

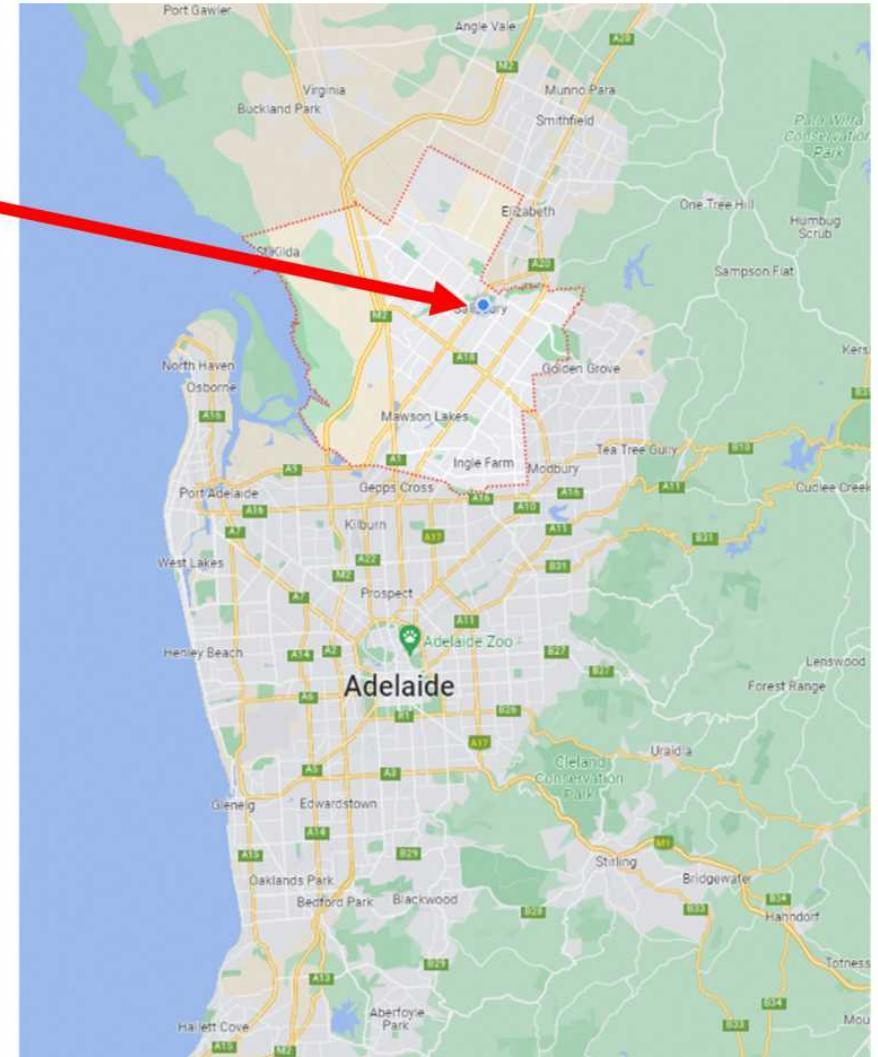


Intercultural Salisbury

Vesna Haracic, Manager Community Diversity Inclusion

Location

- Local government area 20km north of Adelaide CBD
- Cultural diversity rapidly increasing
- Demographic change has created community demand for interculturalism



