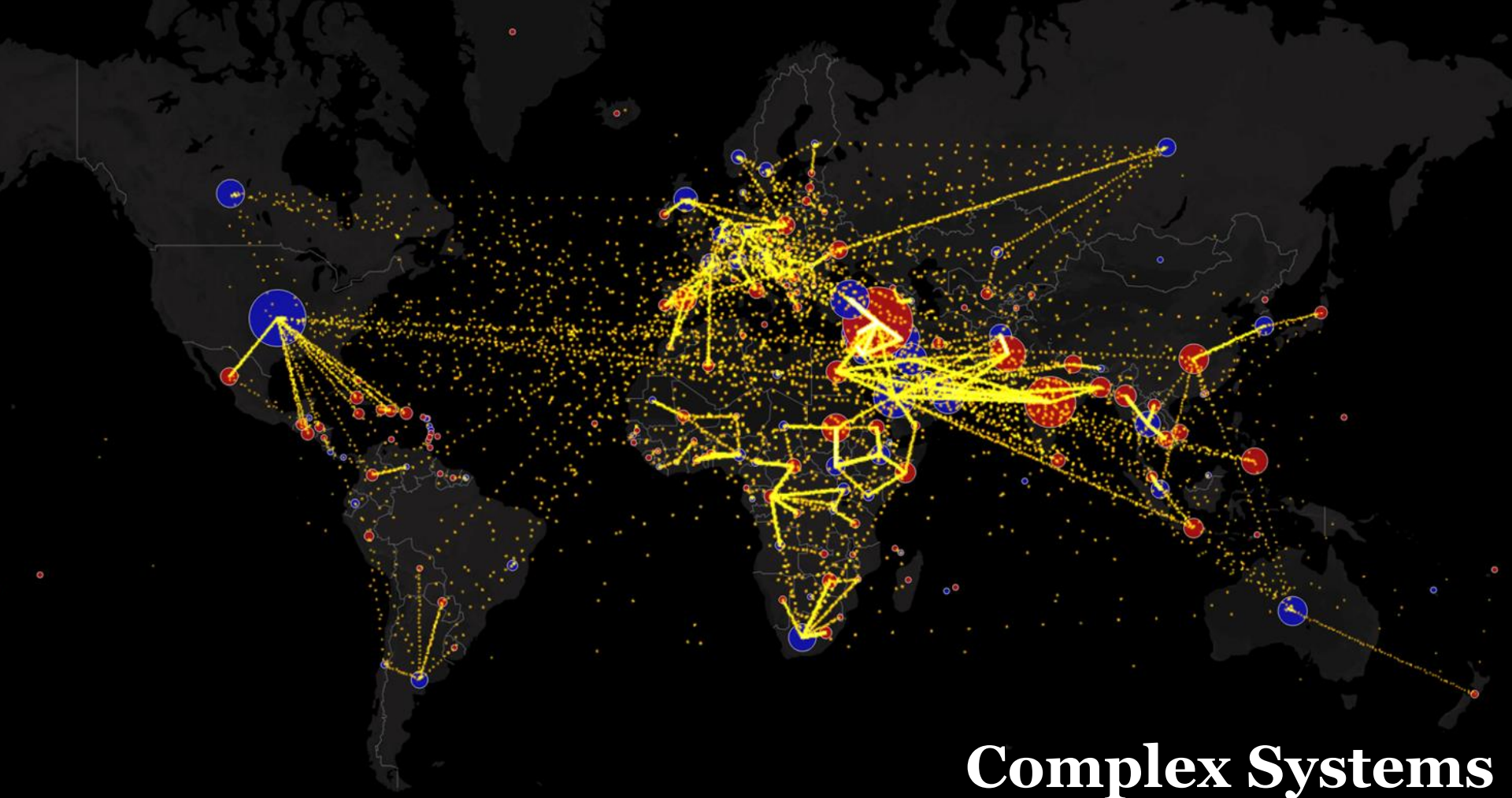
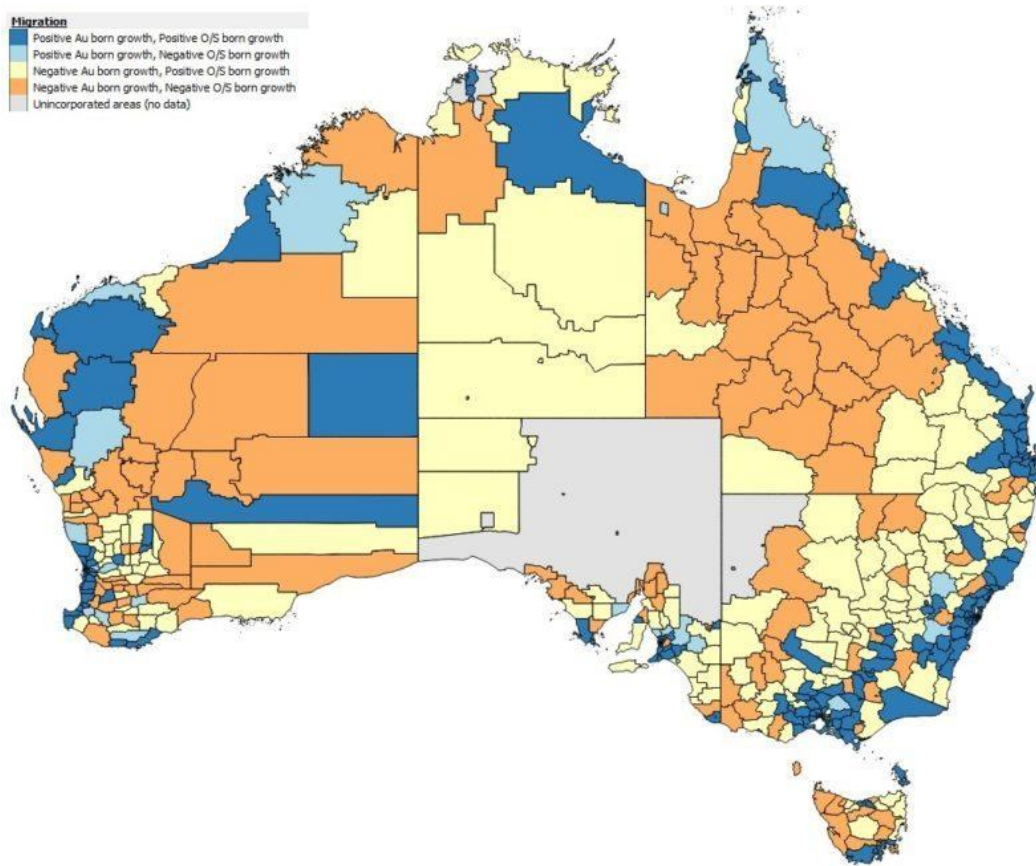




