

Multicultural Inclusion Plan 2026-2030

Community feedback report
December 2025

Executive summary

1.0 Background

- At a Council Forum in May 2024, Council Members endorsed a community consultation plan to understand the views, needs and aspirations of its multicultural communities to inform the development of the Multicultural Inclusion Plan
- The engagement ran for 5 weeks between 2 November and 6 December 2024 and focused on connecting with Council's diverse cultural, linguistic and religious communities
- Groups targeted for engagement included community organisations, residents, workers, businesses, students, and visitors from various backgrounds
- 200+ people participated and provided feedback
- Feedback was then used to develop the Draft Multicultural Inclusion Plan 2026-2030 that was released for community consultation from 31 October 2025 to 2 December 2025

2.0 Response summary

2.1 Making Marion responses

- 48 responses were received via the online Making Marion survey
- 96% of respondents reported as City of Marion residents
- Respondents were from a broad range of age groups
- 25 (52%) responses agreed that the draft to plan and its actions will help to make people feel welcome, connected, and able to contribute our liveable, sustainable, community
- 16 (32%) of respondents disagreed and 8 (17%) of respondents were neutral
- 26 (54%) of respondents were supportive of the plan, 19 (40%) respondents were unsupportive, with the remaining 3 (6%) were neutral
- 2 written responses were received

3.0 Key themes from the feedback

Supportive views:

1. Welcoming, Inclusive, and Culturally Respectful Community

A strong desire for all residents—especially newcomers and migrants—to feel welcomed, respected, and supported. This includes valuing cultural diversity, celebrating different traditions, and ensuring equal opportunities for everyone.

2. Addressing Racism and Strengthening Social Cohesion

Community members want proactive action against racism, along with education and awareness initiatives that build trust, understanding, and unity across cultural groups.

3. Improving Multicultural Access to Services and Community Spaces

Calls for better support for migrants through culturally responsive services, including enhanced organisational cultural competency and improved multicultural resources—especially in libraries (e.g., Nepali-language materials and programs).

Executive summary

3.0 Key themes from the feedback cont.

Non - supportive views:

1. Opposition to Multicultural Initiatives and Perception of Misplaced Priorities

Many comments express the view that a multicultural plan is unnecessary, a poor use of council resources, or a “waste of money.” Some believe council should focus on broader community needs rather than targeted cultural initiatives.

2. Concerns About Cultural Change, Identity, and Integration

A strong theme is anxiety about Australian identity being eroded or overshadowed. Comments highlight concerns about migrants not integrating, not respecting established Australian customs (e.g. Christmas), or bringing international political conflicts into local settings.

3. Perception of Unfairness, Exclusion or Segregation

Several respondents feel that multicultural efforts prioritise minority groups over “Australians” or long-term residents, creating division rather than unity. Some believe equal treatment means avoiding programs that appear targeted at specific cultural or religious groups.

4.0 Feedback comments

All comments and written submissions received during the consultation can be reviewed from pages 8 to 15.

Comments received that were intolerant of race, culture, and religion, contained offensive language, or name references have been redacted.

Engagement Snapshot

Timeframe

Community consultation commenced on 31/10/2025 and closed on 02/12/2025.

How we engaged:

- Emails to key community segments / representative bodies
- Making Marion newsletter
- Pop up engagement at Marion Cultural Centre Library
- Pop up event at Marion Multicultural Pool Party
- Social Media campaign

Respondent's suburb

Ascot Park	1
Clarendon	1
Clovelly Park	3
Craigburn Farm	1
Dover Gardens	1
Edwardstown	3
Hallett Cove	3
Marino	4
Marion	2
Mitchell Park	3
Morphettville	1
Oaklands Park	3
Park Holme	1
Plympton Park	3
Seacliff Park	1
Seacombe Gardens	2
Seacombe Heights	1
Seaview Downs	2
Sheidow Park	5
South Plympton	1
Sturt	2
Trott Park	2
Warradale	2

