

# Newcastle City Council

## **Multicultural Plan**

### **2016 – 2019**



## Acknowledgement

Newcastle City Council acknowledges the traditional country of the Awabakal and Worimi peoples.

We recognise and respect their cultural heritage, beliefs and continuing relationship with the land, and that they are the proud survivors of more than two hundred years of dispossession.

Council reiterates its commitment to addressing disadvantages and attaining justice for Aboriginal and Torres Strait Islander peoples of this community.

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March 2016

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## Statement in favour of a culturally and religiously diverse Newcastle

We as prominent citizens and representatives of organisations in Newcastle affirm our commitment to:

- maintaining our city as a culturally diverse, inclusive community, united by a commitment to democratic principles and fairness
- the right of all our residents to enjoy equal rights and be treated with equal respect



### Multicultural Newcastle

We are committed to maintaining Newcastle as a multicultural city. Newcastle's ethnic, religious and cultural diversity is an integral part of our city's identity and is intrinsic to our city's vitality.

Multiculturalism is in the interest of all residents/citizens and expresses our sense of fairness and inclusion. It enhances respect and support for cultural, religious and linguistic expression.

Migrants to Newcastle, including our most recent arrivals, have brought much needed skills, labour and ideas to our city. They have given us much of the energy, ingenuity and enterprise that makes Newcastle what it is today.

Those who choose to call Newcastle home have the right to practise and share their religious and cultural traditions free from discrimination. Citizens from all backgrounds should be given every opportunity to participate in and contribute to Newcastle and its social, economic and cultural life.

We are committed to a just, inclusive and socially cohesive city where everyone can participate in the opportunities that Newcastle offers and where services are responsive to the needs of residents from all backgrounds.

We will act to promote understanding and acceptance of people of all backgrounds and faiths. We reject all expressions of religious or racial intolerance and discrimination.

**COUNCIL RESOLUTION 24 MARCH 2015**



The City of Newcastle declares its  
Local Government Area as a

# Refugee Welcome Zone

This declaration is a commitment in spirit to:

- **welcoming** refugees into our community,
- upholding the **human rights** of refugees,
- demonstrating **compassion** for refugees and
- enhancing cultural and religious **diversity** in our community.

Councillor Nuatali Nelmes  
LORD MAYOR OF NEWCASTLE

Date 28 May 2015

This Declaration is proudly supported and endorsed by the



Refugee Council  
of Australia

The Refugee Council of Australia is a peak national organisation representing over 1000 organisational and individual members. The aim of the Refugee Council is to promote the adoption of flexible, humane and constructive policies toward refugees, asylum seekers and displaced persons by the Australian and other Governments and their communities.





# NEWCASTLE - OUR CITY

Newcastle is the largest regional centre in NSW and the second largest non-capital urban centre in Australia. The city offers a remarkable and diverse natural environment from coastal headlands and beaches to wetlands, mangrove forests, steep ridges and rainforest gullies.

The Newcastle Local Government Area (LGA) has a population of **148,531** people (2011) in an area of **214 square kilometres**.

Newcastle has been on a journey of significant change as it evolves from an industrial to a post-industrial city led by predominantly the knowledge (eg education, health and technology) and service based sectors.

Our LGA is expected to continue its growth with an additional **32,000** people, anticipated by 2036, as part of an additional **133,000** people in the Hunter.



## Newcastle 2030: Community Strategic Plan

In 2030, our community strategic vision is that Newcastle will be a smart, liveable and sustainable city.

*The Newcastle Multicultural Plan (2016-2019)* has been prepared under the overarching *Newcastle 2030: Community Strategic Plan (CSP)* which focuses on seven strategic directions, all of which have community and social outcomes. The CSP was prepared following extensive community engagement and identifies strategies that Council, other levels of government, community and private sectors will need to implement to achieve the vision of a smart, liveable and sustainable city.

The key strategic *Newcastle 2030* objectives underpinning this plan are:

### Caring and Inclusive Community

- A welcoming community that cares and looks after each other
- Active and healthy communities with physical, mental and spiritual wellbeing
- A creative, culturally rich and vibrant community

### Vibrant and Activated Public Places

- Public places that provide for diverse activity and strengthen our social connections
- Culture, heritage and place are valued, shared and celebrated

This plan is part of a hierarchy of intersecting planning documents connected by the CSP and guide Council services in specific areas. These documents include:

- Access and Inclusion Plan 2016-2020 (pending)
- Cultural Strategy 2016-2019 (draft)
- Social Strategy (draft)
- Newcastle Economic Development Strategy 2016-2019





# ABOUT THIS MULTICULTURAL PLAN

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*The Newcastle Multicultural Plan (2016-2019)* is a four year plan which outlines Council's vision, priority areas and partnership opportunities to meet Council's responsibilities under the *Local Government Act, 1993* in promoting the principles of multiculturalism and ongoing commitment to and engagement with Newcastle's multicultural communities. The aim of the plan is to harness and deliver a range of social, cultural and economic strengths for Newcastle through meaningful engagement, inclusion and support of its multicultural communities.

