



Cultural Diversity and Inclusion Action Plan

2026-30

This is Darebin's Cultural Diversity and Inclusion Action Plan 2026-2030

This Plan aims to strengthen the rights, inclusion and wellbeing of all, by ensuring Darebin's culturally diverse and migrant communities have equitable opportunities to thrive. The Plan is part of Council's commitment to human rights, and against discrimination. The Plan has 3 goals and aims for the following outcomes:

1. A Council that leads through inclusive, reflective, culturally competent and anti-racist practice, and is responsive to the needs and aspirations of Darebin's culturally diverse communities.
2. Inclusive, accessible, culturally relevant and responsive services, programs, places and spaces
3. Inclusive, connected, safe and empowered communities that foster cultural inclusion and provides access to opportunities and civic participation.

For more information, call our Multilingual Telephone Line on (03) 8470 8470 to speak with a customer service officer in your language.

ARABIC

هذه هي خطة دارين للتنوع الثقافي والشمول 2026 - 2030

تهدف هذه الخطة إلى تعزيز حقوق وشمول ورفاه الجميع، من خلال ضمان حصول مجتمعات دارين المتنوعة ثقافيًا والمهاجرين على فرص متكافئة للنجاح والازدهار. تُعدّ هذه الخطة جزءًا من التزام المجلس بحقوق الإنسان ومناهضة التمييز. وتتضمن الخطة ثلاثة أهداف نحو تحقيق النتائج التالية:

1. حرص المجلس على تطبيق ممارسات شمولية واعية، ومُراعية للاختلافات الثقافية، ومناهضة للعنصرية، مع الاستجابة لاحتياجات وتطلعات مجتمعات دارين المتنوعة ثقافيًا.
 2. خدمات وبرامج وأماكن شمولية تتيح إمكانية الوصول لكافة فئات المجتمع، وتراعي التباينات الثقافية وتستجيب لها.
 3. مجتمعات شمولية ومترابطة وآمنة، تُحظى بفرص التمكين نحو تعزيز الشمول الثقافي، كما تتيح الوصول إلى الفرص والمشاركة المدنية.
- للحصول على المزيد من المعلومات، اتصل بالخط الهاتفي متعدد اللغات على الرقم 8470 (03) 8470 للتحدث مع موظف خدمة العملاء بلغتك.

CHINESE SIMPLIFIED

这是戴瑞宾市的《2026-2030年多元文化包容计划》

本计划旨在：通过确保戴瑞宾市多元文化及移民社区享有平等发展机会，增进所有居民的权利、社会包容和身心健康。本计划是市议会保护人权及反歧视承诺的一部分。本计划有3个目标，旨在实现以下成果：

1. 一个领先的市议会，引领包容、反省、文化能力及反种族主义实践，并能对戴瑞宾市多元文化社区的需求与愿望及时做出积极响应。
2. 包容、无障碍、具有文化相关性且响应及时的服务、计划、场所和空间。
3. 包容、互联、安全且赋能的社区，鼓励文化包容，并提供各种机会及市民参与。

查询更多信息，请致电我们的多语种专线(03) 8470 8470以您的母语咨询客户服务人员。

GREEK

Αυτό είναι το Σχέδιο Πολιτισμικής Πολυμορφίας και Ένταξης του Darebin 2026-2030.

Το Σχέδιο αυτό στοχεύει στην ενίσχυση των δικαιωμάτων, της ένταξης και της ευημερίας όλων, διασφαλίζοντας ότι οι πολιτισμικά διαφορετικές κοινότητες και οι κοινότητες μεταναστών του Darebin έχουν ίσες ευκαιρίες για να ευδοκιμήσουν. Το Σχέδιο αποτελεί μέρος της δέσμευσης του Δήμου για τα ανθρώπινα δικαιώματα και κατά των διακρίσεων. Το Σχέδιο έχει 3 στόχους και επιδιώκει τα ακόλουθα αποτελέσματα:

1. Ένας Δήμος που ηγείται μέσω συμπεριληπτικής, αντιπροσωπευτικής, πολιτισμικά ικανής και αντιρατσιστικής πρακτικής, και ανταποκρίνεται στις ανάγκες και τις φιλοδοξίες των πολιτισμικά διαφορετικών κοινοτήτων του Darebin.
2. Συμπεριληπτικές, προσβάσιμες, πολιτισμικά σχετικές και ανταποκρινόμενες υπηρεσίες, προγράμματα, τόποι και χώροι.

3. Συμπεριληπτικές, συνδεδεμένες, ασφαλείς και ενδυναμωμένες κοινότητες που προωθούν την πολιτισμική ένταξη και παρέχουν πρόσβαση σε ευκαιρίες και συμμετοχή στα κοινά.

Για περισσότερες πληροφορίες, καλέστε τη Γραμμή Πολύγλωσσης Τηλεφωνικής Εξυπηρέτησης στο (03) 8470 8470 για να μιλήσετε με έναν υπάλληλο εξυπηρέτησης πελατών στη γλώσσα σας.

HINDI

यह डारेबिन की सांस्कृतिक विविधता समावेशन योजना 2026-2030 है

इस योजना का उद्देश्य डारेबिन के सांस्कृतिक रूप से विविधतापूर्ण और प्रवासी समुदायों को पनपने के समान अवसर सुनिश्चित करके सभी के अधिकारों, समावेश और कल्याण को मजबूती देना है। यह योजना मानवाधिकारों और भेदभाव के खिलाफ काउंसिल की प्रतिबद्धता का हिस्सा है। योजना के 3 लक्ष्य हैं और इसका उद्देश्य निम्नलिखित परिणामों को प्राप्त करना है:

1. एक काउंसिल जो समावेशी, चिंतनशील, सांस्कृतिक रूप से सक्षम और नस्लवाद-विरोधी कार्यों का नेतृत्व करती है, और डारेबिन के सांस्कृतिक रूप से विविधतापूर्ण समुदायों की जरूरतों और आकांक्षाओं के प्रति उत्तरदायी है।
2. समावेशी, सुलभ, सांस्कृतिक रूप से प्रासंगिक और उत्तरदायी सेवाएँ, कार्यक्रम, स्थान और जगहें
3. समावेशी, जुड़े हुए, सुरक्षित और सशक्त समुदाय जो सांस्कृतिक समावेशन को बढ़ावा देते हैं और अवसरों और नागरिक भागीदारी तक पहुंच प्रदान करते हैं।

अपनी भाषा में ग्राहक सेवा अधिकारी से बात करके अधिक जानकारी प्राप्त करने के लिए हमारी बहुभाषी टेलीफोन लाइन (03) 8470 8470 पर कॉल करें।

ITALIAN

Questo è il Piano di Darebin per l'inclusione e la diversità culturale 2026-2030.

Questo Piano mira a rafforzare i diritti, l'inclusione e il benessere di tutti, garantendo alle comunità culturalmente diverse e ai migranti di Darebin

pari opportunità di prosperare. Il Piano si inserisce nell'impegno del Comune per i diritti umani e contro la discriminazione. Il Piano ha 3 obiettivi e si prefigge di raggiungere i seguenti risultati:

1. Un Comune che opera secondo principi di inclusione, riflessione, competenza culturale e antirazzismo e che risponde alle esigenze e alle aspirazioni delle diverse comunità culturali di Darebin.
2. Servizi, programmi, luoghi e spazi inclusivi, accessibili, culturalmente rilevanti e sensibili.
3. Comunità inclusive, connesse, sicure e responsabilizzate che promuovono l'inclusione culturale e offrono accesso a opportunità e partecipazione civica.

Per ulteriori informazioni, chiamate la nostra linea telefonica multilingue al numero (03) 8470 8470 per parlare con un addetto al servizio clienti nella vostra lingua.