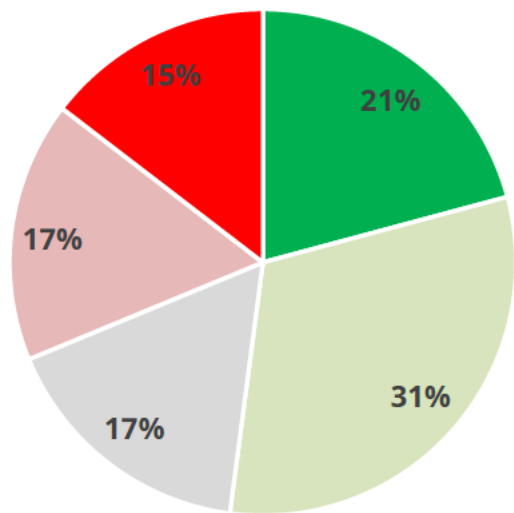
48

Survey responses

received via
Making Marion Survey

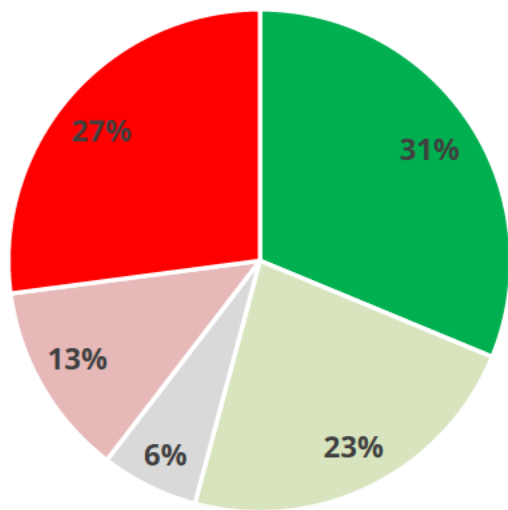
Participant responses

Do you think the draft plan and its actions will help to make people feel welcome, connected, and able to contribute to our liveable, sustainable, community?



- Strongly agree
- Somewhat agree
- Neutral
- Somewhat disagree
- Strongly disagree

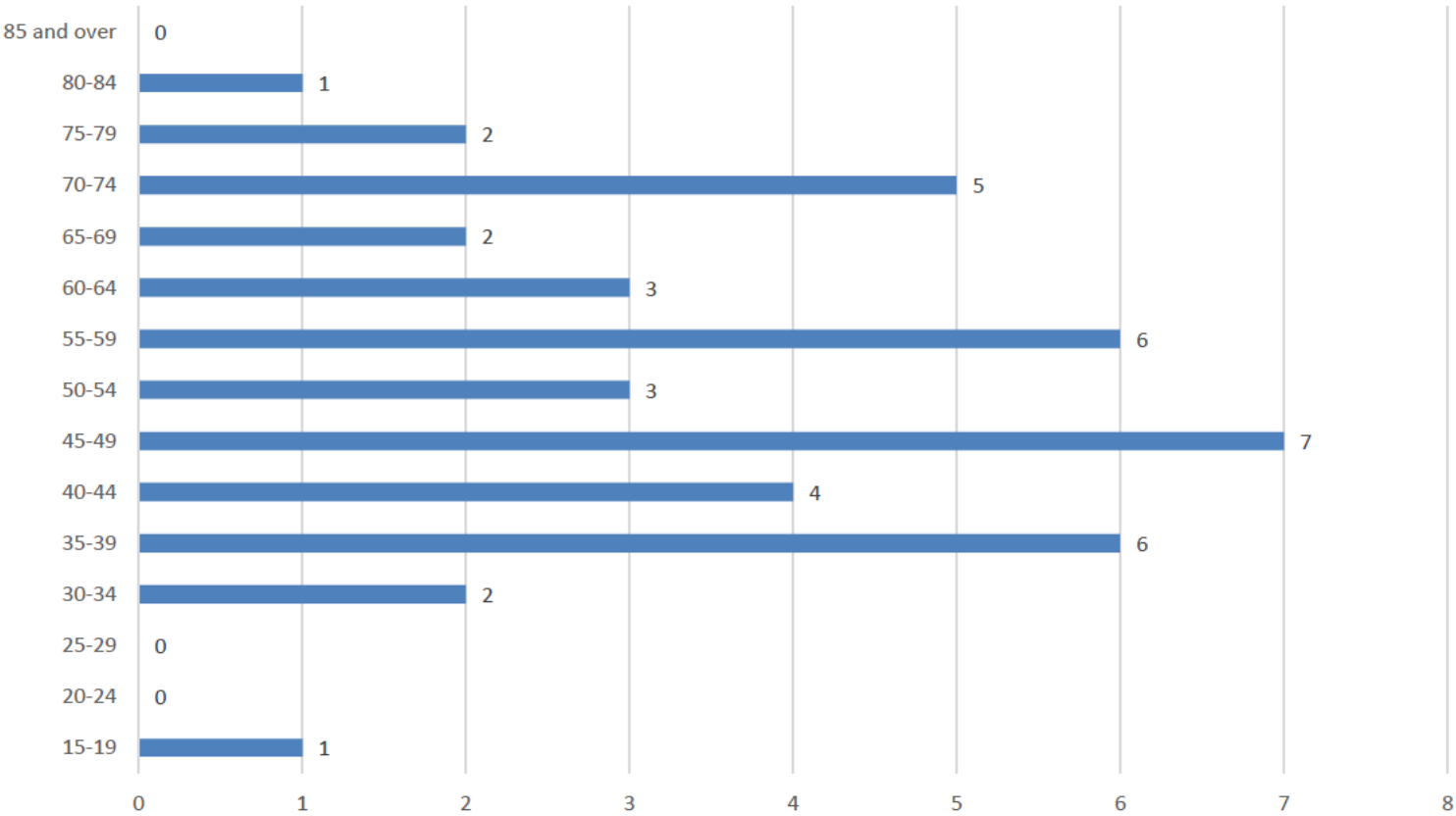
Overall, do you support the draft Multicultural Inclusion Plan?