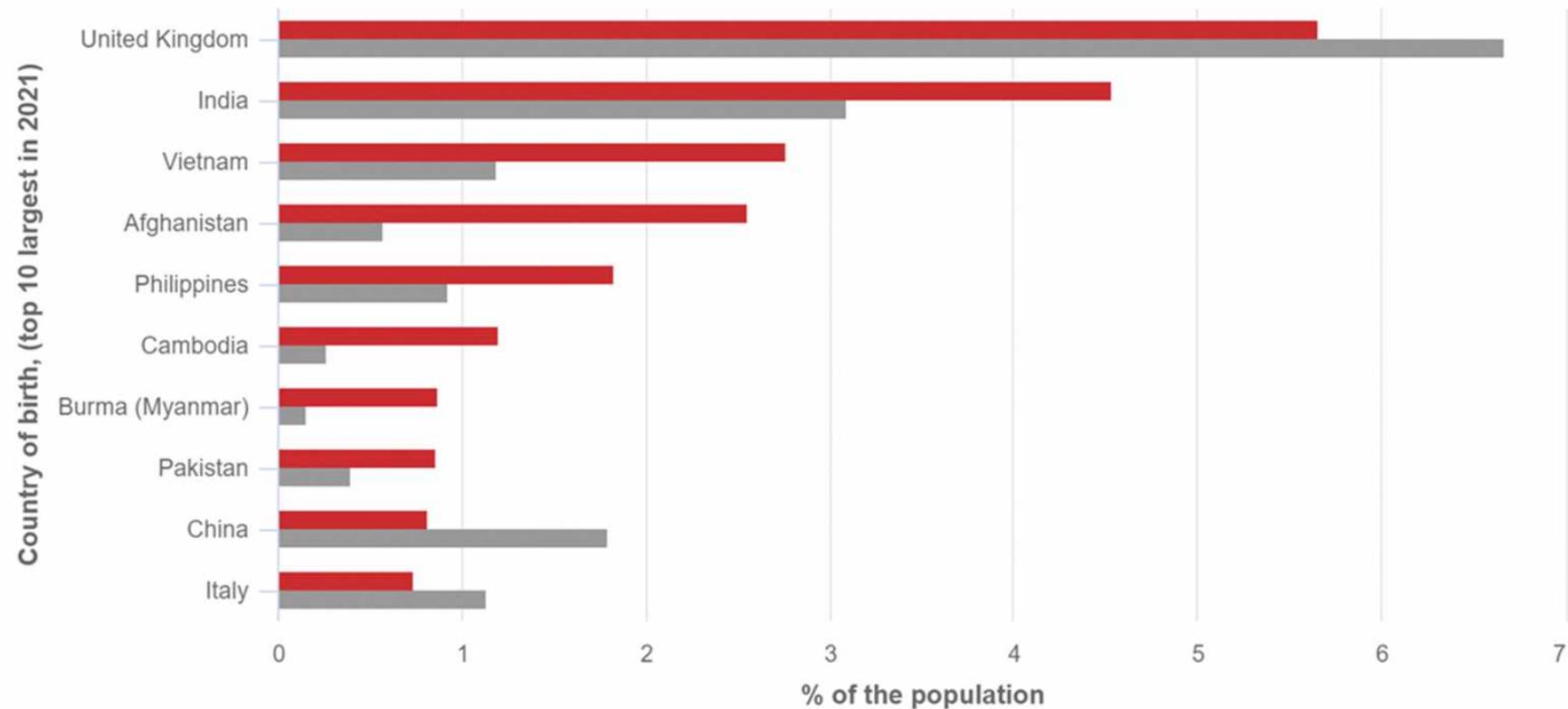
City of Salisbury Demographic Information (the latest 2021 census data)

- Population 147,602
- More than 60% of refugees settling in South Australia choose the northern Adelaide region, with many finding a new home in Salisbury
- 32.5% of people spoke a language other than English at home
- 34.1% were born overseas
- One of the largest Aboriginal (First Nations) communities 2%