MACEDONIAN

Ова е Планот за вклучување на културната разновидност на Даребин за период 2026-2030 г.

Овој план има за цел да ги зајакне правата, вклученоста и благосостојбата на сите, преку обезбедување еднакви можности за напредување на културно разновидните и мигрантските заедници во Даребин. Планот е дел од посветеноста на Советот кон човековите права, и против дискриминацијата. Планот зацртува 3 цели и има за цел да ги постигне следниве резултати:

1. Совет којшто ја води заедницата преку вклучувачка, одразувачка, културно компетентна и антирасистичка пракса и реагира на потребите и стремежите на културно разновидните заедници во Даребин.
2. Вклучувачки, достапни, културно соодветни и одговорни услуги, програми, места и простори

3. Вклучувачки, поврзани, безбедни и зајакнати заедници коишто поттикнуваат културна вклученост и обезбедуваат пристап до можности и до граѓанско учество.

За повеќе информации, јавете се на нашата повеќејазична телефонска линија на (03) 8470 8470 за на вашиот јазик да разговарате со службеник за услуги за клиенти.

PERSIAN

این طرح فراگیری تنوع فرهنگی داربین 2026-2030 است.

هدف این طرح تقویت حقوق، فراگیری و رفاه همه افراد است، با حصول اطمینان از اینکه جوامع متنوع فرهنگی و مهاجرتی داربین فرصت‌های برابر برای پیشرفت دارند. این طرح بخشی از تعهد شورای شهر به حقوق بشر، و مقابله با تبعیض است. این طرح دارای 3 هدف است و به دنبال نتایج زیر می‌باشد:

1. شورایی که با رویکرد فراگیر، با تامل، شایستگی فرهنگی و ضد نژادپرستی رهبری کند، و نسبت به نیازها و آرزوهای جوامع متنوع فرهنگی داربین پاسخگو باشد.
2. خدمات، برنامه‌ها، مکان‌ها و فضاها را فراگیر، قابل دسترس، مرتبط با فرهنگ و پاسخگو
3. جوامعی را فراگیر، مرتبط، امن و توانمند که فراگیری فرهنگی را تقویت کرده و دسترسی به فرصت‌ها و مشارکت مدنی را فراهم می‌کنند.

برای کسب اطلاعات بیشتر، با خط تلفن چندزبانه ما با شماره (03) 8470 8470 تماس بگیرید تا با یک مسئول خدمات مشتریان به زبان خودتان صحبت کنید.

PUNJABI

ਇਹ ਡੈਰਾਬਿਨ ਦੀ ਸਭਿਆਚਾਰਕ ਵਿਭਿੰਨਤਾ ਸ਼ਮੂਲੀਅਤ ਯੋਜਨਾ 2026-2030 ਹੈ

ਇਸ ਯੋਜਨਾ ਦਾ ਉਦੇਸ਼ ਡੈਰਾਬਿਨ ਦੇ ਸਭਿਆਚਾਰਕ ਤੌਰ 'ਤੇ ਵਿਭਿੰਨ ਅਤੇ ਪ੍ਰਵਾਸੀ ਭਾਈਚਾਰਿਆਂ ਨੂੰ ਪ੍ਰਫੁੱਲਤ ਹੋਣ ਦੇ ਬਰਾਬਰ ਮੌਕੇ ਪ੍ਰਦਾਨ ਕਰਕੇ ਸਾਰਿਆਂ ਦੇ ਅਧਿਕਾਰਾਂ, ਸ਼ਮੂਲੀਅਤ ਅਤੇ ਭਲਾਈ ਨੂੰ ਮਜ਼ਬੂਤ ਕਰਨਾ ਹੈ। ਇਹ ਯੋਜਨਾ ਮਨੁੱਖੀ ਅਧਿਕਾਰਾਂ ਪ੍ਰਤੀ ਅਤੇ ਵਿਤਕਰੇ ਦੇ ਵਿਰੁੱਧ ਕੌਂਸਲ ਦੀ ਵਚਨਬੱਧਤਾ ਦਾ ਹਿੱਸਾ ਹੈ। ਯੋਜਨਾ ਦੇ 3 ਟੀਚੇ ਹਨ ਅਤੇ ਇਹ ਹੇਠ ਲਿਖੇ ਨਤੀਜੇ ਹਾਸਲ ਕਰਨਾ ਚਾਹੁੰਦੀ ਹੈ:

1. ਇੱਕ ਕੌਂਸਲ ਜੋ ਸ਼ਮੂਲੀਅਤ, ਵਿਚਾਰਸ਼ੀਲ, ਸਭਿਆਚਾਰਕ ਤੌਰ 'ਤੇ ਸਮਰੱਥ ਅਤੇ ਨਸਲਵਾਦੀ ਵਿਰੋਧੀ ਵਿਵਹਾਰਾਂ ਦੀ ਅਗਵਾਈ ਕਰਦੀ ਹੈ, ਅਤੇ ਡੈਰਾਬਿਨ ਦੇ

ਸਭਿਆਚਾਰਕ ਤੌਰ 'ਤੇ ਵਿਭਿੰਨ ਭਾਈਚਾਰਿਆਂ ਦੀਆਂ ਜ਼ਰੂਰਤਾਂ ਅਤੇ ਇੱਛਾਵਾਂ ਪ੍ਰਤੀ ਜਵਾਬਦੇਹ ਹੈ।

2. ਸ਼ਮੂਲੀਅਤ ਵਾਲੀ, ਪਹੁੰਚਯੋਗ, ਸਭਿਆਚਾਰਕ ਤੌਰ 'ਤੇ ਸੰਬੰਧਿਤ ਅਤੇ ਜਵਾਬਦੇਹ ਸੇਵਾਵਾਂ, ਪ੍ਰੋਗਰਾਮ, ਜਗ੍ਹਾਵਾਂ ਅਤੇ ਟਿਕਾਣੇ
3. ਸ਼ਮੂਲੀਅਤ ਵਾਲੇ, ਜੁੜੇ ਹੋਏ, ਸੁਰੱਖਿਅਤ ਅਤੇ ਸ਼ਕਤੀਸ਼ਾਲੀ ਭਾਈਚਾਰੇ ਜੋ ਸਭਿਆਚਾਰਕ ਸ਼ਮੂਲੀਅਤ ਨੂੰ ਉਤਸ਼ਾਹਿਤ ਕਰਦੇ ਹਨ, ਅਤੇ ਮੌਕਿਆਂ ਅਤੇ ਨਾਗਰਿਕ ਹਿੱਸੇਦਾਰੀ ਤੱਕ ਪਹੁੰਚ ਪ੍ਰਦਾਨ ਕਰਦੇ ਹਨ।

ਵਧੇਰੇ ਜਾਣਕਾਰੀ ਵਾਸਤੇ, ਕਿਸੇ ਗਾਹਕ ਸੇਵਾ ਅਫਸਰ ਨਾਲ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਗੱਲ ਕਰਨ ਲਈ ਸਾਡੀ ਬਹੁ-ਭਾਸ਼ਾਈ ਟੈਲੀਫੋਨ ਲਾਈਨ ਨੂੰ (03) 8470 8470 'ਤੇ ਫ਼ੋਨ ਕਰੋ।

SOMALI

Kani waa Kala-Duwanaanshaha Qorshaha Dhaqan Darebin ee 2026 – 2030

Qorshahaan ujeedadiisu waa xoojinta xuquuqaha, oo ay ku jiraan iyo samaqabka dhamaan, iyada oo la raacayo kala-duwanaanshaha Dhaqan ee Darebin iyo bulshooyinka soo-galootiga ah. Qorshuhu wuxuu qayb ka yahay ka go'naanta xuquuqda aadanaha, iyo waxayna ka soo horjeedaa kala soocida. Qorshuhu wuxuu leeyahay 3 hadaf wuxuuna diirada natiijooyinka soo socda:

1. Goluhu wuxuu hogaamiyaa si wadajira, ka wada-muuqanaya, dhaqan ahaana iyo fal ka soo horjeeda falka kala soocida, waxayna jawaab u tahay baahiyaha iyo rabitaanada kala duwanaanshaha bulshooyinka Darebin.
2. Ka mid ah, la geli karo, dhaqan ahaan la xiriirta iyo adeegyo ka jawaabaya, barnaamijyo, gooboh iyo baroh.
3. Ka mid ahaansho, ku-xiran, amaana iyo bulshooyin la xoojiyey kuwaas oo wanaajinaya ka mid ahaanshaha dhaqanka waxayna bixiyaan gelitaanka fursadaha iyo ka qaybgalka bulsho.