Welcoming
Cities



Complex Systems



Population change 2011-2016	2011-16 Metropolitan LGAs	2011-16 Regional LGAs
Overall population decrease	2	246
Overall population increase	116	175
Increase in both Australian-born and overseas-born populations	101	128
Decrease in both Australian-born and overseas-born population	2	116
Increase in Australian-born and decrease in overseas-born	3	20
Decrease in Australian-born and increase in overseas-born	12	151

Welcome to Australia

Diversity
is our reality.



Union
Foundation



WELCOMING
AMERICA



**Inclusion is
a choice.**

@citiesofwelcome

#citiesofwelcome

**“Communities where everyone can
belong and participate in social,
cultural, economic and civic life.”**



An aerial, high-angle night photograph of a dense urban environment. The image shows a complex network of skyscrapers and high-rise buildings, many of which are illuminated with warm yellow and orange lights. A prominent feature is a blue and white monorail system that runs diagonally across the left side of the frame. The streets below are filled with traffic, and the overall scene conveys a sense of a bustling, modern metropolis.

“We went from evidence-based policy to policy-based evidence. Now we have come to evidence-free policy.”

Jill Helke, International Organization for Migration

Bridging Silos + Divides

An aerial night photograph of a city, likely Los Angeles, showing a dense network of glowing yellow and orange lights representing streets and buildings. The lights are concentrated in the center and spread outwards, with some smaller clusters of light visible in the surrounding dark areas.

