



Multicultural Strategy 2026-2031

Version 2, March 2026

Acknowledgement of Country

Council respectfully acknowledges the Traditional Owners and Custodians of the Kulin Nation. We acknowledge their legacy and spiritual connection to the land and waterways across the City of Port Phillip and pay our heartfelt respect to their Elders, past and present.



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Vision

Our vision is a Port Phillip where multiculturalism is lived every day, grounded in the enduring sovereignty of First Nations peoples. We imagine a community shaped by trust, safety and fairness, where diversity is valued beyond celebration and embedded in everyday life. A place where people connect across cultures, feel heard and supported, and live free from discrimination and exclusion. A municipality where every resident feels welcome, has a voice, and truly belongs in the City of Port Phillip. Belonging is strengthened through intercultural understanding and respect, supported by leadership across the city that actively addresses discrimination and advances equity for all.

Outcome Measures

The Strategy aligns with five overarching objectives. Each of the objectives have a success measure associated with it ensuring the strategy is monitored to create lasting change. Further information for monitoring and evaluation is found on page 15.

Objective	Shared Measures (apply across all objectives)
Objective 1: Safe & Cohesive Port Phillip	Average community rating for agreement with the statement 'Port Phillip is a welcoming and supportive place everyone including people from varied cultural and religious backgrounds, ages, genders and sexual orientation' measured on a 0-10 scale.
Objective 2: Belonging & Community Connection	
Objective 3: Accessible Information & Trusted Support	Average community rating for agreement with the statement 'I feel proud of, connected to, and enjoy living in my neighbourhood' measured on a 0-10 scale
Objective 4: Empowering Diverse Communities	
Objective 5: Driving Participation & Opportunity	Average community rating for agreement with the statement 'I have a sense of safety and security in Port Phillip,' measured on a 0-10 scale. <i>* Measures are derived from Council's Community Satisfaction Survey and are used to track overall trends and progress over time. Changes in these indicators reflect the combined impact of Council actions and broader system-level influences.</i>

Introduction

The City of Port Phillip is one of Victoria's most culturally rich and vibrant municipalities, founded on the rich culture of the Traditional Custodians of the land, the Peoples of the Kulin Nation.

Today, our city is a thriving multicultural hub, home to people from 164 countries who speak 126 languages and dialects. With one in three residents born overseas, multiculturalism is both a demographic reality and central to our municipality's identity.

We know that inclusion requires far more than simply celebrating diversity; it requires deliberate, structural action to remove barriers and build equity. The City of Port Phillip Multicultural Strategy

(Strategy) is our plan to achieve these aims. It seeks to ensure that Council's services, policies, and community spaces are inclusive, accessible, and as responsive as possible to the ever-changing needs and aspirations of all residents.

This Strategy sits at the heart of the *Plan for Port Phillip 2025 - 2035*, directly supporting our community vision for a welcoming, safe, and connected city. It works alongside our Reconciliation Action Plan, recognising that multiculturalism in Australia is built on the enduring cultures and sovereignty of First Nations peoples, who have lived on this land for more than 65,000 years. Throughout, it applies a rigorous intersectional lens, recognising that a person's cultural background intersects with other aspects of identity such as gender, age, ability, and faith, which all play a role in shaping everyday experiences.

This is a Strategy shaped by our community, in consultation with and co-designed by the people who know our city best. In late 2025, we engaged with 375 community members. Through multilingual surveys, interactive library installations, targeted outreach in high-density precincts, and deep-dive co-design workshops, we listened to the lived experiences of people from across our diverse communities.

They told us clearly what true multiculturalism looks like: moving past passive tolerance to foster genuine belonging, dismantling structural inequalities, and ensuring every resident is safe to be their authentic self.

Guided by these voices and informed by their contributions, this Strategy focuses our efforts across five key themes.

Our Strategic themes

- **Safe & Cohesive Port Phillip:** Proactively addressing discrimination and fostering a culture of mutual respect and safety.
- **Belonging & Community Connection:** Moving beyond simple participation to ensure true equality of representation and deep community bonds.
- **Accessible Information & Trusted Support:** Removing language barriers and creating accessible hubs to meet residents where they are.
- **Empowering Diverse Communities:** Celebrating our linguistic and cultural richness through sustainable partnerships and community-led programming.
- **Driving Participation & Opportunity:** Strengthening our internal cultural competency, supporting active citizenship, and advocating for systemic change.