Macluumaad intaas ka badan, wac khadkayaga (03) 8470 8470 Telefoonka ee Luqadaha kala duwan si aad ula hadasho sarkaalka adeega macmiilaha ee luqadaada.

SPANISH

Este es el Plan de Inclusión de la Diversidad Cultural de Darebin 2026-2030

Este Plan tiene como objetivo fortalecer los derechos, la inclusión y el bienestar de todos, al garantizar que las comunidades culturalmente diversas e inmigrantes de Darebin tengan oportunidades equitativas para prosperar. El Plan forma parte del compromiso del Concejo Municipal con los derechos humanos y contra la discriminación. El Plan tiene 3 objetivos y busca alcanzar los siguientes resultados:

- 1 Un Concejo Municipal que lidere mediante prácticas inclusivas, reflexivas, culturalmente competentes y antirracistas, y que responda a las necesidades y aspiraciones de las comunidades culturalmente diversas de Darebin.
- 2 Servicios, programas, lugares y espacios inclusivos, accesibles, culturalmente pertinentes y receptivos.
- 3 Comunidades inclusivas, conectadas, seguras y fortalecidas, que fomenten la inclusión cultural y brinden acceso a oportunidades y a la participación cívica.

Para obtener más información, llame a nuestra Línea Telefónica Multilingüe, en el (03) 8470 8470, para hablar con un funcionario de atención al cliente en su idioma.

URDU

ڈیئرین کا تمام مختلف کلچروں کو شامل کرنے کا پلان 2030-2026 یہ ہے

اس پلان کا مقصد سب لوگوں کے حقوق مضبوط کرنا، سب کو شامل کرنا اور سب کی اچھی زندگی ہے جس کی خاطر ڈیئرین کی مختلف تہذیبوں سے تعلق رکھنے والی مائیگرینٹ کمیونٹیز کے لیے پھلنے پھولنے کے منصفانہ مواقع یقینی بنائے جائیں گے۔ یہ پلان کاؤنسل کے انسانی حقوق کے عہد اور امتیازی سلوک کے خلاف کام کا حصہ ہے۔ پلان کے تین اہداف ہیں اور اس کا مقصد مندرجہ ذیل نتائج حاصل کرنا ہے:

1. ایسی کاؤنسل جو سب کو شامل رکھتے ہوئے، غوروفکر اور تہذیبی علم کے ساتھ اور نسل پرستی کے خلاف عمل کرتے ہوئے قیادت کرے اور ڈیئرین کی مختلف تہذیبوں سے تعلق رکھنے والی کمیونٹیوں کی ضروریات اور امنگوں کے مطابق چلے۔

2. سب کو شامل رکھنے والی، قابل رسائی، تہذیبی لحاظ سے موزوں اور ضروریات پوری کرنے والی خدمات، پروگرامز، مقامات اور ماحول

3. سب کو شامل رکھنے والی، باہم منسلک، محفوظ اور مضبوط کمیونٹیاں جن سے تہذیبی شمولیت کا فروغ ہو، لوگوں کو مواقع ملیں اور شہری امور میں شرکت ممکن ہو۔

مزید معلومات کے لیے ہماری مختلف زبانوں کی ٹیلیفون لائن (03) 8470 8470 پر کال کر کے اپنی زبان میں کسٹمر سروس آفیسر سے بات کریں۔

VIETNAMESE

Đây là Kế hoạch Hòa nhập Văn hóa Đa nguyên của Thành phố Darebin giai đoạn 2026-2030

Kế hoạch này nhằm mục đích củng cố quyền hạn, sự hòa nhập và phúc lợi của tất cả mọi người, bằng cách bảo đảm các cộng đồng văn hóa đa nguyên và di dân của Darebin có cơ hội bình đẳng để phát triển. Kế hoạch này là một phần trong cam kết của Hội đồng Thành phố với nhân quyền và chống phân biệt đối xử. Kế hoạch có 3 mục tiêu và nhắm tới các kết quả dưới đây:

1. Một Hội đồng Thành phố lãnh đạo thông qua thực tiễn hòa nhập, suy nghĩ thấu đáo, có năng lực văn hóa, chống phân biệt chủng tộc, và đáp ứng nhu cầu và nguyện vọng của các cộng đồng văn hóa đa nguyên của Darebin.
2. Các dịch vụ, chương trình, địa điểm và không gian hòa nhập, dễ tiếp cận, phù hợp và đáp ứng về mặt văn hóa.
3. Các cộng đồng hòa nhập, kết nối, an toàn và được trao quyền, thúc đẩy sự hòa nhập văn hóa, giúp tiếp cận các cơ hội và tham gia vào đời sống công dân.

Để biết thêm thông tin, xin gọi Đường dây Đa ngữ của chúng tôi theo số (03) 8470 8470 để nói chuyện với nhân viên dịch vụ khách hàng bằng ngôn ngữ của quý vị.



Alternative formats

For more information or to request a copy of the Cultural Diversity and Inclusion Action Plan in an alternative format or large font, call (03) 8470 8888, email mailbox@darebin.vic.gov.au or scan the QR code



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Acknowledgment of Country

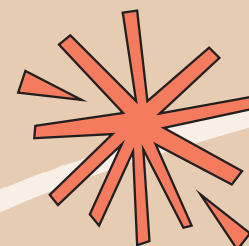
Darebin City Council acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners and Custodians of the land and waters we now call Darebin and affirms that Wurundjeri Woi-wurrung people have lived on this land for millennia, practising their customs and ceremonies of celebration, initiation and renewal.

Council acknowledges that Elders, past and present, and future leaders are central to the cohesion, intergenerational wellbeing and ongoing self-determination of Aboriginal communities. They have played and continue to play a pivotal role in maintaining and transmitting culture, history and language.

Extract from Darebin City Council's Statement of Commitment to Traditional Owners and Aboriginal and Torres Strait Islander people 2019.

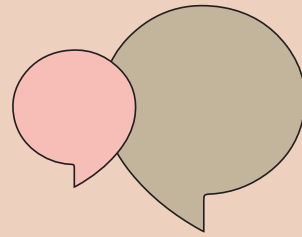
Council respects and recognises Aboriginal and Torres Strait Islander communities' values, living culture and practices, including their continuing spiritual connection to the land and waters and their right to self-determination. Council also recognises the diversity within Aboriginal and Torres Strait Islander communities.

Aboriginal and Torres Strait Islander people and communities have had and continue to play a unique role in the life of the Darebin municipality. Council recognises and values this ongoing contribution and its significant value for our City and Australian society more broadly.



Uncle Bill Nicholson and the Djirri Djirri Dancers at Ganbu Gulin, image by Wild Hardt.

