

SOCIAL PLANNING

POST-EXHIBITION ENGAGEMENT REPORT

COMMUNITY CONNECITON, TRUST AND BELONGING IN RANDWICK CITY: Social Cohesion and Multicultural Plan 2026-2031

30 June 2026

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1. Executive Summary

Randwick City Council is developing its first Social Cohesion and Multicultural Plan (the Plan) to strengthen inclusion, connection and belonging across the Local Government Area (LGA). The draft Plan was endorsed for public exhibition at the March 2026 Ordinary Council Meeting and was publicly exhibited from 10 April to 10 May 2026.

The Plan responds to growing community expectations for safety, respect, cultural understanding and equitable access to opportunities, and aligns with Council's commitment under the Inclusive Randwick Strategy (2022).

During the exhibition period, Council undertook engagement with a broad cross-section of the community, including culturally and linguistically diverse (CALD) residents, faith communities, young people, seniors, Aboriginal community members, LGBTQIA+ residents, international students, people with disability, community organisations and local service providers. Across all engagement activities, 158 direct feedback interactions were recorded, with an additional 63 survey responses captured through the Your Say Randwick platform.

Community feedback highlighted the conditions that support or undermine social cohesion in Randwick City. Consistent themes included the need for clearer and more accessible communication, stronger community understanding of cultural and religious diversity, balanced and visible leadership on racism and discrimination, safer and more welcoming public spaces, and deeper partnerships with community organisations and faith groups. Participants also described the impact of housing stress, digital exclusion and limited youth representation on community connection and participation.

These insights reflect both the lived experience of locals and broader national trends, including rising experiences of racism and antisemitism, growing concern about Islamophobia, increasing cost-of-living pressures, and heightened expectations for transparency and decision making that is shaped by community. The feedback indicates that strengthening social cohesion in Randwick City requires inclusive communication, culturally safe public spaces, equitable access to information and services, and long-term partnerships that support initiatives led by community.

This report summarises the engagement approach and the key themes raised during the exhibition period. These findings directly inform the refinement of the Social Cohesion and Multicultural Plan, titled *Building Community Connection, Trust and Belonging in Randwick City*, and will guide Council's ongoing commitment to fostering a welcoming, connected and inclusive community for all who live, work, study and visit Randwick City.

2. Background

Randwick City Council is developing its first Social Cohesion and Multicultural Plan to strengthen inclusion, connection, participation and belonging across the LGA. The Plan delivers on Council's commitment under the Inclusive Randwick Strategy (2022) and outlines the actions Council will take to build social cohesion across five pillars: civic engagement and participation; social and cultural inclusion; leadership, strategy and planning; public spaces; and partnerships, collaboration and networks.

The development of the Plan takes place in a period of significant social change. Communities across Australia are experiencing heightened cultural and religious tensions, increased reports of racism and discrimination, and growing concern about safety and belonging in public spaces. Cost-of-living pressures, housing stress and digital exclusion are also affecting people's ability to participate fully in community life.

These broader shifts are reflected locally in Randwick City, which is home to a highly diverse population including strong culturally and linguistically diverse communities, a significant Aboriginal community centred in La Perouse, international students, young families and older residents. This diversity enriches community life but also shapes how people experience inclusion, identity and connection.

Local conditions further influence these experiences. Randwick's coastal and urban environments attract high levels of visitation, creating both opportunities for connection and pressures on public spaces. Rapid development and housing affordability challenges are affecting neighbourhood identity and stability. Community organisations and faith groups are reporting increased demand for support, particularly during periods of heightened global or national tension.

Randwick City also has significant strengths that support social cohesion, including a highly diverse and engaged community, strong partnerships with local organisations and services, and a long-standing commitment to inclusive programs and events. Residents expressed a shared commitment to fairness, respect and safety, and acknowledged Council's efforts to listen, engage and respond to community needs. These strengths provide a strong foundation for the draft Plan.

3. Methodology

3.1. Overview of Engagement

Meaningful engagement with the community has been central to developing the Plan. Engagement was delivered in two stages.

1. **Early engagement (mid-2025 to early 2026):** to inform foundations of the Plan
2. **Public exhibition period (10 April to 10 May 2026):** to test and refine the Draft Plan.

3.1.1. Early engagement (mid-2025 to early 2026)

Early engagement activities explored community experiences of connection, inclusion and belonging, and identified opportunities to strengthen social cohesion across Randwick City.

Approximately 600 people participated through workshops, pop-ups, a forum, targeted meetings and online engagement. Insights from this stage shaped the structure, priorities and language of the Draft Plan.

For more details on this engagement please see the **Social Cohesion Plan Interim Engagement Report**.

3.1.2. Public Exhibition Period (10 April to 10 May 2026)

During the public exhibition period, Council undertook a broad and inclusive engagement program to ensure diverse communities could review and comment on the Draft Plan. Engagement methods included pop-ups, targeted consultations, workshops, stakeholder meetings, emails to stakeholders and an online survey.

A total of 158 direct feedback interactions were recorded.

The objectives of the exhibition period were to:

- Inform the community about the purpose, priorities and proposed actions of the draft Plan
- Test whether the draft Plan reflects community experiences of connection, inclusion, belonging and participation across Randwick City
- Understand how well the concept and language of social cohesion resonate with the community
- Identify gaps or areas requiring stronger focus
- Gather feedback to refine the draft Plan prior to adoption

Engagement activities were designed to reach a broad cross-section of the community, including culturally and linguistically diverse residents, faith communities, young people, seniors, Aboriginal community members, LGBTQIA+ residents, international students, people with disability, community organisations and local service providers. This approach ensured that diverse voices and lived experiences informed the development of the Plan.

Engagement activities included:

- Dedicated Randwick Council Have Your Say webpage
- Email to Have Your Say subscribers
- Email to Randwick City Council Precincts
- Notification (via email) to all Councillors
- Three pop-up consultations (Lionel Bowen and Margaret Martin Libraries and Maroubra Beach Markets)
- Two targeted stakeholder consultations (UNSW and Hub@Lexo)

- Two workshops with stakeholders (Inner Eastern Sydney Multicultural Interagency and Randwick Cultural Diversity and Equity Community Advisory Committee)
- 435 emails sent to targeted stakeholders inviting them to participate
- Weekly listings in Randwick e-news
- Two social media posts (Facebook and Instagram)
- Digital display screens at libraries and Customer Service Centre

4. Consultation Overview

During the exhibition period, Council received feedback through multiple channels, reflecting strong community interest in the Draft Plan. Engagement activity included online participation, pop-ups, targeted consultations, workshops, email submissions and a stakeholder meeting. In total, 158 direct feedback interactions were recorded.

Engagement reach included:

- 1,922 visits by 1,352 unique visitors to the Your Say Randwick webpage
- 63 online survey responses
- 8 email submissions
- 52 conversations at targeted consultations and pop-ups
- 34 participants at workshops
- 1 stakeholder meeting

Summary of exhibition engagement activities

Consultation Method	Participant Profile	Participant Number
Online community survey	• Broader community members	63
Targeted consultations and Pop-ups	• Broader community members • CALD and faith communities • Low socio-economic	52
Workshops	• Inner Eastern Sydney Multicultural Interagency • Randwick Cultural Diversity and Equity Community Advisory Committee	34
Stakeholder meetings	• Community member	1
Stakeholder emails (sent)	• Community groups, organisations and service providers (CALD communities, faith communities, young people, LGBTQIA+) • Interagencies: Inner Eastern Sydney Migrant Interagency, Randwick Youth Services Working Group, Eastern Sydney Youth Services Network, Eastern Suburbs Domestic Violence Network • NSW Police • State Government: Multicultural NSW, Premier's Department • Local Government: Waverley, Woollahra and Bayside Councils	435 (sent)
Email submissions (received)	• Broader community members	8
TOTAL FEEDBACK RECEIVED		158

5. Consultation Outcomes

Feedback received during the public exhibition period was analysed against the pillars of the draft Plan. The themes below summarise the key issues, priorities and opportunities identified by community members and stakeholders across all engagement activities, including workshops, pop-ups, targeted consultations, email submissions and survey comments.

5.1. Civic Engagement and Participation

Strengthening participation

Community members expressed a strong desire for more accessible, varied and culturally appropriate ways to participate in Council processes. This included multilingual engagement, in-person opportunities, and simpler online tools. Some residents felt that engagement processes are not always transparent and requested clearer communication about how community input influences decisions.

Young people, international students and culturally and linguistically diverse residents reported feeling overlooked or under-represented in Council processes. Participants also expressed interest in more opportunities to connect with Councillors and staff.

What this means

Council needs to strengthen inclusive engagement practices, diversify participation pathways, and ensure that historically under-represented voices are visible in decision-making.

5.2. Social and Cultural Inclusion

Building a welcoming and respectful community

Participants consistently emphasised the need for greater understanding of cultural, linguistic and faith diversity, and for more opportunities to build trust and connection across groups. Culturally and linguistically diverse communities and faith communities highlighted the importance of cultural safety, including the ability to express identity, language and religious practice without fear.

Residents expressed interest in more multicultural, interfaith and intergenerational events, and in Council supporting spaces where people can meet, learn and connect. People with disability, LGBTQIA+ residents and older people emphasised the need for inclusive programming, accessible venues and representation in Council communications.

Some participants raised concerns about polarisation and misinformation and asked Council to play a stronger role in promoting respectful dialogue and community connection.

What this means

Council needs to invest in programs, events and communication that celebrate diversity, strengthen belonging and ensure all residents feel respected, represented and included.

5.3. Leadership, Strategy and Planning

Visible and principled leadership

Participants emphasised the importance of visible, values-based leadership in strengthening social cohesion. Many residents want Council to take a clear and balanced stance against racism, antisemitism, Islamophobia and other forms of discrimination.

Community members also expressed a desire for greater transparency about how decisions are made, who is consulted and how feedback is used. Faith communities and organisations supporting culturally and linguistically diverse emphasised the need for ongoing dialogue rather than one-off engagement.

Some residents expressed concern about politicisation and asked Council to remain focused on community wellbeing and cohesion. Participants also encouraged Council to embed social cohesion principles across all strategies, policies and services.

What this means

Council needs to demonstrate consistent, practical leadership; strengthen communication; and embed social cohesion principles across its planning and governance frameworks.

5.4. Public Spaces

Safe welcoming and inclusive places

Public spaces were described as central to how people connect, feel safe and experience belonging. Participants raised concerns about lighting, antisocial behaviour, e-bikes and dogs in shared areas. Culturally and linguistically diverse communities, older residents and families emphasised the importance of clear signage, including multilingual information and social etiquette guidance.

Residents expressed interest in more inclusive, family-friendly and culturally diverse events in parks, beaches and community centres. Some raised concerns about higher densities, access to beaches and the impact of housing density on community connection.

People with disability and seniors highlighted the need for accessible paths, seating, shade and transport links to support participation in community life.