- Strongly support
- Somewhat support
- Neutral
- Somewhat do not support
- Strongly do not support

Participant responses

Age group



Comments

Comments

Do you think the draft plan and its actions will help to make people feel welcome, connected, and able to contribute to our liveable, sustainable, community?

Strongly agree:

- 1
 - It creates community by celebrating different cultures
 - It takes away the 'fear' of the unknown for both immigrants and residents as both people groups get to know each other
 - It creates more awareness especially for immigrants in terms of what Australia has to offer and how it can be accessed
 - It's also awareness for residents in terms of how we can better resettle immigrants who are appreciative of their 'new' country
- 2 The plan covers virtually all things that multicultural people will encounter, benefit from and/or be affected by. With the current anti-migration sentiment sadly being heard and read about in Australia this plan will hopefully go a long way to help immigrants feel they have opportunities and support in our community.
- 3 Absolutely. A plan with clear actions and measurables of success will absolutely support a more inclusive and welcoming and thriving Marion.
- 4 It's a really thorough plan that takes a lot of different things into consideration.
- 5 I felt it addressed the key concerns along with detailed research into the demographics of our community and its needs.
- 6 This draft has spoken and planned about engagement of migrant community or CALD community in different phases. This is new and hope this be very helpful for all of us.

Strongly disagree:

- 1 I feel excluded and I don't like my rates paying for it
- 2 Multiculturalism does not work. As a migrant in Australia I have come here and assimilated into the Australian way of life and culture. I have not tried to impose my way of life, religion or beliefs onto Australia. I am a firm believer in the phrase, 'multiculturalism does not work, multi racialism all under living under the same culture is the only thing that works in the long term. Australian culture is being destroyed by extreme immigration. As a former English citizen I have seen and lost a once great country to large cultures/religions all intent on taking over.
- 3 Stop wasting my money on rubbish like this.
Fix the roads and pick up my bins.
If you have money left over, reduce me rates.
- 4 Housing Availability, diversity, and affordability not addressed.
Population density not addressed.
Marion Council comprises 36 suburbs but this plan refers to only 6 suburbs !
Token "feel good" Do nothing" response to appear as if council is an active contributor to Multicultural Inclusion.
- 5 Where are the many factions that already exist and are not welcomed - even in their own traditional lands? Where are representations of the many ALSO marginalised?
- 6 Stop dividing everyone by race. It doesn't help. True immigrants don't want to be segregated, they want to be Australian. Immigration to Australia means you come to our country with our values.

Comments

Overall, do you support the draft Multicultural Inclusion Plan?

