

Date: 29 April 2022 **Location:** Darebin Intercultural Centre, Preston

Chair: Veronica Pardo, External Consultant **Minutes:** Anna O'Brien, Team Leader Intercultural Centre

Apologies: PTT members - Aunty Diane Kerr OAM, Commissioner Dr Judy Tang, Lalitha Chelliah, Kate Tempany, Jamuna Parajuli, Ramona Barry, Chewy Fang, Emeritus Professor Joe Camilleri OAM

Attendees: Emma Pase (City of Darebin), Anna O'Brien (City of Darebin) and PTT members – Nalliah Suriyakumaran (Suriyan), Ponniah Anandajayasekeram (Ananda), Nishanathe Dahanayake (Nish), Bel Schenk, Taylor Tran

ITEM	DISCUSSION
5.40pm, Veronica	<ul style="list-style-type: none"> - Acknowledgement of Country - Open meeting - Introductions
5.50pm, Veronica	<p>Objectives of the Think Tank</p> <ul style="list-style-type: none"> - To engage in a process of co-design for the finalisation of the vision and mission statements - To provide strategic feedback and advice on the Draft Programming Framework - To tie off loose ends, enabling the committee to close its work and hand over to Council the next phase of operations - To reflect and evaluate on the process and provide final insights to the team on ways of working
5.55pm, Veronica	<p>Understanding the scope of this workshop</p> <ul style="list-style-type: none"> - Model effective intercultural practice - Tell the story of outcomes of the last five years of consultation, research and review - Provide a final review the vision and mission statements
6pm, All	<p>Elements of co-design: Write down what have been the elements of co-design that you have really valued in the Think Tank process, and would like to see reflected in our practice over the next three workshops? What recommendations can officers take back to Council about how co-design projects should operate in the future?</p> <ul style="list-style-type: none"> - Common goal, common focus, important to make sure there is a collective energy - Support migrants to engage in civic spaces, create space for them - Increase visibility of lived experience - Have structure, strong leadership and solid outcomes - Ability to ensure transformation - Invite people to communicate and contribute in their preferred way - Mutual respect, respect for diverse views - Deep listening, care about the point of view and spend time trying to capture it - Culturally sensitive, different communication norms and styles, different codes of conduct, body language - Expressing without fear, be practical and pragmatic - Space for diverse people to have their voices heard - Opportunities for people of diverse experience, language, education and so forth to participate - Strong facilitation to draw out the quiet voices - The participant's voice matters and their contribution to decision making will be counted