This Plan builds on previous strategic multicultural plans (*Ethnic Affairs Priority Statement 2004-2007* and *2008-2011*) which affirmed Council's commitment to multiculturalism and Newcastle as a *Welcome Zone for Refugees*.

The approach for the development of this plan has been founded on a range of research approaches including demographic analysis and trends in immigration data, review of relevant Council plans and policies, and consultative forums with community stakeholders (community representatives and service providers) and Council staff.

The objectives of the Multicultural Plan 2016-19 are:

- Promote multicultural diversity in Newcastle
- Celebrate Newcastle's multicultural diversity
- Contribute to economic development outcomes

## NSW legislative and policy framework

There are key NSW legislative requirements and policies that actively seek to support Council's multicultural planning. These are:

- The **Local Government Act 1993** Section 8 outlines the responsibilities of Council to actively promote the principles of multiculturalism
- The **Multicultural Act 2000** is based on the multicultural principles outlined in section 3 of the Act. These principles support the NSW objectives of leadership, community harmony, access and equity, and economic and cultural opportunities in supporting multiculturalism<sup>1</sup>

*Multicultural NSW* (formerly known as the *Community Relations Commission*) provides a range of resources to assist Council's to develop and deliver multicultural outcomes through their Multicultural Policies and Services Program (MPSP)<sup>2</sup>. The *Multicultural NSW Multicultural Planning Framework* has provided the starting point and structure for this plan. Also relevant is the *Multicultural NSW Harmony in Action, Strategic Plan 2014-17* which supports a 'whole of government' approach.

<sup>1</sup> [http://www5.austlii.edu.au/au/legis/nsw/consol\\_act/mna2000244/s3.html](http://www5.austlii.edu.au/au/legis/nsw/consol_act/mna2000244/s3.html)

<sup>2</sup> <http://www.crc.nsw.gov.au/mpsp>

# COUNCIL'S ROLE

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## FOR COUNCIL, COMMUNITY DEVELOPMENT IS

active engagement with individuals, organisations and communities to enhance a sense of belonging and the capacity to make decisions and act together on our common priorities.

We work closely with State and Federal Governments, as well as other community based organisations, to ensure our resources are targeted to add value to each agency's programs and projects.

State and Federal Governments are responsible for ensuring people have access to services such as health, education, police, housing, communications, emergency management and other social services to support and

improve quality of life. In NSW, this is outlined in the *NSW Premier's Priorities* (September 2015).

Newcastle has a broad range of non-government organisations (charitable or not for profit) addressing a diversity of social needs in areas such as youth, disability, access to food, training, aged care, mental health and emergency accommodation.





## IN SUPPORTING MULTICULTURAL COMMUNITY OUTCOMES, COUNCIL HAS A RANGE OF ROLES IN COMMUNITY PLANNING AND DEVELOPMENT WHICH INCLUDE:

### Provider of Facilities or Programs

We will provide a range of facilities and programs that meet the social, cultural and recreational needs of the community.

### Leader

We will identify key community issues and mobilise both local and external stakeholders to respond where appropriate. This leadership can be in the form of advocacy, facilitation or negotiation.

### Collaborator

We don't compete with other community organisations for funding. However, we can partner with community organisations and other levels of government in projects to deliver tangible benefits to the community.

### Planner

We will use our professional expertise to undertake research, provide information, and in consultation with community stakeholders, develop and evaluate ways to resolve identified issues. We will undertake this work from a whole of community perspective.

### Capacity Builder

We will work closely with community groups and agencies to meet local needs. We will mentor and/or assist community groups to obtain the necessary resources through partnerships with other agencies.



# MULTICULTURAL NEWCASTLE



## Where Newcastle has been

Newcastle has a history of migration that directly relates to the changing demographic landscape of the present day. Post World War II migrants from Europe arrived in Newcastle from 1946 until 1973<sup>3</sup>, predominantly as political and economic refugees from European countries including Poland, Italy, Greece, Macedonia, Hungary, Austria, Germany and Russia. During this time, migration and diversity were synonymous with European migration and those arriving to work in the steelmaking and manufacturing sectors.

These European migrants are ageing in greater numbers compared to the wider population of Newcastle.

