

AGENDA
CULTURAL RELATIONS ADVISORY BOARD
FRIDAY, February 14, 2014 – 12:00 Noon
Dodge City Public Library – 1001 N. Second Ave.

CALL TO ORDER

APPROVAL OF MINUTES of January 10, 2014 meeting

UNFINISHED BUSINESS

1. Continue discussion of a formalized welcome process for residents moving into the community. What is the purpose?

NEW BUSINESS

1. Kathryn Carter, Director of Racial Profiling and Biased-Based Policing Unit, Office of Attorney General Derek Schmidt, has been invited to attend our April 11th meeting. She will be presenting on the statute that went into effect in 2011 that broadened racial profiling to “racial and other biased-based policing”. She will talk about the responsibilities that the law imposes on law enforcement agencies and then give a Fair and Impartial Policing presentation. The Racial Profiling Board with the Dodge City Police Department will also attend the presentation and training at the same time. The time for this could take 1 ½ - 2 hours based on the amount of interaction. Our involvement could have the potential to offer assistance to the police department if there are vacancies on the existing board – we would have the training. Meeting time would change to 11:30 – 1:30 (or whenever the presentation is finished). Board members would not be required to stay the whole time.

BOARD PROGRAMS

1. Continue discussion of the Community Engagement Partnership Program for 2014.
2. Welcoming Cities and Counties. The quarterly conference call is scheduled for Monday, February 24, 2:00 – 3:30 pm. Anyone wishing to participate can join Jane at City Hall.

Discussion of National Welcoming Week activities in September.

- *Walk With Your Neighbor” event
- * Cultural Diverse Art with Carnegie
- * Cultural Presentations through Public Library

COMMENTS FROM BOARD MEMBERS/STAFF –

ADJOURNMENT

MINUTES
CULTURAL RELATIONS ADVISORY BOARD
Friday, January 10, 2014 – 12:00 noon
Dodge City Public Library – 1001 N. First Ave.

The meeting was called to order by Chairman Greta Clark.

Members present: Greta Clark, Elva Dominguez, Oliver Bland, Mary Marquez, Debra Muyaert, Robert Vinton, Lawrence Romero. Staff Jane Longmeyer. DCF: Simon Muturi. Reported absent: Marilyn Treto, Chamber representative. Guests: Miguel Vega and Maria Hernandez from USD #443 and Daily Globe Reporter Chris Guinn.

On a motion by Oliver, seconded by Mary, the minutes of the December 13, 2013 meeting were approved with a correction on the proposed date for community engagement to be March 25 instead of 15.

Unfinished Business:

1. Dr. Vinton reported on the Latino Student Leadership Conference in which the Cultural Relations Advisory Board participated by hosting sessions. The program was deemed successful, the number of students participating was at capacity and the topics were wide and varied. There are some areas that need some improvement which are under consideration. The sponsoring agency has announced that they are discontinuing their partnership and other options are under consideration – possibly a smaller program and have targeted specific themes. Dr. Vinton and school district staff will be organizing a planning committee to discuss further the future of the program. The Cultural Relations Advisory Board will be open to participate if asked.

New Business:

1. Discussion continued on the proposal for a more structured welcoming program for new residents. It was suggested that a welcome letter be sent to new residents as they sign up for utility service. The water office might be a good source; however, someone moving into apartment complexes typically do not sign up for water service. It was suggested that the Chamber may prepare a welcome packet and Jane will follow up to see what may be presented. At the next meeting, there will be further discussion to determine the ultimate purpose of pursuing a welcome program.
2. Item No. 3 of Resolution No. 2010-19 regarding board membership was discussed to determine if it needed to be modified since it was adopted in 2010. Board

members will be reappointed or vacancies filled at the February 3rd city commission meeting.

Board Programs:

1. The Community Engagement Partnership Program is a five-session informational program in which participants learn about various aspects of the community such as local government, public safety, education, and history/tourism, meeting the leadership in these entities with the purpose to promote civic involvement. There was a spring and fall session held in 2013. It was suggested that only one series be held each year and possibly one session presenting a different entity to the graduates of the program. Further discussion will be held at the next meeting and how to recruit people to the program.
2. Ernestor handed out some information that was gathered from the national Welcoming Cities and Counties Conference that was held in Miami, FL (no one from Dodge City was able to attend). The ideas presented were for potential National Welcoming Week activities. Further discussion will take place a future meetings to determine what activities the Board would like to host.

A 'Walk With Your Neighbor' event was the 2013 activity which was held on Sunday, September 22nd at the walking path at the YMCA. There was discussion to add ethnic foods to the event. Other suggestions were an ethnic art display with Carnegie Arts Center and ethnic presentations at the Public Library.