Wurundjeri Woi-wurrung Elder's foreword



As the Traditional Owners of the lands, waterways and skies of what is now known as the municipality of Darebin, we, the Wurundjeri Woi-wurrung people, offer this Foreword to the Darebin Cultural Diversity and Inclusion Action Plan.

As the Traditional Owners of Wurundjeri Woi-wurrung Country, no one else but the Wurundjeri Woi-wurrung people can formally welcome others to this Country. The Country of the Woi-wurrung People stretches north to Great Dividing Range and beyond, west to the Werribee River, south to Mordialloc Creek, and east to Mount Baw Baw. A Welcome to Country is not symbolic — it is a cultural responsibility entrusted to us by our Ancestors through an unbroken continuum of responsibility for Country extending back tens of thousands of years. Our authority to speak for and welcome people to Country arises from this enduring connection.

We welcome those who have come to live in Darebin — whether through histories of colonial settlement or more recent journeys of migration and refuge — and we extend that welcome as an invitation for conversation and ongoing connection.

Wurundjeri aspire to foster and strengthen meaningful relationships and connections with migrant and refugee communities across Wurundjeri Woi-wurrung Country. Positive outcomes that are likely to derive from this ongoing engagement include:

- the promotion of opportunities for cross-cultural knowledge exchange

- enhanced opportunities for the collaborative design and delivery of joint actions, events, and activities to celebrate, strengthen, and empower cultural diversity and increased cultural representation in the municipality of Darebin and across Wurundjeri Woi-wurrung Country

We Wurundjeri Woi-wurrung people walk proudly in the footsteps of our Ancestors, who have looked after this Country and maintained our sacred cultural practices and values for over 65,000 years. We carry with us our awareness of the significance of our responsibility to continue to maintain these ancient traditions and pass them on to our future generations, to ensure that they are also equipped to continue this eternal cycle of knowledge and custodianship.

As the Traditional Owners of the land we now call Darebin, Wurundjeri Woi-wurrung people have a deep understanding of what it means to hold culture close, to carry it across generations, and to maintain a strong sense of identity in the face of traumatic displacement and dispossession. Today, many of the residents who now call Darebin home carry their own deep cultural traditions that they have similarly maintained from their places of origin. We believe that this shared commitment to culture, community and continuity represents both an

enormous strength and a significant opportunity to support and enhance cultural diversity, cultural resilience, and cultural empowerment of all people throughout the Darebin municipality.

For us, Culture is inseparable from Country. Culture is not an abstract concept or an individual expression; it lives in the land, waters and skies. It lives in the flowing creeks, the vibrant billabongs, the sturdy River Red Gums, the rolling grasslands, the massive Mountain Ashes, the ancient stony rises, the soft ferns, and the changing winds. It exists within the Wurundjeri Seven Seasons and the many, many interrelated seasonal changes that occur. Culture is in language, in story, in ceremony, in kinship and in all the collective responsibilities that bind us to one another and to all living things. Culture is held collectively and practised through caring for Country.

Wurundjeri Woi-wurrung culture is the original and foundational Culture of Naarm, the Darebin municipality, and the majority of the greater Melbourne area. It is only from this foundation — grounded in Country and community — that meaningful cultural diversity and inclusion can develop and grow. Cultural diversity does not exist independently of First Peoples and First Cultures; it is inextricably connected with Country. Any genuine efforts to foster inclusion in the Darebin municipality must centre Wurundjeri Woi-wurrung culture, knowledge, authority and people as its fundamental starting point.

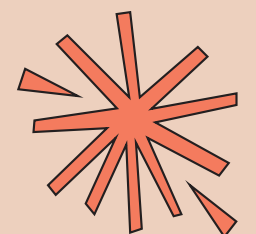
We encourage those Darebin residents who have arrived more recently to immerse themselves in the vast and varied beauty and complexity of our Country: to walk gently along its creeks, to sit idly beneath the River Red Gums and Manna Gums, to smell the eucalypts, and to learn the stories and species that live within this landscape. Through meaningful and respectful engagement with culture and Country, deeper understanding, connection, and belonging can strengthen and grow.

Since colonisation, Country has been profoundly impacted — waterways altered, grasslands cleared, and many native plant and animal species diminished or brought to extinction. With a warming climate, further change is certain. Caring for Country is therefore both an enduring cultural obligation for us and a shared responsibility for all who live here. It is an obligation, but also a deep privilege, to protect, maintain, and restore this place so that future generations may inherit a healthier and more resilient Country.

We honour our Ancestors and continue to tiptoe gently in their footsteps, each playing our individual roles in order to uphold the oldest continuing culture in the world. Our responsibility to land, waters, skies, plants, animals and community is not time-limited; it is our eternal purpose and will continue to be faithfully carried forward by each generation.

We invite everyone who now calls Darebin home to join us in this shared sense of purpose and responsibility — grounded in respect, truth-telling and connection — so that together we can help nurture a community where cultural diversity and respect for Country and culture are highly visible, valued, and essential tenets of our communal identity.

Wurundjeri Woi-wurrung Cultural Heritage
Aboriginal Corporation



Mayor's message

The City of Darebin is a highly diverse municipality. More than one in two residents were either born in a non-English speaking country or have a parent from one. People from all corners of the world, through varied journeys, have made Darebin their home. They have come seeking a better life, whether for employment, education, safety or connection with family and loved ones.

Cultural and linguistic diversity is a fundamental part of community life and the foundation of our vibrant city. Darebin has a long and proud history of supporting cultural diversity, fostering intercultural exchange and maintaining a constant commitment to anti-racism. These are not just values we speak about, they are essential to sustaining and building community harmony.

The key purpose of this Cultural Diversity and Inclusion Action Plan (CDIP) is to deliver on Council's long-standing commitments to uphold human rights, champion equity, diversity and inclusion, and strengthen social cohesion. Through the Plan, we will advance the long-term structural, evolving needs and aspirations of our communities from diverse cultural and linguistic backgrounds. This is more

important than ever, with the rise of anti-immigration movements, emboldened racism, embedded structural discrimination and continued barriers to access.

In developing the CDIP, Council acknowledges the Wurundjeri Woi-wurrung People as the Traditional Owners and Custodians of these lands, waterways, and skies. Only they can truly welcome people to their Country. Their culture is the foundation of this land, the bedrock upon which all subsequent layers of diversity are built. For this reason, we have centred Aboriginal and Torres Strait Islander peoples' recognition as a core principle of this Plan, in alignment with our *Towards Equality Framework*.

We celebrate Darebin's status as an "Excelling" city under the Welcoming Australia Standards, obtained in August 2024, for our programs and practices supporting culturally diverse, migrant and refugee communities. Darebin was the first Council nationally to receive this accreditation. This Plan is a tangible expression of that commitment, ensuring that Darebin remains a place where everyone, regardless of their background or journey, can feel safe and respected.

This CDIP serves as a roadmap to ensure everyone has equitable access to opportunities and resources to live their lives well.

I extend my deepest gratitude to the community members, partners and stakeholders, who shared their expert knowledge and lived experiences to help shape this Plan, including the Welcoming Cities Reference Group for their ongoing advice, guidance and advocacy, helping bring this plan to life.

Together, we are building a Darebin where every resident can thrive and participate fully in civic, social, political and economic life.



Cr Emily Dimitriadis (she/her)
Mayor



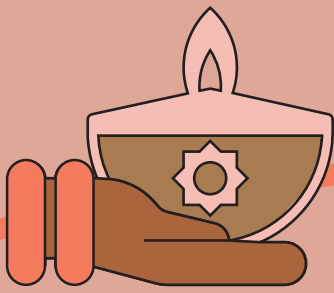
Background

Council has developed the Cultural Diversity and Inclusion Action Plan (CDIP) to strengthen the rights, inclusion and wellbeing of all, by ensuring Darebin's culturally diverse and migrant communities have equitable opportunities to thrive.

