



## **AGENDA**

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

**2 DECEMBER 2024 AT THE CONCLUSION OF THE**

**SALISBURY LIVING 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  
Deputy Chief Executive Officer, 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**

#### **LEAVE OF ABSENCE**

#### **PRESENTATION OF MINUTES**

Presentation of the Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 14 October 2024.

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**REPORTS**

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**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 WITTBER & DR RUBY DAVY ROOMS,  
SALISBURY COMMUNITY HUB,**

**34 CHURCH STREET, SALISBURY ON**

**14 OCTOBER 2024**

**MEMBERS PRESENT**

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

**STAFF**

Chief Executive Officer, Mr J Harry  
Deputy Chief Executive Officer, 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  
Governance Support Officer, Ms M Prasad  
Manager People & Performance, Ms K Logan  
Manager Community Experience, Ms C Kroepsch  
Manager Community Diversity & Inclusion, Ms V Haracic

The meeting commenced at 7:13pm.

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

**APOLOGIES**

Apologies have been received from Cr S McKell and Cr S Reardon.

**LEAVE OF ABSENCE**

Nil.

**PRESENTATION OF MINUTES**

Moved Cr S Ouk  
Seconded Mayor G Aldridge

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The Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 8 April 2024, be taken as read and confirmed.

**CARRIED**

## **REPORTS**

### **ISPS1 Future Reports for the Intercultural Strategy and Partnerships Sub Committee**

Moved Mayor G Aldridge  
Seconded Cr C Buchanan

That Council:

1. Notes the report.

**CARRIED**

### **ISPS2 Intercultural Strategic Plan Implementation Report 2023-2024**

Moved Cr C Buchanan  
Seconded Cr S Ouk

That Council:

1. Notes the implementation report of the Intercultural Strategic Plan 2023-2024 (Attachment 1, Item ISPS2, Intercultural Strategy and Partnerships Sub Committee, 14 October 2024).
2. Acknowledges and thanks Administration for the delivery on a number of key strategic priorities in our Cultural and Strategic Priorities Action Plan.

**CARRIED**

### **ISPS3 Council of Europe Intercultural Cities No Hate Speech Week and Active Citizenship and Participation Key Learnings**

Moved Mayor G Aldridge  
Seconded Cr S Ouk

That Council:

1. Notes the key learnings outlined in the report (Item. ISPS3, Intercultural Strategy and Partnerships Sub Committee, 14 October 2024).

**CARRIED**

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**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 7.22pm.

CHAIRMAN.....

DATE.....



**ITEM** ISPS1

**INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE**

**DATE** 02 December 2024

**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 subcommittee 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 following table outlines the reports to be presented to the Intercultural Strategy and Partnerships Sub Committee as a result of a Council resolution:

<b>Meeting Item</b>	<b>- Heading and Resolution</b>	<b>Officer</b>
28/08/2023	<b>Sister Cities Update</b>	Leandro Lopez Digon
1.1.2 ISPSC1	– 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 in February 2024.	
<b>Due:</b>	February 2024	
<b>Deferred to:</b>	February 2025	
<b>Reason:</b>	Will be included as part of the Economic Development Strategy	

18/12/2023 ISPS1	<p><b>Reconciliation Action Plan Strategy</b></p> <p>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 (ISPS1 Intercultural Strategy and Partnerships Sub Committee 4 December 2023) and provide it to the next meeting of the ISPSC for consideration and decision.</p> <p><b>Due:</b> December 2024</p> <p><b>Deferred to:</b> February 2025</p> <p><b>Reason:</b> Administration are awaiting confirmation of Chair nomination for the First Nations Strategic Group</p>	Chandler Giles
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### 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.



<b>ITEM</b>	ISPS2  <b>INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE</b>
<b>DATE</b>	02 December 2024
<b>HEADING</b>	Diversitours Project Update
<b>AUTHOR</b>	Myfanwy Mogford, Team Leader Diversity & Inclusion Strategy, Community Development
<b>CITY PLAN LINKS</b>	1.3 Our city is welcoming to people of all ages, backgrounds and abilities, and recognises First Nations peoples 3.1 Our businesses are successful, and the community benefits from their success 3.3 Our city centres are active and prospering
<b>SUMMARY</b>	Diversitours is an intercultural tourism initiative that is being implemented in the City of Salisbury. Diversitours will contribute to the City of Salisbury's success as an intercultural city and increase tourism. This is a report on the progress of the project.

**RECOMMENDATION**That Council:

1. Notes the information provided in this report (Item ISPS2, Intercultural Strategy and Partnership Sub Committee, 2 December 2022).

**ATTACHMENTS**

There are no attachments to this report.

**1. BACKGROUND**

- 1.1 The City of Salisbury is introducing an Australian-first intercultural tourism initiative called Diversitours. Diversitours was established through the Council of Europe's Intercultural Cities Network, of which the City of Salisbury is a member. This initiative is enabled by the Intercultural Strategic Plan.
- 1.2 Diversitours are walking tours of city centres that showcase local history and sites of interest through an intercultural lens. Through intercultural methodology, such tours will help shape a positive narrative and sense of belonging for all City of Salisbury residents, including not only culturally and linguistically diverse communities, but First Nations people and Australian-born people. Diversitours are a unique form of tourism because they are designed primarily to be a socially, environmentally and economically sustainable intercultural tourism model.
- 1.3 The Diversitours model was established in Valencia and Bilbao, Spain. The City of Salisbury is the first city in Australia to be delivering Diversitours. Diversitours is being delivered by the City of Salisbury in partnership with Charitable organisation iGen Foundation.
- 1.4 Diversitours is being delivered with a multistage approach, and the first stage: tour guide selection, has now been completed.