What this means

Council needs to ensure public spaces are safe, accessible, culturally welcoming and designed to support everyday connection and inclusion.

5.5. Partnerships, Collaboration and Networks

Working together for stronger outcomes

Community organisations, faith groups and service providers emphasised the need for deeper, ongoing partnerships with Council rather than transactional or one-off interactions. Participants highlighted the importance of clear partnership criteria, transparent processes and shared accountability.

Schools, universities and youth services expressed interest in collaborating on programs that build belonging, leadership and intercultural understanding. Culturally and linguistically diverse and faith organisations emphasised the need for coordinated communication, especially during times of community tension or crisis.

Participants also encouraged Council to play a stronger role in connecting networks, facilitating collaboration and supporting projects led by the community.

What this means

Council needs to strengthen partnership structures, clarify expectations, and invest in long-term, trust-based relationships that support community driven initiatives.

5.6. Cross-cutting Issues

Across all pillars, several issues consistently emerged:

- **Safety:** concerns about both physical safety and identity-based safety
- **Housing and affordability:** housing stress affecting belonging and stability
- **Communication and information access:** need for clearer, multilingual and timely communication
- **Youth voices:** desire for more meaningful involvement of young people
- **Digital inclusion:** barriers for culturally and linguistically diverse residents, seniors and carers

6. Conclusion

The engagement undertaken during the public exhibition period provided Council with valuable insights into how people across Randwick City experience connection, inclusion, participation and belonging. Community members and stakeholders shared clear expectations for more accessible communication, stronger representation of diverse voices, safer and more welcoming public spaces, and deeper, long-term partnerships.

The feedback also highlighted the community's commitment to fairness, respect and cohesion, and reinforced the importance of Council's role in providing visible leadership, transparent decision-making and inclusive engagement practices.

These insights have directly informed refinements to the draft Social Cohesion and Multicultural Plan, titled *Building Community Connection, Trust and Belonging in Randwick City*. The following section outlines the amendments made in response to community feedback and identifies where the Plan has been strengthened to better reflect local priorities and lived experience.

7. Amendments to the Draft Plan

Feedback received during the exhibition period resulted in several amendments to the draft Plan. These changes strengthen the clarity, relevance and community alignment of the Plan and ensure it better reflects local priorities and lived experience. The amendments are summarised below, with additions presented in red text and deleted information presented with ~~strikethrough~~ formatting.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
Name of the Plan	Social Cohesion and Multicultural Plan	Plan name changed to: <i>Building Community Connection, Trust and Belonging in Randwick City: Social Cohesion and Multicultural Plan</i>.	The Plan name provides a more descriptive, positive, unifying and accessible message that aligns with the Plan's focus on belonging, participation and connection across the entire community.
Throughout the Plan		Plain English wording strengthened	To ensure accessibility for all community members, including people with lower English proficiency.
		Changed 'spiritual' to 'faith' throughout the document.	'Spiritual' was replaced with 'faith' throughout the document. Feedback indicated 'spiritual' is too broad a term and open to misinterpretation. 'Faith' is a clearer and more accurate term for referring to religious communities, aligns with NSW Government terminology, and reflects how local faith groups describe themselves. This change improves clarity, consistency and inclusiveness across the Plan.
Foreword by Randwick's Cultural Diversity and Equity Advisory Committee		Foreword from the Committee added	Foreword added to acknowledge the Advisory Committee's role and reflect their perspectives.
Key Concepts		The Key Concepts below were added/amended:	Feedback across all engagement activities indicated that these concepts are either unclear or used repeatedly in the Plan without being defined and were added into the Plan.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	ANTISEMITISM Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.¹ This definition recognises that identifying as a Jew or Jewish is a cultural characteristic that relates to identity and not based on race or national identity. Antisemitism is understood as a distinct and historically persistent form of hate that can also can also manifest toward people perceived to be of, or aligned with, Jewish culture.	ANTISEMITISM Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.¹ Antisemitism is understood as a distinct and long-standing form of racism and hate. Jewish identity includes cultural, ethnic and religious dimensions, which means antisemitism can also be directed at people perceived to be Jewish or aligned with Jewish culture.	This was amended to improve clarity and accessibility while maintaining the integrity of the IHRA Working Definition. The interpretive note was updated to avoid phrasing that could be misinterpreted as uncertainty about the relationship between antisemitism and racism. The revised wording provides a clearer plain-English explanation of Jewish identity and how antisemitism can target people who are perceived to be Jewish.
	N/A	CIVIC PARTICIPATION Civic participation refers to the ways people take part in shaping their community and influencing decisions that affect their lives. It includes activities such as providing feedback to Council, taking part in community engagement, joining local groups or committees, volunteering, attending	Civic participation is used throughout the Plan but was not defined. This was added because across engagement activities stakeholders highlighted the need for clearer guidance on what civic participation means in practice and how residents can access opportunities to be involved.

¹ International Holocaust Remembrance Alliance (IHRA) Working Definition of Antisemitism

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
		community events, and contributing ideas to local planning and programs. ²	
	COMMUNITY RESILIENCE Community resilience is the collective ability of the local population to survive, adapt and grow in the face of adverse events, including natural disasters, climate change, social isolation, population growth and pandemics.	COMMUNITY RESILIENCE Community resilience is about the community's ability to work together, adapt and stay strong during challenges or change. This includes events like natural disasters, climate impacts, social isolation, population change and public health emergencies.	This was refined in response to feedback requesting clearer and more accessible language. The updated wording provides a plain-English explanation of community resilience while keeping the meaning consistent with the definition already included.
	N/A	CULTURAL SAFETY Cultural safety means environments where people feel respected, valued and able to express their identity without fear of discrimination, judgement or harm ³ .	Used throughout the Plan but not defined. Feedback raised repeatedly requested clarity on its meaning.
	INCLUSION The Diversity Council of Australia defines inclusion as occurring when a diversity of people (e.g. of different ages, cultural backgrounds, genders) feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents.	INCLUSION The Diversity Council of Australia explains that inclusion happens when people of different identities (e.g. ages, cultural backgrounds and genders) feel respected, valued and able to contribute. It means everyone has fair access to opportunities and resources and can share their skills and perspectives.	This definition was refined in response to feedback requesting a clearer, plain-English explanation of inclusion. The updated wording maintains alignment with the Diversity Council of Australia's definition while improving readability and accessibility for a broader audience.

² Adapted from: Australian Government social cohesion frameworks; Welcoming Cities Standard (2023); OECD Better Life Index – Civic Engagement.

³ Adapted from Australian Health Practitioner Regulation Agency's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy (2020–2025).

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	INTERCULTURAL EXCHANGE Interculturalism focuses on fostering interaction between different cultural groups and the benefits that are produced, especially in terms of deepened trust, through dialogue, exchange and collaboration for positive social outcomes. This transformative process is grounded in the values of mutual respect and recognition, empathy and a willingness to change perspective.	INTERCULTURALISM EXCHANGE Interculturalism is about fostering meaningful interaction between people from different cultural backgrounds and recognising the value created through those connections. It focuses on building trust through dialogue, shared experiences and collaboration toward positive community outcomes. This process is grounded in mutual respect, recognition, empathy and openness to different perspectives.	This definition was refined in response to feedback requesting clearer, plain-English wording. The updated version maintains the core meaning of interculturalism while improving readability and accessibility for a broader audience.
	N/A	INTERFAITH Interfaith refers to relationships, dialogue and collaboration between people and groups of different religious or faith traditions. ⁴	This concept was added. It is used throughout Pillar 2 and Pillar 5 but not defined. Community asked for clarity.
	N/A	INTERSECTIONALITY Intersectionality refers to the way different aspects of a person's identity, such as culture, language, age, disability, gender, sexuality, faith and socio-economic background, intersect to shape their experiences of inclusion, belonging, safety and access to opportunities. It recognises that people may face multiple, overlapping forms of	It is referred to in the Plan but not defined. Community feedback highlighted overlapping experiences of exclusion (e.g. culture, language and income). A clear definition strengthens understanding of how multiple identities shape experiences of belonging, safety and access.

⁴ Adapted from UNESCO's Intercultural Dialogue and Interfaith Understanding (2017)

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		disadvantage or discrimination that can compound and be acutely felt. ⁵	
	ISLAMOPHOBIA Anti-Muslim bias or Islamophobia can be described as the stereotyping of, biases against, or acts of hostility toward Muslims individually or collectively, or Islam as a religion. Anti-Muslim bias and Islamophobia can also manifest against people perceived to be Muslim⁴. This definition recognises that Islamophobia is a form of racism, even though race and religion are distinct concepts.	ISLAMOPHOBIA Islamophobia refers to stereotypes, bias or hostility directed at Muslims, or at people perceived to be Muslim. It targets people as a group based on assumptions about their identity, background or appearance. Because of this, Islamophobia functions as a form of racism, even though it is expressed through religious and cultural discrimination⁶.	The revised definition improves clarity for general readers while maintaining accuracy and acknowledging the experiences of communities affected by Islamophobia. It was refined in response to feedback requesting clearer and more accessible language. The updated wording removes phrasing that could be interpreted as uncertainty about the relationship between Islamophobia and racism and provides a plain-English explanation that better reflects established anti-racism frameworks.
	RACISM Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people because of their race, colour, descent, national or ethnic origin, or immigrant status⁷. It can be overt or subtle, and can be expressed individually, culturally, or institutionally. Racism is more than just prejudice in thought or action, as it occurs when this prejudice – whether	RACISM Racism refers to the systems, institutions, policies, laws, practices and behaviours that create unequal opportunities and outcomes for people based on their race, colour, descent, or ethnic or national origin. It can be expressed through individual actions or embedded within institutions and cultural norms.	This definition was refined in response to feedback requesting clearer, plain-English wording. The updated version improves readability, clarifies the relationship between prejudice, power and inequity, and strengthens the explanation of how racism operates at individual, cultural and institutional levels. The revised definition maintains conceptual accuracy while making the content more accessible for community members.

⁵ Kimberlé Crenshaw (1989), 'Demarginalizing the Intersection of Race and Sex.'

⁶ Islamophobia in Australia Report V 2023 – 2024, Monash University

⁷ Australian Human Rights Commission (AHRC)

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others. Racism includes all the laws, policies, ideologies, and barriers that prevent people from experiencing justice, dignity, and equity because of their racial identity. It can come in the form of harassment, abuse or humiliation, violence, or intimidating behaviour. However, racism also exists in systems and institutions that operate in ways that lead to inequity and injustice.	Racism may be overt, such as harassment, abuse, violence or humiliation, or it may be subtle, such as exclusion, bias or unequal treatment. Racism occurs when prejudice is combined with the power to restrict someone's rights, access or opportunities. It includes the structures and systems that, intentionally or unintentionally, operate in ways that create inequity and injustice.	
	SOCIAL CAPITAL Social capital is the networks, relationships and shared values that help communities function and thrive. These take different forms: • Bonding capital connects people within a group, such as neighbours, cultural groups or families • Bridging capital connects people across different groups • Linking capital connects communities with institutions like government	SOCIAL CAPITAL Social capital refers to the networks, relationships and shared values connections that help communities function and thrive. It matters because strong social capital builds trust, supports connection and helps people work together during everyday life and times of change. These take different forms: • Bonding capital connects people within a group, such as neighbours, cultural groups or families • Bridging capital connects people across different groups • Linking capital connects communities with institutions like government	This definition was refined to improve clarity and avoid the phrase “shared values,” which can imply cultural or ideological sameness. Social cohesion does not require people to think or believe the same things; it relies on trust and connection across differences. A brief plain-English sentence was added to explain why social capital matters and to strengthen its link to social cohesion.