Birthplace Diversity

Birthplace, 2021

City of Salisbury Greater Adelaide

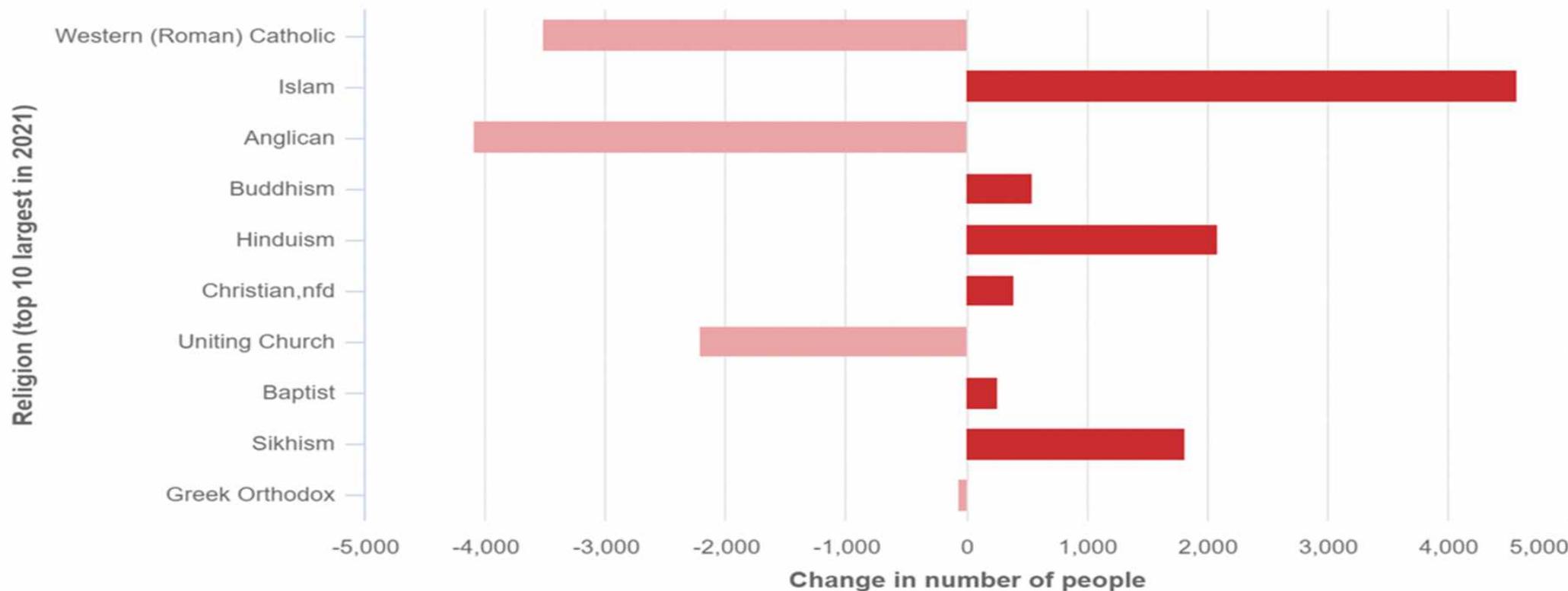


Source: Australian Bureau of Statistics, Census of Population and Housing, 2021 (Usual residence data). Compiled and presented in [informed-decisions](https://id.libertyintell.com/informed-decisions).

Religion Diversity

Change in religion, 2016 to 2021

City of Salisbury



Source: Australian Bureau of Statistics, Census of Population and Housing, 2016 and 2021 (Usual residence data). Compiled and presented in profile.id by .id (informed decisions).

Definition of interculturalism:

To move beyond the passive acceptance of different cultures to creating meaningful interactions and understandings across diverse cultures.

Culture:

Interculturalism takes the broadest definition of culture to include not only a country of origin, but age, disability, LGBTIQ+, faith, social customs, life experience and other aspects of identity.



Growing popularity of interculturalism in Australia

- Interculturalism has emerged in Australia over the last 10 years
- Australia's identity is traditionally linked to multiculturalism
- Multiculturalism has been prevalent since 1973