Place-based Approaches

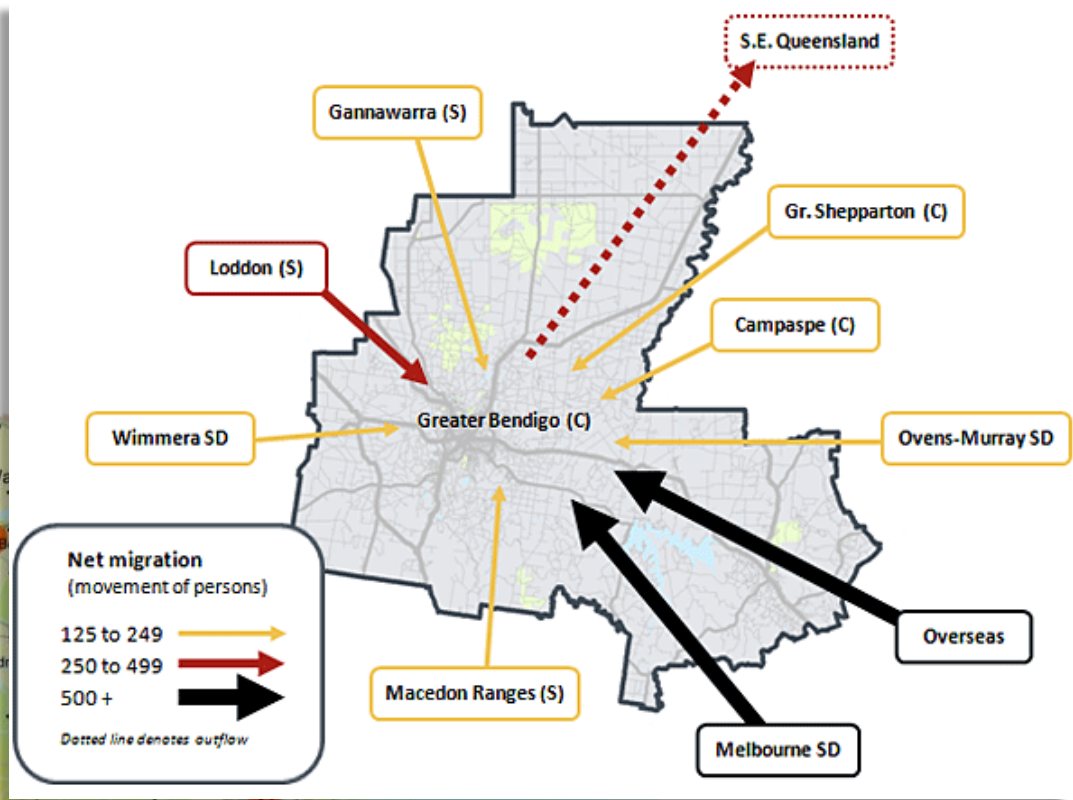
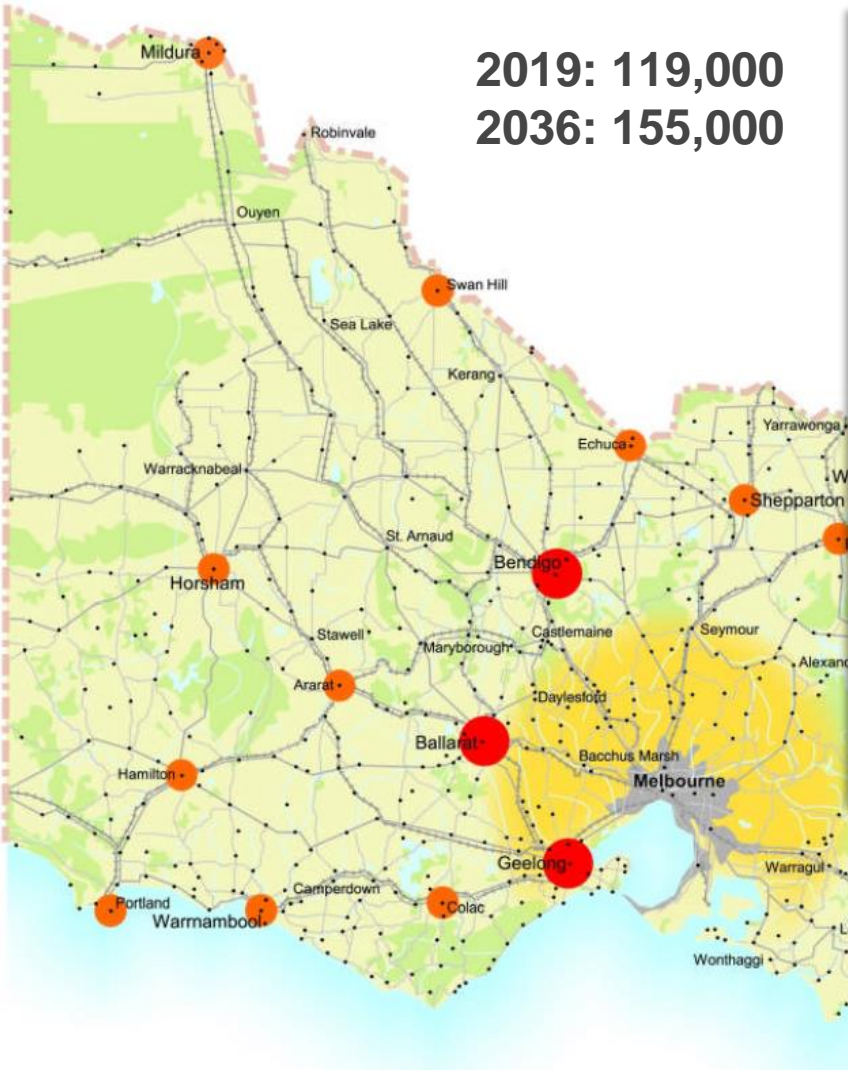