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	SOCIAL WELLBEING Social wellbeing is how we strengthen our community to improve our individual and collective health, wellbeing and resilience. Social wellbeing is about feeling a sense of belonging, connection and support. When people feel included and valued, they are better able to lead fulfilling lives and contribute to the community's strength. Equity and inclusion are fundamental for social wellbeing, so that everyone, regardless of gender, age, background or socio-economic status, has equal access to opportunities and a voice in our community.	SOCIAL WELLBEING Social wellbeing is about building a community where people can live healthy, connected and resilient lives. It means feeling a sense of belonging, having supportive relationships and feeling valued. When people feel included and respected, they are better able to thrive and contribute to the strength of the whole community. Equity and inclusion are essential to social wellbeing, so that everyone, regardless of age, gender, background or financial situation, has fair access to opportunities and a voice in community life.	This definition was refined in response to feedback requesting clearer, plain-English wording. The updated version improves readability, strengthens the explanation of why social wellbeing matters, and clarifies the role of equity and inclusion in supporting individual and community wellbeing.
	SOCIAL ASSETS Social assets can include our community places and spaces, services and programs, social groups, networks and institutions. They are often intangible but have significant influence on how community members connect, so are the building blocks for growing social capital and linked to wellbeing outcomes for community.	SOCIAL ASSETS Social assets are the places, relationships, community groups and local structures that enable connection, participation and mutual support. They include shared spaces, local services and programs, community networks and institutions. Many social assets are not physical objects, yet they strongly influence how people form relationships, engage in community life and experience wellbeing. Together, they form the foundations of social capital and contribute to a community's overall resilience.	This definition was refined in response to feedback requesting clearer, plain-English wording. The updated version improves readability, clarifies the role of social assets in supporting connection and participation, and strengthens the link to social capital and community resilience.

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Why Social Cohesion Matters	Our city's strength lies in its diversity. Residents bring a wide range of cultural, linguistic, and spiritual perspectives that influence how they connect and participate in community life.	Our city's strength lies in its diversity. Residents bring a wide range of cultural, linguistic, and faith spiritual perspectives that influence how they connect and participate in community life.	See above
	When people feel that their identities are recognised, respected and valued, they are more likely to develop a sense of belonging and contribute to civic life. By embracing multiculturalism, we build a reciprocity founded on mutual understanding, inclusion and shared pride in our diverse community.	When people feel that their identities are recognised, respected and valued, they are more likely to develop a sense of belonging and contribute to civic life. Multiculturalism brings many strengths to our community, and it also requires ongoing effort, dialogue and understanding. By fostering connection and inclusion, we build the foundations for mutual respect, shared pride and a community where everyone feels they belong.	This paragraph was refined in response to community and staff feedback. Some felt the original wording didn't reflect the complexity of multiculturalism. The revised version acknowledges that multiculturalism brings both strengths and complexities, ensuring the tone is balanced, inclusive and resonant across the broader community.
Racism and Antisemitism	Racism and Antisemitism Racism and antisemitism undermine social cohesion and threatens the safety, wellbeing and sense of belonging of individuals and communities. These discriminatory beliefs erode trust, limits participation in public life and can have lasting impacts on mental health, identity and connection to place. Across Australia, reported experiences of racism and antisemitism have increased in recent years. Unfortunately, these trends	Racism and Antisemitism Racism and antisemitism undermines social cohesion and threatens the safety, wellbeing and sense of belonging of individuals and communities. These discriminatory beliefs and behaviours erode trust, limits participation in public life and can have lasting impacts on mental health, identity and connection to place. Across Australia, reported experiences of racism and antisemitism have	Community feedback requested more balanced language around other forms of racism. This section has been amended to ensure proportionality, clarity and alignment with engagement findings. The section was renamed 'Racism' with 'Antisemitism' as a sub-heading. General racism content and Antisemitism content moved to their separate sections to ensure clearer focus. The broader racism section has been expanded to reflect the range of experiences raised in consultation.

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	are reflected locally. Community feedback indicates that discrimination and racism remain significant concerns in Randwick City, affecting people's willingness to participate in community life and their sense of safety and inclusion. Antisemitism Recent events, including those at Bondi Beach in December 2025, have reinforced the reality that racism, antisemitism and hate-motivated violence can have immediate and devastating impacts close to home. At the local government level, we see firsthand the impact that fear and division can have on community wellbeing. Hate and intimidation have no place in Randwick City and when one group is targeted, the whole of community is affected. This Plan highlights antisemitism due to its particular historical context, emerging national trends, and experiences shared by local community members during consultation. In the aftermath of antisemitic events, strengthening relationships between individuals, communities and institutions is essential to support recovery, rebuild trust and foster collective healing.	increased in recent years. Unfortunately, these trends are reflected locally. Community feedback indicates that discrimination and racism remain significant concerns in Randwick City, affecting people's willingness to participate in community life and their sense of safety and inclusion. Community feedback highlighted that racism is experienced in multiple ways in Randwick City, affecting Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, migrants and people with limited English proficiency. These experiences influence people's sense of safety, belonging and participation in community life. For many people, these experiences intersect with other aspects of identity, such as age, disability, gender, sexuality or socio-economic background, compounding the impact and shaping how they experience inclusion and access. Randwick is home to people of many cultures, faiths, identities and lived	

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	Randwick City Council is strongly opposed to any form of hate-based intimidation, harassment or vilification, and supports the legislative and policy frameworks of State and Federal governments that seek to address and prevent racism and antisemitism in all its forms. Council is an advocate for strong protections against hate speech, vilification and intimidation, and supports sustained investment in initiatives that promote inter-cultural education and exchange. Randwick is home to people of many cultures, faiths, identities and lived experiences. This diversity is a strength, but it also requires ongoing effort, leadership and accountability to ensure that all residents feel respected and protected from harm. Addressing racism and antisemitism is fundamental to achieving social cohesion. We acknowledge the strong sense of solidarity demonstrated across Australia and the broader community response in support of one another. In our messaging moving forward, we will emphasise the unity, compassion and	experiences. This diversity is a strength, but it also requires ongoing effort, leadership and accountability to ensure that all residents feel respected and protected from harm. Council is strongly opposed to any form of hate-based intimidation, harassment or vilification, and supports the State and Federal Government legislative and policy frameworks that seek to prevent racism in all its forms. Council also supports sustained investment in initiatives that promote intercultural and interfaith dialogue. In our messaging moving forward, we will emphasise the unity, compassion and mutual support shown across communities during difficult times. While some seek to divide, our focus remains firmly on reinforcing respect, inclusion and community cohesion, and ensuring that positive voices prevail. Addressing racism is fundamental to achieving social cohesion. Antisemitism This Plan highlights antisemitism due to its distinct historical context, emerging national trends, and concerns raised by	

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	mutual support shown across communities during difficult times. While some seek to divide, our focus remains firmly on reinforcing respect, inclusion and community cohesion, and ensuring that positive voices prevail. This Plan commits Council to visible leadership against hate-based intimidation, harassment and vilification. Guided by principles of ethical leadership, mutual respect and community cohesion, this plan commits Council to continue to create the conditions that help our community heal, remain connected and move forward together, ensuring Randwick remains a place where everyone belongs.	local community members during consultation. Recent events, including those at Bondi Beach in December 2025, have reinforced the reality that racism, antisemitism and hate-motivated violence can have immediate and devastating impacts close to home. At the local government level, we see firsthand the impact that fear and division can have on community wellbeing. Hate and intimidation have no place in Randwick City and when one group is targeted, the whole of community is affected. This Plan highlights antisemitism due to its particular historical context, emerging national trends, and experiences shared by local community members during consultation. In the aftermath of antisemitic events, strengthening relationships between individuals, communities and institutions is essential to support recovery, rebuild trust and foster collective healing. Randwick City Council is strongly opposed to any form of hate-based intimidation, harassment or vilification,	

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		and supports the legislative and policy frameworks of State and Federal governments that seek to address and prevent racism and antisemitism in all its forms. Council is an advocate for strong protections against hate speech, vilification and intimidation, and supports sustained investment in initiatives that promote inter-cultural education and exchange. Council commits to practical leadership against antisemitism and all forms of hate-based intimidation, harassment or vilification. Guided by principles of ethical leadership, mutual respect and community cohesion, this plan commits Council to continue to create the conditions that help our community heal, remain connected and move forward together, ensuring Randwick remains a place where everyone belongs.	
About Randwick City	Our City Randwick City is located in Sydney's eastern suburbs, covering 37.4 square kilometres. Our City is known for its 29 kilometres of coastline and an extensive open space network of over 1,100 hectares, which brings our community	Our City, Our Community Randwick City is located in Sydney's eastern suburbs, covering 37.4 square kilometres. Our City is known for its 29 kilometres of coastline and an extensive open space network of over 1,100 hectares, which brings people together	This section was updated in response to staff feedback recommending that Our City and Our Community be combined and expanded. It was noted that Randwick is undergoing positive change and that the narrative should better reflect how the City's places, services and

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	together through informal connections, recreational activities, and events and programs that support social cohesion. We have high-quality sporting facilities, community centres, libraries and a museum at La Perouse, as well as nationally recognised education and health institutions including the University of NSW and the Randwick Hospitals Campus. These spaces provide opportunities for residents of all ages and backgrounds to connect, learn, access health services, participate in community life, all of which improve health and wellbeing. Reliable transport links connect Randwick City to the Sydney CBD, Sydney Airport and surrounding LGAs, meaning residents can access work, education, services and cultural experiences. Our Community Randwick City is diverse and changing, influenced by major education, health, recreation and visitor precincts.	through informal connections, recreational activities, and community events. and programs that support social cohesion. We have high-quality sporting facilities, community centres, libraries and a museum at La Perouse, as well as nationally recognised education and health institutions including the University of NSW and the Randwick Hospitals Campus. These spaces places provide opportunities for residents of all ages and backgrounds to connect, learn, access health services, and participate in community life. all of which improve health and wellbeing. Reliable transport links connect Randwick City to the Sydney CBD, Sydney Airport and surrounding LGAs, meaning residents can access work, education, services and cultural experiences. Our Community Randwick City is diverse and changing evolving, shaped by major education, health, recreation and visitor precincts. Our community includes Aboriginal and Torres Strait Islander peoples, people	evolving community shape social cohesion. The revised section provides a more cohesive overview of Randwick's context and strengthens the link between place, people and community life.