The CDIP outlines strategies and initiatives to ensure Council is building on existing policies, programs and services that support civic, social, physical and economic participation for people who live, work, study in or visit Darebin.

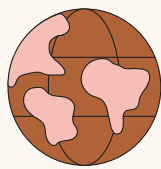
The CDIP delivers on commitments in the Our Darebin Plan 2025-29 and in the Towards Equality: Equity, Inclusion and Human Rights Framework 2019-29. It also strengthens our participation in the Welcoming Cities network, where Darebin was accredited as an Excelling Welcoming City in 2024.

The CDIP was developed through community engagement and insights from the Welcoming Cities accreditation process. It focuses on improving access to services and programs (including language access), promoting safety and anti-discrimination, supporting cultural expression and recognising diverse cultural perspectives. It aims to ensure all CALD and migrant communities in Darebin can participate fully and live their lives well.



DATA SNAPSHOT

PLACE OF BIRTH



64%

born in Australia
(including 1% Aboriginal or Torres Strait Islander people)

4%

not stated

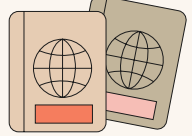
31%

born overseas

Main countries of origin: Italy, China, India, Greece, United Kingdom, Vietnam, New Zealand and Lebanon

Excluding English-speaking countries, 25.7% of residents were born overseas

PLACE OF BIRTH OF PARENTS



36.5%

have both parents born in Australia

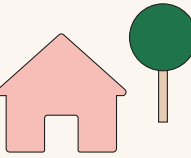
59%

have either one or both parents born overseas

4.5%

not stated

LANGUAGES SPOKEN AT HOME



32%

speak a language other than English at home

Main languages spoken:
6% Greek; 5% Italian; 3% Mandarin;
2% Arabic; 2% Vietnamese; 13% other

ENGLISH PROFICIENCY



63.4%

speak English only

26.5%

speak English well or very well

6%

speak English not well or not at all

4.2%

not stated

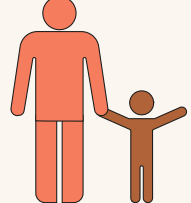
Top 5

Victorian local government areas receiving refugees



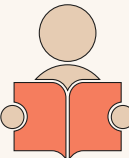
100-150

asylum seekers live in Darebin



2000+

International students live in Darebin



Key data from Australian Bureau of Statistics Census 2021 and the Darebin Health and Wellbeing Profile 2021

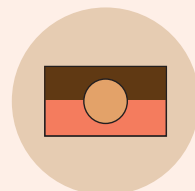
Plan on a page

VISION (Extract from Darebin 2041 Community Vision)

Darebin is an equitable, vibrant, healthy and connected community where all residents and businesses experience safety, fulfillment and prosperity.

Darebin respects and celebrates Aboriginal and Torres Strait Islander people, and our diverse communities.

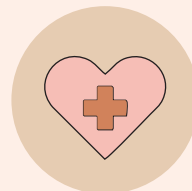
OUR DAREBIN PLAN 2025-29 STRATEGIC DIRECTIONS



Aboriginal Culture and Knowledge



Equity, Diversity and Inclusion



Health and Wellbeing

STRATEGIC INDICATORS

Community satisfaction with Council's support of diversity, inclusion and fairness.

Number of Council plans, policies and programs that apply the equity impact assessment (and gender impact assessment) to their planning process, in line with the Towards Equality framework and Gender Equality Act 2020.

OUR FOUR-YEAR STRATEGY

Plan and establish Council's strategic response to build equity, inclusion and human rights for our community.

OUR INITIATIVE

Finalise and implement the Cultural Diversity and Inclusion Action Plan

TOWARDS EQUALITY FRAMEWORK PRINCIPLES

Recognising Australia's First peoples and the right to self determination

Meaningful, equitable and inclusive community engagement

Upholding human rights

Supporting climate justice

Advancing social justice

Championing health equity

GOALS

1
Inclusive organisation

2
Inclusive services, places and spaces

3
Inclusive community

Cultural Diversity and Inclusion Action Plan Strategies

1.1 Raise awareness and understanding of Aboriginal and Torres Strait Islander peoples' culture, history, truth-telling and self-determination within CALD communities, notably newly arrived migrants.

1.2 Take a proactive approach and leadership role in standing against racism and discrimination.

1.3 Take a proactive and leading role in upholding and promoting the rights of newly arrived refugees and people seeking asylum.

1.4 Strengthen and promote awareness, understanding and knowledge with a focus on cultural diversity and inclusion, and racism and discrimination, including creating opportunities for intercultural understanding.

1.5 Build a safe and inclusive organisation that reflects Darebin's culturally diverse and migrant communities.

1.6 Ensure engagement, information sharing with an intersectional approach.

2.1 Ensure accessible engagement, information sharing and communication with CALD and migrant communities, including equitable access to information and services by different language groups in the community.

2.2 Take a proactive role in preventing and addressing racism and discrimination in the community, including empowering the community and improving community safety.

2.3 Design and deliver accessible and responsive services, support and programs for CALD communities, including tailored initiatives to meet specific needs.

2.4 Ensure CALD communities have improved access to Council facilities and public spaces through accessible, culturally safe infrastructure that meets specific community needs.

3.1 Support and deliver accessible opportunities for cultural expression and display by CALD communities through art and public activities that reflect local diversity and strengthen intercultural understanding and connection.

3.2 Foster economic opportunities for CALD and migrant communities, including access to opportunities for employment, business development and entrepreneurship, with a focus on newly arrived migrant and refugee communities.

3.3 Design and deliver accessible learning and skill development opportunities for CALD and migrant communities, including opportunities for lifelong learning and personal development, and access to education and vocational training, volunteering and student placements.

3.4 Strengthen and ensure that CALD and migrant communities are meaningfully included and represented in Council's decision-making and planning processes, including strengthening civic knowledge and providing targeted opportunities for engagement.

Why have we developed this Plan?

Our strategic context

A suite of international, federal, state and local documents (see Appendix) provides the strategic (legal and policy) context for the development of the CDIP. Of particular note is our positive duty to prevent and respond to discrimination in our policies and practices as an employer and as a service provider on the basis of race (a person's colour, descent or ancestry, nationality, ethnic background or any characteristics associated with a particular race) or religious belief or activity. We also have a legal obligation to respect, uphold and promote cultural rights.

What we heard from the community

Through extensive and in-depth community engagement we reached diverse groups, often under-represented in Council's consultations. This strong multicultural voice provides critical insights into migrant experiences and language barriers faced.

Our community told us:

- Darebin's diversity is both its greatest strength and challenge.
- Community support networks buffer exclusion but must be supported and nurtured.
- Racism and discrimination dominate experiences. Safety concerns linked to racism consistently impact daily life.
- Employment support is needed, particularly for newly arrived migrants.

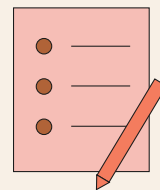
- Language is a critical fault line, with people who speak limited English facing multiple barriers accessing services, including Council services
- Service access is also prevented by other barriers including lack of information and cultural understanding. Integration challenges extend beyond basic communication to cultural navigation of Australian systems.

Our community wants us to:

- Transform Council service delivery from "Welcoming" to "Reaching", notably through meaningful place-based engagement and community development, focusing on public housing, resident-led initiatives and co-design and support for cultural events and neighbourhood celebrations.
- Target racism and discrimination systematically, in workplaces, public spaces and Council settings, and offer opportunities for economic inclusion.
- Bridge the civic knowledge gap by investing in civic education and outreach and providing Council information in plain language.