As a total percentage of the Newcastle population of people aged **65+ (14.1%)**, the following populations are substantially higher (see also Appendix A)

**69.5%** Italian

**39.8%** Scottish

**39.5%** Macedonian

**37.7%** German

More recent arrivals have included a significant cohort of African humanitarian refugees, mainly in the 2004-2009 period. The African refugees are from a range of African countries (eg Sudan, Congo, and Liberia) and it also needs to be recognised that not all Africans are refugees. African-Australian cohorts in Newcastle include skilled migrants (eg medical and health staff and engineers), people who originally came as humanitarian refugees and international students. A significant number are now Australian citizens with a strong desire to contribute to their new country. This group also remain connected to their families still living in Africa.



## Where Newcastle is now

In 2011, **18,484 (12.4%)** people in Newcastle had been born overseas, an increase of **2,393** persons since 2006, predominantly from non-English speaking countries. Currently over **13,000** residents speak a second language at home.

### New residents

Over the past decade, people arriving in Newcastle are increasingly from countries such as India, China, Philippines and Malaysia, often as skilled migrants, with an associated increase in family migration over the past decade (see Appendix A).

Mandarin and Cantonese are increasingly spoken at home along with Arabic and Korean (see Table 1).

Some language groups have identified as not speaking English well, particularly **Mandarin (15%)** and **Arabic (21%)**. Arabic speakers are currently more likely to be recent humanitarian migrants such as people from Afghanistan and the Middle East.

Newcastle continues to be a destination for humanitarian settlement and the current focus remains on countries such as Syria, Iraq and Afghanistan.

<sup>3</sup> <http://www.migrationheritage.nsw.gov.au/projects/featured-research/objects-stories-hunter-chapter/>



*Multicultural communities in Newcastle continue to grow, evolve and diversify. Council embraces the strengths offered by this diversity both culturally and linguistically and is committed to contributing to positive and inclusive outcomes.*

**Table 1: Top Ten Languages other than English Spoken At Home (% Language other than English (LOTE)) Newcastle**

Language	2011 Persons	% of LOTE speakers	% change 2006-11
Macedonian	1242	10.1	-4.7
Italian	968	7.8	-6.5
Mandarin	932	7.6	57.7
Greek	885	7.2	-4.6
Arabic	637	5.2	79.4
Cantonese	478	3.9	4.8
Korean	394	3.2	127.7
Spanish	392	3.2	46.3
German	384	3.1	23.1
Polish	332	2.7	-28.8

Source: ABS Census of Population and Housing (2006, 2011)



## International students

International students are a visibly growing and highly valued group in Newcastle, attracted by the availability of high quality tertiary education opportunities.

This diverse group return to their home countries as ambassadors for Newcastle based on their student experiences on and off campus.

## Religious affiliation

The Christian religions remain the major groups of religious affiliation in Newcastle despite an ongoing decline and about **22%** of people do not identify with a religion.

The most rapidly growing religious affiliation groups in 2011 were Buddhists (**1,731** people, up from **1,276** in 2006) and Islam (**1,399** people, up from **641** people in 2006).

# SUMMARY OF CONSULTATION

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In preparing this plan, consultations with external community stakeholders and Council staff were held during 20th May 2015. A broad range of multicultural community service providers, groups and individuals participated in the external stakeholders workshop held at Jesmond Neighbourhood Centre.

A key theme that resonated with all participants was a tangible tension between the perception of Newcastle as brimming with potential and in the midst of great change and not living up to its potential. Community views expressed at the workshop confirmed and supported that positive change was occurring in Newcastle and that diversity was increasingly apparent in the everyday foods and cultures of Newcastle. It was also recognised that culture goes beyond what is visible.

*“diversity is ‘the opportunity to learn’ and delve into cultures that may not be as visible or apparent”*

The development of a multicultural plan was seen as welcome evidence of Council re-affirming engagement with and creating a presence within the multicultural community. Stakeholders expressed a distinct sense of optimism for the future, while also being practical regarding potential solutions to current challenges and were quite positive about Council and its future role in promoting multiculturalism in Newcastle.

Although there are a number of community based initiatives and programs that seek to be inclusive in service provision and reduce social isolation (see strengths based initiatives), a range of local challenges have been identified. These are as follows:

## Community leadership

There is an identified need for Council to positively engage as a community leader to promote respect, harmony, acceptance and inclusion of different cultures within the wider community. The potential of cultural diversity as an economic and social catalyst for Newcastle was highlighted. Council’s multiple roles, in particular, capacity building is seen as having potential to be further enhanced.

## Hidden communities

Stakeholders stated that the perception of local multicultural communities were only of long established and ageing European migrants, humanitarian migrants and international students. Many multicultural communities reported that they are ‘hidden’ and that their needs are not well understood, with racism often hidden, rather than overt. A rise in Islamophobia was identified as a concern for local multicultural community groups.

Council’s role as a capacity builder for emerging communities as well as a planner and provider of relevant demographic information about these communities was seen as a key role throughout the consultations, particularly in informing and supporting community development proposals, submissions, grants and promoting leadership opportunities.