Comments from Board Members:

Simon had sent an e-mail informational piece on understanding refuge families from Somalia. Jane will forward to all board members.

There being no further business, the meeting was adjourned on a motion by Oliver, seconded by Debra.

Respectfully submitted,



Jane Longmeyer
City of Dodge City

Member of:





**ethnic
communities'
council of
victoria**

A Guide to Welcoming Committees and Activities for Regional Skilled Migrants

September 2006

Ethnic Communities' Council of Victoria Inc



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The benefits of engaging new arrivals through welcoming activities are significant and often extend beyond skilled migrants and their families and into the community itself. Regional communities have much to gain from meaningful engagement with new arrivals who bring with them new skills, resources, opportunities for friendship, cultural celebrations, traditions and ideas.

What makes a successful welcoming activity?

A successful welcoming activity will tend to be inclusive, friendly and have a social atmosphere.

Though it may be difficult to measure the success of a welcoming activity in a quantitative way, an activity's success might be indicated by the informal feedback of participants and volunteers.

One way of ensuring that activities are useful and responsive to the needs of new and emerging communities is to respond to the regular feedback of participants gathered either by informal means, such as a chat, or more formal mechanisms like interviews, focus groups or surveys.

When developing a welcoming activity it may be useful to draw inspiration from existing models that have been implemented in other regions. This guide contains short examples of welcoming activities implemented throughout regional Victoria. However, it is important to compliment rather than replicate existing services for new arrivals in a particular region.

Recording the contact details of the participants in welcoming activities—with permission—is useful for disseminating information on future activities. Keeping a database which records the gender, age and interests of new arrivals may also assist in tailoring welcoming activities for skilled migrants.

Food for thought: If food is a part of a welcoming activity it is important to be sensitive to different cultural, religious and dietary requirements. For example, when hosting a welcoming barbeque for new arrivals including Muslims it would be culturally appropriate to provide Halal meat.

Who should participate in a welcoming activity?

Welcoming activities should be open to anyone who would like to participate. Participants may include newly arrived migrants as well as those who have been in the area for an extended period of time.

When implementing programs and activities it is important to offer support and services which are not only directed at skilled migrants themselves, but also engage the partners and families of skilled migrants. Partners of skilled migrants who are not employed tend to feel higher levels of social isolation unless linked with community networks. Activities developed specifically for the partners and children of skilled migrants work to decrease the levels of social isolation experienced. This increases the likelihood of retaining the skilled migrant and their family in a regional area over the longer term.

As well as utilising existing networks and contacts, participation in activities may be increased through placing advertisements in local newspapers or newsletters. Some local newspapers will list community events for free—and may even be interested in printing an article on community initiatives for welcoming new arrivals.



How should volunteers be involved?

The recruitment and training of volunteers is an important aspect of welcoming activities. Although many people may express good intentions and an enthusiasm for volunteering it is a good idea to screen volunteers through an interview process and also to obtain a police check. The screening process ensures that volunteers have realistic expectations of what volunteering entails and are well suited to the role. When recruiting volunteers for programs and activities it is important to encourage culturally and linguistically diverse members of the community as well as members of the mainstream community to become involved.

Once volunteers have been selected, training volunteers will ensure that both volunteers and skilled migrants get the most benefit out of activities and programs. Issues which training may cover include cultural sensitivity, program orientation, occupational health and safety, risk management and also volunteer expectations and boundaries.

The benefits of welcoming activities extend beyond the skilled migrants they are targeted to. Volunteers who participate in welcoming activities are given the opportunity to enhance their intercultural communication skills, confidence, and knowledge of other cultures and also form friendships.

What about the traditional owners and custodians of the land?

It is important to acknowledge and include the traditional owners and custodians of the land in regional welcoming strategies. Incorporating Indigenous Australian perspectives assists new arrivals to better understand the history and cultural composition of contemporary Australian society.

Wherever possible, it is good practice to have Indigenous members of your community provide information for new arrivals on Indigenous cultures, histories and contemporary contexts.

Aboriginal Affairs Victoria (AAV) provides a comprehensive list of contacts of Indigenous communities in Victoria. The contact details for AAV are listed at the end of this document.

Examples of Welcoming Activities in Regional Victoria

The following examples represent just some of the welcoming activities for new arrivals that have been implemented in regional Victorian communities. These examples may provide inspiration for the development of future activities in your community.