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		from culturally and linguistically diverse (CALD) backgrounds, people with a migration experience, and residents who belong to a wide range of faith and cultural traditions. As our City grows and changes, these strengths contribute to a vibrant, inclusive and connected community	
	Intersectionality People experience inclusion and exclusion in overlapping ways. Culture, language, age, disability, gender, sexuality, faith and income can intersect, shaping how people experience belonging, safety and access to opportunities. Our identity and belonging to a group has direct impact on how we access information, services and support. For people experiencing multiple and intersecting forms of disadvantage or vulnerability, these experiences may have a compounding impact and be acutely felt.	Intersectionality Intersectionality describes how people can experience inclusion or exclusion in more than one way at the same time. Parts of a person's identity, such as culture, language, age, disability, gender, sexuality, faith or income, can overlap and shape how they experience belonging, safety and access to opportunities. For people who face several forms of disadvantage or vulnerability at once, the impact can build up and be felt more strongly.	This section was refined in response to feedback requesting a clearer, plain-English explanation of intersectionality within the body of the Plan. While a formal definition is included in the Key Concepts section, this additional wording improves accessibility and helps readers understand the concept in context.
Consultation Insights	Belonging and inclusion is not experienced equally across Randwick , in particular our residents from diverse cultural and linguistic, and spiritual backgrounds and intersecting identities face greater barriers.	Belonging and inclusion is not experienced equally across Randwick , in particular our residents from diverse cultural and linguistic, and spiritual backgrounds and intersecting identities face greater barriers.	See above
	Outcome 1.1	Outcome 1.1	See above

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
Pillar 1: Civic Engagement and Participation	Residents from diverse cultural, linguistic and spiritual backgrounds are represented in Council decision-making and advisory processes.	Residents from diverse cultural, linguistic and faith spiritual backgrounds are represented in Council decision-making and advisory processes.	
	Action (under Outcome 1.1) Convene the Cultural Diversity and Equity Advisory Committee, ensuring residents from diverse cultural, linguistic and spiritual backgrounds have a formal role advising Council's planning and engagement.	Action (under Outcome 1.1) Convene the Cultural Diversity and Equity Advisory Committee, ensuring residents from diverse cultural, linguistic and faith spiritual backgrounds have a formal role advising Council's planning and engagement.	See above
	N/A	New Action (under Outcome 1.1) Develop targeted capacity-building and outreach initiatives to support underrepresented communities to understand, access and participate in Council decision-making and advisory processes. Indicators Capacity-building programs delivered for CALD, faith-based, migrant and other under-represented communities Increased awareness of Council participation pathways among priority groups	A new action was added in response to stakeholder feedback highlighting that under-represented communities often lack the awareness, confidence and support needed to participate in Council decision-making processes. Feedback emphasised the need for targeted capacity-building and outreach to ensure CALD, migrant and faith-based communities understand how to engage, nominate themselves and access participation pathways. The new action strengthens Outcome 1.1 by addressing these barriers and ensuring engagement opportunities are accessible, visible and inclusive.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
		Increased nominations or expressions of interest from under-represented communities Improved confidence reported by participants in engaging with Council processes Action Owner Community Development Reporting timeframe 2027 and 2028	
	Action (under Outcome 1.2) Review Council's Community Engagement Strategy and practice to ensure representatives of diverse cultural, linguistic and spiritual groups have the opportunity to advise on key strategic and social plans. Indicators Review completed to identify ways to strengthen engagement with diverse cultural, linguistic and spiritual groups Collaboration with Community Development and advisory groups informs improvements to engagement practice	Action (under Outcome 1.2) Review Council's Community Engagement Strategy and practice to ensure representatives of diverse cultural, linguistic and faith spiritual groups have the opportunity to advise on key strategic and social plans. Indicators Review completed to identify ways to strengthen engagement with diverse cultural, linguistic and faith spiritual groups Collaboration with Community Development and advisory groups informs improvements to engagement practice	See above

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Improved engagement pathways provide more opportunities for diverse communities to advise on key plans	Improved engagement pathways provide more opportunities for diverse communities to advise on key plans	
	Action (under Outcome 1.2) Investigate and embed participatory design principles in Council's social plans and community wellbeing programs. Indicators Review completed to identify opportunities to embed participatory design principles Participatory design principles incorporated into planning processes or guidance Evidence that participatory design improved the inclusiveness or relevance of at least one social plan or wellbeing program	Action (under Outcome 1.2) Investigate and embed participatory design principles in Council's social plans and community wellbeing programs. Strengthen the way Council develops its social plans and community development programs by establishing clear principles for involving community members in shaping priorities, solutions and program design. Indicators Review completed to identify opportunities to strengthen community involvement embed participatory design principles Clear Participatory design principles for involving community are developed and incorporated into planning processes or guidance Evidence that participatory design improved the inclusiveness or relevance of at least one social plan or community development wellbeing program	This action was revised based on feedback the original wording was unclear to some, particularly the use of the term 'participatory design.' The action has been rewritten in plain English to clarify the intent while maintaining the same strategic direction. No change to the intent or scope of the action was required.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Action (under Outcome 1.2) Investigate community needs for additional digital access and digital literacy support and implement opportunities to strengthen both access to technology and confidence using online services.	Action (under Outcome 1.2) Investigate community needs for additional digital access and digital literacy support and implement opportunities initiatives to that strengthen both access to technology and confidence using online services.	Providing greater clarity around wording.
	Action (under Outcome 1.3) Celebrate and share stories that highlight cultural, linguistic and spiritual diversity of Randwick City through Council communications including SCENE magazine and social media channels. Indicators Stories are regularly shared that reflect the cultural, linguistic and spiritual diversity of Randwick City Shared stories reflect the diversity of Randwick's community Community engagement shows interest in the stories shared across Council communication channels	Action (under Outcome 1.3) Celebrate and share stories that highlight cultural, linguistic and faith spiritual diversity of Randwick City through Council communications including SCENE magazine and social media channels. Indicators Stories are regularly shared that reflect the cultural, linguistic and faith spiritual diversity of Randwick City Shared stories reflect the diversity of Randwick's community Community engagement shows interest in the stories shared across Council communication channels	See above
	Action (under Outcome 1.3) Celebrate culturally and linguistically diverse communities through cultural programming. Reporting timeframe	Action (under Outcome 1.3) Celebrate culturally and linguistically diverse communities through cultural programming. Reporting timeframe	Reporting timeframe was amended based on staff feedback to reflect the need for early relationship-building, designing and planning with CALD communities. Aiming for the programming to be developed collaboratively so it is culturally

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	Annually	<i>Annually starting 2029</i>	appropriate and reflects genuine community priorities.
Pillar 2: Social and Cultural Inclusion	Action (under Outcome 2.1) Deliver a program of events that support local neighbourhood connections and encourage intercultural exchange. Reporting timeframe Annually	Action (under Outcome 2.1) Deliver a program of events that support local neighbourhood connections and encourage intercultural exchange. Reporting timeframe <i>Annually starting 2028</i>	Reporting timeframe amended based on staff feedback to allow sufficient time for early relationship building, designing and planning with local neighbourhood groups, cultural organisations and community partners. Aiming for the events to be developed collaboratively so they reflect local needs and support meaningful intercultural connection.
	Action (under Outcome 2.1) Public artwork reflects site specific stories, identities, histories and cultures of where the artwork will stand. Reporting timeframe Annually	Action (under Outcome 2.1) Public artwork reflects site specific stories, identities, histories and cultures of where the artwork will stand. Reporting timeframe <i>Annually starting 2029</i>	Reporting timeframe amended based on staff feedback to include early engagement with communities, artists and cultural knowledge-holders. Aiming for the artworks to be developed collaboratively, accurately reflect site-specific stories and identities, and culturally appropriate.
	Action (under Outcome 2.2) Deliver community wellbeing programs that are inclusive of diverse cultural, linguistic and spiritual communities. Indicators Community development programs reflect the diverse needs, interests and goals of Randwick City residents Programs are designed and delivered in ways that support inclusive participation across diverse communities	Action (under Outcome 2.2) Deliver community wellbeing <i>Council's community and cultural</i> programs are inclusive of diverse cultural, linguistic and faith spiritual communities. Indicators <i>Community development p</i> Programs reflect the cultural, linguistic and faith diversity, needs and interests of Randwick residents	Action and indicators were amended for clarity and combined with the below action under Outcome 2.2 to remove duplication: Action (under Outcome 2.2) <i>Ensure Council-led community development programs reflect the diverse needs, interests and goals of community.</i> Indicators

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Community feedback indicates programs are relevant, welcoming and responsive to local needs	Programs are designed and delivered in ways that support inclusive and equitable participation across diverse communities Community feedback indicates programs are relevant and responsive to local needs welcoming for diverse communities	<i>Community development programs reflect the diverse needs, interests and goals of Randwick City residents</i> <i>Programs are designed and delivered in ways that support inclusive participation across diverse communities</i> <i>Community feedback indicates programs are relevant, welcoming and responsive to local needs</i> Community feedback highlighted that these actions described the same intent ensuring Council programs are inclusive, culturally responsive and reflective of community diversity. Consolidating them strengthens clarity, avoids repetition and provides a single, comprehensive action under Outcome 2.2.
	Action (under Outcome 2.2) Ensure Council-led community development programs reflect the diverse needs, interests and goals of community. Indicators Community development programs reflect the diverse needs, interests and goals of Randwick City residents	Action and indicators removed and combined with the above action and indicators.	See above