“Council acts as a neutral and trusted broker between employers, developers, community organisations, education providers, employment service providers and local residents.”

For the purpose of:

- Increasing the wellbeing, social inclusion & economic participation of local people
- Increasing engagement with local employers & developers
- Enhancing the overall economic prosperity of the local community

Facilitator + Broker



Welcome to Bendigo

Figure 1: Bendigo place of birth

Birth Place	1911	1921	1933	1947	1954	1966	1981	2001	2011
Australia	47002	23079	23667	25710	35100	38170	55144	78157	89585*
New Zealand/ other Oceania	177	125	117	79	84	81	256	528	
Europe	6,368	2,173	1360	864	1614	1883	2486	2917	3711
Asia	345	133	90	53	15	152	293	492	1406
Africa	28	33	24	16		12	18	90	255
Americas	83	38	27	12	15	22	106	85	124
Polynesia	9	2		4					
North Africa/ Middle East							24		541
At sea	45	18	7	1					
Unspecified	353	81	69		5	3			9

*Includes New Zealand & Oceania. *Source: Australian Bureau of Statistics (ABS)*

Figure 2: Bendigo Religion

Religion	1911	1921	1933	1947	1954	1966	2001	2011
Christian	53048	11445	22493	24069	33499	30039	59968	62781
Jewish	54	16	49	11	14	10		203
Chinese		21	0					
Confucian	21		0					
Islam	26	13	7	1			88	202
Buddhist	3		0				395	809
Pagan	0		0					
Hindu							75	243
Other Non-Christian	57	62	13	10	3	6		37
Agnostic/No Denomination	154	79	46	56	94	85		