Through this Strategy, the City of Port Phillip is working together with our community, local services and other governments to build a city where diversity is valued, and everyone feels welcome and treated fairly.

Why do we need a Multicultural Strategy?

Cultural diversity and social inclusion are fundamental to community wellbeing, fostering a vibrant and cohesive society where all residents can safely contribute and thrive. Council has a proud

three-decade legacy of championing these values through milestone achievements, including declaring the city a Refugee Welcome Zone, establishing the Port Phillip Multifaith Network, and delivering multilingual library programs and community grants.

However, with over a third of residents now born overseas, a dedicated Multicultural Strategy is needed to address the changing demographic landscape, bridge emerging service gaps for new migrants in high-density areas, and confront complex rising challenges such as social isolation, financial stress, risks to social cohesion and race, ethnic and faith-based discrimination. The strategy adopts an intercultural approach, recognising that meaningful inclusion is strengthened through everyday interaction, mutual understanding and shared responsibility across cultures, rather than communities existing side by side. Recognising that a person's experience of Multiculturalism is heavily shaped by intersecting factors like gender, age, and living situation, this strategy explicitly addresses compounded challenges, such as safety and language barriers for multicultural women, underemployment for skilled migrants, and isolation for gender-diverse individuals.

Context

Multiculturalism is a shared commitment to an inclusive and cohesive society that recognises and values cultural, linguistic and religious diversity, grounded in fairness, equality and respect. For our local community, multiculturalism is defined as a shared commitment to an inclusive, fair and cohesive place that recognises our diversity. It is lived every day through feeling safe and welcome in Port Phillip, being treated with respect, having a voice in decisions, and building shared connections while maintaining cultural identity.

Multiculturalism is supported by all levels of government, and each has an important role to play. The federal government sets national policies and manages immigration, state governments provide services and support programs, and local councils help people feel included through community events, services, and antiracism work. Community organisations, faith groups, and local clubs also help by creating welcoming spaces and supporting people to connect and belong in their community.

To better understand the role of federal, state and local government and the roles and responsibilities in supporting multiculturalism, refer to **Appendix C**.

Our Community

[to be designed into an infographic]

The City of Port Phillip is one of Victoria's most culturally diverse areas and has a long history that begins with its First Nations peoples, who are the Traditional Owners and custodians of the land. During the gold rush in the 1850s, many people from around the world came to Victoria, and temporary places like Canvas Town were set up in what is now South Melbourne to house new

arrivals. Later, Station Pier in Port Melbourne became a key entry point for migrants, including Greek families who settled in Port Melbourne and waves of Jewish migration that established strong roots in St Kilda. Chinese migrants also formed enduring connections to South Melbourne, reflected in the construction of the See Yup Temple in 1856.

Today, this history continues, with South Melbourne (including upper South Melbourne), Montague (Southbank area), and Lakeside (St Kilda Road area) being some of the most culturally diverse suburbs, where around 35–38% of residents were born overseas, including many new migrants, creating a vibrant and diverse community.

- 33.1% of residents were born overseas
- Port Phillip residents come from 164 countries
- Port Phillip residents speak 126 languages
- 21% Port Phillip residents speak a language other than English at home.
- Females represent 50.38% of the population compared to 49.62% for males.
- The top 10 countries of birth from non-English speaking countries are:
 - India - 2131 people (2.1%)
 - China - 1,658 people (1.6%)
 - Greece - 1,071 people (1.1%)
 - Malaysia - 894 people (0.9%)
 - Colombia - 865 people (0.8%)
 - Italy - 861 people (0.8%)
 - South Africa - 821 people (0.8%)
 - Germany - 702 people (0.7%)
 - France - 675 people (0.7%)
 - Philippines - 643 people (0.6%)
- The top 10 languages spoken (excluding English) are:
 - Greek - 2,590 people (2.5%)
 - Mandarin - 2,130 people (2.1%)
 - Spanish - 1,920 people (1.9%)
 - Italian - 1,244 people (1.2%)
 - Russian - 1,149 people (1.1%)
 - French - 1,026 people (1.0%)
 - Hindi - 731 people (0.7%)
 - Cantonese - 725 people (0.7%)
 - German - 638 people (0.6%)
 - Portuguese - 612 people (0.6%)
- The top 10 faiths are:
 - Catholic - 16,897 (16.6%)
 - Anglican - 5,787 (5.7%)
 - Greek Orthodox - 3,626 (3.6%)
 - Judaism - 3,408 (3.3%)
 - Hinduism - 2,103 (2.1%)
 - Buddhism - 1,750 (1.7%)
 - Christian - 1,524 (1.5%)
 - Islam - 1,365 (1.3%)