COMMUNITY ENGAGEMENT REACH

230
surveys



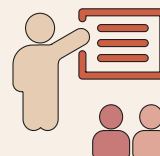
10
place-based
engagements



5
Advisory
Committees
consulted



30
workshop
participants



Ongoing consultation with
Wurundjeri Woi-wurrung
Aboriginal Cultural Heritage
Corporation and Elders

Goals, Strategies and Initiatives

Vision

A fair, inclusive and equitable Darebin where people from culturally and linguistically diverse backgrounds – particularly those at risk of exclusion – who live, work, study or access services and spaces, can fully participate in social, political, civic and economic life and have equal access to opportunities and resources.



Structure

The CDIP is structured around the three goals and intended outcomes of the **Towards Equality Framework**, ensuring that our actions drive systemic change across the organisation and our services, and in the broader community.

Under each of the three goals are **strategies** that outline key elements of meeting each goal. These are clearly tied to the key messages we heard from our community and other stakeholders. For each strategy, there is a list of **initiatives** that Council will implement over the four years of the Plan.

Goals and outcomes

Goal 1:

Inclusive organisation

We will build an organisation that is inclusive and reflective of Darebin's diverse communities where social justice, accountability, participation and community engagement, human rights, diversity and wellbeing are core principles that inform all of our policies, practices and business.

Outcome 1:

A Council that leads through inclusive, reflective, culturally competent and anti-racist practice, and is responsive to the needs and aspirations of Darebin's CALD communities.

We will demonstrate leadership in advancing equity, equality, social justice and human rights by:

- fostering and prioritising truth-telling and justice for Aboriginal people in work with CALD and migrant communities
- standing against racism and discrimination
- upholding and promoting the rights of newly arrived refugees and people seeking asylum
- building a workplace that is inclusive, culturally competent and safe
- supporting a workforce that is reflective of Darebin's CALD communities.

Goal 2:

Inclusive services, places and spaces
 We will build Council services, programs, places and spaces that are inclusive, responsive, accessible and equitable, and respond to the diversity of needs, rights and priorities in our communities.

Outcome 2:
Inclusive, accessible, culturally relevant and responsive services, programs, places and spaces.
 We will design and deliver services, programs, places and spaces that are inclusive, accessible, safe, culturally relevant, appropriate and responsive to Darebin's CALD communities and their needs.

Goal 3:

Inclusive community
 Working in collaboration with partner agencies, organisations and residents, we will contribute to building inclusive and empowered Darebin communities by facilitating and advocating for equitable opportunities for all people to be heard, connected, respected and supported to participate in community life and in decisions important to their lives.

Outcome 3:
Inclusive, connected, safe and empowered communities that foster cultural inclusion and provide access to opportunities and civic participation.
 We will contribute to building inclusive and empowered Darebin communities by listening to and working in partnership with them to understand, celebrate and value cultural heritage and diversity; foster cultural inclusion; provide access to opportunities and civic participation; promote intercultural relations and connections; and combat racism.

Welcoming Cities Standard

In recognition of Darebin's status as an Excelling Welcoming City, the CDIP draws on the six categories of the national Welcoming Cities Standard. Links to, and alignment with, the Welcoming Cities categories has been integrated into the design of the plan.



Goal 1

Inclusive organisation

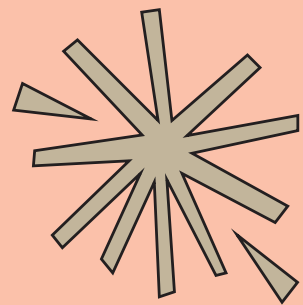
Outcome 1: A Council that leads through inclusive, reflective, culturally competent and anti-racist practice, and is responsive to the needs and aspirations of Darebin's culturally and linguistically diverse communities.

What we are already doing

- Delivering the Darebin Schools NAIDOC Yarning Conference for primary school students and organising sessions and events through the Council's libraries and Intercultural Centre with a focus on Aboriginal histories and cultures, and truth-telling.
- Annual communications focusing on the rights of people seeking asylum and newly arrived refugees, and community-led activities during key dates, particularly refugee and cultural diversity weeks.
- Delivering opportunities with a focus on intercultural exchanges and understanding through ongoing events at Council's Intercultural Centre.
- Darebin Community Awards for CALD communities, which create opportunities for knowledge and individual story sharing.

Strategy	Initiatives	Welcoming Cities Standard categories
1.1 Raise awareness and understanding of Aboriginal and Torres Strait Islander peoples' culture, history, truth-telling and self-determination within CALD communities, notably newly arrived migrants.	1.1.1 Design and deliver accessible and culturally safe opportunities and events for knowledge sharing by Aboriginal and Torres Strait Islander peoples and Elders (notably Wurundjeri Woi-wurrung as Traditional Owners) with CALD communities, notably newly arrived migrants.	
1.2 Take a proactive approach and leadership role in standing against racism and discrimination.	1.2.1 Maintain visible Council stance and support publicly.	 
1.3 Take a proactive and leading role in upholding and promoting the rights of newly arrived refugees and people seeking asylum.	1.3.1 Advocate for the rights of newly arrived refugees and people seeking asylum by supporting national and locally emerging advocacy initiatives.	 

Strategy	Initiatives	Welcoming Cities Standard categories
1.4 Strengthen and promote awareness, understanding and knowledge with a focus on cultural diversity and inclusion, and racism and discrimination, including creating opportunities for intercultural understanding.	1.4.1 Deliver tailored education sessions on equal opportunity, anti-discrimination, anti-vilification and human rights.	
1.5 Build a safe and inclusive organisation that reflects Darebin's culturally diverse and migrant communities.	1.5.1 Establish baseline data and aim to increase the number of culturally diverse employees at all levels of the Council's workforce. 1.5.2 Strengthen staff cultural competence and understanding.	
1.6 Ensure engagement, information sharing with an intersectional approach.	1.6.1 Maintain regular, ongoing information sharing and engagement with the community and key stakeholders. 1.6.2 Develop and maintain collaborative opportunities that support and address intersectionality by responding to the needs of CALD individuals and groups who experience multiple and compounding forms of discrimination and exclusion. There will be a particular focus on women, young people, senior citizens, children and families, international students, LGBTQIA+ people and people living with disability.	



Goal 2

Inclusive services, places and spaces

Outcome 2: Inclusive, accessible, culturally relevant and responsive services, programs, places and spaces.

What we are already doing

- Providing multilingual services through Council's multilingual support.
- Partnering with community groups, local police and government agencies through the Darebin Community Safety Reference Group to strategically coordinate a whole-of-community response to priority community safety issues.
- Supporting community service providers' coordination and collaboration through the Darebin Emergency Relief Network.
- Information dissemination, targeted outreach and programs to various CALD groups through various Council departments including East Preston Community Centre, Intercultural Centre, Youth Services and Community Hubs.
- Supporting community organisations and service providers through Council's community grants and other partnership opportunities (such as MoU with Preston Mosque).
- Promoting Darebin Libraries services among culturally diverse communities and responding to their learning needs.
- Targeted engagement with CALD people to respond to the needs of users from culturally diverse backgrounds when designing open spaces.