Demonisation + Dehumanisation

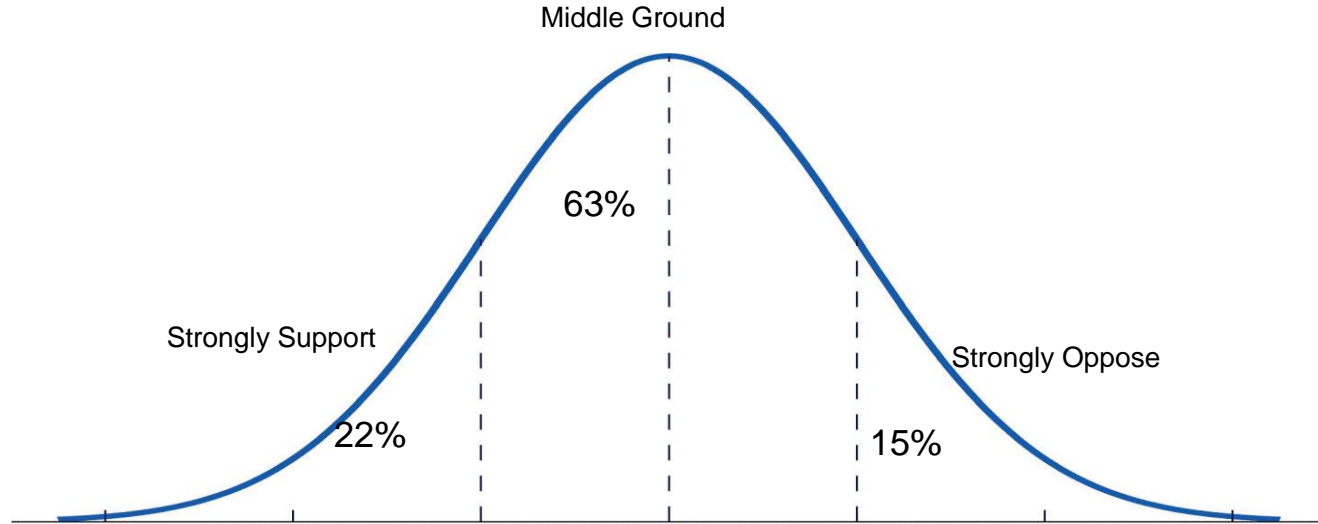
**SAY NO
TO THE
ISLAMISATION
OF BENDIGO**



“... we are struggling to attract people. There is a perception of our community that we are not welcoming. Because of this perception, Australian residents and migrants don’t want to move here, live here, or work here. We need to change that perception. We don’t just want to be a welcoming city; we NEED to be a welcoming city.”

The Power of ‘Welcome’

“We forgot the middle.”



**Attitudes towards multiculturalism
and the development of a mosque**

Business

Jane King	Bendigo and Adelaide Bank
Marg O'Rourke	Business
Peter Prevos	Coliban Water
Anne Conway	Hazeldenes Chicken Farm
Kate Meadows	Specialised Breeders Australia

Sport

Paul Hamilton	AFL Central Vic
Stewart West	Bendigo Amateur Soccer League

Education

Dan Hurrell	Bendigo Senior Secondary
Geoff Byron	Bendigo TAFE
Chris Kelly Mark Hands	Goldfields Libraries
Robert Stephenson Badraa Al-Darkazly	La Trobe University
Leanne Preece	Weeroona College Bendigo

Government

Cr Rod Fyfe	Bendigo Council
Cr James Williams	Bendigo Council
Cr Mark Weragoda	Bendigo Council
Beth Taylor	Country Fire Authority
Craig Gaffee John Dalton	Victoria Police

Health

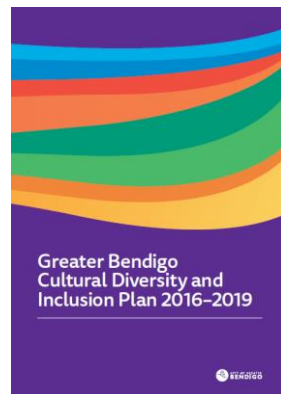
Kaye Graves Peter Kennedy	Bendigo Community Health Services
Sharon Walsh	Bendigo Health

Ethnic Communities

Abhishek Awasthi	Bendigo Interfaith Council
Moustafa Al-Rawi	Bendigo Islamic Association
Nay Chee Aung Sei Sei Mu Thein	Karen Organisation of Bendigo
Kate McInnes Sylvia Phan Elli Akbari Diantha Vess	Loddon Campaspe Multicultural Service