Strongly support:

- 1 As we should make everyone living in City of Marion feel Welcome.
- 2 As mentioned above!
- 3 Firstly for the reasons I have outlined in my answer to the previous question. Secondly, as someone who arrived as a child with her immigrant family in 1952 from The Netherlands, I believe the composition of nationalities and cultural diversities in Australia has changed so much over the last seventy plus years that this plan will go a long way to help the "new arrivals" feel welcomed and assist them to join and feel part of the community.
- 4 (1) We need a cohesive, strong, and highly visible multicultural action plan to address increasing community division around race and culture; great to see council taking a proactive stance through this plan (2) ongoing vigilance and action needed to confront and address racism (3) education and awareness is needed to build trust and respect within our community, an ongoing need
- 5 It is encouraging to see my local council work to support our culturally diverse communities. As a Colombian New Zealand woman, knowing you are prioritising the wellbeing of our multicultural communities makes me a proud resident. I was also pleased to see your work on enhancing cultural competency and strengthening organisational awareness of multiculturalism within the organisation which is crucial to ensure services meet the needs of a diverse local community. I also appreciated seeing that you are committed to amplifying anti-racism programs and policies which is testament of the commitment to wider systemic positive change.
- 6 As a migrant we need to support newcomers help to settle in the Community. So its very important.
- 7 If we live in a multicultural society each and everyone has to support anf give respect to multicultural believes and celebrations, and also multicultural books and relative information also has to available from the libraries.
- 8 If we live in a multicultural society we need to respect all the cultures, traditions and values those cultures bring to our community. We need to respect and provide equal opportunities for everyone and create an inclusive society.
- 9 Very comprehensive. It covers a wide range of initiatives and approaches to supporting people from other cultures to the Marion council areas.
- 10 This plan will create a fairer, stronger, and more successful community by harnessing the full potential of its diverse population.
- 11 I think it's a great initiative for our community.
- 12 I believe the key point raised was that despite Nepali being the third fastest-growing language in our area, the Council currently has no concrete plan to engage the Nepali-speaking community through its libraries. At present, there are no library materials available in the Nepali language, which has resulted in minimal participation from the Nepalese community.

Libraries today are more than just places for books they are important community hubs where people from different cultures and languages can connect and interact. By introducing Nepali-language resources and inclusive programs, the Council can enhance community engagement, promote cultural exchange, and ultimately increase library usage and revenue.

Comments

Overall, do you support the draft Multicultural Inclusion Plan?

Strongly do not support:

- 1 we as a community should not have to pander to the foreign minorities 99.9% of the [REDACTED] DO NOT WANT TO INTERGRATE NOR LIVE IN ACCORDENCE WITH AUSTRALIAN LAWS OR VALUES. they look down on the real Australians and other non [REDACTED] people , [REDACTED] [REDACTED]. The greatest mistake the Marion Council made was to allow the [REDACTED] to built on Marion Road the Marion community will rue the day in the future.
- 2 Waste of time, effort and resources
- 3 20 year resident.
8 year participant in multicultural public primary education.
I do not support this. I have experienced and made formal complaints for non-inclusivity due to western traditions eg. Christmas being labelled as not inclusive by definition rather than trial.
- 4 Stay out of politics stop excluding Australians
- 5 Australia needs to [REDACTED] who will not enrich the Australian culture and hide behind racism if they do net get their way.
- 6 Once again we are now [REDACTED] to the minority groups. By all means welcome them to this country. But they also have to learn that this country is different to where they came from. I welcome them wanting to bring their culture into this country BUT they also have to realise that there are customs here.
They must be made to understand that we are a predominately Christian society. I do not want the usual protests that celebrating Christmas is upsetting to [REDACTED]
I don't want to see 'no bombing' signs remover from swimming pools because it MAY offend someone. [REDACTED] must be accepting of what we already have in place.
I do not want recently arrived people protesting in the streets about events in other countries. e,g Gaza Strip, Palestine, Syria, Ukraine, Russia. Nor do I want Council money allocated supporting these people to undertake these activities. Whatever money is allocated to new arrivals or [REDACTED], should be allocated in such a way that it includes ALL residents equally.
- 7 Waste of money
- 8 Archaic & obsolete NIMBY planning regulations of Marion Council restrict ability of ALL people to buy into the Southern suburbs. Lack of available plot sizes of 300-400sq/mtrs prohibits young wealthy upwardly mobile DINKS & other buyers buying & building home/living options that are close to transport, shopping centres, restaurants beaches playgrounds established schools & employment. What is the point & purpose of a Multicultural Plan if the people designed to benefit most are denied the ability to reside in the council area ?
- 9 What support would we get in these countries that are coming here .. and some of these people do not respect our way of life or religions and as Australians we are to naive . We are losing our identity and if you can not see this then you should not be in your job
- 10 Waste of tax payer money
- 11 All we hear about is how all everyone wants is for every person to be treated equally, we all have the right to live safely and have basic human needs. Yet we spend all this time and money on something for specific religions, races, backgrounds etc Segregating everyone further.
- 12 Ethnocentric imperialists hell bent on laundering their history into receptibility. Much more!!
- 13 Same as above