## 2. EXTERNAL CONSULTATION / COMMUNICATION

### 2.1 iGen Foundation

## 3. DISCUSSION

3.1 The City of Salisbury and iGen Foundation have finalised the recruitment stage for tour guides following a successful promotion campaign:

3.1.1 233 website visits

3.1.2 95 application page visits

3.1.3 19,724 social media impressions

3.2 The application process was made simple to minimise barriers to employment for culturally and linguistically diverse people. ‘Interculturalism’ was explained in the job advertisement to clarify that unlike a multicultural approach, which targets migrants, interculturalism includes First Nations and Australian-born people, so everyone was eligible to apply. To be eligible, applicants were required to live in the City of Salisbury to promote local employment.

3.3 iGen Foundation received 32 eligible applicants. All applicants were invited to interview to provide the best chance for employment for all people, particularly people without paid work experience or recently arrived migrants without local job application skills.

3.4 City of Salisbury staff and iGen Foundation conducted 25 interviews and determined 15 successful candidates.

3.5 Applicants were of diverse ages from 21 to 77 and spoke diverse languages: Khmer, Hazaragi, Urdu, Hindi, Farsi, Dari, Filipino, Afrikaans, Nepali, Spanish, Italian and Serbian.

### Next Steps

3.6 The next phase is the delivery of tour guide training modules to successful candidates: Principles of Interculturalism, Local Salisbury History, How to be a Tour Guide.

3.7 Pilot tours will operate early next year to test the model before promoting tours to the public.

3.8 Diversitours target audiences will be students, local residents, tourists, local business employees, conference attendees and Council staff.

## 4. CONCLUSION

4.1 Delivery of Diversitours is progressing and the recruitment process was a success. This project is a significant development in the City of Salisbury’s Intercultural Cities agenda.

<b>ITEM</b>	ISPS3  <b>INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB COMMITTEE</b>
<b>DATE</b>	02 December 2024
<b>HEADING</b>	Harmony Week 2025 Major Event Update
<b>AUTHOR</b>	Myfanwy Mogford, Team Leader Diversity & Inclusion Strategy, Community Development
<b>CITY PLAN LINKS</b>	1.3 Our city is welcoming to people of all ages, backgrounds and abilities, and recognises First Nations peoples 3.3 Our city centres are active and prospering 4.3 Our council is recognised for delivering exceptional community experiences and quality outcomes
<b>SUMMARY</b>	The City of Salisbury will deliver a Harmony Week main event on Friday, 28 March 2025 to celebrate cultural diversity and belonging. This event is enabled by the Intercultural Strategic Plan and event planning has commenced. This report provides information about the progress of event planning.

**RECOMMENDATION**That Council:

1. Notes the information provided in this report (Item ISPS3, Intercultural Strategy and Partnership Sub Committee, 2 December 2024).

**ATTACHMENTS**

There are no attachments to this report.

**1. BACKGROUND**

- 1.1 Harmony Week is an annual national celebration led by the Department of Home Affairs. It celebrates cultural diversity and inclusion. The week includes the United Nations International Day for Elimination of Racial Discrimination on 21 March 2025. Over 80,000 Harmony Week events have been held since 1999 across Australia.
- 1.2 The City of Salisbury celebrates Harmony Week annually with a major community event at the Salisbury Community Hub that attracts typically upwards of 1,000 community members.
- 1.3 Council has been participating in Harmony Week for over 10 years with a main community event and Harmony Week themed programs and activities.
- 1.4 This event is delivered in line with intercultural methodology, whereby all members of the community, including First Nations people, Australian-born, and migrants meaningfully participate and interact. This event is enabled by the Intercultural Strategic Plan.

**2. EXTERNAL CONSULTATION / COMMUNICATION**

2.1 Nil.

**3. DISCUSSION**

3.1 Harmony Week 2025 will be held between Monday, 17 March 2025 and Sunday, 23 March 2025. The City of Salisbury's main event will be held on Friday, 28 March 2025, noting the Department of Home Affairs Harmony Week event guidelines support events held outside of their formal date range. This date has been chosen because the Adelaide Symphony Orchestra will be performing at the Salisbury Community Hub on Friday, 21 March 2025.

3.2 Expressions of interest for performers were invited between Monday, 16 September 2024 and Tuesday, 26 November 2024.

3.3 'Save the date' information has been communicated to key stakeholders including City of Salisbury Elected Members, Ministers of Parliament, local schools, community leaders and service providers.

3.4 Staff are working closely with culturally diverse community members to design key elements of the event including the Intercultural Parade.

3.5 Staff will partner with the Australian Refugee Association to deliver the market stall component of the event. This features new, locally run small businesses by people with refugee experience to provide real experience and exposure for the success of their business.

3.6 In addition to this main event, there will be a range of Harmony Week themed activities and programs delivered by the City of Salisbury.

**4. CONCLUSION**

4.1 Harmony Week event preparations are underway and on track.