelona, Lewisham, Reykjavik, Modena, Naples, Brussels and Lyon. On each occasion, visiting local areas and hearing stories of the history of suburbs, history of migration in the suburbs, enhanced the participants understanding of the social, economic, arts and cultural dynamics across the city. In 2023 she also attended the Intercultural Cities Coordinators meeting in Bilbao and, on return, adapted Diversitours as a model for an Australian context.
- 3.16 Financial Overview This proposal is to introduce a cultural tourism project which, within Council incorporates a number of teams including intercultural, economic development and tourism.
- 3.17 Externally the project will utilise funds to engage iGen Foundation to establish Diversitours and to access Intellectual Property designed by University of Valencia and Valencia Acoge. This will ensure that City of Salisbury does not waste time or money replicating resources that exist. The existing resources will be adapted for the Salisbury context by iGen Foundation
- 3.18 Staffing - This project will require internal staffing 2 days per week 12 months fixed contract expertise in the areas of:
- marketing and communication including assistance with the design of a specific marketing campaign to reach target groups
 - economic development for networks with local chambers of commerce and key businesses in target suburb/s
 - arts and culture for networks with local artisans and artists
 - tourism to assist with developing the strategy from a cultural tourism perspective
 - community development for networks into culturally diverse communities and generalist and ethno-specific organisations
 - training and development for assistance with Council's design principles for Intercultural Guide training

ITEM	DETAILS	ESTIMATED COST
Valencia Acoge	Access to Intercultural Guide training resources	\$ 2,300
University of Valencia	Access to <i>Exploratory Study to Develop Memory and Cultural Diversity Itineraries</i> evaluation resources	\$ 420
Participation and expertise in coordination meetings	Valencia Acoge, University of Valencia and City of Valencia	\$ 1,850
Project mentoring services	Valencia Acoge, University of Valencia and City of Valencia	\$ 3,200
Intercultural Guides	3 x trial walking tours x 2 people @ \$200 per person	\$ 1,200
iGen Foundation	Coordination, development and facilitation	\$21,280
Training expenses	Graphic design, printing, catering, other costs (10 people)	\$ 1,000
Promotion	Flyers, social media advertising and other costs	\$ 250
Contingency (10%)	Unexpected expenses	\$ 3,500
Staffing City of Salisbury	Council staff to work on implementation of this project fix term contract for 12 months two days per week	\$46,500
Total estimated cost		\$81,500

- 3.19 The budget contained within the table above is a modest bid for access of international intellectual property and the engagement of an experienced charitable organisation well known for its expertise in designing and implementing innovative intercultural initiatives. We have allocated \$15,000 from the existing budget in Community Development for this project, leaving \$66,500 to be proposed as a non-discretionary 2023/24 Third Quarter Budget Review Bid of \$66,500.

4. CONCLUSION

- 4.1 The purpose of Diversitours is to use cultural tourism in the form of walking tours through areas of significant cultural diversity. Walking tours for all abilities, nationalities and ages from children to older people are a method for reducing discrimination, racism and negative descriptions of suburbs and enhancing social harmony, a sense of belonging, and understanding, at the local level, of the value and vibrancy of cultural diversity.
- 4.2 Diversitours is an opportunity for the City of Salisbury to showcase its pioneering work in intercultural innovation with businesses, organisations and residents to people within and outside the City.
- 4.3 It is proposed that the City of Salisbury work in partnership with iGen Foundation to deliver Diversitours, an innovative cultural tourism approach which strengthens community cohesion and individual sense of belonging by residents becoming tourists in their own neighborhoods, increasing community pride and wellbeing and inviting others to visit the City to see the rich opportunities it has to offer.