## Social isolation

The community stakeholders identified that social isolation and lack of access to services continues to be a real issue for newly arrived migrants. This was compounded by a lack of translated materials for migrants wanting to access essential services (eg housing, transport, health, getting utilities, establishing bank accounts, school enrolment and local government services.)

## Ageing communities

There are a range of potential issues for ageing multicultural populations, particularly as many people revert back to their first language as they age. Identified issues included access to services, books and materials in their first language and translated materials. A bilingual approach to engaging with and supporting an ageing multicultural population is becoming an increasingly important issue for the community sector.



## Access to gathering places

For smaller multicultural community groups, gaining access to facilities such as Council community centres and halls was raised by a number of stakeholders as being a barrier, particularly for groups with limited or no budget but who want to gather for social activities. The importance of social connections and feeling included are particularly important for new migrants and residents as they work hard to establish themselves and their families within the Newcastle community.

## Youth

Community stakeholders were concerned about access to and the availability of appropriate multicultural youth programs. The current programs were seen as being too limited overall and there was a need to expand on initiatives already occurring. Access and information about sporting clubs was also needed, including finding ways to make clubs more accessible for people from diverse backgrounds. Suggestions included lower fees and also more sporting scholarships and opportunities.

## Community safety

Awareness of community safety for international students was highlighted as an ongoing issue for this group and is being consistently addressed through an integrated approach by the University of Newcastle and NSW Police. Similarly, a range of domestic violence and child protection issues for some new migrants continue to be identified, especially within some cultural contexts. These issues are also continuously addressed through community education and community service providers.

## Employment

Concerns regarding employment opportunities and visa arrangements were also identified by stakeholders. Challenges remain with recognition of skills and accreditation gained overseas and concern was also expressed about a lack of affordable training opportunities to upgrade or retrain. However, the known and future potential of cultural diversity to positively contribute economic diversity and growth in Newcastle is significant and reflected by initiatives such as the Regional Development Australia Hunter *Study Hunter*<sup>4</sup>.



## Council's role

Participants were asked to specifically consider what Council's roles in relation to multiculturalism in Newcastle were and these are outlined as:

- Leader:** Where Council *'makes it their business'* to promote multiculturalism and consistently demonstrate inclusive community leadership
- Advocate:** Where Council advocates on behalf of diverse communities living in Newcastle to relevant authorities where appropriate
- Facilitator:** Where Council facilitates and creates positive partnerships with key stakeholders, linking organisations, community initiatives and people together
- Capacity Builder:** Where Council supports a strengths based approach to building capacity from within communities. Examples included encouraging the development of social enterprise within communities and supporting youth related grants and opportunities
- Promoter:** Where Council celebrates and promotes multicultural initiatives, events, projects, success stories and services within communities and within Council

These roles are consistent with the community development approach of Council.

<sup>4</sup> <http://www.studyhunter.com.au>

# WHAT IS ALREADY HAPPENING IN NEWCASTLE

## Local strength based initiatives

### **The Children's Congolese Parliament**

- has been established and is made up of Congolese youth in Newcastle who perform dance and acrobatics at various community events.

The initiative was described by one stakeholder as *"more than just performance, it gives young people a platform to raise issues and develop their leadership skills"*.

The group recently performed to NSW Parliament in Sydney

### **The Mothers, Obstetrics and Multicultural Support (MOMS) Program**

- is a program supported by NSW Health Hunter New England Obstetrics Unit John Hunter Hospital. The program aims to ensure mothers from a diverse background are linked in with interpreters and appropriate supports

### **The Multicultural Interagency**

Identified as an important vehicle through which information between agencies and service providers are shared, and issues are raised and addressed in a unified manner.

### **The National Disability Insurance Scheme (NDIS) Hunter Cultural and Linguistically Diverse (CALD) Engagement Working Group**

- is a collection of community and National Disability Insurance Agency (NDIA) representatives who aim to strategically address matters relating to CALD under-representation in the NDIS Hunter trial site. Includes:

- NDIA
- Aging, Disability and Home Care (NSW Department of Family and Community Services)
- Ability Links
- Multicultural Disability Advocacy Association
- Northern Settlement Services
- Ethnic Community Services
- Local disability services.

### **Other Initiatives**


- **Penola House**, now known as *CatholicCare Refugee Service*, is viewed as being a flexible and responsive service.
- **Harmony Week** is a successful initiative.
- **Multicultural Playgroups** operating out of the Multicultural Neighbourhood Centre have been successful in bringing women from diverse backgrounds together and have improved social connectivity within the community.
- **Schools**, in particular Islington and Jesmond Public Schools have been instrumental in promoting diversity within educational settings.
- **Council** activities such as the Newcastle Museum "Newy Allsorts" and the community engagement achieved through the Asian Cup matches held January 2015 in Newcastle.



