

CITY OF BELMONT

# Multicultural Strategy 2020 and Beyond

## Celebrating Our Diversity

Prepared by the City of Belmont

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*Creating opportunities*



## **Acknowledgment of Country**

The City of Belmont acknowledges the Noongar Nation and specifically the Whadjuk people as the Traditional Custodians of this land and we pay our respects to Elders past, present and future leaders.

We also acknowledge all Aboriginal and Torres Strait Islander peoples living within the City of Belmont.

## **Alternative Formats**

This document is available on the City of Belmont website and can be requested in alternative formats including electronic format by email, in hardcopy both in large and standard print. For further information, please contact the Community Development team on (08) 9477 7219. The summary of this Strategy may on request be translated into the following languages:

- Mandarin (Simplified Chinese)
- Tagalog
- Arabic
- Italian
- Farsi
- Urdu
- Hindi
- Korean
- Vietnamese
- Punjabi.

For further language assistance please contact Translating and Interpreting Service (TIS) on 131 450.

## **A message from the City of Belmont Mayor**

The City of Belmont's 'Multicultural Strategy 2020 & Beyond' is Council's second iteration of its commitment to valuing cultural diversity.

The Strategy continues to recognise and highlight the contributions of all Australians, including Aboriginal and Torres Strait Islanders people and people from Culturally and Linguistically Diverse (CaLD) backgrounds, who have helped build the Belmont community, both past and present, and shape its identity.

It is an exciting time to be part of the City of Belmont community and to see so many culturally and linguistically diverse residents choosing to call the City of Belmont their home.

The City has a significant role in fostering social cohesion through facilitating inter-ethnic, inter-cultural and inter-faith dialogue. Within this role, the City has the opportunity to promote collaboration between diverse community groups and stakeholders to contribute to the development of a shared and evolving Australian future.

Following on from the City's inaugural Multicultural Action Plan 2016-2018 (MAP), significant achievements and connections have been established. Through the implementation of the Multicultural Strategy, the City of Belmont commits to providing ongoing support for people of all culturally and linguistically diverse backgrounds.

The City aims to demonstrate its continued commitment and embraces the opportunity to be a leader in this field by recognising and building on from achievements thus far and setting out future directions to build a truly multicultural City.

## **How diverse is our City?**

The City of Belmont is one of the most diverse local government areas within Western Australia. It is located six kilometres from the Perth CBD and comprises of six suburbs; Ascot, Belmont, Cloverdale, Kewdale, Redcliffe and Rivervale covering a total land area of 40km<sup>2</sup>.

## **Our Current Population**

The 2016 ABS data for the City of Belmont showed:

- Of a recorded population of 41,448, with over 40% of the population reportedly being born overseas.
- Over 29% of residents spoke a language other than English at home, an increase of 5% since 2011.
- Of residents from a CaLD background, 1,802 people reported difficulty speaking English.
- A total of 63 languages were spoken within the City of Belmont.