Strategy	Initiatives	Welcoming Cities Standard categories
2.1 Ensure accessible engagement, information sharing and communication with CALD and migrant communities, including equitable access to information and services by different language groups in the community.	<p>2.1.1 Strengthen and maintain Council's multilingual services and information, including the Language Aid program, multilingual website content and translated materials. Ensure they are responsive to the changing demographics, English literacy levels and needs of Darebin's linguistically diverse communities.w</p> <p>2.1.1 As part of an informed approach to Council's engagement with culturally diverse communities, ensure that language, location, format, platform and time of engagement is accessible and culturally safe and appropriate.</p>	

Strategy	Initiatives	Welcoming Cities Standard categories
2.2 Take a proactive role in preventing and addressing racism and discrimination in the community, including empowering the community and improving community safety.	<p>2.2.1 Deliver initiatives that prevent and respond to racism and discrimination.</p> <p>2.2.2 Empower communities and strengthen their capacity to respond to racism and discrimination.</p> <p>2.2.3 Identify and respond to community safety issues arising from incidents specific to CALD and migrant people, including racism and discrimination.</p>	
2.3 Design and deliver accessible and responsive services, support and programs for CALD communities, including tailored initiatives to meet specific needs.	<p>2.3.1 Map and identify key services and support, with continuous updates and proactive, accessible information dissemination to ensure responsiveness to changing and emerging needs. There will be a particular focus on health and wellbeing, advocacy, settlement, education, housing, legal assistance, transport, domestic and family violence, climate resilience, child and family support, and support for people with disability.</p> <p>2.3.2 Design and deliver outreach and referral programs with a focus on CALD and migrant communities who are at risk of exclusion, and areas experiencing geographic disadvantage.</p> <p>2.3.3 Design and deliver responsive services and support for the housing crisis, including engaging with CALD and migrant communities and taking into account their needs and recommendations.</p> <p>2.3.4 Increase access to, and use of, services and support provided by Council facilities and service areas, including tailored support for health and wellbeing.</p>	
2.4 Ensure CALD communities have improved access to Council facilities and public spaces through accessible, culturally safe infrastructure that meets specific community needs.	<p>2.4.1 Ensure social equity and cultural safety in Council-owned facilities for all people, including people from diverse cultural backgrounds.</p> <p>2.4.2 Consider diversity and CALD users when designing open spaces.</p> <p>2.4.3 Ensure an equitable and accessible hiring process for Council venues and community centres for CALD groups and organisations, particularly those with limited access, to support community events and activities.</p>	

Goal 3

Inclusive community

Outcome 3: Inclusive, connected, safe and empowered communities that foster cultural inclusion and provide access to opportunities and civic participation.

What we are already doing

- Delivering arts programming and spaces, with a focus on programming and curatorial frameworks to empower and create opportunities for local artists and creative communities from culturally diverse backgrounds.
- Continuing to apply the Place and Road Naming Policy, and Public Art Framework with a focus on cultural diversity.
- Supporting community-led events and gatherings, including at the Intercultural Centre and by supporting Neighbourhood Houses.
- Supporting opportunities that connect people from CALD and migrant communities – including international students – with employers, training providers and other relevant assistance e.g. job fairs and expos.
- Supporting CALD and migrant communities with access to opportunities for employment, business development and entrepreneurship through supporting social enterprises, not-for-profit networks, Darebin Economic Futures Network, place-based activations, and drop-in programming for Melbourne Polytechnic to provide employment coaching.
- Providing student placement opportunities at the Council, with a focus on international students from diverse backgrounds.
- Supporting ongoing English language literacy and learning opportunities through monthly English language classes at Council's libraries, centres and Neighborhood Houses.
- Supporting other learning and skill development for various CALD groups such as families and children, and senior citizens.

Strategy	Initiatives	Welcoming Cities Standard categories
3.1 Support and deliver accessible opportunities for cultural expression and display by CALD communities through art and public activities that reflect local diversity and strengthen intercultural understanding and connection.	<p>3.1.1 Develop and deliver opportunities for CALD communities and newly arrived migrants to engage in cultural expression opportunities through Council festivals, events and programs.</p> <p>3.1.2 Deliver initiatives that reflect culturally diverse heritage in public places and facilities, guided and advised by Aboriginal and Torres Strait Islander peoples, and in consultation with CALD communities.</p> <p>3.1.3 Support community-led events that celebrate diverse cultures, faiths and identities.</p>	

Strategy	Initiatives	Welcoming Cities Standard categories
3.1 (cont)	3.1.4 Support community and social gatherings and activities that celebrate cultural heritage, traditions and cuisine, and strengthen interfaith connections and community harmony.	
3.2 Foster economic opportunities for CALD and migrant communities, including access to opportunities for employment, business development and entrepreneurship, with a focus on newly arrived migrant and refugee communities.	<p>3.2.1 Address barriers to employment and increase job opportunities.</p> <p>3.2.2 Support social and economic revitalisation through projects and activities that enable people from CALD backgrounds to contribute to helping Darebin become a great place to visit and do business.</p> <p>3.2.3 Support opportunities for information sharing on work rights and preventing workplace discrimination, with a focus on newly arrived migrants.</p> <p>3.2.4 Ensure that Council's procurement policies and practices support inclusive decision making. Identify opportunities to engage local suppliers from CALD communities, including addressing barriers to accessing council tendering and contracting opportunities.</p>	
3.3 Design and deliver accessible learning and skill development opportunities for CALD and migrant communities, including opportunities for lifelong learning and personal development, and access to education and vocational training, volunteering and student placements.	<p>3.3.1 Support volunteering and student placement opportunities, with a particular focus on migrants from culturally diverse backgrounds.</p> <p>3.3.2 Provide learning opportunities and respond to the learning needs of culturally diverse communities through Darebin Libraries.</p>	
3.4 Strengthen and ensure that CALD and migrant communities are meaningfully included and represented in Council's decision-making and planning processes, including strengthening civic knowledge and providing targeted opportunities for engagement.	<p>3.4.1 Design and deliver accessible and multilingual opportunities to disseminate information on Council's roles, services and engagement opportunities.</p> <p>3.4.2 Ensure meaningful and accessible engagement and consultation with CALD and migrant communities as part of the engagement process across all Council initiatives.</p> <p>3.4.3 Ensure representation of CALD and migrant communities in Council's decision-making and community advisory platforms and opportunities.</p> <p>3.4.4 Ensure that priorities and key decisions from Council meetings are available and disseminated in community languages.</p>	

Monitoring and reporting on the CDIP



Effective monitoring and evaluation are essential to ensure the CDIP is successfully implemented, remains relevant, and achieves meaningful outcomes for the community. We heard clearly from our community that accountability for the implementation of the Plan is important.

Key elements supporting the implementation, monitoring and reporting of the CDIP are:

- resourcing
- annual action planning
- annual reporting through the Council Plan.

The implementation of this Plan will be resourced with dedicated staffing, and actions will be aligned to annual Council budget development processes. The four-year initiatives of the CDIP will be further detailed in annual action plans that will provide incremental progress towards the initiatives and goals of the Plan.

Annual plans will outline specific actions to be implemented in each year, responsible departments and timelines. Progress of CDIP implementation will be presented as part of the Council Plan annual report, which is publicly available.



Welcoming Cities 'Excelling' Accreditation Award, August 2024.

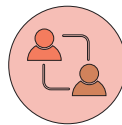
Program Logic

A program logic is a widely used tool that visually demonstrates how a program will work and what the impact will be. It maps the relationship between what we do (inputs and outputs) and what we want to achieve (outcomes and impacts) to test if the intended impacts are realistic and achievable from the available resources and planned activities.

