

**Date:** 23 November 2021      **Location:** Darebin Arts Centre, Preston

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

**Apologies:** PTT members - Aunty Diane Kerr OAM, Commissioner Dr Judy Tang, Bel Schenk, Taylor Tran, Lalitha Chelliah

**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 – Emeritus Professor Joseph Camilleri OAM, Nalliah Suriyakumaran (Suriyan), Kate Tempany, Ponniah Anandajayasekeram (Ananda), Jamuna Parajuli, Nishanathe Dahanayake (Nish), Ramona Barry, Chewy Fang

ITEM	DISCUSSION
5.30pm, Vicky	<ul style="list-style-type: none"> <li>- Acknowledgement of Country</li> <li>- Open meeting</li> </ul>
5.40pm, All  Each person to talk about the object or image that embodies what you want from an Intercultural Centre	<p><b>What do you want from an Intercultural Centre?</b></p> <ul style="list-style-type: none"> <li>- Welcoming everyone from all walks of life; celebrate the resilient, diverse and inspiring community; to care and be cared for; sense of belonging; key for community to connect; Sense of purpose; place of recognition and belonging; acknowledge others and for others to acknowledge them</li> <li>- See their similarities and acknowledge and experience each other's creativity; Borders vanish into thin air</li> <li>- Rising hostility in the community, work towards peace; focus on the value the community bring; Work towards building and strengthening social cohesion</li> <li>- Set a good example about how we look after nature and make the environment safe; give and take; A new spirit that is life giving in the community</li> <li>- Interculturalism – the space in between, radiate out through Darebin; Culture wheel – all embracing, every aspect of life – values, language, art, tech, skills, traditions rituals and so on; Embrace the richness that comes with each of the cultural aspects; Highlight positives; Deep appreciation of each other's cultures, values and rituals; immersion in others culture; Integrate interfaith and intercultural</li> <li>- Multiculturalism, being proud of own identity. Interculturalism, find common ground, doesn't mean integration; shared human values, respecting different identities that can exist</li> <li>- Allow space, allow a blank page, do not insert ourselves as personal/professionals but rather allow others to determine things, work out the plan; Start with A and find out collectively what B is</li> <li>- Importance of capturing memory, immigration and settlement stories, family stories, what we do today has a legacy for future generations</li> </ul>

	<ul style="list-style-type: none"> <li>- First Nations knowledge, learnings, acknowledgement of 60,000 years – display</li> </ul>
<p>6pm, All</p> <p>Who?</p> <p>Brainstorm ideas about who we should be applying our efforts to partner with.</p> <p>What kinds of organisations (or specific organisations), individuals, community groups, cohorts of people, peak bodies, government authorities or academic institutions should we focus our attentions on partnering with?</p>	<p><b>Who should the IC partner with?</b></p> <ul style="list-style-type: none"> <li>- MCH services and family services, CALD parents supported playgroups; Indigenous Grandmothers' Group</li> <li>- Community based multicultural organisations; NFPs that run community support programs; Brotherhood of St Laurence, Communities' Council on Ethnic Issues, Foundation House, DECC, VMC, Islamic Museum</li> <li>- Community Groups who need assistance/help/guidance, ensure that we are reaching communities that really need the IC program, African Islamic groups, disadvantaged, homeless people community groups, retired folks, disabled folks (ESL), older and unemployed groups, young people, faith groups; community leaders, elders; influential and interested</li> <li>- Established migrant community, newly arrived migrant community, refugee groups, asylum seekers; Emerging communities: Nepalese, Arabic Speaking, Syrian, Iraqi; Settlement Services</li> <li>- Organisations/groups that research needy, disadvantaged, communities</li> <li>- Partnership with each community – we need to engagement with all representatives, including mainstream Anglo</li> <li>- Formal structures and entities, as well as informal structures</li> <li>- Organisations/groups that can impart skills, provide capacity building, offer useful resources (especially those relating to culture and the dialogue of cultures)</li> <li>- Melbourne Polytechnic, La Trobe, RMIT, International Students, Adult Migrant English Program, schools, learning institutions</li> <li>- Volunteers</li> <li>- Gender based organisations (women's, men's, girls, boys), age specific</li> <li>- Bridge Darebin, Gurwidj Koori Neighbourhood House, Span Community, Jika Jika Community Centre, Alphington Community Centre, PRACE Reservoir</li> <li>- Other Councils</li> <li>- Festivals and events at IC engaging with community groups, clubs, social groups</li> <li>- Settlement services such as AMES: offer to caseworkers to base themselves at the IC one day per week, clients feel safe in the Centre/develop a relationship with it, flow on effect for community grants. Eg. Hazara women's group can later apply for community grant with officer support to utilise the space for a social or cultural need</li> <li>- Areas of importance: Art, Conversation, Religion, Education</li> <li>- Other patrons in the following areas: Philanthropy, Business, Media (both mainstream &amp; ethnic media)</li> <li>- Organisations &amp; Groups with shared goals and common values, with demonstrated capacity</li> </ul>
<p>6.10pm, All</p> <p>Why?</p>	<p><b>Why would organisations want to partner with IC?</b></p> <ul style="list-style-type: none"> <li>- IC is a platform recognised and supported by Darebin Council; High standard</li> <li>- Accessible and functional venues for events, Physical space will be a drawcard</li> </ul>