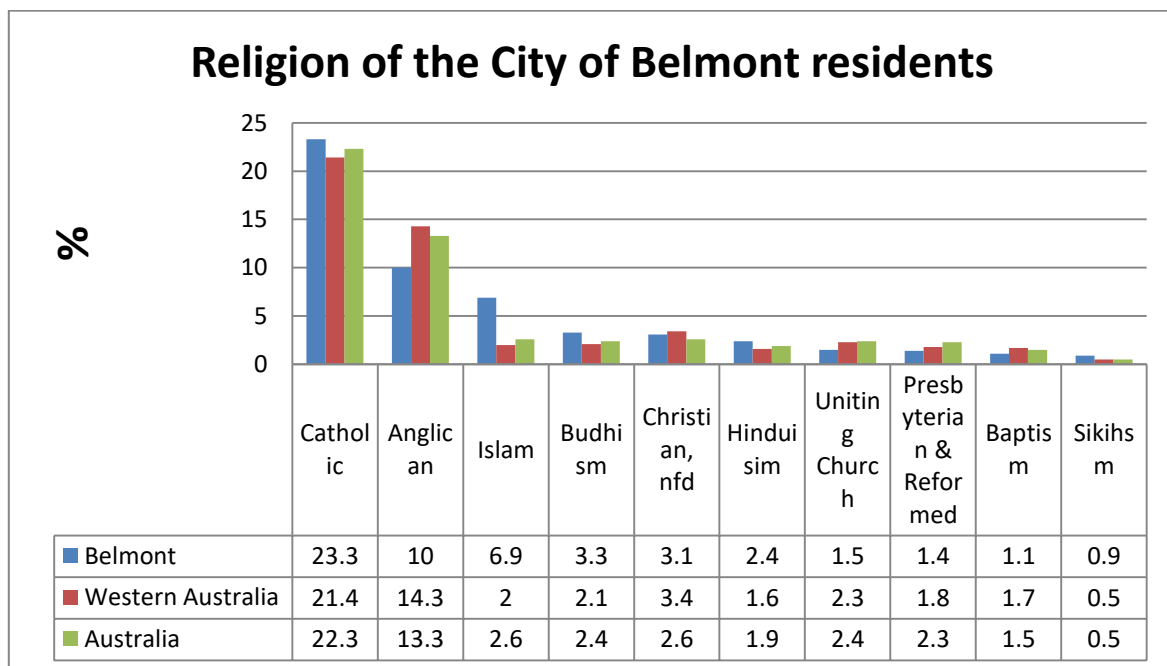
The top 10 languages spoken in Belmont, other than English, were:

1. Mandarin 4.2%
2. Tagalog 2.4%
3. Arabic 1.9%
4. Cantonese 1.6%
5. Italian 1.3%
6. Persian / Dari 1.2%
7. Urdu 1.0%
8. Hindi 1.0%
9. Korean 0.9%
10. Vietnamese 0.9%

## Religion

In the past five years, there has been a significant increase in Islam, Hinduism, Christian, Buddhism and Sikhism. The number of people in the Belmont area identifying as Islamic is more than three times that of the WA average and more than double the national average.

Table1: Religion of the City of Belmont residents



## Education & Employment

Over 46% of the culturally and linguistically diverse (CaLD) population in the City of Belmont hold a tertiary qualification. Of this:

- 35.6% have a Bachelor or Higher degree
- 10.6% with an Advanced Diploma or Diploma

- 12.8% who have gained vocational training.

In 2016, 5,863 (88.9%) CaLD individuals who were living in the City of Belmont were employed:

- 54% were working full time
- 33% were working part time.

For the CaLD population, being able to find work and participate in the local economy is a very important step to settling in Australia. High employment can indicate an engaged migrant community, or perhaps a large contingent on work-sponsored visas.

## **What our Community told us**

The City wanted to hear directly from the community to get a better understanding of what helps build a culturally diverse community. We spoke directly with 172 people and engaged with a further 103 people via our online survey.

We asked what an ideal multicultural City could look and feel like for our Belmont Community. This is what you told us:

### **What does a multicultural City ‘look’ like?**

- A variety of multicultural services available.
- Colourful and vibrant.
- An obvious sign of different looking people, clothing, food and languages.
- You can see different cultures within the one community.
- People laughing and having fun with each other.
- Diverse artworks and signs in different languages.
- Celebrations and inclusivity of all backgrounds and cultures.
- Diverse buildings and spaces i.e. church, schools, mosque, ethnic shops.

### **What does a multicultural City ‘feel’ like?**

- A multicultural City should feel like ‘home’.
- An equal place filled with love.
- Where you don’t feel anyone is judging you.
- Happy and peaceful.
- Safe and people feel connected.
- Like a friendly and welcoming space.
- Everyone feels comfortable to be who they are.
- People feel they belong, matter and can contribute.

We asked the community what they thought was working well and what areas could be improved and this is what you told us.