Comments

Other comments

- 1 Yes organise more Cultural get togethers and celebrating other Countries festivals like Buddha Purnima , Diwali etc.
- 2 An exercise in wokery
- 3 Why bother, I advocate in other ways beyond your tiny comprehension. The wording of your promotion here leaves me with no other option. Your destination is already outlined as one with complete distain for conservative opinions.
- 4 You people are out of control with [REDACTED]. United Nations Agendas and WEF crap is the blueprint to all of your planning and execution of hyper woke rubbish like this. All you really give a shit about is cramming as many townhouses onto tiny blocks so you can maximise your rates return per square meter. Multiculturalism has been a failure on a massive scale and unless you all have your [REDACTED] you'd be aware that the average Australian is sick of it and mass immigration. This country is going to [REDACTED] and councils across the continent are complicit.
- 5 Learning / teaching music can be used to connect people from different backgrounds, having the same interests. I saw an action related to "arts", but it is too generic. Continuous music programs will help people to relieve stress while finding a purpose. I know a music school where teachers and students come from different backgrounds such as: Australian, Venezuelan, Chinese, Indian, English, etc.
Thanks
- 6 Host more multicultural events in Marion!
- 7 On page 8 (and also referenced in subsequent pages), you have a pie chart with "30.9% Australian" - but this is divisive, as I have history elsewhere, but would nominate Australia due to disconnect with culture and heritage. So when I see this, I would think 30.9% is Aboriginal Australians - the First Peoples of origin. So if you are referencing 'Australian' versus other countries, you should make sure you specify that this is Australian citizens versus English citizens who have migrated etc.
This is especially important in multicultural populations as Australia is not strong on educating about Australian Aboriginal history and so multicultural groups often interpolate and commit racism unintentionally. So language needs to be improved and not just aimed at multicultural group understanding, but also if other community members (ie Aboriginal and Torres Strait Islander peoples) read the document. If you need help and further consultation on this, please contact [REDACTED] from Reconciliation SA and say that I have given this feedback. For example, Australia is the ONLY country that celebrates Harmony Day/Week and has turned it into a multicultural celebration as it is based upon International Day of the Elimination of Racial Discrimination (IDERD) in response to the Sharpville Massacre. Other countries treat it as a day of mourning and recognition. Other SA organisations, schools and government departments are starting to move away from 'celebrations' of Harmony Day.
Reconciliation SA are also doing work on anti-racism for community and sporting groups that would fit into the actions of this plan to deliver culturally safe and responsive service provision, as well as Focus Area 10
- 8 Rate rises when there are so many more ratepayers on land that was previously one ratepayer but all I get is rubbish collection and that's not even weekly
- 9
 - positive that the plan even exists
 - appropriate to see interpreter support at front of document
 - Pleased to see reference to support of, and enhancing, racism (10.4)
 - I wonder if an explicit statement is needed (or highlighted) as to why First Nations peoples are not mentioned. I acknowledge the RAP addresses this agenda but not every reader would know or understand. I see First Nations as part of our glorious multicultural mix

Comments

Other comments

10 Note on Language Section:

I appreciated the note on language at the start of the plan and seeing that as a Council you are actively interrogating the terminology used to define multicultural community. I was pleased to see a strengths-based language applied across the document and the recognition that compounding identities can increase risks of marginalisation and poorer outcomes for people.

However, I would be cautious with the use of "racial" background in defining multiculturalism. This is considered outdated in literature because it reflects an older, biologically deterministic view of human difference that contemporary research has discredited. Race is now widely understood as a social construct rather than a fixed biological category and using racial terminology can unintentionally reinforce stereotypes and essentialism. Contemporary approaches to multiculturalism focus on cultural identity, ethnicity, and lived experience rather than racial classifications. On this basis I recommend that the definition of multiculturalism is reviewed avoids references to "racial" background and instead uses terms such as "ethnic background."

Focus Area 10.4 - doesn't have a timeline. This is crucial work, and it would be great to see this as an ongoing commitment.