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Programs are designed and delivered in ways that support inclusive participation across diverse communities Community feedback indicates programs are relevant, welcoming and responsive to local needs		
	Action (under Outcome 2.2) Deliver programs that help residents overcome social inequities, obstacles to participation and/or experiences of social exclusion. Reporting timeframe Annually	Action (under Outcome 2.2) Deliver programs that help residents overcome social inequities, obstacles to participation and/or experiences of social exclusion. Reporting timeframe Annually starting 2030	Reporting timeframe amended based on staff feedback to recognise the time required to meaningfully embed approaches that address social inequities, barriers to participation and experiences of social exclusion.
	Action (under Outcome 2.2) Strengthen anti-discrimination, antiracism and antisemitism practices across community wellbeing programs to ensure they are inclusive, culturally responsive and accessible for residents of diverse backgrounds. Indicators Wellbeing programs incorporate strengthened anti-discrimination, antiracism and antisemitism practices	Action (under Outcome 2.2) Strengthen Embed anti-discrimination and antiracism and antisemitism practices across community wellbeing programs to ensure they are inclusive, culturally responsive and accessible for residents of diverse backgrounds. Indicators Wellbeing programs incorporate strengthened anti-discrimination, and antiracism and antisemitism practices, incorporating an antisemitism lens where appropriate	Community feedback highlighted the need to strengthen anti-discrimination, antiracism and antisemitism practices in a way that does not elevate one form of racism over another. The action and indicators were amended for clarity and to balance the language used to describe different forms of racism. Based on staff feedback the reporting timeframe was adjusted from annual to a set period to recognise the time required to meaningfully embed these practices into Council's programs.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Programs are delivered in ways that are culturally responsive and inclusive for diverse communities Community feedback indicates programs feel safe, respectful and welcoming for people of all backgrounds Reporting timeframe Annually	Programs are delivered in ways that are culturally responsive and inclusive for diverse communities Community feedback indicates programs feel safe, respectful and welcoming for people of all backgrounds Reporting timeframe Annually starting 2029	
	Action (under Outcome 2.3) Promote opportunity for migrants including refugees, to learn about local Aboriginal and Torres Strait Islander histories and cultures. Indicators Opportunities are provided for migrants and refugees to learn about local Aboriginal and Torres Strait Islander histories and cultures Programs and activities are culturally respectful and developed in partnership with Aboriginal and Torres Strait Islander knowledge-holders Participant feedback indicates increased understanding and connection with local Aboriginal and Torres Strait Islander histories and cultures	Action (under Outcome 2.3) Promote opportunity for migrants including refugees, to learn about local Aboriginal and Torres Strait Islander histories and cultures. Indicators Opportunities are provided for migrants and refugees to learn about local Aboriginal and Torres Strait Islander histories, perspectives and cultures Programs and activities are culturally respectful and developed in partnership with Aboriginal and Torres Strait Islander knowledge-holders Participant feedback indicates increased understanding and connection with local Aboriginal and Torres Strait Islander histories, perspectives and cultures	Wording updated to more accurately reflect Aboriginal and Torres Strait Islander knowledge by including 'perspectives' alongside histories and cultures, ensuring culturally respectful and community-informed language.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Action (under Outcome 2.3) Host inter-faith, intercultural forums among community and spiritual leaders to develop a sense of common purpose and foster mutual understanding. Indicators Inter-faith and intercultural forums are held with community and spiritual leaders Forums support dialogue and shared understanding across different cultural and faith communities Participant feedback indicates strengthened relationships and a sense of common purpose Reporting timeframe 2028	Action (under Outcome 2.3) Host inter-faith, intercultural forums among-with community and faith spiritual leaders to foster mutual understanding, build shared purpose and identify opportunities to encourage grassroots participation in local community activities and social programs. develop a sense of common purpose and foster mutual understanding. Indicators Inter-faith and intercultural forums are held with community and faith spiritual leaders Forums support dialogue and shared understanding across different cultural and faith communities Opportunities to encourage grassroots participation in local activities and social programs are identified through the forums and progressed in partnership with community and faith leaders Participant feedback indicates strengthened relationships and a sense of common purpose	‘Spiritual’ was replaced with ‘faith’ throughout the document, see above for rationale. The action was merged with the related below action under Outcome 2.3: <i>Work with community and spiritual leaders to encourage residents to participate in grassroots community activity and social programs.</i> This removes duplication and ensures that commitments around grassroots participation are shaped through the inter-faith and intercultural forums. Merging the actions strengthens coherence under Outcome 2.3 and ensures Council only commits to deliverables that can be realistically achieved through the forum process.

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		Reporting timeframe 2028 and then Annually	
	Action (under Outcome 2.3) Work with community and spiritual leaders to encourage residents to participate in grassroots community activity and social programs. Indicators Partnerships strengthened with community and spiritual leaders to promote grassroots participation Community members are encouraged and supported to take part in local activities and social programs Community feedback indicates increased connection and involvement in grassroots initiatives Reporting timeframe Annually	Action and indicators removed and combined with the above action and indicators.	See above
	Action (under Outcome 2.4) Facilitate capacity building sessions for members of the Inner Eastern Sydney Multicultural Interagency to advance social cohesion and combat racism and Antisemitism. Indicators	Action (under Outcome 2.4) Facilitate capacity building sessions for members of the Inner Eastern Sydney Multicultural Interagency to advance social cohesion and address combat racism and Antisemitism. Indicators	The action and indicators were updated to reflect exhibition feedback and action owner advice calling for clearer, more balanced language on racism and antisemitism. The revised wording keeps the focus on addressing racism while ensuring the capacity-building sessions include a deeper understanding of

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	Capacity-building sessions delivered for members of the Inner Eastern Sydney Multicultural Interagency Sessions strengthen capability to advance social cohesion and address racism and antisemitism Participant feedback indicates increased confidence and collaboration in supporting inclusive, cohesive communities	Capacity-building sessions delivered for members of the Inner Eastern Sydney Multicultural Interagency Sessions strengthen capability to advance social cohesion and address racismand antisemitism Sessions provide a deep understanding of antisemitism; how it manifests and impacts the community Participant feedback indicates increased confidence and collaboration in supporting inclusive, cohesive communities	antisemitism and its impacts. This strengthens cultural safety and supports Outcome 2.4 by helping community partners foster respectful, inclusive and cohesive local environments.
	Action (under Outcome 2.4) Support diverse community led initiatives that promote respect, anti-racism and inclusion. Indicators Community-led initiatives that promote respect, anti-racism and inclusion are supported by Council Initiatives reflect the diversity of Randwick's communities and foster safe, inclusive participation	Action (under Outcome 2.4) Support diverse community led initiatives that promote respect, anti-racism and inclusion. Indicators Community-led initiatives that promote respect, anti-racism and inclusion are supported by Council Initiatives reflect the diversity of Randwick's communities and foster safe, inclusive participation	An additional indicator was included to ensure Council's cohesion work is informed by Aboriginal and Torres Strait Islander knowledge and perspectives. This reflects exhibition feedback emphasising cultural safety, respect and the importance of embedding these perspectives in inclusion and anti-racism initiatives.

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	Community feedback indicates these initiatives strengthen respect, inclusion and social cohesion	Community feedback indicates these initiatives strengthen respect, inclusion and social cohesion Insights from Aboriginal and Torres Strait Islander communities, shared through the implementation of Randwick's Reconciliation Action Plan, inform Council's approach to strengthening respect, anti-racism and inclusion.	
	N/A	New Action (under Outcome 2.4) Strengthen and continuously improve Library spaces and services to ensure they remain welcoming, culturally safe and inclusive for people from diverse cultural, linguistic and faith backgrounds. Indicators Library spaces and services are regularly reviewed and enhanced to support culturally safe and welcoming experiences for diverse communities. Staff capability is strengthened through ongoing training and resources that support culturally respectful and inclusive service delivery.	

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		Programs, collections and displays continue to reflect the cultural, linguistic and faith diversity of Randwick's communities. Action Owner: Library Services Reporting timeframe Annually	
	Action (under Outcome 2.5) Strengthen Council's Community Investment Program to better support community-led social cohesion initiatives by improving applicant processes, identifying priority needs, and ensuring equitable funding across diverse communities. Indicators Improvements made to the Community Investment Program to better support community-led social cohesion initiatives Applicant processes made clearer and more accessible for diverse community groups Priority community needs identified to guide equitable funding and support	Action (under Outcome 2.5) Strengthen Council's Community Investment Program to better support community-led social cohesion initiatives by improving applicant processes, identifying priority needs, supporting access to community facilities and infrastructure, and ensuring equitable funding across diverse communities. Indicators Improvements made to the Community Investment Program to better support community-led social cohesion initiatives Applicant processes made clearer and more accessible for diverse community groups	Action merged with the action below (under Outcome 2.5): <i>Support local cultural organisations that advance local social cohesion to access community facilities and infrastructure through the Community Investment Program.</i> They were merged to remove duplication and streamline Outcome 2.5. Staff feedback identified that supporting cultural organisations to access facilities and infrastructure is already a core component of the Community Investment Program. Combining the actions provides a clearer, more coherent commitment and ensures Council only commits to work that can be realistically delivered while still supporting diverse cultural groups.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Funding and support reach a diverse range of communities in fair and equitable ways	Priority community needs identified to guide equitable funding and support Funding, facilities and infrastructure support reach a diverse range of communities in fair and equitable ways	
	Action (under Outcome 2.5) Support local cultural organisations that advance local social cohesion to access community facilities and infrastructure through the Community Investment Program.	Action removed	See above
	Action (under Outcome 2.5) Pilot new capacity building initiatives to help diverse applicants improve their grant applications. Indicators Pilot capacity-building initiatives delivered to support diverse community organisations with grant applications Initiatives improve understanding of grant processes and build confidence among community organisations Participants report increased ability to prepare strong, competitive grant applications	Action (under Outcome 2.5) Pilot new capacity building initiatives to strengthen participation in Council's grant programs and improve the inclusiveness of submissions. Indicators Pilot capacity-building initiatives delivered to support diverse community organisations with grant applications Initiatives provide opportunities for participants to workshop and test ideas for grant submissions improve understanding of grant processes and build confidence among community organisations Participants report increased understanding of grant processes and improved confidence in preparing	Action merged with the action below (under Outcome 2.5): <i>Pilot community "civic labs" where residents can test ideas for Council grant applications, strengthening local participation and improving the inclusiveness of submissions.</i> These were merged to remove duplication and reflect feedback. Combining the initiatives into one clearer action ensures deliverability while still supporting idea-testing and grant-development within broader capacity-building work.

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		inclusive, community-focused applications increased ability to prepare strong, competitive grant applications	
	Action (under Outcome 2.5) Pilot community “civic labs” where residents can test ideas for Council grant applications, strengthening local participation and improving the inclusiveness of submissions.	Action removed	See above
Pillar 3: Leadership and Planning	Action (under Outcome 3.1) Use Randwick’s community profile and demographic data to systematically inform and shape Council’s strategic plans and policies. Reporting timeframe Annually	Action (under Outcome 3.1) Use Randwick’s community profile and demographic data to systematically inform and shape Council’s strategic plans and policies. Reporting timeframe • 2028 and then Annually	Reporting timeframe updated to reflect that the first full review of Randwick’s community profile will occur after the 2026 Census data is released in 2028. Annual reporting will resume once this updated baseline is in place.
	Outcome 3.2 Council demonstrates visible and proactive leadership in addressing discrimination, racism and antisemitism	Outcome 3.2 Council demonstrates visible and proactive leadership in addressing discrimination, and racism and antisemitism.	Outcome wording was amended to balance how different forms of racism are described. Community feedback highlighted the need for proportional language and clearer alignment with engagement findings. The updated wording maintains Council’s leadership role in addressing discrimination and racism, while avoiding language that elevates one form of racism over another.
	Action (under Outcome 3.2) Deliver and support public awareness campaigns to deter racism, discrimination and antisemitism, promoting the positive	Action (under Outcome 3.2) Deliver and support public awareness campaigns to deter racism, discrimination and antisemitism,	The action and indicators were updated to balance the language used to describe different forms of racism and to reflect community feedback calling for more