*Community stakeholders identified a range of local initiatives and programs that are working well. These have been developed by community groups who identified and addressed gaps through innovative approaches. Some of these examples are outlined below and stakeholder suggestions identified how these initiatives could be enhanced by Council involvement.*

	Community suggestions to enhance initiatives	Council's Potential Role
	<p>This initiative could be expanded to:</p> <ul style="list-style-type: none"> <li>• Other diverse communities, and be a part of a wider 'Youth Leadership' initiative.</li> <li>• Include opportunities for the youth to engage with the local elected Councillors.</li> <li>• Provide a direct engagement platform for both Council and the youth.</li> </ul>	Capacity builder/promoter
	<ul style="list-style-type: none"> <li>• The program is heralded as being very successful in reducing social isolation, lack of knowledge about services, and helping to form support networks bringing together women from different cultures e.g. Somali, Pakistani mothers.</li> <li>• Identified need to further promote the program so women and families from multicultural backgrounds, as well service providers, are aware of the service</li> </ul>	Promoter
	Suggestion included meetings could be more outcomes focused and streamlined.	Facilitator
	<p>The area of multicultural engagement with NDIS needs significant enhancement. Particularly there is a need for additional resourcing to <i>"support work directly with families and communities and engage with the NDIA, and a need to promote understanding of the NDIS, service providers and disability advocacy"</i>.</p>	Advocate
	<ul style="list-style-type: none"> <li>• Potential for coordination and wider promotion of existing services and success stories.</li> <li>• Council to continue and expand proactive engagement with multicultural communities</li> </ul>	Facilitator/promoter



A background image showing several colorful paper hands (pink, orange, blue, purple) with various patterns, some holding small objects like a yellow flower. The hands are arranged in a way that they appear to be reaching out or holding something together.

# COUNCIL'S PRIORITY AREAS FOR 2016-19

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The consultations consistently identified both the re-establishment of a multicultural framework for Newcastle as desirable and beneficial for the multicultural and broader communities of Newcastle. Stakeholder feedback has told us that there are six emerging priority areas over the next four years where Council can make a difference.

**These are outlined below against the plan objectives:**

<b>Plan objective</b>	<b>Priority areas</b>
<b>1. Promote multicultural diversity in Newcastle</b>	1.1 Leadership and advocacy 1.2 Capacity building
<b>2. Celebrate Newcastle's multicultural diversity</b>	2.1. Public programs 2.2 Community engagement
<b>3. Contribute to economic development outcomes</b>	3.1 Support local economic development opportunities 3.2 Attract and retain diverse communities



## OBJECTIVE 1:

# PROMOTE MULTICULTURAL DIVERSITY IN NEWCASTLE

## PRIORITY 1.1: DEMONSTRATE LEADERSHIP AND ADVOCACY FOR MULTICULTURALISM

Strategy	Actions	Timeline	Lead	Partners
1.1.1 An adopted Council Multicultural Policy Statement	a) Incorporate the Statement in favour of a culturally and linguistically diverse Newcastle adopted March 2015 into the draft Multicultural Plan  b) Promote and implement the adopted Multicultural Plan as the policy framework for Council activities and services	Adopted February 2016	Council  Council	External Stakeholders
1.1.2 Facilitate a strategic and coordinated approach to multicultural issues in Newcastle	a) Implementation, monitoring and evaluation of the Multicultural Plan  b) Explore feasibility of a strategic regional workshop with: <ul style="list-style-type: none"><li>• key stakeholders who identify key issues and priorities and</li><li>• guest speakers are invited to present about targeted issues</li></ul>	Ongoing  2016	Council  Multicultural NSW (Hunter RAC)	Community Business NSW Government  Council
1.1.3 Develop awareness of preferred communication channels for multicultural communities	a) Develop appropriate information provision methods for multicultural communities, including options for translated Council public notices	December 2016	Council	Community Community Service providers

### EVALUATION MEASURES

- Multicultural Plan adopted by Council
- Outcome indicator - stronger social cohesion (see Harmony in Action - NSW social cohesion index)
- Options for translated material available