Civil Society

Edith Munzo	Resident
Christine Cummins	Resident
John Parker	Resident
Judy Stewart	Resident, sports, education
Jayson Tayeh	Believe in Bendigo
Helen Yorston	Bendigo Volunteer Resource Centre
Jennifer Alden	Growing Change
Michelle Forrester	Human Resources Network
Laurie Wheelan	Progress Bendigo
Fiona Gardner	Rural Australians for Refugees
Jack Shatz	Youth



GOALS

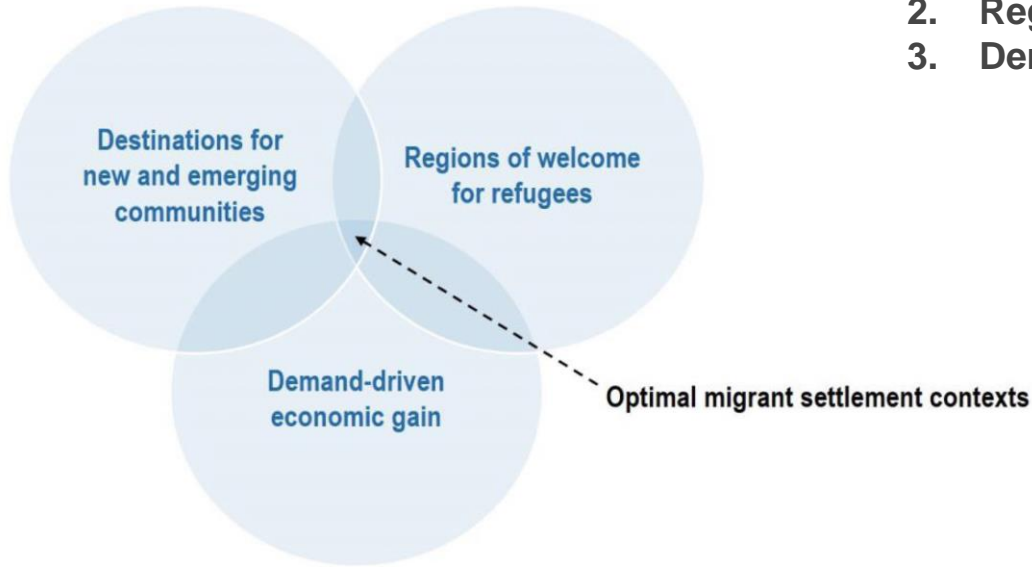
Community understands and respects cultural and religious differences and supports multiculturalism.

Culturally, linguistically and religiously diverse backgrounds have equal opportunity to access culturally appropriate services and participate fully in the Greater Bendigo Community.

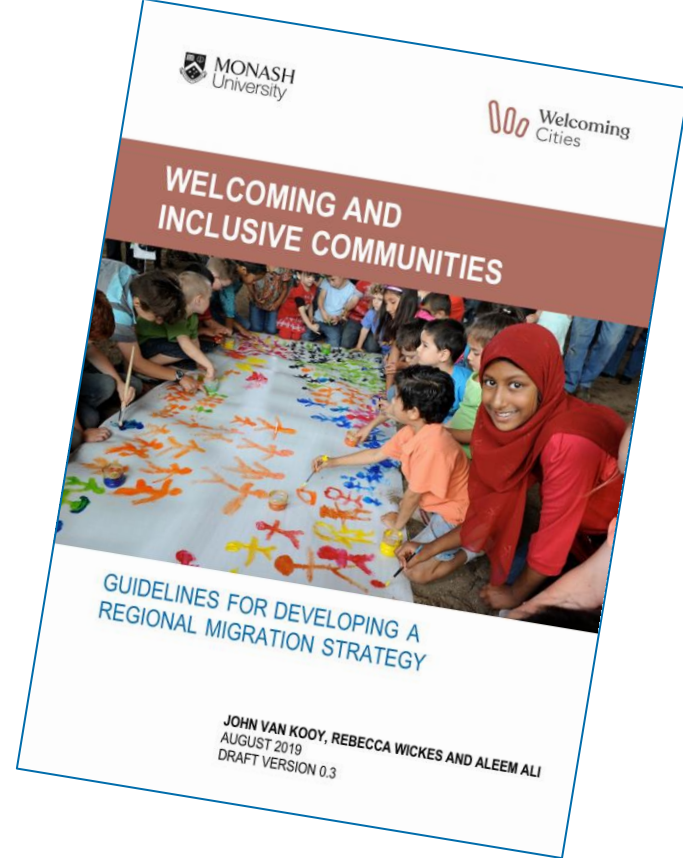
Religious and racial discrimination is prevented and/or addressed effectively, and

