

Date: 26 October 2021 **Location:** Zoom

Chair: Vicky Guglielmo, Manager Creative Culture and Events **Minutes:** Anna O'Brien, Team Leader Intercultural Centre

Apologies: PTT members - Auntie Diane Kerr OAM, Ramona Barry, Chewy Fang

Attendees: Vicky Guglielmo (City of Darebin), Emma Pase (City of Darebin), Anna O'Brien (City of Darebin), Shabaz Fattah (City of Darebin) and PTT members – Commissioner Dr Judy Tang, Bel Schenk, Emeritus Professor Joseph Camilleri OAM, Taylor Tran, Nalliah Suriyakumaran (Suriyan), Kate Tempany, Ponniah Anandajayasekeram (Ananda), Jamuna Parajuli, Lalitha Chelliah, Nishanathe Dahanayake (Nish)

ITEM	DISCUSSION
Meeting open: 5.30pm	<ul style="list-style-type: none"> - Acknowledgement of Country - Previous minutes confirmed
<p>Small group sessions</p> <p>Group 1 and 2 both addressing same topic</p>	<p>Honouring First Nations voices in all the Centre's activities is our non-negotiable starting point. How do we achieve this at the design stage, delivery stage, and evaluation stage for activities that are inherently connected to First Nations culture/s?</p> <p>How do we achieve this in the design stage, delivery stage and evaluation stage for activities that relate to other cultures or topics intersecting with First Nations culture/s?</p> <p>Naming in Woi Wurrung</p> <ul style="list-style-type: none"> - Streets, suburbs, spaces in and around the Intercultural Centre, name the Centre itself <p>Staffing</p> <ul style="list-style-type: none"> - Aboriginal staff - Part of role includes people being able to make an appointment to meet with them to respectfully ask questions relating to culturally safety, protocols, shaping programming - First Nations facilitators - A First Nations working group sourced from a partner organisation, paid <p>Program design</p> <ul style="list-style-type: none"> - Ask Aboriginal people how they would like to be included. What would make them feel honoured and respected? What does that look like to you? - Include Aboriginal voices in all stages of programming: design, delivery, evaluation

- Taking place within Council framework
- Whose First Nations voices? Those in Darebin?
- Who is listening? Council? Or Darebin?

Program delivery

- Facilitators across all programming should have a toolkit around Acknowledgement of Country, Living History of Wurundjeri Kulin Nation (present not past tense), Any cultural sensitivity information that will assist them in creating safe space for participants. Include this as part of staff, volunteer, facilitator induction

Program evaluation

- Qualitative/anecdotal evaluation rather than quantitative
- Acknowledge Council benchmarks for success

Cultural education

- Aboriginal education programs for newly arrived, international students, plus migrants and Australian born
- 1st, engage with the culture, 2nd, participate in activities, 3rd, take action
- Indigenous music mixed on playlist with other cultures
- Iconic landscaping, fire pit

What other steps should officers go through to interrogate their decisions about what activities make it to delivery stage? In other words, how do officers decide which programs to invest resources into (both monetary and human)?

What factors should be included in officer's decision making? Why?

Whole of Council

- Equitable decision making should start from within. Poorer suburbs miss out. Eg. Northcote pool – everyone's rates pay for it and it is right at the very south of the LGA. What about Reservoir pool?
- Push equity at the thinking level, Human Rights Framework
- Intercultural activities should be a whole organisation approach
- Don't use terms like disadvantaged, marginalised. Have heard from multiple clients that they don't like these terms. Eg. Asylum seekers > they are extremely strong and resilient, not vulnerable

Prioritise

- Prioritise first nations led programming
- First Nations and migrants, LGBTIQ+, socially disadvantaged

- Activations need to address First Nations needs but also create intercultural space
 - Shift from multicultural to intercultural
 - Arts and music, health and wellbeing
- Staffing**
- Diverse staff, representative of community
 - Accessible opening hours
- Decision making**
- Who is the program for? What benefit will it bring? How will that benefit have greater reach?
 - Is it a priority of Council? Priority of IC? Does it already exist within other Council areas? Does it support a priority cohort? Can it be done within existing resources? Potential impact? Does this program fulfil an existing need? Will this program build relationships that can flourish and potentially grow beyond the centre? How does it value-add to the community? Can this program be co-designed with a partnership organisation? Is this program being delivered elsewhere (is there a potential for partnership or collaboration?)
 - Does the program create a safe space? Does it provide for inclusivity and access? Have I addressed any culturally specific challenges (language barriers, fear of colonial spaces, observing particular rituals or faith implications)?
- Program**
- Program A – do, Program B – if we get the funding, partners etc
 - Anti-racism work needs to focus on both the perpetrator and the victim, the only way to address systemic racism.
 - What do young people want to see in order to be a part of the social cohesion concept
 - Honour/welcome all cultures
 - Engage the right facilitators either paid or volunteer
- Evaluation**
- Have we created a framework for evaluation so that we can seek continual improvement, so we don't just repeat the same programming for ease because of budget concerns or restrictions? (factoring some sort of moderation process with facilitators)
- Partners**
- What is their track record? Do they deliver? What are the risks?
- Paid consultation**
- Everyone should be paid for their time. For groups like this Think Tank, for co-design work

	<p>Co-design</p> <ul style="list-style-type: none"> - Co-design: design, delivery and evaluation - Co-design: how do we not ask people to do our work for us? Give us your voices for free. Migrants are sick of giving their voices for solving racism - Who has the right to speak on behalf of others? One voice is not representative of a community - Stages of engagement: receive a service, partner – good but still not equity, investor – true engagement
Feedback from group on meeting format, and Slack	<ul style="list-style-type: none"> - Meeting format is good, although in person preferred when possible - Double vaccination required to meet in person – can do a hybrid model if needed (Zoom and in-person) - Breakout rooms are good as they spark new ideas - Slack as a chat platform: good platform, good place to dump ideas. Opt-in only. People commenting should assume that not everyone has read their post when they come to Think Tank sessions. Some people will engage with it, others won't. - Some great ideas have been input not Slack – these will be summarised into themes for inclusion as an appendix in the PTT Report
Meeting close: 7.20pm	<ul style="list-style-type: none"> - Next meeting: Tuesday 23 November 2021, 5.30pm to 7.30pm Location: Zoom (or in person if restrictions allow)