- Uniting Church - 1,235 (1.2%)
- Presbyterian and Reformed - 832 (0.8%)

Reflecting this rich diversity, Port Phillip currently delivers a wide range of multicultural programs including multilingual Storytime, cultural festivals, and targeted grants for multicultural seniors. It also provides translation and interpreting services, supports the Port Phillip Multifaith network, and partners with organisations that serve diverse communities. These initiatives are complemented by inclusive library services, community grants, and civic engagement opportunities that foster belonging and participation.

While there is significant support for cultural diversity in Port Phillip, there have been notable challenges to achieving social cohesion, including:

- An increase in racism and antisemitism, evidenced by 104 locally reported antisemitic incidents in 2025, alongside ongoing community impacts from the Adass Israel terrorist attack in 2024
- Women living in public housing, particularly in high-density estates like Park Towers have faced compounding challenges including social isolation, financial hardship and safety concerns.
- Service gaps are most pronounced in areas with high settlement activity, such as South Melbourne, Montague, and the St Kilda Road precinct, where many newly arrived migrants live but where multicultural infrastructure and ethno-specific services remain limited.

The Strategy aims to address these challenges, and build on current strengths, establishing a shared vision that honours First Nations sovereignty and reflects a shared, inclusive understanding of multiculturalism.

Policies, legislative context and who does what

- This Strategy is guided by state, national and international policies and laws promoting multicultural inclusion in Victoria and Australia. Refer to **Appendix A** for a full list.
- This Strategy aligns with a range of other Council Strategies supporting inclusion, belonging and community connection in Port Phillip. Refer to **Appendix B** for a full list.

What we did

Strategy consultation

Between 10 November and 14 December 2025, we asked people across Port Phillip to share their ideas for the Multicultural Strategy. During this time, we reached 375 people through surveys, conversations, library activities and workshops. This included broad community consultation, followed by a codesign process where we worked closely with community members to fine-tune the key ideas and priorities.

To ensure we heard from a broad and diverse range of voices, we used a mix of broad communications and targeted, translated activities.

Our engagement approach included:

- Community surveys: 100 responses collected online and in hard copy, available in eight languages.
- Targeted outreach: Face-to-face conversations with around 250 people at citizenship ceremonies, multilingual Storytimes, English-language learning groups, the Youth Advisory Committee, the Port Phillip Multifaith Network, primary schools, Skinner's Playground, Park Towers Housing Estate, and multicultural seniors' groups.
- Library installations: Interactive world maps at local libraries where 506 dots were placed by residents to represent their cultural heritage.
- Co-design sessions: Four workshops with 23 key community stakeholders, service providers, and a diverse group of residents to collaboratively build the strategy's focus areas.

Strategy feedback and validation

Following the initial phase of engagement, we consolidated community insights into a visual summary. This was returned to our co-design participants to review, ensuring their perspectives were captured accurately and providing a further opportunity to refine the direction before drafting began.

Guided by these confirmed insights, we developed a first draft of the Strategy. In the week commencing 16 February 2026, this draft was presented back to our two dedicated co-design groups for critical review.

(For a comprehensive breakdown of our engagement activities and participant demographics, please refer to the full Community Engagement Report in [Appendix X](#))

What we heard

Our community shared a strong vision for a city where people of all cultures, religions, and languages feel safe, welcomed and celebrated.

Six core themes emerged from the feedback, which have directly informed the priorities of this Strategy:

- **Respect and recognition for First Nations People:** Feedback called for active visibility, truth-telling and Treaty education to be central to the strategy, grounding Port Phillip's multicultural identity in the enduring sovereignty of the Traditional Owners, while also recognising and respecting Aboriginal and Torres Islander people living in Port Phillip who come from other Nations and lands.