6.15pm	<p>Rules of engagement</p> <ul style="list-style-type: none"> - Practicing BOTH psychological safety and cultural safety within this space - Actively listening and engaging, especially to those whose lived experiences are different to yours - Learning to be silent when your voice is often dominant by virtue of your role, expertise and relationships - Being a good ally, amplifying and creating a safe space for those who are more marginal - Keeping the conversation at a strategic level and not in the weeds - Practicing good stewardship, not ownership <p>Discussion around the concepts of psychological safety, cultural safety and cultural competency.</p>																						
6.30pm	<p>Looking back in order to look forward</p> <ul style="list-style-type: none"> - Create a timeline on butcher's paper of the Think Tank's journey so far. Then, using stick it notes, place your insights and reflections on key moments, key understandings, things that you don't want forgotten, things you want to emphasise for the future. <p>Some key points that were noted include:</p> <table border="1"> <thead> <tr> <th>Expression of Interest</th><th>Slack</th><th>PTT 1 Zoom</th><th>PTT 2 Zoom</th><th>PTT 3 Darebin Arts Centre</th><th>PTT 4 Darebin Arts Centre</th><th>Officers go to Council</th><th>PTT 5 Intercultural Centre</th></tr> </thead> <tbody> <tr> <td>How are people awarded for participating in this co-design process?</td><td>We were all very passionate</td><td> <p>Induction</p> <p>Why are you here?</p> <p>Worried about Zoom format but delighted with the generosity and forward thinking of the group</p> <p>Everyone spoke and everything was valuable</p> <p>Intersectionality > see the whole person, move away from ethnicity being the only element of culture</p> <p>Holistic approach to programming</p> </td><td> <p>Leadership by coloured/ethnic people in decision making</p> <p>Acknowledging First Nations people</p> <p>Combatting discrimination Vs social cohesion</p> <p>Acknowledging is never enough without true engagement and opportunities</p> <p>How do we know what we are proposing is acknowledge by First Nations people?</p> <p>Voice of First Nations first</p> <p>Interested to hear that the group saw value in strengths-based language and positive approach</p> </td><td> <p>To ensure migrant participation in civic space</p> <p>Celebrate rich multicultural heritage</p> <p>How to meet expectations</p> <p>Multiple approaches</p> <p>Resources to support programs</p> <p>Remove bureaucratic barriers</p> <p>A bit overwhelmed but excited about having multiple methods of engagement to be truly inclusive</p> </td><td> <p>Summary of key elements</p> <p>Vision and Mission work</p> <p>Documentation and feedback</p> <p>New ideas on the table</p> <p>Strength based language</p> <p>Can't try to solve all racism</p> <p>Novel way to encourage migrant participation</p> <p>Appreciate migrant volunteers</p> </td><td></td><td> <p>Brainstorm summary & key items by the team</p> <p>Follow up</p> <p>About the final output</p> <p>Responsibility to record narrative</p> </td></tr> </tbody> </table>							Expression of Interest	Slack	PTT 1 Zoom	PTT 2 Zoom	PTT 3 Darebin Arts Centre	PTT 4 Darebin Arts Centre	Officers go to Council	PTT 5 Intercultural Centre	How are people awarded for participating in this co-design process?	We were all very passionate	<p>Induction</p> <p>Why are you here?</p> <p>Worried about Zoom format but delighted with the generosity and forward thinking of the group</p> <p>Everyone spoke and everything was valuable</p> <p>Intersectionality > see the whole person, move away from ethnicity being the only element of culture</p> <p>Holistic approach to programming</p>	<p>Leadership by coloured/ethnic people in decision making</p> <p>Acknowledging First Nations people</p> <p>Combatting discrimination Vs social cohesion</p> <p>Acknowledging is never enough without true engagement and opportunities</p> <p>How do we know what we are proposing is acknowledge by First Nations people?</p> <p>Voice of First Nations first</p> <p>Interested to hear that the group saw value in strengths-based language and positive approach</p>	<p>To ensure migrant participation in civic space</p> <p>Celebrate rich multicultural heritage</p> <p>How to meet expectations</p> <p>Multiple approaches</p> <p>Resources to support programs</p> <p>Remove bureaucratic barriers</p> <p>A bit overwhelmed but excited about having multiple methods of engagement to be truly inclusive</p>	<p>Summary of key elements</p> <p>Vision and Mission work</p> <p>Documentation and feedback</p> <p>New ideas on the table</p> <p>Strength based language</p> <p>Can't try to solve all racism</p> <p>Novel way to encourage migrant participation</p> <p>Appreciate migrant volunteers</p>		<p>Brainstorm summary & key items by the team</p> <p>Follow up</p> <p>About the final output</p> <p>Responsibility to record narrative</p>
Expression of Interest	Slack	PTT 1 Zoom	PTT 2 Zoom	PTT 3 Darebin Arts Centre	PTT 4 Darebin Arts Centre	Officers go to Council	PTT 5 Intercultural Centre																
How are people awarded for participating in this co-design process?	We were all very passionate	<p>Induction</p> <p>Why are you here?</p> <p>Worried about Zoom format but delighted with the generosity and forward thinking of the group</p> <p>Everyone spoke and everything was valuable</p> <p>Intersectionality > see the whole person, move away from ethnicity being the only element of culture</p> <p>Holistic approach to programming</p>	<p>Leadership by coloured/ethnic people in decision making</p> <p>Acknowledging First Nations people</p> <p>Combatting discrimination Vs social cohesion</p> <p>Acknowledging is never enough without true engagement and opportunities</p> <p>How do we know what we are proposing is acknowledge by First Nations people?</p> <p>Voice of First Nations first</p> <p>Interested to hear that the group saw value in strengths-based language and positive approach</p>	<p>To ensure migrant participation in civic space</p> <p>Celebrate rich multicultural heritage</p> <p>How to meet expectations</p> <p>Multiple approaches</p> <p>Resources to support programs</p> <p>Remove bureaucratic barriers</p> <p>A bit overwhelmed but excited about having multiple methods of engagement to be truly inclusive</p>	<p>Summary of key elements</p> <p>Vision and Mission work</p> <p>Documentation and feedback</p> <p>New ideas on the table</p> <p>Strength based language</p> <p>Can't try to solve all racism</p> <p>Novel way to encourage migrant participation</p> <p>Appreciate migrant volunteers</p>		<p>Brainstorm summary & key items by the team</p> <p>Follow up</p> <p>About the final output</p> <p>Responsibility to record narrative</p>																