Woven Lands Arts Project (Warrnambool)

This ten week project brought together local, Indigenous and migrant women and saw them work on traditional and contemporary woven pieces. Warrnambool City Council provided a letter of support for the project grant application, and provided in-kind support throughout its duration. As a part of the project, the local Koori community invited the broader population in Warrnambool to a special 'welcome to country' celebration with traditional Indigenous and Sudanese dancing. The Woven Lands Art Project also saw weekly meetings for the women involved emerge, and these meetings provided those attending with opportunities for fun, socialising and a sharing of experiences.



Multicultural Ambassador Program (Ballarat)

This program was instigated by the City of Ballarat as a part of their overall regional skilled migration strategy, and saw Multicultural Ambassadors nominated and selected from the community.

Multicultural Ambassadors are elected for a two year period in which they promote multiculturalism in the region through public speaking engagements and working collectively on community development projects.

Bendigo Newcomers Club (Bendigo) <http://www.bendigonewcomers.com>

The Bendigo Newcomers Club organises social activities for new arrivals in Bendigo and works to expand social networks and allow friendships to develop. Membership is open to anyone in the region who would like to join, and as a result the club boasts a mixture of new arrivals as well as long term members of the community.

WEAVE Program (Shepparton)

The WEAVE program—*a community Welcome to Ethnic families through Assistance, Volunteer, orientation and Education*—works to match new arrivals with a volunteer and assist in orientation and settlement processes. The WEAVE program was developed through City of Greater Shepparton and trains volunteers to assist new arrivals in a variety of tasks associated with settlement. The tasks volunteers assist new arrivals with include locating local places of interest, service providers, linking to local sporting and service clubs and also undertaking daily activities such as using public transport and shopping. Volunteers for the WEAVE program received training on cross cultural awareness and other issues pertaining to volunteering from the local Equity and Access worker.

GV Ethnic Professionals Association (Shepparton)

This association emerged from a partnership between the Local Council and the Ethnic Council of Shepparton and District and works to provide members with social support, networking activities and assistance. The case study in this briefing note contains more detailed information on the association.

Wahines Women's Singing Group (Bendigo)

Established in 2000, the Wahines Women's Singing Group emerged from the Bendigo Regional Ethnic Communities' Council. The singing group meets every second Monday to sing songs from all around the world. The singing group is a fun social activity for the women who participate and also a good opportunity to share experiences and seek advice in a welcoming environment. The Wahines have performed on many occasions within Bendigo and also travelled to perform at other Victorian festivals.

'My Story' Writing Class (Bendigo)

The Bendigo Regional Ethnic Communities Council (BRECC) initiated the 'My Story' writing class and invited migrant members of the Bendigo community to record their life stories. BRECC provided funding for an English teacher to work in partnership with migrants as a part of the program. The 'My Story' writing class has been positively received and the next step for the program will be to secure funding to publish the stories as a collection—highlighting the multicultural character of Bendigo.



Confidence Building Workshops (Bendigo)

The Bendigo Regional Ethnic Communities Council organised separate confidence building workshops for men and women in the region over weekends. The workshops gave participants the opportunity to identify issues facing their communities and collectively consider strategies to overcome such issues.

Establishing Incorporated Associations (Shepparton and other regions)

The Ethnic Council of Shepparton and District has provided practical advice and guidance, assisting several ethnic groups in Shepparton to establish incorporated associations. The most recent community to be assisted in this process is the Congolese community and they are soon to be established as an incorporated association. Incorporated associations work to foster strong networks which members can draw upon for support and advice. In addition, incorporated associations are well structured to advocate for the needs of members and also receive relevant information from the broader community.

Inclusive Games Project (Geelong)

The 'Inclusive Games' project developed to expand the social networks of refugee young people in Geelong. Diversitat (formerly the Geelong Ethnic Communities' Council) implemented the project with the support of Barwon Health, Leisure Networks and North Geelong Secondary College. Over the twelve week period of the program each of the fifteen participants sampled different sports, including cricket, hockey and sailing. At the end of the project each participant received a DVD which recorded their experiences undertaking new sports.

Case Study: GV Ethnic Professionals Association

The GV Ethnic Professionals Association was formed in October 2005 and is just one example of a welcoming strategy in regional Victoria. Recognition of the need to support skilled migrants and new arrivals in the region led to the organisation's development. The GV Ethnic Professionals Association emerged from a partnership between the Ethnic Council of Shepparton and District and the City of Greater Shepparton. Part of its success can be attributed to the effective partnership between the two organisations.

Membership of the GV Ethnic Professionals Association is open to anyone who would like to join. As a result the association includes many new arrivals as well as members of the community who have been in the region for some time. A model of inclusiveness, the association also has members from the mainstream community in Shepparton.

The association provides an array of services including mentoring, conflict resolution, cross cultural training in the workplace, advocacy and sessions on community strengthening.