- **Welcoming spaces and accessible hubs:** A desire for inclusive "third spaces" and community facilities that act as safe, barrier-free hubs for people of all ages, cultures, and abilities.
- **Accessible information and trusted support:** The need for information in multiple formats and languages, coupled with trusted human connectors to help residents easily navigate local services.
- **Anti-racism, safety, and respect:** A call for Council to actively address discrimination through clear reporting channels, open dialogue, and anti-racism education to ensure everyone feels psychologically and physically safe. Residents expressed a strong preference for inclusive language that does not elevate one form of discrimination over another. Council recognises that racism, antisemitism, and other forms of ethnic, religious, and race-based discrimination are interconnected but experienced in distinct ways. The Multicultural Strategy therefore uses the collective term ethnic, religious and race-based discrimination for strategic consistency, while explicitly acknowledging the specific impacts of different forms of discrimination. Council commits to community-specific co-design as the primary mechanism for developing targeted, culturally informed responses.
- **Celebrating culture and diversity:** Strong support for year-round, community-led events, arts, and cultural programs that foster pride, understanding, and a deep sense of belonging.
- **Fair job opportunities and economic participation:** A focus on inclusive recruitment that values international experience, alongside mentoring and support for migrant-owned businesses to ensure fair economic participation.
- **Community voice and shared leadership:** A request for diverse communities to have a direct say in local decision-making, moving beyond consultation to a model of collaborative leadership where power is shared.
- **Interculturalism alongside multiculturalism:** Strong support for interculturalism as a practice-based model that complements multiculturalism, moving beyond recognition of diversity to actively fostering everyday interaction, relationship-building and mutual learning between cultures.

(For a comprehensive breakdown of what we heard, please refer to the full Community Engagement Report in [Appendix X](#))

Our plan

We see a future where we move past simply co-existing to actively valuing, respecting and celebrating the richness of our collective diversity. A municipality where every resident is safe to be their authentic self and feels a sense of connection and belonging that enables them to participate fully in the City of Port Phillip.

Objectives and key actions

The following section outlines the City of Port Phillip's plan for the next five years, structured across five themes. These objectives and key actions have been directly shaped by community feedback and co-design with the community and are designed to build a municipality that is inclusive and equitable.

A core principle is the recognition that there is no one size fits all experience of multiculturalism. A person's cultural background does not exist in isolation, it overlaps with various aspects of identity such as gender, age and religion.

Objective 1: Safe & Cohesive Port Phillip

To proactively address discrimination while fostering a culture of safety, inclusion, and mutual respect for all Port Phillip residents.

Action	Year Commenced
1.1 Build a respectful and inclusive community by addressing ethnic, religious and race-based discrimination through education, awareness campaigns, and co-designing safe ways to report incidents and access support with communities.	Years 1 (Ongoing)
1.2 Develop multicultural inclusion guidelines for Council services, facilities and public space design that ensure spaces are welcoming, safe, accessible and responsive to the cultural and faith-based needs of residents of all ages, including considering important cultural and religious periods and how Council services can be responsive.	Year 2 (Ongoing)
1.3 Strengthen intercultural and interfaith connections to build understanding and social cohesion.	Year 1 (Ongoing)

Objective 2: Belonging & Community Connection

To amplify meaningful community connections that foster trust, reduce isolation, and ensure diverse representation in everyday life.

Action	Year Commenced
2.1. Build community awareness of Port Phillip's Traditional Owners and provide opportunities for First Nations education.	Years 1 (Ongoing)

2.2 Strengthen multicultural leadership and representation in decision making to drive social inclusion and community belonging through Council governance structures.	Year 1 (Ongoing)
2.3 Reduce social isolation by supporting community-led support networks that build belonging and community care, ensuring people of all ages and cultural backgrounds including new migrants and older people are supported to stay connected.	Year 2 (Ongoing)

Objective 3: Accessible Information & Trusted Support

To ensure services and connections are barrier free and tailored to the unique needs of Port Phillip.