## PRIORITY 1.2: CAPACITY BUILDING

Strategy	Actions	Timeline	Lead	Partners
1.2.1 Develop an ongoing understanding of multicultural community trends within Newcastle	a) Maintain and update an online multicultural community profile or similar based on available information from Australian Bureau of Statistics (ABS), settlement reporting data (Federal) and NSW Government agencies to: <ul style="list-style-type: none"> <li>• support the planning and provision of Council services and activities</li> <li>• support the planning, proposal and submission of community based grants to funding bodies</li> </ul>	February 2016	Council	Government  Settlement service providers
1.2.2 Contribute to existing multicultural interagencies and reference groups	a) Participate and contribute to existing multicultural interagencies, reference and advisory groups, and partnerships, including feedback on the implementation of the Multicultural Plan	Ongoing	Multicultural community sector	Council
1.2.3 Enhance Council's organisational cultural capacity building	a) Re-establish the community languages register through an audit of linguistic and cultural skills b) Raise staff awareness of cultural competency c) Ensure principles of multiculturalism are reflected in leadership development programs and activities d) Annual report to Executive Management and Councillors on implementation of Multicultural Plan	June 2016	Council	Multicultural NSW (Hunter RAC)
1.2.4 Enhance community capacity Building	a) Ensure community leaders have opportunities to participate in ongoing capacity building programs with a focus on governance and leadership skills (engage with communities to establish priority areas) b) Facilitate and promote capacity building opportunities for community event management, and seeking grant applications sponsorship c) Facilitate improved links with and awareness of opportunities to affordably access sporting association and education programs targeting youth	December 16          Annually		Community Community service providers       Council

### EVALUATION MEASURES

- Multicultural community profile available online
- Participation in multicultural interagencies
- Language register established
- Capacity building opportunities identified and implemented



**OBJECTIVE 2:**

# CELEBRATE NEWCASTLE'S MULTICULTURAL DIVERSITY

**PRIORITY 2.1: PUBLIC PROGRAMS TO SHOWCASE AND CELEBRATE MULTICULTURAL DIVERSITY**

Strategy	Actions	Timeline	Lead	Partners
2.1.1 Ensure public programs are inclusive of multicultural communities	a) Maintain and enhance diversity aspects in existing programs across Council cultural institutions and public spaces b) Facilitate temporary display spaces for community groups to showcase their cultural and migration history and contemporary life c) Facilitate opportunities for community development programs to be delivered within Council cultural institutions and public spaces d) Ensure community language library resources meet community needs e) Facilitate opportunities to deliver new arrival orientation programs within Council cultural institutions	Ongoing	Council	Multicultural communities
2.1.2 Support Diversity Cultural Calendar community days and events	a) Promote the distribution of a Diversity calendar b) Note key days and events on Council's Events calendar "What's On" c) Promote the use of Council's Events calendar to multicultural communities to support community based activities around key days and events d) Ensure multicultural communities are aware of the availability of Council public spaces and facilities and booking processes e) Explore feasibility for Council to promote multicultural events through social media channels	Annual	Council	Community Community service providers
2.1.3 Support Multicultural Month	a) Support a Harmony Month event for the multicultural community, education and business leaders, hosted by the Lord Mayor b) Facilitate a coordinated promotion of multicultural community based events and activities c) Facilitate awareness of available grants to support community events and activities eg Multicultural NSW and Council grants and sponsorship program	Annual (March)	Council	Multicultural communities Education and Business community NSW Government

**EVALUATION MEASURES**

- Outcome indicator - stronger social cohesion (see Harmony in Action - NSW social cohesion index)
- Community languages library consistently used
- Participation in multicultural support events

## PRIORITY 2.2: COMMUNITY ENGAGEMENT

Strategy	Actions	Timeline	Lead	Partners
2.2.1 Ensure multicultural communities have equitable access to Council services and activities	a) Ensure multicultural communities are aware of how to find information on Council services and activities b) Maintain awareness of need to provide translations (digital or print) of Council services, information and policies c) Ensure information on Council activities is regularly distributed through established formal and informal multicultural community information channels d) Ensure staff and community are aware of and have access to an appropriate professional telephone interpreting service e) Continue to recruit multicultural community members to Newcastle Voice (a key direct consultation method)	Ongoing	Council	
2.2.2 Facilitate a strategic and coordinated partnership approach	a) Liaise with Multicultural NSW and key multicultural community leaders to facilitate a strategic approach to multicultural issues in Newcastle and Lower Hunter		Multicultural NSW	Council Multicultural community leaders

### EVALUATION MEASURES

- Outcome indicator - stronger social cohesion (see Harmony in Action - NSW social cohesion index)
- Increased multicultural participation in community partnerships, surveys and Newcastle Voice

## OBJECTIVE 3:

# SUPPORT ECONOMIC DEVELOPMENT

## PRIORITY 3.1: SUPPORT LOCAL ECONOMIC DEVELOPMENT OPPORTUNITIES

Strategy	Actions	Timeline	Lead	Partners
3.1.1 Facilitate local business organisations to support local economic development opportunities (see Newcastle Economic Development Strategy 2016-19 - Themes 3 and 4 actions)	<p>a) Facilitate local business organisations to engage with <i>Regional Development Australia - Hunter</i> initiatives eg Study Hunter</p> <p>b) Facilitate and promote small business capacity building opportunities available through existing business support organisations</p> <p>c) Explore opportunities to showcase multicultural business diversity and business opportunities</p>	Ongoing	Regional Development Australia Hunter	Business Centre Council Business Improvement Associations Businesses Community
3.1.2 Support for International students in Newcastle	a) Promote <i>Regional Development Australia - Hunter</i> initiatives	Ongoing	Regional Development Australia Hunter	University of Newcastle Council