### **What you told us worked well:**

- The diversity and how ever changing it is.
- Easy access to most amenities.
- The Forum and the parks.
- The proximity to the river, the city and the airport.
- New public art works.
- The shops and cafes.
- The many fun places to spend time with friends and family.
- The activities, the culture, the community and the quietness.
- It's an active outdoor place.
- Offers a family orientated lifestyle.
- The inclusivity.

### **What you said we could improve:**

- More promotion of positive behaviour and more celebrations.
- Social clubs for people with similar interests.
- Volunteers around to help others communicate.
- More 'whole of family' support.
- Community services working better together to better support community.
- Increase in cultural events and gatherings etc. to meet with the diverse community in their own environment.
- Help people to connect and understand each other.
- More engagement at a grass roots level.
- Help connect people new to the area with groups, and meet and greets that could provide opportunities for them to encounter likeminded people.

The areas recognised as needing improvement, and the corresponding suggestions made by participants, have been used to form the Multicultural Strategy.

## **Community Priority Areas and Strategies**

As a result of the community feedback and what we have achieved so far, the City has identified strategies and key actions which will contribute to creating a unified, multicultural community.

The four community priority areas identified in the City's inaugural Multicultural Action Plan (MAP) 2016-2018 continue to be recognised as meeting the community's needs and vision.

The 'Multicultural Strategy 2020 & Beyond' will continue to implement the following four community priority areas:

### **1. Communicating and Participating**

Recognising the importance and the role of language and using diverse communication methods to improve engagement with the community; overcoming barriers and promoting local services and activities to improve access and participation.

#### **Strategy:**

- Further develop and promote a local community and stakeholder profile.
- Identify culturally appropriate marketing strategies to improve access to information and services.
- Promote cross-cultural communication to encourage cultural exchange and increase community cohesion.

### **2. Building Resilient Families**

Support and empower the City's diverse community to reach their full potential, to become active citizens and to participate within the City's initiatives, workforce and local businesses.

#### **Strategy:**

- Provide families with access to programs and services that support healthy relationships and increase a sense of belonging.
- Increase the sense of security, wellbeing and connectedness within the community.
- Collaborate in the delivery of other City strategies (i.e. age-friendly, youth) with a focus on culturally and linguistically diverse communities.

### **3. Building Capacity and Opportunities**

Promote, create and strengthen relationships with relevant communities, organisations and businesses to further enhance their sustainability and to achieve meaningful outcomes for community.

#### **Strategy:**

- Maximise opportunities within the organisation and the broader community to increase employment and volunteering for the culturally and linguistically diverse community.
- Identify and collaborate with relevant internal and external stakeholders to provide and promote leadership and capacity building opportunities for



diverse community members and groups. Promote leadership opportunities for diverse community members and groups.

- Provide support to culturally and linguistically diverse businesses within the City of Belmont.

#### **4. Recognise, Celebrate and Respond**

Recognise and celebrate the benefits of the City's cultural, linguistic and religiously diverse community; acknowledge the contributions of past and present migrants; respond to the changing needs of the community and work towards creating a welcoming, visibly vibrant and inclusive multicultural City.

##### **Strategy:**

- Work towards creating a visibly vibrant multicultural city where the environment reflects and responds to the community's growing diversity.
- Recognise and celebrate unique culture, language and diversity to increase awareness and understanding.
- Support and promote the respect of heritage, religion, family and cultural identity.
- Recognise achievements of individuals and groups who actively promote and embrace harmony and the benefits of diversity.

#### **Measuring our Success**

The Multicultural Strategy 2020 & Beyond will guide the City well into the future, however we understand that there may be changes in community needs and priorities. To ensure we can respond to these changes, a renewable two year implementation plan will be used to ensure we remain on track to deliver on agreed actions and adapt as required. The City will continue to engage with the Cultural Diversity Advisory Group to assist in monitoring of the strategy and will undertake the opportunity to engage with community members throughout the life of the strategy.