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	impacts of cultural understanding, curiosity and acceptance. Indicators Public awareness campaigns delivered and supported to deter racism, discrimination and antisemitism Campaigns promote cultural understanding, curiosity and acceptance across diverse communities Community feedback indicates increased awareness of the impacts of racism and the value of inclusion	promoting the positive impacts of cultural understanding, curiosity and acceptance. Indicators Public awareness campaigns delivered and supported to deter racism; and discrimination and antisemitism Campaigns promote cultural understanding, curiosity and acceptance across diverse communities Community feedback indicates increased awareness of the impacts of racism and the value of inclusion Develop a communications campaign to raise awareness of antisemitism and its impacts on the community	proportional and inclusive terminology. References to antisemitism were moved into a dedicated indicator for clearer focus, while the main action now addresses racism and discrimination more broadly. This keeps antisemitism visible without elevating one form of racism over another and ensures consistency with the revised Racism and Antisemitism sections.
	Action (under Outcome 3.2) Share existing resources and information about the impacts of racism, discrimination and antisemitism and where residents can get support if they experience it, using Council's existing communication channels. Indicators	Action (under Outcome 3.2) Share existing resources and information about the impacts of racism; and discrimination and antisemitism and where residents can get support if they experience it, using Council's existing communication channels. Indicators	The action and indicators were updated to balance the language used to describe different forms of racism and ensure consistency across Outcome 3.2. References to antisemitism were removed from the primary action to maintain proportionality, with broader commitments to addressing antisemitism retained elsewhere in the Plan.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Information shared through Council communication channels about the impacts of racism, discrimination and antisemitism Clear guidance provided on where residents can seek support if they experience racism or discrimination Community feedback indicates increased awareness of available support and understanding of the impacts of racism	Information shared through Council communication channels about the impacts of racism, and discrimination and antisemitism Clear guidance provided on where residents can seek support if they experience racism or discrimination Community feedback indicates increased awareness of available support and understanding of the impacts of racism	
	Action (under Outcome 3.2) Investigate and identify effective approaches for Council to visibly demonstrate leadership in addressing racism, discrimination and antisemitism, drawing on best practice from other Councils, government programs, and community expectations. Indicators Best-practice approaches identified from other councils, government programs and community expectations Options developed for how Council can visibly demonstrate leadership in addressing racism, discrimination and antisemitism	Action (under Outcome 3.2) Investigate and identify effective approaches Develop recommendations for how for Council to can visibly demonstrate leadership in addressing racism, and discrimination, and antisemitism drawing on informed by best practice approaches from other Councils, government programs, and community expectations. Indicators Best-practice approaches identified from other councils, government programs and community expectations Options Recommendations developed for how Council can visibly	The action and indicators were updated to ensure consistent and proportional language across Outcome 3.2. References to antisemitism were removed from the primary action for alignment and proportionality, with broader commitments retained elsewhere in the Plan. The wording was also refined to give clearer direction and a more practical deliverable, responding to feedback that the original action was too broad. The revised action now focuses on identifying best-practice approaches and developing recommendations for how Council can visibly demonstrate leadership in addressing racism, discrimination and antisemitism.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
	Community and stakeholder insights inform recommended approaches for visible leadership	demonstrate leadership in addressing racism; and discrimination and antisemitism Community and stakeholder insights inform recommended approaches for visible leadership	
	Action (under Outcome 3.3) Provide inclusion and cultural competency training for community-focussed Council staff. Indicators Inclusion and cultural competency training delivered for community-focussed Council staff Training supports staff to engage respectfully and effectively with diverse communities Staff report increased confidence and capability in applying inclusive and culturally responsive practices	Action (under Outcome 3.3) Provide inclusion and cultural competency training for community-focussed Council staff and leaders. Indicators Inclusion and cultural competency training delivered for community-focussed Council staff and Council leaders Training supports staff and leaders to engage respectfully and effectively with diverse communities Staff and leaders report increased confidence and capability in applying inclusive and culturally responsive practices	The action and indicators were updated to reflect evidence, community and staff feedback highlighting the importance of leadership involvement in driving cultural change. Research shows inclusion and cultural competency initiatives are more effective when senior leaders model expected behaviours. Expanding the action to include leaders strengthens alignment, accountability and consistent culturally responsive practice across Council.
	N/A	New Action (under Outcome 3.3) Build an internal culture where staff feel supported and safe to report racism and discrimination. Indicators	A new action was added in response to staff feedback calling for stronger internal cultural safety measures. Staff emphasised that meaningful anti-racism work requires a workplace where people feel supported and safe to report racism

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
		Staff report feeling supported and safe to raise concerns about racism and discrimination Internal communication and leadership behaviours reinforce expectations of respectful and inclusive conduct Increased staff confidence in using reporting pathways Action Owner: Human Resources Reporting timeframe: 2029 and then Annually	and discrimination. This action formalises that expectation and helps Council build the internal conditions needed for respectful conduct, accountability and continuous improvement.
	N/A	New Action (under Outcome 3.3) Develop a clear and accessible reporting system for grievances related to racism and discrimination. Indicators Reporting system developed and communicated to all staff Staff understand how to report racism and discrimination and where to seek support Reporting insights inform continuous improvement in organisational culture and practice	A new action was added in response to staff feedback highlighting the need for a clear and accessible system for reporting racism and discrimination. Staff noted that without transparent and trusted reporting pathways, incidents may go unreported and cultural safety cannot improve. This action ensures Council establishes consistent processes, supports staff to seek help when needed, and uses reporting insights to strengthen organisational culture over time.

Section of the Draft Plan	Draft (April 2026)	Revision / Amendment (additions and amendments in red)	Rationale
		Action Owner: Human Resources Reporting timeframe: 2029 and then Annually	
Pillar 4: Public Spaces	Action (under Outcome 4.1) Review and strengthen public space design processes to ensure teams consistently consider and respond to the needs of residents from diverse cultural, linguistic and spiritual backgrounds.	Action (under Outcome 4.1) Review and strengthen public space design processes to ensure teams consistently consider and respond to the needs of residents from diverse cultural, linguistic and faith spiritual backgrounds.	See above
Pillar 5: Partnerships	N/A	N/A	N/A
Pillar 6: Tracking and Monitoring	N/A	New Action (under Outcome 6.1) Introduce questions related to cultural background, languages spoken and faith identity to the workforce survey to establish a baseline and identify gaps, barriers and opportunities to strengthen equity and representation. Indicators Baseline measures established to inform future monitoring and reporting. Compare data with LGA Census data Findings identify gaps, barriers and opportunities to strengthen equity and representation.	A new action was added in response to staff feedback highlighting the need for baseline data on workforce diversity across Council. Understanding staff diversity at all levels is essential for effective monitoring, evaluation and future planning. The audit provides the baseline required under Outcome 6.1, helping Council identify gaps, track progress and ensure inclusion initiatives are informed by accurate internal evidence.

		Insights inform future workforce planning and inclusion initiatives. Action Owner Human Resources Reporting timeframe 2029 and then Annually	
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A. Appendix: Social media posts

Facebook Post





Our first Draft Social Cohesion & Multicultural Plan is here.

Help shape a more connected, inclusive and welcoming Randwick.

Survey open now and closes Sunday 10 May 2026

[Link in bio.](#)

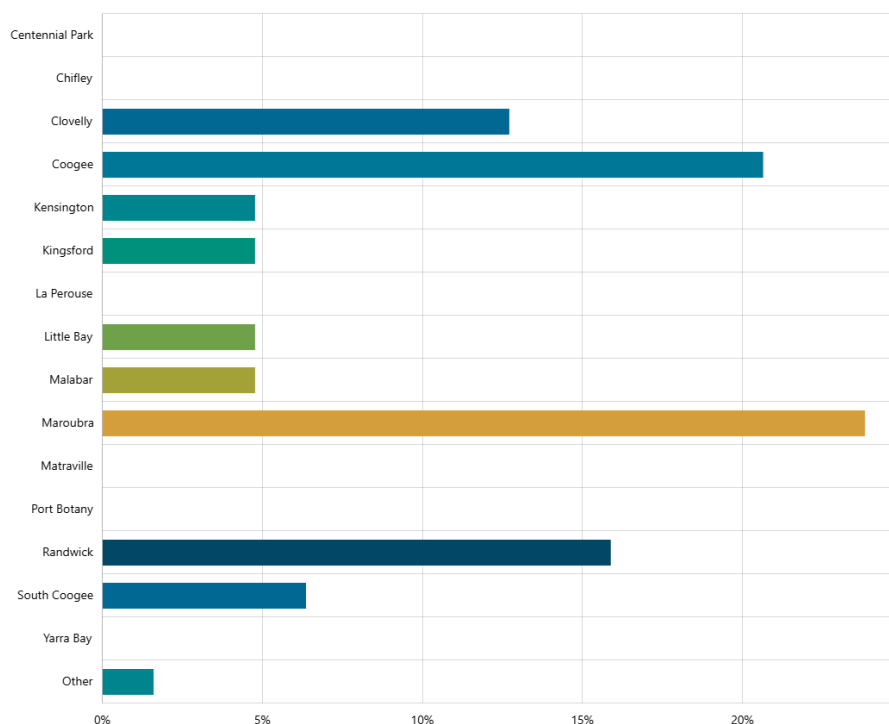
B. Appendix: Survey results

An online community survey was open from 18 March to 30 April 2026 as part of the public exhibition of the draft Plan. A total of 63 survey responses were received. The following section presents the full survey results, including quantitative data and participant demographics.

7.1.1. Respondent background

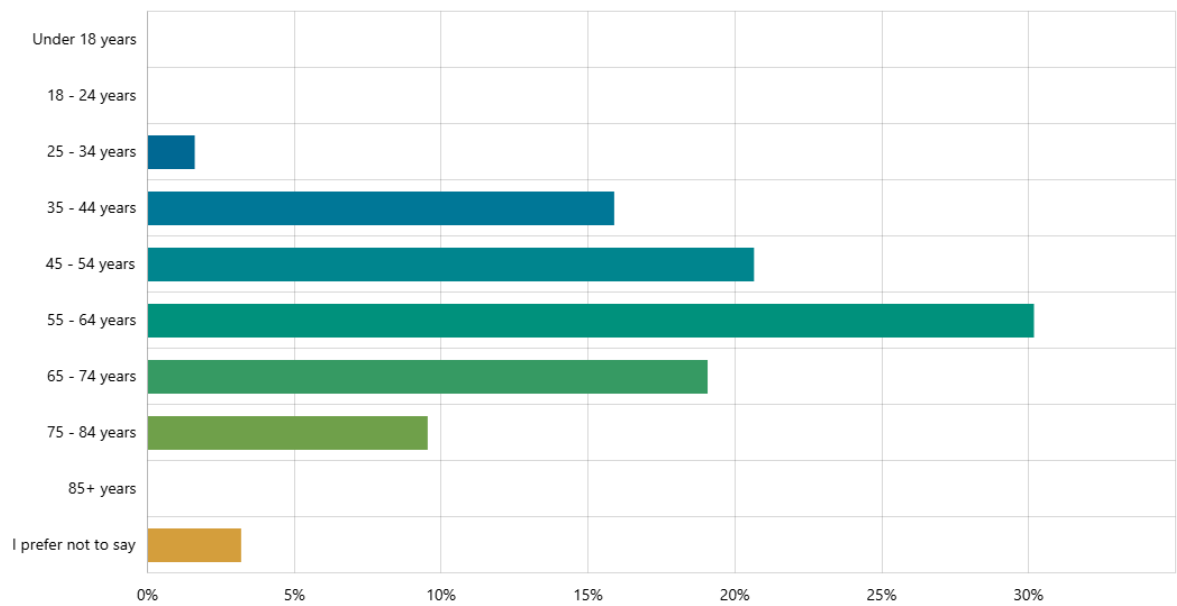
The survey received a large level of responses from individual community members (95.2% of respondents) compared to service providers/community organisations (4.84%), with respondents from around the LGA, with the most respondents from Maroubra (23.8%), Coogee (20.6%) and Randwick (15.9%) as per Figure 1.