<p>Small group session:</p> <p>Why would the Intercultural Centre want to partner with someone?</p> <p>Why would someone else want to partner with us?</p> <p>What factors should we consider when deciding on partnerships?</p>	<ul style="list-style-type: none"> <li>- IC's community data, wider reach, increased participation; Bolster small organisations</li> <li>- Utilise available and successful models, resources, knowledge and expertise; Achieve more with combined resources</li> <li>- Collaboration</li> <li>- It's a privilege - get something out, put something in, reciprocal</li> <li>- Altruistic: skills and resources to offer the Centre's community</li> <li>- Shared values, values driven, shared mission</li> </ul> <p><b>Why would the IC want to partner with someone?</b></p> <ul style="list-style-type: none"> <li>- Expose partners to the idea of the intercultural / intersectional</li> <li>- Increase awareness of IC to a wider community, Build trust</li> <li>- Shared values, values driven, shared mission</li> <li>- Some of the Council Plan priorities have come directly from the community, it's a cyclical process. Hear the need from the community, place it in the Council Plan, then officers return to the community and offer a flexible product back to the community to assist them to achieve their original priority</li> </ul> <p><b>Factors to consider when deciding on partnerships</b></p> <ul style="list-style-type: none"> <li>- New collaborations; act collaboratively and cooperatively - essential cornerstone of partnership, an equitable offer between 2 groups/orgs</li> <li>- What opportunity are you able to provide? What would make that community feel different or gain something?</li> <li>- Who are the people who will receive value from that partnership? Will it have an impact for a wider community? How many resources do we need? How long will it have an impact? Cater to a community need</li> <li>- Community and institutional priorities (council plan, actions, strategies)</li> <li>- Intersectionality as a focus</li> <li>- Themes for Partnership, eg. Established/emerging, informal/formal, short-term/long-term</li> <li>- Bring groups who share a mutual interest together, eg. arts groups or education groups. Determine which groups have an interest in collaboration? What can be done together? What needs to be done separately? Education: which groups incorporate intercultural aspects of education? What are you doing at the moment? What are you doing in the future? Intercultural training for teachers</li> <li>- Programming framework, gatekeeping at each stage of design</li> <li>- Central to maintaining identity: dialogue relationship → skilling up activities, challenge of differences</li> </ul>
6.30pm, Break	