The City of Greater Bendigo is a leading organisation for cultural inclusion.

1. New and emerging communities
2. Regions of welcome for refugees
3. Demand-drive economic gain



Policy + Operational Contexts



Guidelines for Developing a Local Migration Strategy

Step 1. Assessment

Step 2. Consultation

Step 3. Planning



FOCUS QUESTIONS

- What critical data are needed?
- What services and infrastructure are present?



ASSESSMENT FRAMEWORK

- Data collection and analysis
- Service and stakeholder mapping
- Regional profile
- ID opportunities and risks
- Disseminate information

Step 1. Assessment



Step 2. Consultation



Step 3. Planning



FOCUS QUESTIONS

- Who are our stakeholders and supporters?
- What is our vision?
- What are the limitations?
- What are migrants' aspirations and ambitions?
- What is the right 'fit'?



CONSULTATION FRAMEWORK

- Community conversations
- Consultation with migrant and multicultural organisations
- ID local champions, supporters and resources
- Establish collaboration and implementation mechanisms

Step 1. Assessment



Step 2. Consultation



Step 3. Planning



FOCUS QUESTIONS

- What changes are required to business-as-usual?
- What does success look like?
- How should we evaluate?
- How can we support sustainability?



PLANNING FRAMEWORK

- Define aims/objectives
- ID target groups for migration initiatives
- ID resources and services needed
- Risk management
- Welcoming strategies
- Planning for sustainability and growth
- Evaluation and learning

Supporting local governments to advance communities where everyone can belong and participate in social, cultural, economic and civic life.

Welcoming Cities is part of a growing network of more than 135 municipalities around the world. The network is built around:



Knowledge Sharing

Supporting local governments to access evidence-based research, resources, policies and case studies.



Celebrating Success

Recognising local governments that demonstrate leading practice and innovation in welcoming efforts.



Partnership Development

Facilitating & resourcing multi-sector partnerships to maximise learning, reach and impact.



Standard + Accreditation

Setting the National Standard for cultural diversity and inclusion policy and practice in local government.

Categories

1. Leadership
2. Social & Cultural Inclusion
3. Economic Development
4. Civic Participation
5. Learning & Skills Development
6. Places & Spaces



Planning, Benchmarking + Improvement

2.0 Social and Cultural Inclusion

Welcoming Cities facilitate relationships between migrant and receiving communities that address racism and promote social cohesion.

Welcoming Cities ensure that all residents have equitable access to council services and cultural assets by removing barriers to participation in community life.

Welcoming Cities facilitate diverse cultural expression and support residents to participate in the community.

- 2.1 The local council's policies and practices actively include and engage both receiving and migrant communities. Demonstrated by:**
- 2.11** Collecting and analysing demographic data to determine the cultural, religious and linguistic composition of the local community.
 - 2.12** Ensuring that the development, implementation and review of council policies, strategies, programs and initiatives are compliant with Federal and State legislation for social and religious nondiscrimination and take into account the principles of substantive equality.
 - 2.13** Conducting reviews to identify and revise any policies or practices that exclude or disenfranchise migrant communities.
 - 2.14**
 - 2.15**
- 2.2 The local council facilitates diverse culture of activities and observances. Demonstrated by:**
- 2.21** Celebrating community festivals, cultural events, and religious observances that represent diversity and encourage dialogue.
 - 2.22**
- 2.3 The local council facilitates language access. Demonstrated by:**
- 2.31** Assessing language needs for migrant communities to increase access to services and activities.
 - 2.32** Engaging accredited translators or interpreters in council services and related events.
 - 2.33** Providing information on council services, and resident information guides in community languages.
 - 2.34** Providing accessible Council feedback and complaints processes.
 - 2.35**
 - 2.36**

3.0 Economic Development

Welcoming Cities recognise that economic growth relies on an inclusive economy that encourages the active participation of all its residents.