Figure 1 Suburb of respondent



A wide range of ages completed the survey, with the highest response rate from respondents aged 55-64 years (30.16%) as per Figure 2. Additionally, a majority of responses came from females (57.2%) compared to males (36.5%) and other responses (including non-binary, prefer not to say and other) (6.3%).

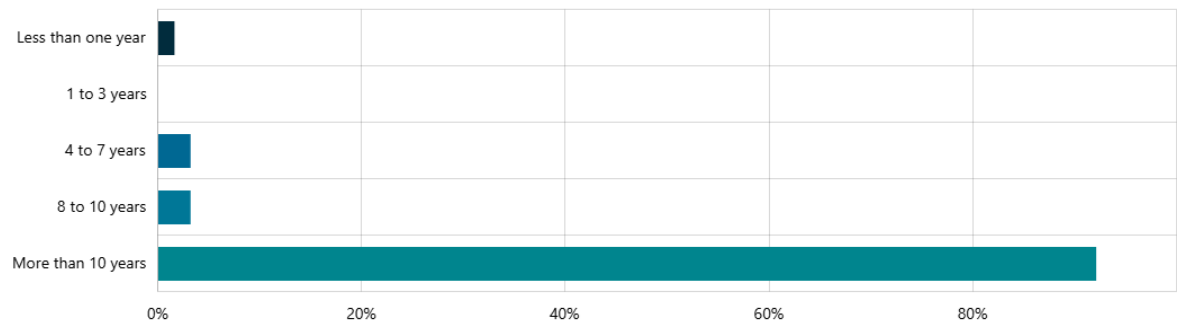
Figure 2 Age of respondent



An overwhelming majority of respondents advised that they lived in the LGA (95.2%) with a much smaller percentage providing services in the LGA (3.2%) or selecting the ‘other’ option (1.6%).

A large majority of respondents also advised that they had been living in the LGA for a large period of time, as per Figure 3

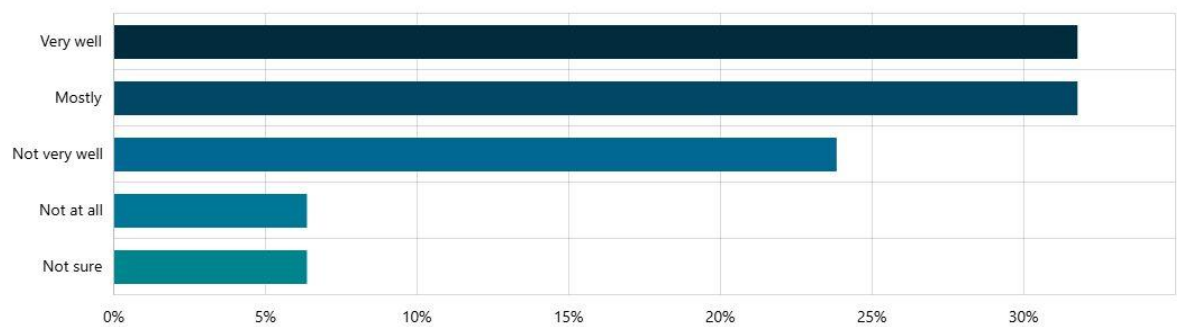
Figure 3 Responses to ‘How long have you been living, working or studying in Randwick City’



7.1.2. Definitions in the Plan

Respondents were asked how well the name ‘Social Cohesion and Multicultural Plan’ described what the Plan was about, and a majority of respondents responded ‘mostly’ or ‘very well’ when answering this question, as per Figure 4. Whilst a smaller cohort of respondents advised that it did not describe the Plan well.

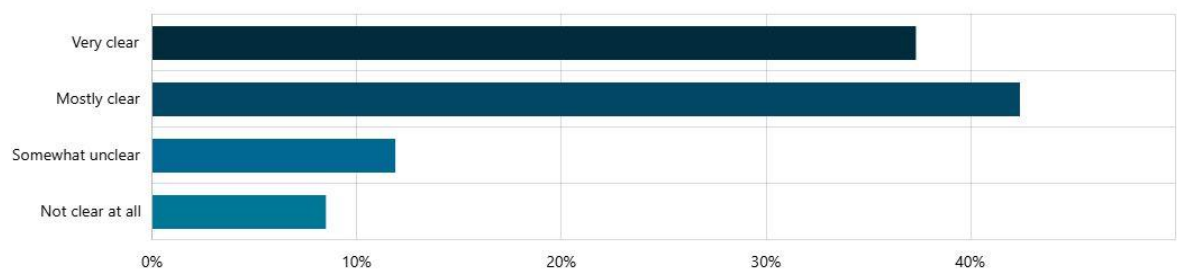
Figure 4 Responses to ‘How well does this name describe what the Plan is about’



Respondents who answered ‘not very well’ or ‘not at all’ were asked what name would feel clearer or more accurate to them. Common responses referred to ‘social cohesion’ as a term that may be misconstrued, part of a specific agenda or infer the need to assimilate. Other suggested names included ‘belonging’, ‘togetherness’ and ‘resilience’ among others.

Within this section, respondents were also asked how clear they thought Council’s definition of social cohesion was. The majority of respondents advised that the definition was either ‘very clear’ (37.3%) or ‘mostly clear’ (42.4%) as per Figure 5.

Figure 5 Responses to social cohesion definition



Residents were also asked what a cohesive community looked and or felt like in the following question. Common responses referred to feeling ‘safe’, ‘free’ and ‘equal’.

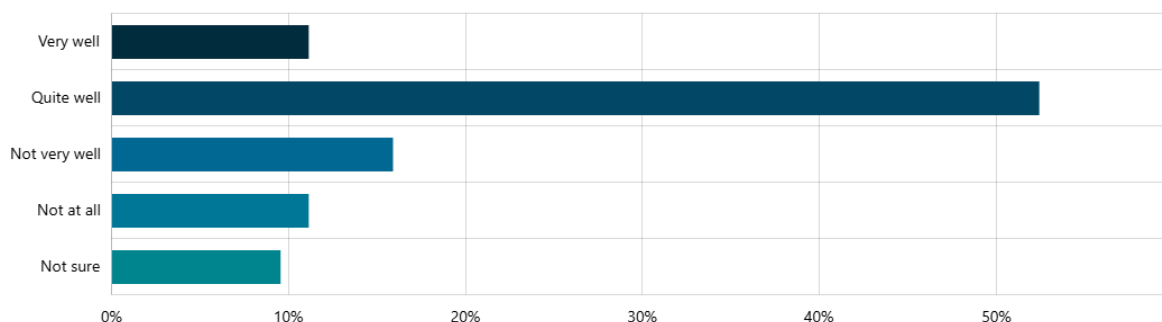
7.1.3. Responses to Pillars

Respondents were asked questions that related to the first five pillars of the Plan and responses have been summarised and analysed below.

Pillar 1: Civic Engagement and Participation

Respondents were asked how well the actions of the Plan (community participation, improving engagement processes and supporting diverse voices in decision-making) addressed civic engagement and participation. The overwhelming majority of respondents selected that these actions addressed this pillar ‘quite well’ (52.4%) as per Figure 6.

Figure 6 Responses to Question 5

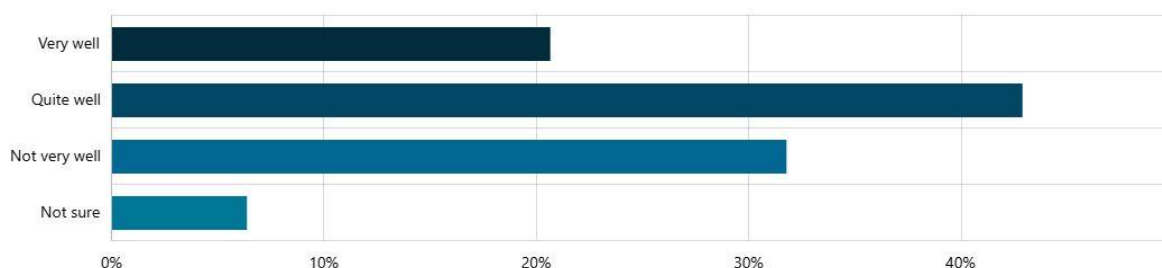


Respondents were also asked what else would help people participate more in Council decisions or community life. Common responses made reference to easy-to-use surveys, providing a variety of options for engagement and increasing transparency in results of engagement activities.

Pillar 2: Social and Cultural Inclusion

Respondents were asked how well the actions of the draft Plan (such as multicultural events, inclusive programs, anti-racism initiatives and cultural safety training) support belonging and inclusion in Randwick. The majority of respondents selected that these actions addressed this pillar 'quite well' (42.9%) as per Figure 7.

Figure 7 Responses to Question 7



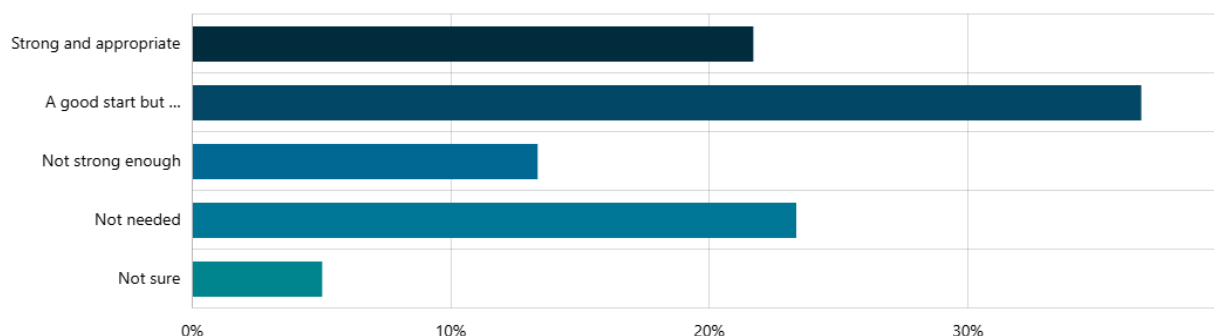
Respondents were also asked what else would help people feel included or respected. Common responses made reference to the events that Council ran and ensuring that everyone feels welcome at them, ensuring council resources are equal across society and connections between schools in the LGA.