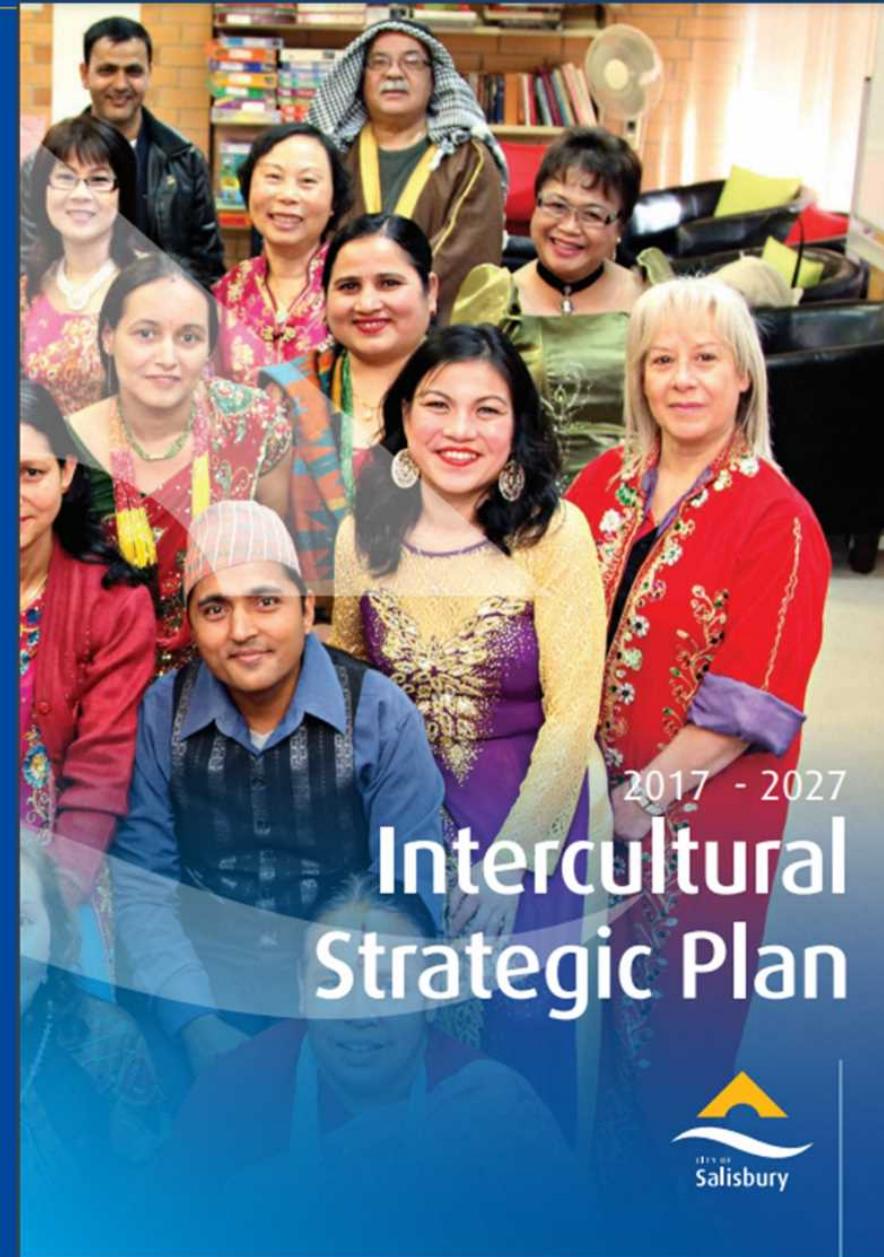
Benefits of Interculturalism

- Broadest definition of culture
- Applicable to people who have more than one cultural identity
- Includes both receiving communities and migrant communities
- Acknowledges the intersectionality of people
- Fosters understanding and meaningful connections between diverse groups
- Adopts a more proactive