7pm, Break

7.15pm

Review of Vision and Mission

Vision

The Darebin Intercultural Centre is an accessible, inclusive, and vibrant community centre that facilitates and promotes intercultural and intergenerational connection, learning and reciprocity.

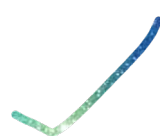

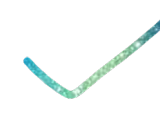
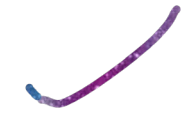
- Vision isn't technically a vision statement, it feels incomplete
- What are we trying to achieve? What are we aiming for?

The Darebin Intercultural Centre	is an accessible, inclusive, and vibrant community centre	that facilitates and promotes	intercultural and intergenerational	connection, learning and reciprocity.
	<ul style="list-style-type: none"> - Should be highlighted in the programming framework - These should be values statements, guiding principles - What does vibrant mean? Inclusive? Accessible? - Too many words, meaning gets lost 			<ul style="list-style-type: none"> - Reciprocity – difficult word to understand, use accessible language

Mission

We create space and opportunity for people of all backgrounds to engage in intercultural and intergenerational learning, connection, cultural exchange and celebration. Through consultation and engagement with community members, the Intercultural Centre develops and facilitates programs that directly respond to the issues impacting Darebin's diverse and ever evolving community.

- Mission: we will achieve the Vision by...

We create space and opportunity	for people of all backgrounds	to engage in intercultural and intergenerational	learning, connection, cultural exchange and celebration.	Through consultation and engagement with community members,	the Intercultural Centre develops and facilitates programs	that directly respond to the issues impacting	Darebin's diverse and ever evolving community.
	<ul style="list-style-type: none"> - Minimises the human experience - Pigeon holes people - makes assumptions / judgement about people based on their background 			<ul style="list-style-type: none"> - Consultation is laden with power imbalance. Just use engagement - What other word could be used? - Culturally safe ways to work with community 		<ul style="list-style-type: none"> - Issues, deficit language - Remove barriers to support people to participate in civic life, improve liability - Fix the system, not the people 	

	<table><tr><td></td><td><ul style="list-style-type: none">- Drop the background, just say people- Who will read this? The vision and mission? Don't lose the message by being too general.- We want people to know they are welcome if they are from different backgrounds</td><td></td><td></td><td><ul style="list-style-type: none">- Important to acknowledge and appreciate participation of community</td><td></td><td></td><td></td></tr></table>		<ul style="list-style-type: none">- Drop the background, just say people- Who will read this? The vision and mission? Don't lose the message by being too general.- We want people to know they are welcome if they are from different backgrounds			<ul style="list-style-type: none">- Important to acknowledge and appreciate participation of community			
	<ul style="list-style-type: none">- Drop the background, just say people- Who will read this? The vision and mission? Don't lose the message by being too general.- We want people to know they are welcome if they are from different backgrounds			<ul style="list-style-type: none">- Important to acknowledge and appreciate participation of community					
7.45pm, Veronica and Emma	<p>Summary and next steps</p> <ul style="list-style-type: none">- Before the next meeting, Officers will send you the draft Programming Framework- Read it and think about it, no other prep required- Remember your responsibility is to provide high level, strategic advice, stay out of the weeds <p>Officers to come back to group with</p> <ul style="list-style-type: none">- How the Centre and its programs are acknowledging Wurundjeri Woi wurrung peoples- How the Centre and its work link to the broader Council Plan and strategies								
Meeting close: 7.50pm	Next meeting: Thursday 26 May 2022, 5.30pm to 8pm Location: Darebin Intercultural Centre, 59a Roseberry Ave, Preston								