Respondents were also asked whether the actions of the draft Plan to address racism, antisemitism and discrimination were:

- Strong and appropriate
- A good start but needs strengthening
- Not strong enough
- Not needed
- Not sure

The majority of respondents selected that these actions addressed this pillar 'a good start but need strengthening' (36.7%) with the next most popular response being that they were 'not needed' (23.3%) as per Figure 8.

Figure 8 Responses to Question 9

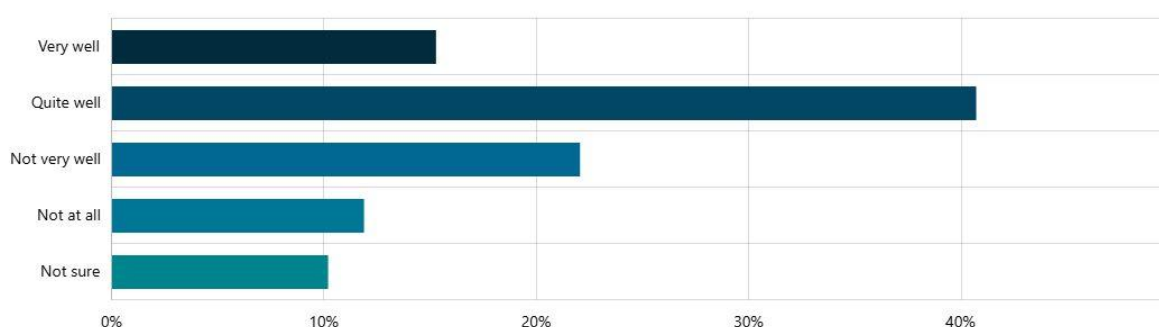


Respondents were also asked what else Council could do to improve safety and reduce discrimination. Common responses made reference to including Islamophobia in the Plan, collaborating more with law enforcement and enlisting community leaders.

Pillar 3: Leadership, Strategy and Planning

Respondents were asked how well the actions of the Plan demonstrate visible leadership in areas of social cohesion, anti-racism, and inclusive practice. The majority of respondents selected that these actions addressed this pillar ‘quite well’ (40.7%) as per Figure 9.

Figure 9 Responses to Question 11

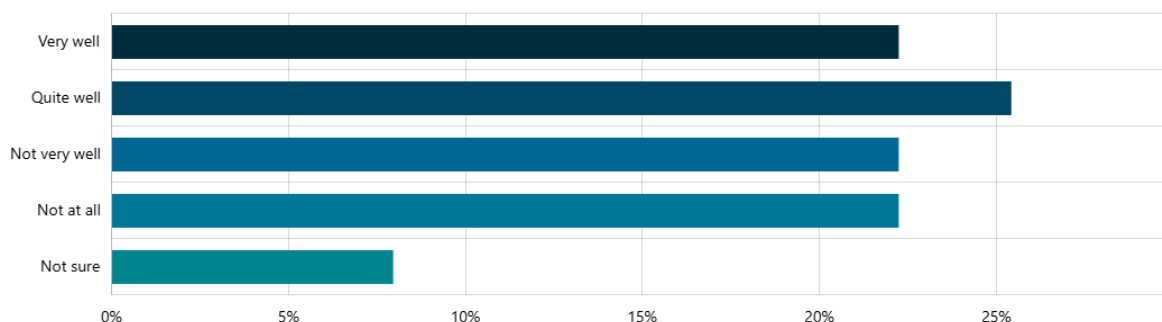


Respondents were also asked what additional leadership actions they would like to see from Council. Common responses made reference to improving transparency of who has been consulted, improving advertising of events and sharing information on community associations.

Pillar 4: Public Spaces

Respondents were asked how well the actions of the Plan (activating parks and community spaces, improving signage and making public places more welcoming) supported connection in Randwick. The majority of respondents selected that these actions addressed this pillar ‘quite well’ (25.4%), with the other responses of ‘very well’, ‘not very well’ and ‘not at all’ all next with 22.2% each as per Figure 10.

Figure 10 Responses to Question 13

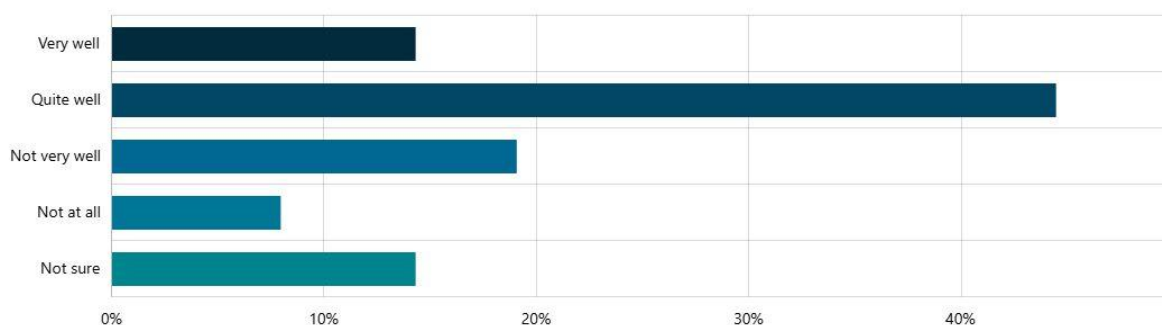


Respondents were also asked if there are spaces that still feel unwelcoming or disconnected. Responses included that renaming spaces was not needed, more translated information signs were required and that spaces should prioritise clear, visible social etiquette standards.

Pillar 5: Partnerships, Collaboration and Networks

Respondents were asked how well the actions of the Plan (strengthening partnerships with community organisations, services, faith groups and local institutions) support social cohesion. The majority of respondents selected that these actions addressed this pillar ‘quite well’ (44.4%), as per Figure 11.

Figure 11 Responses to Question 15



Respondents were also asked if there were other partners or groups Council should work more closely with. Responses included that Council should work more closely with education providers, faith groups, and sustainability groups.

7.1.4. Overall priorities of the Plan

Respondents were asked what was missing from the Plan and responses included that the following items were not addressed in the Plan.

- Safety
- Housing
- More voices from young people
- Islamophobia
- A definition of Multicultural
- How the council will decide what groups to partner with
- More information about what data influenced the Plan
- Resilience

C. Appendix: Email submissions

A total of seven email submissions were received during the exhibition period for the Draft Plan. Submissions reflected a range of perspectives, from general feedback to detailed policy commentary. Key themes and a summary of each submission are outlined below.

- Concerns about over regulation and scepticism about Council's role in developing additional plans or strategies
- Support for free English language classes to reduce isolation and improve participation for temporary migrants and CALD residents
- Affordability concerns regarding the cost of hiring Council community venues
- Calls for stronger alignment with national social cohesion research, including clearer distinctions between multiculturalism and social cohesion, and acknowledgement of structural drivers such as housing and economic stress
- Requests for measurable indicators to track Plan progress
- Concerns about proposed paid parking meter scheme and impacts on visitors ability to access beaches in Randwick
- Strong endorsement of the draft Plan, highlighting strengths in partnership approaches, anti-racism commitments, intercultural initiatives and monitoring and evaluation
- Suggestion to expand leadership participation in cultural responsiveness and inclusion training

D. Appendix: Targeted Consultations, Pop-ups and meetings

Targeted consultations, pop-ups and 1-on-1 meetings were held across Randwick City to engage a broad cross-section of the community, including families, older residents, young adults, culturally and linguistically diverse communities, people with disability, faith groups, service providers and community organisations. These activities provided opportunities for residents and stakeholders to share what helps them feel connected and welcome, identify local issues affecting cohesion, and provide feedback on the draft Plan.

Engagement activities included:

- Pop-ups at Maroubra Beach Markets (2 May 2026), Margaret Martin Library (29 April 2026) and Lionel Bowen Library (28 April 2026)
- Targeted consultations with CALD and faith communities, low socio-economic residents and community organisations
- Meetings with community members and stakeholders

Themes across all pop-ups

Across the three pop-ups, several consistent themes emerged:

- Desire for more cultural, social and community events, including multicultural festivals, author talks, music events, intergenerational activities and programs for families, seniors and young adults
- Strong interest in accessible, activated public spaces, including safer parks, improved lighting, cleaner beaches, better maintenance and more opportunities for community-led use of spaces
- Concerns about affordability, including rental stress, rates, parking costs and access to community facilities
- Need for clearer communication and visibility of Council initiatives, including better promotion of events, more signage, and improved access to information in multiple languages
- Requests for improved safety, particularly around e-bikes, dogs in public spaces, and antisocial behaviour
- Importance of cultural inclusion, including multilingual resources, English classes, faith engagement, and representation of diverse communities in imagery and programs
- Concerns about development and loss of community identity, with residents expressing a desire for stronger community connection as the area grows
- Interest in stronger anti-racism, anti-discrimination and antisemitism actions, with some participants noting gaps in how racism toward different communities is acknowledged
- Desire for more accessible engagement, including better survey design, opportunities for one-on-one conversations, and more inclusive consultation timing

E. Appendix: Workshops

Two workshops were held during the exhibition period to gather feedback from key stakeholders and community representatives.

A workshop with the Inner Eastern Sydney Migrant Interagency was held on 21 April 2026, involving frontline services supporting migrant, refugee and culturally and linguistically diverse communities.

A second workshop with the Cultural Diversity and Equity Community Advisory Committee was held on 4 May 2026, bringing together community representatives, service providers and residents with lived experience of cultural, linguistic and faith diversity.

Both workshops provided insights into how the draft Plan can be strengthened and how implementation can be made more inclusive and effective

Themes from the workshops

- Strengthening communication with multilingual communities, including clearer pathways for CALD residents to understand how to participate, access information and engage with Council
- Improving demographic data collection to ensure Council has accurate insights into who is engaging and where gaps exist
- Enhancing accessibility of engagement, including culturally appropriate consultation methods, translated materials and incentives to support participation from underrepresented groups
- Supporting digital inclusion, particularly for older CALD residents, newly arrived migrants and communities with limited digital confidence
- Explicitly addressing racism, discrimination and antisemitism, ensuring these issues are clearly named and embedded across actions, programs and wellbeing initiatives
- Recognising and including faith communities, with clearer terminology and stronger representation of spiritual and religious identities across the Plan
- Ensuring programs reflect emerging and diverse communities, including newly arrived migrants, young people and groups not traditionally represented in Council processes
- Improving cultural inclusiveness in communication, including culturally representative imagery, accessible language and communication channels that reflect how diverse communities receive information
- Clarifying the purpose and impact of actions, including how success will be measured, how community input will shape implementation, and how Council will report back in accessible and culturally appropriate ways
- Supporting intercultural and interfaith connection, with interest in forums, shared events and opportunities for communities to learn from one another

