

MULTICULTURAL ACTIONS

Action	Measure	Timeframe
Facilitate the Networking for Harmony Multicultural Advisory Group for information sharing, networking, feedback to the City and safe community conversations every two months.	Number of meetings per year, number and diversity of NFH members.	ONGOING
Deliver annually the City's International Student Ambassador Program to provide participation, leadership and access opportunities for international students.	Number of Student Ambassadors and projects undertaken.	ONGOING
Deliver citizenship ceremonies for members of the Hobart community with a focus on inviting cultural community leaders (in line with the cultural background of candidates) to take part in the event and sharing information and resources.	Number of ceremonies. No. of new citizens conferred.	ONGOING
Partner and directly deliver community and cross-cultural events that celebrate diversity and provide an opportunity for community groups to connect and share.	Number and diversity of events that celebrate diversity.	ONGOING
Continue to develop and enhance content available on the City's website for multicultural programs and promote culturally significant dates via Comms to raise awareness and knowledge.	Number and diversity of events and significant dates promoted.	ONGOING
Monitor trends and foster local networks to maintain a broad understanding of the needs of multicultural communities in Hobart, responding to issues as they arise, advocating for needs, and working to build a more inclusive city.	Documentation of needs of multicultural communities and number of local contacts	ONGOING
Collect and analyse demographic data to determine the cultural, religious and linguistic composition of the local community.	Documentation of demographic data.	ONGOING

Action	Measure	Timeframe
Continue to provide support to increase diverse representation in publications and communications produced by the City.	Opportunities to increase diverse representation within City publications and communications.	ONGOING
Advocate for and support community messaging about racism. Continue to promote Hobart Respects All and anti-racism campaigns.	Opportunities to advocate and support anti-racism projects and Hobart Respects All.	ONGOING
In partnership with Equal Opportunity Tasmania (EOT), continue to deliver tailored information sessions about anti-discrimination law and the importance of reporting racism, for Hobart's cultural groups.	Number of tailored information sessions delivered in partnership with EOT.	ONGOING
Encourage continuous improvement across the organisation, using the Social Inclusion Policy to reduce the risk of discrimination within our scope of influence.	Monitoring and documentation of continuous improvement in addressing discrimination issues internally.	ONGOING
Review documents, publication and communication for accessibility and inclusivity.	Number of documents reviewed for accessibility and inclusivity.	ONGOING
Continue to participate in the Welcoming Cities network and progress against the National Standard. Apply for accreditation as an established level Welcoming City.	Number of network activities participated in. Application for Establishment Level submitted.	ONGOING