Action	Year Commenced
3.1 Remove language and communication barriers to ensure all residents have equitable access to Council information and services.	Years 1 (Ongoing)
3.2 Increase the visibility and accessibility of Council support services in neighbourhoods with high levels of new migrant settlement, including St Kilda Road, South Melbourne, and public housing estates, so residents can more easily find and access support.	Year 1 (Ongoing)
3.3 Ensure access to programs that foster connection through a review of Council funded programs, identifying participation gaps, removing barriers and expanding partnerships with community providers	Year 2 (Ongoing)
3.4 Facilitate a smooth transition for newly arrived residents to Port Phillip by providing proactive support and information on available community and government services.	Year 3 (Ongoing)

Objective 4: Empowering Diverse Communities

To celebrate the diverse communities and create connections through inclusive education, events and programs.

Action	Year Commenced
4.1 Facilitate opportunities for community awareness and recognition of significant days of celebration and shared traditions, including how Council may need to respond in its planning and service provision.	Year 1 (Ongoing)
4.2 Activate public spaces through multicultural programming that celebrates cultural expression.	Year 2 (Ongoing)
4.3 Facilitate opportunities for education and language preservation.	Year 3 (Ongoing)
4.4. Enable a sustainable and resilient multicultural sector through long term partnerships and a multicultural lens applied to Council funding and events.	Year 3 (Ongoing)

Objective 5: Driving Participation & Opportunity

Embed inclusive practices into Council and remove barriers to participation, ensuring Port Phillip is filled with opportunity and the local economy reflects the diverse community.

Action	Year Commenced
5.1 Strengthen Council's internal capability to support an inclusive workplace and to deliver culturally sensitive and inclusive services across all areas of Council.	Year 1 (Ongoing)
5.2 Strengthen pathways to Council civic participation through leadership training, mentoring and tailored support for residents.	Year 2 (Ongoing)
5.3 Promote existing employment pathways and skills development opportunities to support inclusive employment outcomes for newly arrived residents.	Year 3 (Ongoing)
5.4. Advocate to the Victorian and Commonwealth Governments for coordinated and well-funded changes across government to address ethnic, religious and race-based discrimination, build social cohesion, and ensure all communities can participate fully, including through place based and community led approaches.	Year 1 (Ongoing)

Tracking progress

A critical aspect of future work is accountability and transparency. Progress will be checked through regular reporting, including quarterly CEO Reports and the annual report, and information from the first year of actions will help improve the Strategy as it continues. These processes help Council track what is working, see where more support is needed, and make changes if things take longer than expected.

Implementation and monitoring

The Multicultural Strategy 2026–2031 will be delivered through a dedicated Implementation Plan, supported by annual service plans. These plans will set out clear actions for each strategic theme and will be reviewed every year.

Each annual review will look at:

- what was completed,
- what was not completed and why, and
- what should continue, change or stop in the next year.

Progress will be tracked using a mix of existing Council data and targeted measures, drawing on the Plan for Port Phillip 2025–2035, Council's Community Satisfaction Survey, and Council's Diversity, Equity and Inclusion (DEI) Framework. Progress will also be monitored through internal DEI Framework reporting, supported by an annual implementation plan and six-monthly reporting, to maintain strong baseline results and achieve continued improvement over the life of the strategy.

Where possible, data will be broken down by cultural background, language, gender and other factors to help identify gaps and improve responses. Council will also use tools and benchmarks from recognised frameworks such as Welcoming Cities, Intercultural Cities, and the Belong Network (UK).

Outcome indicators and performance measures

The success of the Multicultural Strategy will be measured through three strategy-wide outcome indicators derived from Council's Community Satisfaction Survey. These indicators reflect the combined impact of actions delivered across all objectives and focus on whether Port Phillip is experienced as a welcoming and supportive place, whether residents feel a sense of belonging and connection to their neighbourhood, and whether they feel safe and secure. The strategy aims to maintain strong baseline results and achieve continued improvement over its life.

Strategy-wide outcome indicators

Strategy-wide outcome indicators capture the combined impact of all objectives and actions and are therefore monitored at a whole-of-strategy level.