<p>6.40pm, All</p> <p>How?</p> <p>Small group session: Consider equitable and appropriate access.</p> <p>Are there any barriers to connection and participation that we should consider?</p> <p>Are there any barriers for individual, groups, organisations through these conventional styles of partnership?</p>	<p><b>Barriers to participation in partnerships</b></p> <p><b>Cultural safety</b></p> <ul style="list-style-type: none"> <li>- Acknowledge privilege, acknowledge power imbalance, training in how to explore privilege</li> <li>- Acknowledge vulnerability, acknowledge adversity, lack of ongoing support, feeling insecure by new approach, acknowledge experience and validate; experience of arrival &amp; welcoming</li> <li>- Develop trusting relationship, broker relationships; Give them the key, this your space for this set time. Be there as equals; relational model</li> <li>- Culture of knowledge and exchange, cultural awareness training</li> <li>- Openness at the beginning, open the conversation, <i>I don't know about you. I'd love to know about you in a deeper sense. If I know about you better, I can know how I can provide service to you;</i></li> <li>- Trauma informed practice</li> <li>- Break unconscious bias</li> <li>- Some cultural groups want separate gender and age specific events and spaces</li> <li>- Cultural barrier, family violence taboo</li> <li>- Representation of multiculturalism in the engagement, personnel and approach.</li> </ul> <p><b>Digital divide</b></p> <ul style="list-style-type: none"> <li>- Digital literacy</li> <li>- Suggestion to have a portal, online and offline, to submit application, ideas or proposals</li> <li>- Welcome packs at Public Housing</li> </ul> <p><b>Language and literacy</b></p> <ul style="list-style-type: none"> <li>- Language barriers</li> <li>- Literacy in levels (in own language, particularly women)</li> <li>- Languages of Darebin Welcome packs – different language to promote to new arrivals, audio capacity via QR?</li> <li>- IC Info Hub?</li> <li>- Google translates in conversation</li> <li>- Talk to text option</li> <li>- How migrant communities/receiving communities communicate to each other – language is a huge barrier in terms of the reaction you get from the “receiving community” you can be personally impacted by that interaction. Body language, verbal language, what reaction that people get when they come into the IC. Need to respect the effort to get to the point of being able to communicate in English for many people.</li> <li>- Bureaucracy is entrenched in the process</li> </ul>
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**Resources**

- It is a privilege to have the time and resources to volunteer and/or attend social events
- Resources to organise their needs, thoughts, priorities to get to the point to even present them to the IC would be huge
- If something is done without you for you, it's not going to benefit you – Mahatma Gandhi

**Outreach required**

- Someone from outside will be viewed as an outsider
- Officers need to be vulnerable, go into their space, see their environment, see their needs, be the minority in language, in cultural settings
- Something is always happening to work within communities – we just don't see it – all sorts of community work is being achieved that LG isn't aware of, and we shouldn't presume that solutions/engagements/approaches aren't happening already

**Open to all, formal and informal**

- Partnership process should be open and accessible to any individuals and organizations
- Reach out to discriminatory groups
- Ownership and representation are important in how we develop the IC program
- Be clear about what kind of programs, it's like a plug and a socket – need to match the offer to the need of the community
- Different levels of partnerships, individuals, groups, organisations, hierarchy of partnership/collaboration

**Safe space**

- Bring in 5 different cultural groups to come together and share learning about an idea/topic/concept. Provide the catalytic moment rather than being to prescribe about the outcome. Provide the space rather than the process. Allow the participants to drive their process, program, space.
- Certain section of the program should be about ensuring that the space is welcoming to just have people there, not programmed, self-determination, informal, chatting to build trust, conversation and sharing to build connections, generate ideas

**Volunteering**

- Make community, especially volunteers feel valued
- Recognise their input/contribution/offer to the program as a whole, show appreciation
- Volunteer study – so many individuals giving and not being acknowledged

7pm, All, Regroup and recap	
7.20pm, Vicky and Emma  Summary	<ul style="list-style-type: none"> <li>- Construction of the Centre will run from March to August 2022</li> <li>- Elders of all communities - walk with Wurundjeri elders – through existing space; Elders work together towards launch</li> <li>- In approximately a month, officers will send you a summary of the outcomes of the PTT to date. Look at it, study it, find a home for your comments in that space. Decide if it is a good representation of what's been discussed to date. Decide if we have missed anything?</li> <li>- Anna will get in touch to coordinate a 1:1 conversation with each of you to gather your thoughts on this summary.</li> <li>- The outcome of these discussions will formulate the 4th PTT meeting agenda in February.</li> <li>- In the final meeting, the PTT will form recommendations for inclusion in the PTT Project Report that goes to Council at the conclusion of the Think Tank. The PTT will form consensus on these recommendations.</li> </ul>
<b>Meeting close:</b> 7.30pm	<b>Next meeting:</b> Tuesday 8 February 2022, 5.30pm to 7.30pm <b>Location:</b> Darebin Arts Centre