11 Already as a 3rd generation Australian born male I feel that I am the underprivileged person. Plans like this make me feel more distanced within my own country.

12 While it sounds like a nice idea to have this plan, the more global aspects of it are a state responsibility and the council does not need to spend limited funds on it . Issues like ensuring food businesses are up to sa standards is essential work . Safety signs need to be printed in other languages, but much of the other nice ideas are not essential and should be funded by state gov , not the ratepayers of Marion . Think the council has many other priorities to fund that include all people .

13 We concentrate too much on other cultures while ignoring, or trying to remove or silence, Australian culture.

14 I think, Australians and European residents are being short changed. Resources are being diverted to other cultures who do not share our values.

15 Some of the items listed has changed. Eg: pathways near Warradale Park needs upgrading. Council has good plans for the future. The pathway near Warradale Tennis Club needs to be widened & smooth.

16 When I lived overseas I made the effort to learn and accept the culture of my new country as best I could. Not being part of the culture was part of the interest. Of course you need access to support occasionally but I think that's already setup.

Connecting different cultural groups is good, but promoting multiculturalism on its own as part of a feel good strategy can encourage visitors to remain insulated. Only If it ends up encouraging new residents to learn and appreciate the culture of their new home would it be worth it. (Unlike Aussies in bikinis in Bali)

17 I hope someone who put this together read the phd thesis written by one of your ex employees . It was all about inclusion

18 Your GOAL has failed ! If "the plan is to ensure that everyone feels welcome, connected, and able to contribute to our liveable, sustainable, community "

If all migrants who wish to live in the Marion Council are denied access to greater housing diversity (as available in over 95% of other local council areas) due to zoning regulations that restrict new entrants then you fail on the basis of access! By definition how can you use terms as 'welcome, connected, community' ?

19 Spending money on this not helping the people that built this areas and payed for over many decades ..and like I said in other countries we be pushed out and given little to no help and monies spent on us ...

20 Multicultural inclusion is all very well

Offering all sorts of support to refugees is overall the honourable Aussie outlook.

We must also support the hard working Aussie battler who at this point in time is finding the cost of living exorbitant and purchasing a house impossible.

Comments

Other comments

- 21 Wasre of money leave things as they are, they will adapt
- 22 Certain cultural/religions groups (let's be honest, this seems to be what the plan is targeting) already have gatherings and certain communities like greek, are very close knit and are one big family. Is this something the council should be forking out for, or is just ticking the political box??
Or should we pool that money into healthcare, or emergency housing for domestic abuse or just more housing in general, or mental health support, or veterans. Or aged care. Even just maintenance.
I feel this is ticking the political box, if we live in Australia, we are Australian. No matter where we were born. The fact that doing this would take away funding from even simply maintaining our area (which is growing rapidly with large blocks being brought and knocked down and 3-4 small houses are getting built in place, meaning usually 6-8 cars instead of maybe 2, and half of those will be parked on the road, and of course more people and traffic), is disappointing, and I'll use that word but please use your imagination for a less polite word of your choice :)
- 23 Interestingly you only show the portion of overseas immigrants up to 2021 when it would have been low. What are the numbers now and how has the demographic changed?
- 24 Typical governance from the newly arrived here to throw their weight around.
- 25 Celebrate their Culture and Festivals.
- 26 My concern is that the Jewish and Israeli communities have been the focus of increasing overt discrimination, and I hope that people from all backgrounds will feel culturally safe in the City of Marion.
I have no issues with the plan or with the City of Marion. I love the plan. Another council library in the metro area, however, discriminated against the Jewish community. Although the community is small, the prejudice can be big.
Furthermore, once a government of any size ignores, gives tacit approval or condones prejudice against one group, it is often "the thin end of the wedge." Not something we want to in Marion against any group.
- 27 To strengthen its impact, I suggest integrating environmental and social justice considerations, as they are critical for the future of everyone:

Ensure that sustainability initiatives, such as the Green Thymes newsletter and workshops, are accessible and culturally inclusive by providing translated materials, culturally relevant examples, and hosting sessions at community hubs frequented by migrants.

Explore repurposing or expanding the Oaklands Education Centre into a Community Environment Centre, a space frequently visited by people of all ages, which could serve as a hub for multicultural environmental workshops, nature walks, and sustainability education.

Encourage community-led environmental projects, such as multicultural community gardens or waste-reduction initiatives, and consider providing incentives for participation. Organise friendly street competitions where neighbours come together and look after a patch.

