

CULTURAL DIVERSITY STATEMENT

ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

The City of Melbourne respectfully acknowledges the Traditional Owners of the land. For the Woiwurrung (Wurundjeri), Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung groups who form the Kulin Nation, Melbourne has always been an important meeting place for events of social, educational, sporting and cultural significance.

Today we are proud to say that Melbourne is a significant gathering place for all Aboriginal and Torres Strait Islander peoples.

The City of Melbourne is one of the most liveable cities in the world. Melbourne has an established national and international reputation as a successful 'multicultural' city. The City of Melbourne recognises the significant contribution successive waves of migration have made to make our city what it is today.

The City of Melbourne is a public authority that must act in a way that is compatible with human rights as provided for in the *Charter for Human Rights and Responsibilities Act 2006*. With reference to the principle of Cultural Rights, the City of Melbourne reaffirms that:

- Aboriginal persons hold distinct cultural rights and must not be denied the right, with other members of their community: to enjoy their identity and culture; to maintain the use of their language; to maintain their kinship ties; and to maintain their distinctive spiritual, material and economic relationship with the land and waters and other resources with which they have a connection under traditional laws and customs; and
- That all persons with a particular cultural, religious, racial or linguistic background must not be denied the right, in community with other persons of that background, to enjoy his or her culture, to declare and practise his or her religion and to use his or her language.

The City of Melbourne is a multicultural city. We are a City that values and respects our cultural, religious, and linguistic diversity and acknowledges there are vulnerable communities within our multicultural city who require our support.

As a multicultural city, the City of Melbourne makes the following commitments in respect of Cultural Diversity.

We acknowledge the status of Aboriginal people as the First Australians

The City of Melbourne will develop plans and commit to actions that progress the cause of reconciliation and aim to protect and respect Aboriginal cultural heritage within the City.

We acknowledge the contribution that refugees and asylum seekers make to our community.

As a signatory to the Refugee Welcome Zone Declaration, the City of Melbourne will develop plans and programs in partnership with refugee communities and service providers to promote capacity building and foster sustained engagement and connections between the council and newly arrived communities.

We celebrate cultural diversity in all its forms through a range of public programs and initiatives that continue to promote community harmony.

The City of Melbourne will strive to support and deliver programs that aim to promote social cohesion, increase awareness and respect for difference and build trust and co-operation among diverse communities within the City.

We say 'No to Racism' and do not tolerate discrimination.

The City of Melbourne will work to eliminate discrimination based on religious belief, colour, ethnicity or language wherever they impact on the people who live or visit our city in any form, consistent with the 'Racial and Religious Tolerance Act (2001)'.

We provide engagement and decision making processes that encourage citizenship amongst people from culturally and linguistically diverse communities.

The City of Melbourne strives to reduce barriers and improve its processes so people from across our community can participate in the civic life of our city.

We deliver services, programs, facilities and events that are inclusive and equitable to ensure that language, religion or cultural background does not inhibit access.

The City of Melbourne is committed to access and equity for all customers of our services regardless of their nationality, race, culture, sexual orientation or religious beliefs.

We seek to reflect the cultural diversity of the community we serve.

The City of Melbourne will pursue policies and practices that enhance the cultural competency and capacity of our organisation and reduce barriers to the employment of people from a diverse range of backgrounds.