### EVALUATION MEASURES

- Outcome indicator - stronger social cohesion (see Harmony in Action - NSW social cohesion index)
- Increased numbers of international students engaged with local businesses



## PRIORITY 3.2: ATTRACT AND RETAIN DIVERSE COMMUNITIES

Strategy	Actions	Timeline	Lead	Partners
3.2.1 Position the Newcastle region as an attractive area for multicultural communities	a) Advocate for Newcastle region as an attractive settlement area to State and Federal Government  b) Maintain relationships with key stakeholders in settlement services to develop and maintain a strategic overview of settlement trends and challenges  c) <i>Promote Regional Development Australia - Hunter</i> initiatives	Ongoing	Multicultural NSW       Regional Development Australia Hunter	Community service providers   Council
3.2.2 Promote the City of Newcastle 'Refugee Welcome Zone Declaration'	a) Ensure Newcastle Council is documented as a Refugee Welcome City  b) Include the signed Declaration in Council's adopted Multicultural Plan  c) Encourage promotion of community activities that celebrate Refugee Week through the Events Calendar	February 2016   Ongoing	Council	Community Settlement service providers  Emerging communities

### EVALUATION MEASURES

- Outcome indicator - stronger social cohesion (see Harmony in Action - NSW social cohesion index)
- Settlement trends included in online multicultural community profile
- Newcastle known as a Refugee Welcome City
- Increased usage of the Events calendar









A photograph of a man with dreadlocks, wearing a colorful purple and yellow patterned shirt, playing a large drum and singing into a microphone. He is surrounded by a crowd of people, including a woman in a blue patterned shirt in the foreground and a woman in a black shirt in the background. The scene is outdoors, likely at a festival or public gathering.

# APPENDIX



# KEY DEMOGRAPHICS FOR NEWCASTLE

A brief snapshot of the nature of multicultural diversity in the Newcastle LGA is provided in this appendix. The demographic data to support this section has been developed from Australian Bureau of Statistics (ABS) Census data and the Federal Department of Social Services Settlement Reporting Facility<sup>5</sup> which provides information of visas and migration streams

**Table 1: Country of birth and language spoken at home, Newcastle 2006-2011**

	2011 Census (n= )	% of population	2006 Census (n= )	% change (2006 – 2011)
Total population	148,536	100.0	141,757	+4.8
Australian born	122,226	82.3	116,230	+5.2
Overseas born	18,484	12.4	16,091	+14.9
Birthplace not stated	7,825	5.3	9,431	-17.0
Overseas born – Main English speaking countries	6,903	4.6	6,300	+9.6
Overseas born – Non-Main English speaking countries	11,581	7.8	9,791	+18.3
Overseas born – Australian citizens	11,136	7.5	10,590	+5.2
Language other than English spoken at home	12,341	8.3	10,179	+21.2

Source: ABS Census of Population and Housing (2006, 2011)

## Key points

- The total population of Newcastle is growing, however, there is a difference in the rate of growth of Australian born (+5.2%) and overseas born (+14.9%) people within Newcastle.
- Overseas born from Non-Main English speaking countries (18.3%) are growing faster than those who have arrived from mainly English speaking countries (9.6%).
- The percentage of people who are speaking a language other than English at home has increased by 21.2 %.

<sup>5</sup> <https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/settlement-services/settlement-reporting-facility/help-for-settlement-reports/how-to-produce-a-settlement-reporting-facility-srf-report>

**Table 2: Birthplace by Year of Arrival. Selected birthplace countries by % of country population group**

Birthplace	Before 1981	1981-90	1991-00	2001-2005	2006-2010	2011	Total population group
England	55.2	10.9	8.2	6.9	11.0	1.6	3,062
New Zealand	31.9	21.7	14.9	8.2	14.7	2.4	1,557
China	5.9	6.3	10.0	13.4	50.6	6.7	898
Italy	86.5	1.6	...	...	2.7	...	743
Macedonia	77.5	9.5	4.7	...	1.8	...	717
Scotland	63.3	12.6	4.5	2.4	8.8	...	660
India	11.0	6.1	10.7	14.6	50.7	2.4	657
Philippines	6.7	31.7	22.6	7.2	23.6	4.7	641
Germany	70.3	5.7	4.0	5.5	7.6	...	595
Malaysia	17.8	14.0	4.7	7.5	44.6	8.3	507

Source: ABS Census of Population and Housing (2006, 2011) . Note - population group percentages do not add up to 100% - those who have not stated a year of arrival ("not stated") have been excluded from the table.