Welcoming Cities facilitate access, by both receiving and migrant communities, to opportunities for employment, business development and entrepreneurship.

Welcoming Cities value the unique talents and experiences that people of all backgrounds contribute to their communities.

- 3.1 The local council employs a workforce that is inclusive and diverse. Demonstrated by:**
- 3.11** Identifying and addressing barriers and unconscious bias, which may limit diversity and inclusion in employment practices.
 - 3.12** Highlighting the value of a diverse workforce and encouraging applicants from diverse backgrounds to apply.
 - 3.13** Exploring innovative ways of promoting job opportunities to reach a broad and diverse range of potential applicants.
- 3.2 The local council advances local business sourcing and contracting. Demonstrated by:**
- 3.21** Addressing the barriers for local businesses to access council tendering and contracting opportunities.
 - 3.22** Reviewing procurement policies and practice and identifying opportunities to engage local suppliers.
- 3.3 The local council partners with the local business community to identify strategic opportunities for economic development and to encourage local jobs for local people, including those from migrant communities. Demonstrated by:**
- 3.31** Supporting and facilitating networking events, business development workshops, mentoring and other activities that grow local skills, knowledge and commerce.
 - 3.32** Partnering with employers, local chambers of commerce, financial institutions, employment services, and other relevant community based organisations to identify needs and opportunities.
 - 3.33** Supporting and advocating for strategies to monitor and prevent labour exploitation.
 - 3.34** Working with employers, local chambers of commerce and other relevant community based organisations to identify and address barriers to local employment.
- 3.4 The local council supports both receiving and migrant communities to advance economic development opportunities. Demonstrated by:**
- 3.41** Supporting and referring to business incubator, entrepreneurship programs and other initiatives to identify and grow enterprise opportunities.
 - 3.42** Supporting and promoting cultural initiatives and activities that draw visitors to the community.

Standard + Accreditation

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Welcome to the assessment portal for Welcoming Cities.

Please use the buttons below to explore the assessment options, contact us with any questions or change your details.



YOU ARE A COMMITTED
COUNCIL!

YOUR ASSESSMENTS

Start an assessment, review the progress of an existing one and view closed assessments.

[ASSESSMENTS](#)

Established Council Self-Assessment

Started 01/04/2019

User Eva MacKinley

Status In Progress, Saved

[SAVE AS DRAFT](#)

[Cancel Assessment](#)

Overall Progress 16.66%

[Introduction](#)

1. Leadership

[Review & Submit](#)

16.66%

1.1

The local council recognises Aboriginal and Torres Strait Islander people as the First Peoples of this Nation and seek to engage local Indigenous communities in welcoming work.

1.1.1 Actively working towards reconciliation with Aboriginal and Torres Strait Islander people and communities.



[Completed](#)

Accreditation Portal

42 Members

- **Mix of Cities, Urban, Shire, Regional, Remote Councils**

30 Supporters

- **Mix of Peak Bodies, Government, Communities Agencies, Businesses**

120+ Expressions of Interest

- **90+ Local Councils**
- **30+ Other**

Welcoming International

- **More than 250 municipalities across Australia, New Zealand, United States, Canada, Germany, and the United Kingdom (interest from Portugal, Mexico and other)**

A Growing Network



Embracing the power of sport to build community.

Welcoming Sport recognises the power of sport to bring people together. We are a growing network of sports and recreation clubs who are committed to building communities where people of all backgrounds have equal opportunity to participate and belong.

Welcoming Clubs



Contact Details

Visit us Online

welcomingcities.org.au

Like us on Facebook

facebook.com/citiesofwelcome

Follow us on Twitter

[@citiesofwelcome](https://twitter.com/citiesofwelcome)

Contact Aleem Ali

aleem@welcoming.org.au

Get Involved