The association strives to create a welcoming environment and families are strongly encouraged to attend meetings. The GV Ethnic Professionals Association meets in the first week of each month and the informal environment provides opportunities for socialising, networking and a sharing of ideas, experience and advice.



Useful Contacts – By Region and Organisation

The following contacts may be useful if you are interested in learning more about any of the welcoming activities or information listed in this guide.

Ballarat

Ballarat Regional Multicultural Council (BRMC)

Barbara Fong
Coordinator, BRMC
Email: barbaraf@brmc.org.au
Phone: (03) 5337 0700

City of Ballarat

Narelle Hibbard
Executive Officer, Ballarat Migration Project
Email: narellehibbard@ballarat.vic.gov.au
Phone: (03) 5230 5180

Bendigo

Bendigo Regional Ethnic Communities' Council (BRECC)

Maria DiCicco
Ethnic Communities Telelink Officer
Email: m.dicicco@bendigo.vic.gov.au
Phone: (03) 5337 0700 (BRECC)

Bendigo Newcomers Inc

Email: bendigonewcomers@netconnect.com.au
Phone: (03) 5448 1680
Web: www.bendigonewcomers.com

City of Greater Bendigo

RMIF Coordinator
Email: info@bendigo.vic.gov.au
Phone: 03 5434 6000

Geelong/Colac

Diversitat

Pamela Rodriguez
Diversitat
Email: pamela.rodriguez@diversitat.org.au
Phone: (03) 5221 6044

City of Greater Geelong

Helena Buxton
RMIF Coordinator, Economic Development
Email: hbuxton@geelongcity.vic.gov.au
Phone: 03 5277 0866



Gippsland

Gippsland Ethnic Communities Council

Rene Sundermann
Deputy Chair, Gippsland Ethnic Communities' Council
Email: admin@egipps.net
Phone: (03) 5154 2885

Horsham

Wimmera Development Association

Dianne Baillie
Project Manager, Regional Migration Incentive Fund
Email: admin@wda.org.au
Phone: (03) 5381 1744

Mildura

Sunraysia Ethnic Communities Council

Colleen Tarrennt
Settlement Worker, Sunraysia Ethnic Communities' Council
Email: colleen@nwimmi.com.au
Phone: (03) 5022 1006

Mildura Rural City Council

Donna Gardner
Coordinator, Skilled Migration Strategy
Email: donna.gardner@mildura.vic.gov.au
Phone: (03) 5018 8265

Melbourne

Aboriginal Affairs Victoria (AAV)

Phone: (03) 9208 3292
Website: www1.dvc.vic.gov.au/aaav/
AAV has a comprehensive list of Indigenous groups and contacts throughout Victoria, and can be accessed via:
www1.dvc.vic.gov.au/aaav/info/com_contacts/

Ethnic Communities Council of Victoria

Molly Peterson
Regional Skilled Migration Officer
Email: molly@eccv.org.au
Phone: (03) 9349 4122 or 0439 664 338

Shepparton

Ethnic Council of Shepparton and District

Chris Hazelton
Manager, Ethnic Council of Shepparton and District
Email: ecmanager@mcmedia.com.au
Phone: (03) 5831 2395

Ethnic Council of Shepparton and District

Sigrid van Fonderm
Regional Executive Member, ECCV
Email: evergee@cv.quik.com.au
Phone: 0417 129 171



Greater Shepparton City Council

Natalie Purcell
Goulburn Murray Regional Migration Coordinator
Email: Natalie.purcell@shapparton.vic.gov.au
Phone: (03) 5832 9710

Swan Hill

Swan Hill Rural City Council

Deborah Quin
Employment and Settlement Facilitation Officer
Email: dquin@swannhill.vic.gov.au
Phone: (03) 5032 3033

Wangaratta

North East Multicultural Association (NEMA)

Peter Sunderland
Project Officer, (NEMA)
Email: nema@wangaratta.vic.gov.au
Phone: (03) 5722 0726

Rural City of Wangaratta

Wendy Mitchell
Skilled Migration Coordinator, North East Region
Email: w.mitchell@wangaratta.vic.gov.au
Phone: (03) 5722 0774

Warrnambool

Warrnambool City Council

Trevor White
Migrant Strategy Coordinator
Email: twhite@warrnambool.vic.gov.au
Phone: (03) 5559 4853

Wodonga

Albury/Wodonga Ethnic Communities' Council

Sinthong Tounnheun
President, Albury/Wodonga Ethnic Communities' Council
Email: Sinthong@netmatrix.com.au
Phone: (02) 6058 6913

City of Wodonga

Anjana Sasi
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Phone: (02) 6022 9267