Indicator	Measure	Target	Data source
Port Phillip is experienced as a welcoming and supportive place for everyone	Average community rating for agreement with the statement 'Port Phillip is a welcoming and supportive place everyone including people from varied cultural and religious backgrounds, ages, genders and sexual orientation' measured on a 0-10 scale.	Maintain and improve (target >8.1) (baseline 2025 – 8.1)	Community Satisfaction Survey*
Residents experience belonging and connection to their local neighbourhood.	Average community rating for agreement with the statement 'I feel proud of, connected to, and enjoy living in my neighbourhood' measured on a 0-10 scale	Maintain and improve (target >8.0) (baseline 2025 – 8.0)	Community Satisfaction Survey*
Residents experience a sense of safety and security in Port Phillip.	Average community rating for agreement with the statement 'I have a sense of safety and security in Port Phillip,' measured on a 0-10 scale.	Maintain and improve (target >7.1) (baseline 2025 – 7.1)	Community Satisfaction Survey*

Funding approach

Delivery of the Multicultural Strategy will be resourced through Council's existing operational budgets, Community Grants Program and Community Connection and Social cohesion budget allocation as part of Plan for Port Phillip 2025-35.

To improve financial sustainability and outcomes for multicultural community groups, a key initiative under Theme 5 of the Strategy is to design and pilot a transition from short-term annual grants to multi-year strategic partnerships. This approach is intended to strengthen the stability of community organisations and ensure long-term community impact.

Appendices

Appendix A: Policies and legislative context

The work of multicultural inclusion in Victoria and Australia is guided by important international, national and state policies and laws. These documents support human rights, celebrate cultural diversity and help ensure everyone can participate equally. While councils do not have to follow every policy, using them as guidance shows a strong commitment to fairness and inclusion.

The tables below list the key policies, strategies and laws that support multiculturalism and anti-racism.

Level	Policy / Strategy	Summary
International	UNESCO Universal Declaration on Cultural Diversity (2001)	Says cultural diversity is important and should be protected and celebrated.
International	Universal Declaration of Human Rights (1948)	States all people have equal rights and freedoms.
National	The People of Australia – Multicultural Policy (2011)	Australia's multicultural policy supporting fairness, inclusion and social cohesion.
National	Multicultural Access and Equity Policy	Ensures government services are fair and accessible for all Australians.
National	National Anti-Racism Strategy (2012)	A national plan to prevent racism, raise awareness and support people experiencing discrimination.
National	National Anti-Racism Framework (AHRC – ongoing)	National framework being developed to address racism and strengthen responses.
State	Multicultural Victoria Act (2011)	Sets multicultural principles and creates the Victorian Multicultural Commission.
State	Victoria's Multicultural Review (2024–2025)	Calls for stronger anti-racism action and community-led decision-making.
State	Victoria's Anti-Racism Strategy 2024–2029	Five-year statewide plan with goals for challenging racism and improving safety.
State	MAV Statement of Commitment to Cultural Diversity (2012)	Supports councils to lead and promote cultural diversity and inclusion.
State	Local Government Act (2020)	Sets responsibilities for councils including engagement and transparency.

Level	Law	Simple Summary
National	Australian Human Rights Commission Act (1986)	Makes racial discrimination unlawful and supports human rights protections.
National	Racial Discrimination Act (1975)	Protects people from unfair treatment because of race, ethnicity or national origin.
State	Victorian Charter of Human Rights (2006)	Requires public authorities to consider human rights in all decisions.
State	Racial and Religious Tolerance Act (2001)	Makes racial and religious vilification illegal.
State	Equal Opportunity Act (2010)	Protects people from discrimination in work, education, services and housing.

Appendix B: Alignment to Council Strategies

The following strategies and plans work alongside the Multicultural Strategy and help guide how Council supports inclusion, belonging and community connection in Port Phillip.

Strategy / Plan	What it is	How it connects
Plan for Port Phillip (Council Plan)	The long-term vision for our city.	Guides our work to build a welcoming and inclusive community.
Reconciliation Action Plan (RAP)	How Council works respectfully with First Peoples.	Supports cultural learning and strong relationships with First Peoples.
Accessibility Action Plan	Makes services and spaces easier for people with disability to use.	Helps ensure access for everyone, including people from diverse backgrounds.
Community Safety Plan	A plan to keep the community safe and connected.	Supports work to reduce racism and build trust and safety.
Positive Ageing Policy	Supports older people to stay healthy, active, and involved.	Helps older residents from all cultural backgrounds take part in community life.
Children, Young People and Families Policy	Supports children, young people and families to thrive.	Helps families from different backgrounds feel welcome and supported.
LGBTIQA+ Action Plan	Supports safety, inclusion, and equality for LGBTIQA+ communities.	Promotes safe, welcoming environments for people of all cultures, genders, and sexualities.
Gender Equality / Gender Action Plan	Promotes fairness and equal opportunities for all genders.	Ensures programs and services are safe and inclusive for everyone.
Library Action Plan	Guides how libraries support learning and connection.	Provides multilingual resources, cultural programs, and inclusive spaces.