Promote inclusive decision-making, giving migrants and underrepresented groups opportunities to influence local environmental and social initiatives, ensuring benefits are shared equitably.
- 28 Focus area 4: Create opportunities for people to connect with each other and nature helping to reduce isolation and loneliness, and build a sense of local identity and belonging.
Consider including community in co-designing programs that fits the purpose.
Measure of success : consider
Increasing community opportunities outside of regular business hours or weekends.
success to include surveys and interviews through various forums .
A pre and post survey could be considered to measure success.
Consider programs that cover a various personas e.g. not working, working full-time, part-time and then look at sub categories within the personas to identify the gaps in the programs designed to connect people.
Focus area 6: Strengthen partnership with service providers,
You could consider partnering with research organization, universities to identify opportunities to create and share information on community connections .
Focus area 10: Consider increase in the number of food inspections at various seasons at food trucks, restaurants, cafes etc. to prevent and protect the community from diseases/health conditions that arise due to not following food safety practices.

Comments

Other comments

- 29 Really appreciate the work is doing by council, also like to see in big shopping centres to have a prayer room and also love to see marion shopping centre Diagonal road exit roundabout to be upgrade with multiple exit and also more shades for cars outside shopping centre.
- 30 Target groups not only those at lower literacy levels and underemployed, but also professional CALD people. This plan still has stereotypes and suggesting multicultural communities means low literacy levels and generally needing supports around employment and language skills. Should look at education levels as well to understand what the multicultural communities needs are.
Also to encourage professional CALD people be involved or having meaningful participation in community, more community initiatives by the council should be held outside work hours. Currently all networks and social groups for CALD people in the City of Marion are conducted within regular work hours only. This is just a checking the box gestures and not good enough.
- 31 I would love to see a Muslim prayer room in the Marion Shopping Center or in a nearby building.
- 32 Stop this nonsense. I am from a migrant family and my grandparents truly became apart of this culture. Don't let Australian values be forgotten because of the Left Labor agenda.
- 33 I think the inclusion of volunteering opportunities is important. Perhaps information sessions from Council and VolunteeringSA&NT, explaining to new residents and migrants what volunteerism is and its benefits might be helpful, and buddying up with current volunteers would assist them to understand. When I have worked with international students, asylum seekers and refugees, I found that they have no concept or understanding of volunteering...."Why would you do work and not get paid for it?" I advise them that Australia is a very large continent with a small (27 million) population, and that in many places, particularly rural and remote areas, if there were no volunteers, there would be no services or facilities. I inform them of the benefits of volunteering: helping with language skills, development of possible employment skills, working with and socialising with "Aussies" and developing an understanding of "the Aussie way of life",...and numerous other benefits.
- 34 If the predominant languages spoken are Nepali, Hindi or Arabic, the page on the draft plan where it offers translations should reflect this. Instead it still has predominantly Western European languages such as Dutch, German and Greek, as if it was still the 1960s.
- 35 I think it would be a great idea to include plans for more cultural events in the community, particularly food-based events. Food brings people of many cultures together and it's something that everyone enjoys. Here are some ides off the top of my head:
-Nepalese food festival
-Lunar New Year celebration
-Diwali celebration
-Multicultural food festival
-Holiday season festival (Christmas/Eid/Holiday season foods from different cultures)
- 36 Above issue was raised heavily during community engagement session.
- 37 -Shift the focus from only helping migrants integrate to fostering reciprocal exchange and adapting the "host" culture. Dedicate resources to events or programs that explicitly bring people from different groups together to co-create art, share a common public space, or work on a shared community project, promoting a new, shared local identity.
-Embed multicultural principles across all Council departments (e.g., Engineering, Planning, Customer Service), not just community services. Create an internal Diversity Champions Network, where trained staff in different business units act as resources to ensure policy and service delivery are culturally competent.
- 38 We want more representatives from Arab backgrounds, who can speak Arabic

Comments

Email received 01/12/25

Hi just seen this report this afternoon 1st Dec

My comment

Sister city programme is excellent picking up many different cultures
With out current city in japan the past council have been reluctant to
encourage as they don't see overseas diplomacy as part of local
government. This I don't agree with

As many local governments around Aust have benefited with arrangements
and their residents have also have a better understanding

Email received 01/12/25

Multicultural is fine but we must not lose our own identity in the process.