### Key points

- There is a decline in people arriving from European countries however the majority of people born overseas in Newcastle still consist of people from Europe. The majority of people born in Italy, Macedonia, Scotland and Germany arrived prior to 1981.
- Of people born in China living in Newcastle, 50.6% of this group arrived during 2006-2010.
- Of people born in India living in Newcastle, 50.7% of this group arrived during 2006-2010.
- Similarly, of people born in Malaysia, 44.6% of this group arrived during 2006-2010.

**Table 3: Top Ten Languages other than English Spoken At Home (% Language other than English (LOTE)) Newcastle**

Language	2011 Persons	% of LOTE speakers	% change 2006-11
Macedonian	1242	10.1	-4.7
Italian	968	7.8	-6.5
Mandarin	932	7.6	57.7
Greek	885	7.2	-4.6
Arabic	637	5.2	79.4
Cantonese	478	3.9	4.8
Korean	394	3.2	127.7
Spanish	392	3.2	46.3
German	384	3.1	23.1
Polish	332	2.7	-28.8

Source: ABS Census of Population and Housing (2006, 2011)

### Key points

- There is a significant decrease in the languages spoken at home of the post-World War II wave of migrants. This is reflected in the decrease of Polish (-28.8%), Italian (-6.5%), Macedonian (-4.7%) and Greek (-4.6%). Exceptions are Spanish and German which had increased by 46.3% and 23.1% respectively.
- There is a significant increase between 2006-2011 for people who speak Korean (+127.7%), Arabic (+79.4%) and Mandarin (+57.7%).

**Table 4: English Language Proficiency by Age: Selected Language Groups,**

Language	Speak English well/ very well	Speak English not well/not at all	% not well/not at all
Macedonian	1,018	211	17%
Italian	810	146	15%
Mandarin	785	138	15%
Greek	738	137	15%
Arabic	493	136	21%
All Speakers	10,243	1,928	16%

Source: ABS Census of Population and Housing (2006, 2011)

### Key points

- All main LOTE speakers have a similar percentage of English language proficiency;
- However, there is a slightly higher percentage of those from the Arabic speaking language group who have a low English language proficiency (21%). This reflects the more recent arrivals from Arabic speaking nations.



**Table 5: Religious Affiliation**

Religion	2011 Persons	% of population 2011	% change 2006-2011
Western Catholic	37,570	25.3	1.8
Anglican Church of Australia	33,064	22.3	-6.6
No religion	32,576	21.9	45.0
Uniting Church	8,795	5.9	-11.8
Presbyterian	4,695	3.2	-5.1
Baptist	2,990	2.0	-1.2
Buddhism	1,731	1.2	35.3
Greek Orthodox	1,593	1.1	2.1
Islam	1,399	0.9	118.6

Source: ABS Census of Population and Housing (2006, 2011)

### Key points

- The Christian religions remain the major groups of religious affiliation in Newcastle despite an ongoing decline.
- About 22% of people do not identify with a religion and this has increased between 2006-2011.
- The most rapidly growing religious affiliation groups are Buddhists (1,731 people) and Islam (1,399 people) albeit from a small base.

**Table 6: Migration Stream by Country of Birth (1 January 2006 – 4 May 2015)<sup>6</sup>**

Country of Birth	Family	Humanitarian	Skilled	Total
India	90	16	548	654
United Kingdom	371	0	355	626
China	190	<5	349	542
Afghanistan	20	257	0	277
Philippines	165	0	106	271

<sup>6</sup> <https://www.dss.gov.au/our-responsibilities/settlement-and-multicultural-affairs/programs-policy/settlement-services/settlement-reporting-facility/help-for-settlement-reports/how-to-produce-a-settlement-reporting-facility-srf-report>

### Key points

Over the past nine years:

- Skilled migrants have arrived predominantly from India, United Kingdom and China.
- Family migrants have arrived predominantly from United Kingdom, China and the Philippines.
- A significant number of humanitarian entrants have arrived from Afghanistan, largely in the past few years.

**Table 7: Migration stream by year of grant (1 January 2006 – 4 May 2015)<sup>7</sup> to Newcastle LGA**

Migration Stream	2006-08	2009-11	2012-2014	2015	Total	% of Total
Family	486	624	988	102	2,200	37%
Humanitarian	109	173	405	12	699	11.7%
Skilled	574	940	1340	186	3040	51.2%
Total	1169	1737	2733	300	5939	100

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<sup>7</sup> ibid

### Key points

- Overall, migration to Newcastle across all three migration streams is trending upwards.
- Skilled migrants have made up the majority of arrivals to Newcastle over the past decade.



# THANK YOU

Council would like to thank all of the people who contributed to preparing this document, in particular the multicultural community representatives, community services providers and staff who contributed so positively to the consultation forums facilitated by DiverseWerks (Cultural Perspectives).