Events Strategy (Festivals and Celebrations)	A plan for how Council supports and delivers festivals and major events.	Helps celebrate cultural diversity and create welcoming events for the whole community.
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Appendix C: Who Does What

Council and Government Roles

Multiculturalism is supported by all levels of government, and each plays an important role. Local councils are closest to the community and help build inclusion through social policies, community events, accessible services, anti-racism work, partnerships, and celebrating cultural diversity.

The table below shows how the federal, state, and local governments work together to support multicultural communities and strengthen social cohesion

Responsibilities Across Government

Category	Federal Government	State Government	Local Government
Multicultural Policy & Planning	Creates national multicultural policies and frameworks.	Adapts national policies to the state context.	Develops local multicultural strategies and community engagement programs.
Immigration & Citizenship	Manages visas, immigration rules, and citizenship.	Provides settlement support and citizenship education.	Hosts citizenship ceremonies and provides welcome information in different languages.
Funding & Investment	Funds settlement services and national multicultural programs.	Funds state multicultural initiatives and infrastructure.	Provides local grants and supports community programs.
Service Delivery	Delivers national settlement and immigration services.	Delivers education, health, and community support services.	Runs libraries, children and family services, outreach programs, and support for local residents.
Community Engagement & Harmony	Provides national advice and research on multicultural issues.	Engages multicultural and multifaith communities and funds community programs.	Delivers cultural celebrations, anti-racism campaigns, advisory committees and local partnerships.
Social Cohesion & Anti-Racism	Develops national anti-racism frameworks.	Leads state anti-racism strategies and legislation.	Delivers local anti-racism initiatives and support

Roles Played by Other Organisations

Community organisations in Port Phillip provide important support by helping people connect, access information, and take part in local life. These groups offer programs, services, and welcoming spaces that reflect the strengths and diversity of our community. Even so, local community groups, faith communities, neighbourhood houses, and seniors' clubs all make a strong contribution to inclusion, participation, and wellbeing.

Appendix D: Glossary

Term	Simplified Definition
Anti-racism	Actions to stop unfair treatment and discrimination based on race.
Antisemitism	Discrimination, prejudice or hostility toward Jewish people, based on their actual or perceived Jewish identity.
Civic Engagement	Taking part in community activities and local decision making.
Community-led	Programs, decisions or actions that are designed and delivered by community members, based on their lived experience.
Co-design	A collaborative approach where community members and stakeholders work together with Council to create solutions, plans and services based on their lived experience and perspectives.
Cultural Diversity	The existence of a variety of cultural or ethnic groups.
Cultural Events	Celebrations that celebrate or honour different traditions and beliefs.
Equity	Fairness in outcomes, recognising that different people may need different levels of support to have the same opportunities.
Ethnic, religious and race-based discrimination	Unfair or harmful treatment of a person or group because of their race, ethnic background, religion or belief, or because they are perceived as belonging to one of these groups.
Gender Impact Assessment (GIA)	A legislative tool used to examine how policies and services meet the needs of women, men and gender diverse people to create better and fairer outcomes.
Inclusion	The ability for everyone to join in and feel welcome and respected.
Interculturalism	An approach that encourages positive interaction, understanding and cooperation between people from different cultures, recognising diversity as a strength and supporting social cohesion.
Interfaith	Activities or approaches that encourage understanding, cooperation and connection between people of different religions and beliefs.
Intersectionality	The recognition that a person's lived experience is shaped by many aspects of identity – such as cultural background, gender, sexuality, age and disability which can impact experiences of discrimination.
Language Access	Helping people who don't speak or have limited English understand and use services, such as through translated materials or interpreters.
Multiculturalism	The coexistence of multiple cultures.
Multifaith Network	A group that brings together people from diverse religious groups.
Social Cohesion	People in a community getting along, building trust, and supporting each other.
Third Spaces	Safe, welcoming, and accessible community hubs or public spaces (outside of home and work) where people of all backgrounds can gather, interact, and express themselves.