



MINUTES OF CULTURAL DIVERSITY & EQUITY ADVISORY COMMITTEE MEETING HELD ON MONDAY, 4 MAY 2026 AT 5:30 PM

Present:

Councillors: Alexandra Luxford (Chairperson)
Masoomah Asgari (Deputy Chair)
Noel D'Souza
Andrew Hay
Daniel Rosenfeld

Advisory Committee Community Members: Albert V
David H
Rosa L
Stella B
Phyllis Sa
Andrew J

Staff:

Director Community & Culture	Katie Anderson
Manager Community Development	Trina Soulos
Coordinator Community Development	Haley Vallone
Coordinator Social Planning	Kat O'Neill
Community Development Officer	Aniela Pepe
Culturally and Linguistically Diverse Librarian	Katherine Zhu

Acknowledgement of Country

The Acknowledgement of Country was read by The Chair and acknowledged the meeting was held on the land of the Gadigal and Bidjigal People and paid respect to Elders past and present.

Welcome & Apologies

Apologies were received from Hee WC, Katarina L, Angela Y and Claudia P

Minutes of previous meeting

Confirmation of the Minutes of the Cultural Diversity & Equity Advisory Committee meeting held on Monday 16 February 2026

RECOMMENDATION: that the Minutes of the Cultural Diversity & Equity Advisory Committee meeting held on Monday 16 February 2026 (copies of which were circulated to all Councillors) be and are hereby confirmed as a correct record of the proceedings of that meeting.

Conflicts of interest

Nil.

An overview was provided on Conflicts of Interest. None recorded at this meeting.

Draft Social Cohesion and Multicultural Plan Workshop

The Committee reviewed the draft plan and considered how feedback received from the Committee in February was adopted. The Committee raised the following discussion items:

- Council's resource allocation to ensure the successful delivery of the plan
- Adopting plain English and avoiding jargon
- Benchmarking equivalent plans published by other local government organisations
- Adopting a community resilience lens to ensure the plan is able to respond to emerging community need and unforeseen challenges or events
- Shared interests and values that foster community cohesion
- Embedding an evaluation framework in the plan to measure outcomes
- Mixed views were expressed regarding a potential action on sister city relationships
- Suggestions for expanding Council's communication methods to reach new audiences and cohorts
- Digital translation capability of Council's website and accuracy of web-based products
- Alignment of this plan with other Council plans and strategic documents
- How 'respect' is embedded in the plan
- Draft title may unintentionally imply culturally and linguistically diverse community members are responsible for lack of social cohesion

Kat O'Neill tabled the draft Committee Foreword informed by the Committee workshop in February. Committee members agreed to review the draft and provide feedback by email.

Article, 'Relationships, not rules: How to move beyond social cohesion and achieve a genuinely multicultural Australia'

Professor Andrew Jakubowicz authored an article on behalf of the Working Group on Multicultural Australia Beyond Social Cohesion, published by the Religion and Ethics Report on 30 April 2026.

'Relationships, not rules' was drafted in response to expressed community concern regarding the framing, concepts, and purpose of the Royal Commission into Social Cohesion and Antisemitism. The article was tabled and discussed.

Committee members recommended that Council submit the draft Social Cohesion and Multicultural Plan to the Royal Commission as an example of how local governments can engage on these issues and achieve positive community outcomes.

Supports for the Community following the Bondi Attack

The Committee noted information shared on supports available to the community following the Bondi attack.

Social Cohesion Grant Program

The Committee noted outcomes of the Social Cohesion project delivered through funding from the NSW Department of Premier and Cabinet.

The Committee noted the project concept submitted for the next round of Social Cohesion funding by the NSW Department of Premier and Cabinet.

Cultural Diversity and Equity Advisory Committee reports

Nil

General business

Nil

**Summary
of actions**

1. Committee members to review the draft Committee Foreword and provide suggested edits or feedback : Trina Soulos
2. Council to consider submitting the draft Social Cohesion and Multicultural Plan to the Royal Commission on Antisemitism and Social Cohesion – Trina Soulos

The meeting closed at 7:40pm

Meeting Schedule

The Committee was advised of upcoming meeting dates:

- Monday 3 August, 5.30pm – 7.30pm
- Monday 2 November, 5.30pm – 7.30pm

The minutes of this meeting were confirmed at the Cultural Diversity & Equity Advisory Committee meeting held on Monday, 3 August 2026.

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CHAIRPERSON