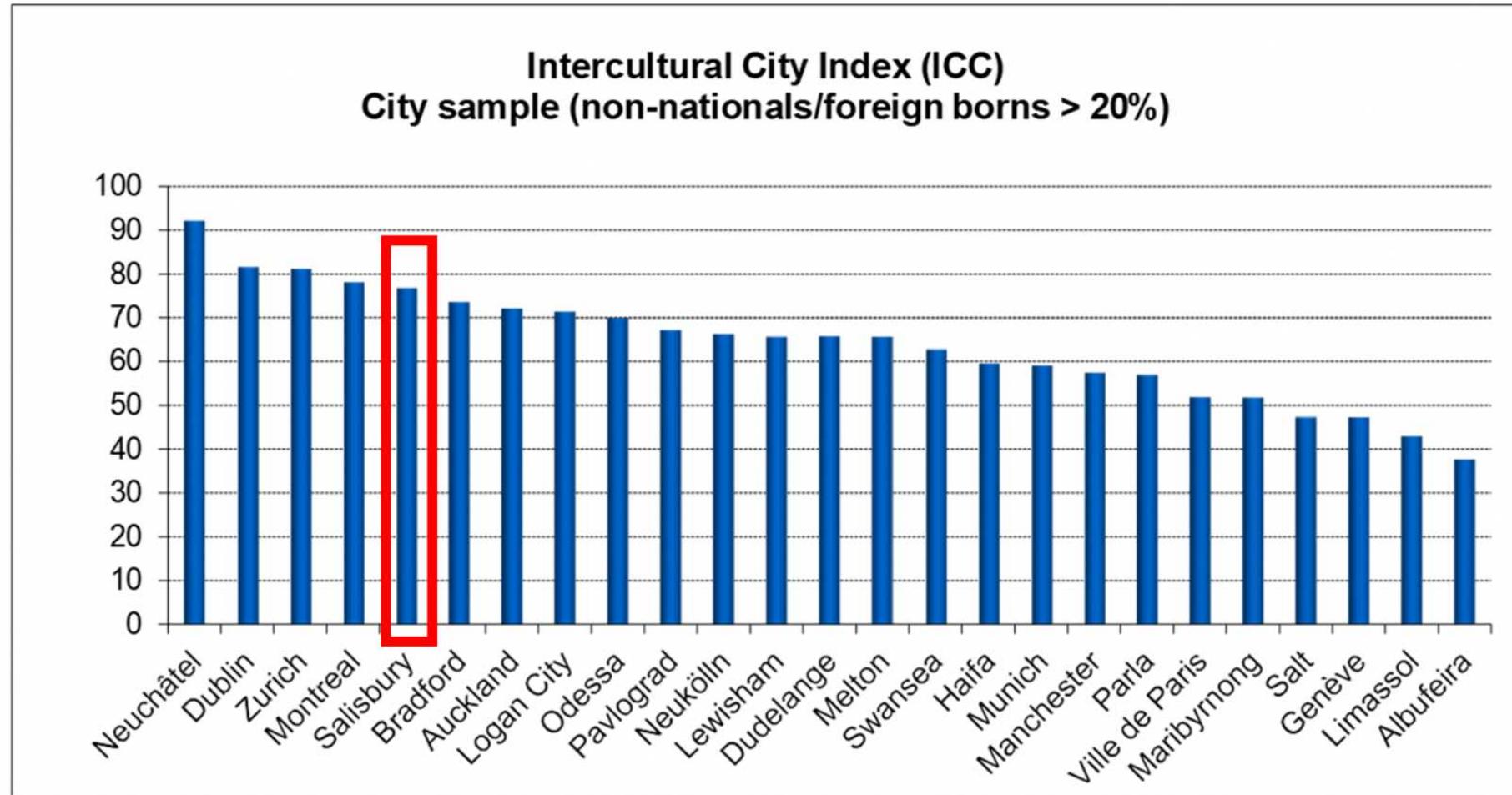


Developing the Intercultural Strategic Plan

- Community wanted more meaningful and deep connections to move beyond multiculturalism
- Staff already had strong relationships with community so were able to consult widely
- 900+ community members participated in the development of the plan
- Past Member of the ICC Advisory Committee



Council of Europe Intercultural Cities Index Result



Salisbury City ICC index compared to member average



Intercultural Advisory Groups

- **SICA:** Salisbury Intercultural Community Alliance
- **SISA:** Salisbury Intercultural Strategic Alliance



SICA:

- Network of community members who help Salisbury implement its Intercultural Strategic Plan.
- Different cultures, volunteers, organisations aged 18-65 who can bridge with staff implementing strategic plan – sharing of information both ways
- 2-way engagement: community ↔ city council
- Trusted by community, reliance on relationships

SISA:

- Draw on Council's relationship with the wider settlement sector to engage in important issues relating to intercultural priorities.
- Representatives from:
- Senior management from the settlement sector organisations: State and Federal Government (Dep of Home Affairs and Dep. Premier and Cabinet, Multicultural Affairs, ARA, MCCSA, AMES, AMRC, AWF
- Mayor, Council Elected Members and COS staff
- SICA members

Interculturalism in Salisbury:

- Interfaith Blessing
- 30+ Faith Leaders participated
- Largest Interfaith Blessing held in South Australia



Case study: Harmony Week



Case Study: Harmony Week

- Australian celebration of cultural diversity and belonging
- Started in 1999 around Australia
- A significant annual event at Salisbury
- Cultural music, dance, costume and traditions



Intercultural Parade

- Intercultural Parade was introduced to the event in 2021
- 100's walking together around the City to demonstrate belonging and harmony
- Staff, families, residents and groups







Other examples of Intercultural Practice at City of Salisbury

COVID vaccination roll-out

Seniors Centre and Bhutanese music group

Intercultural group meeting together (across 15 cultures)

Sport

Solving neighbourhood complaints

Salisbury youth services '1225' – developing future leaders

Volunteering – new and long-term migrants – formal programmes leading to informal connections

Social media & magazines spreading positive stories

Identifying community champions

Staff training:

- Diversity & inclusion
- Unconscious bias
- Disability inclusion
- First Nations Cultural Awareness







Thank you