Indicators from the following sources have been embedded into the program logic and will be used in the evaluation plan:



Welcoming Cities (Indicators)



Towards Equality Framework (Outcomes)



Our Darebin Plan (strategic indicators)

Inputs (Resources)	Outputs (Activities)	Outputs (Participation)	Short-term outcomes	Medium-term outcomes	Long-term impact
Strategic and Policy Foundations: Council Plan, Community engagement findings, relevant legislation, Council's policies Welcoming Cities Accreditation Resources: Financial, People, Organisational Systems and Infrastructure Partnerships and Networks Community Knowledge and Lived Experience Organisational Culture and Leadership Commitment Ongoing learning, review and improvement	Goal 1: Inclusive Organisation Opportunities for knowledge sharing on Aboriginal and Torres Strait Islander peoples' culture, history and truth-telling Council stance and support in response to racism incidents, Education and knowledge sharing sessions and Intercultural Centre's program Advocacy for the rights of refugees and people seeking asylum Inclusive and accessible recruitment processes for people from culturally and linguistically diverse backgrounds Staff training on diversity and inclusion Collaboration with community and stakeholders	Aboriginal and Torres Strait Islander Elders New Citizens Culturally and linguistically diverse and migrant communities Mayoral and Councillor Taskforce Supporting People Seeking Asylum Community advocacy organizations and groups Darebin staff Stakeholders and Council's Advisory Committees	Increased awareness of Aboriginal and Torres Strait Islander peoples' cultures and truth-telling Processes are in place to prevent and respond to racism incidents Increased awareness of, and information on, cultural diversity, inclusion and anti-racism Improved advocacy for the rights of refugees and people seeking asylum Improved organisational systems to support cultural inclusion	Increased cross-cultural understanding and solidarity with Aboriginal and Torres Strait Islander peoples A municipality where racism is challenged Increased knowledge of cultural inclusion and anti-racism, including increased community response Increased access to services and supports for refugees and people seeking asylum Increased workforce diversity.	Strengthened recognition of Aboriginal and Torres Strait Islander peoples' rights, history and ongoing leadership An inclusive, socially cohesive municipality where racism is actively challenged, cultural diversity is valued and the human rights of refugees and people seeking asylum are improved A culturally inclusive and safe organisation that reflects the diversity of Darebin's communities
	Goal 2: Inclusive services, places and spaces Multilingual communications and services Tailored engagement with culturally and linguistically diverse people Initiatives that prevent and respond to racism incidents and community safety issues	Culturally and linguistically diverse and migrant communities Victorian Equal Opportunity and Human Rights Commission Community organization and groups	Improved multilingual information and engagement processes Increased awareness of services and supports Improved planning and design considerations	Increased access to engagement opportunities and participation in Council services among culturally and linguistically diverse people Increased use of Council facilities and public spaces	Equitable access to information, engagement opportunities and services and supports Inclusive and culturally safe public spaces

Inputs (Resources)	Outputs (Activities)	Outputs (Participation)	Short-term outcomes	Medium-term outcomes	Long-term impact
Refer to page 38	Goal 2: (continued) Information dissemination on services and supports, and delivery of responsive program to communities in need Ongoing engagement with culturally and linguistically diverse communities on accessible public spaces and facilities including ongoing review of accessibility requirements	(continued) Darebin Schools Darebin Community Safety Reference Group and local police Service providers			
	Goal 3: Inclusive community Delivery of art festivals, events and programs Community-led events that celebration Support initiatives with focus on employment and business opportunities for migrant communities Volunteer and student placement programs Education and skill learning sessions Disseminate information on Council's roles, engagement opportunities and key Council's decision Implementing criteria and targets with focus on culturally and linguistically diverse and migrant representation at Council's meetings, advisory committees and other engagement opportunities	Local artists and art organizations Culturally and linguistically diverse businesses and job seekers Employment support providers Groups and communities from divers cultural and faith background Students	Increased opportunities for cultural expression Improved awareness of, and access to, employment and business opportunity Improved access to learning and volunteering opportunities Increased civic awareness	Greater visibility and representation of cultural diversity Increased participation in employment pathways and business opportunities Increased participation in learning and volunteering opportunities Increased representation Council decision-making and planning processes	A vibrant and inclusive municipality where cultural diversity is celebrated Enhanced economic inclusion, financial security and skills Inclusive local government where culturally diverse communities have influence and voice

Assumptions: Council will remain committed to the Plan including the provision of resourcing and funding. CALD people, communities and groups, partners and local business will want to engage with Council.

External factors: State and Federal legislation. Current levels of polarisation and racism.

Legal and policy strategic context

Below are the international treaties and declarations, federal and state laws and policies, that give direction and guidance for Council in the way we work with, and for, people and communities from culturally and linguistically diverse backgrounds.

Victorian Government / State level

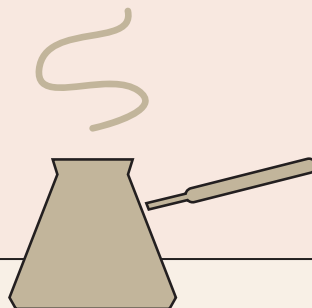
- Local Government Act 1989
- Local Government Act 2020
- Racial and Religious Tolerance Act 2001 – amended to Justice Legislation Amendment (Anti-vilification and Social Cohesion) Act 2025
- Charter of Human Rights and Responsibilities Act 2006
- Municipal Association of Victoria’s Statement of Commitment to Cultural Diversity (2012)
- Victorian Public Health and Wellbeing Act 2008 Equal Opportunity Act 2010
- Multicultural Victoria Act 2011
- Victorian. And proud of it. Victoria’s Multicultural Policy Statement underpinned by the
- Victorian Values Statement (incorporating All of Us Victorian Government Policy Statement 2009 and Valuing Cultural Diversity Policy 2002)
- Victorian Treaty process and supporting legislation Victoria’s anti-racism strategy 2024–2029 Rebuilding Trust for a Multicultural Victoria (2025)

Australian Government / National level

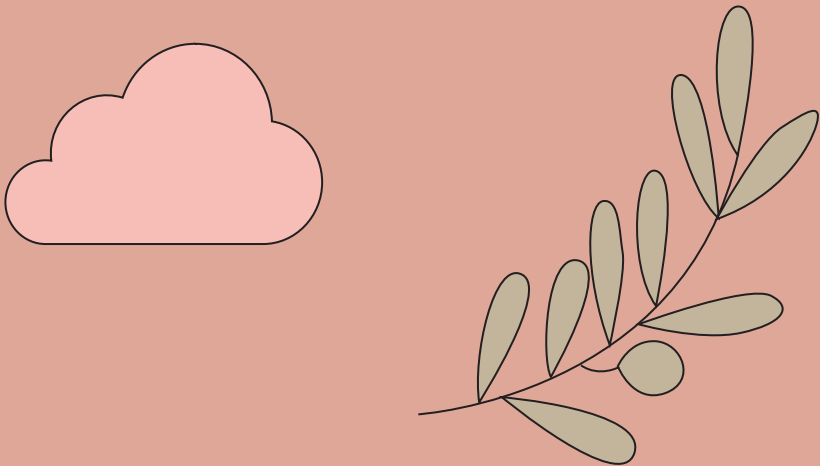
- Racial Discrimination Act 1975 Australian Human Rights Commission Act 1986
- Fair Work Act 2009
- National Settlement Framework (2016) Racism. It Stops with Me (Australian Human Rights Commission campaign)
- Welcoming Cities network and Standard National Anti-Racism Framework: A roadmap to eliminating racism in Australia (2024)
- Towards fairness: A multicultural Australia for all (2024) (building on The Charter of a Public Service in a Culturally Diverse Society 1999 and The People of Australia – Australia’s
- Multicultural Policy 2011)

International

- United Nations (UN) Universal Declaration of Human Rights (1948) Refugee Convention (1951)
- International Covenant on Economic, Social and Cultural Rights (1966) International Covenant on Civil and Political Rights (1966)
- International Convention on the Elimination of All Forms of Racial Discrimination (1965) UNESCO Universal Declaration on Cultural Diversity (2001)
- UNESCO’s Coalition of Cities against Racism and Discrimination in Asia and the Pacific (2009) UN Sustainable Development Goals 2030



Tarutharu – The Kurna Skink by Elizabeth Close Arts, Jack Buckskin and A Blanck Canvas, image by Wild Hardt.





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