

MULTICULTURAL LAKE MAC PLAN

2025-2029

ACKNOWLEDGEMENT OF COUNTRY

Lake Macquarie City Council dhumaan Awabakala ngarrakal yalawaa, yalawan, yalawanan.
Lake Macquarie City Council acknowledges the Awabakal people and Elders past, present and future.

Dhumaan ngayin ngarrakalu kirraanan barayidin.
We remember and respect the Ancestors who cared for and nurtured this Country.

Ngarrakalumba yuludaka bibayilin barayida baaduka.
It is in their footsteps that we travel these lands and waters.

Wording by the Aboriginal Reference Group and translated by Miromaa Aboriginal Language and Technology Centre.

LANGUAGE ASSISTANCE



Please phone the National Translating and Interpreting Service (TIS) on 131 450 and ask them to phone Lake Macquarie City Council on 02 4921 0333.

Translated copies in community languages are available on request.

Cover image: Local Tamil South Indian
dancers at Living Smart Festival 2024





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local women representing the Mexican community
in the 'World Zone' at Living Smart 2024

STATEMENT IN FAVOUR

of a culturally and religiously diverse Lake Macquarie City.

We, as the elected Council and prominent citizens and representatives of organisations in Lake Macquarie, affirm our commitment to: maintaining our City as a culturally diverse, inclusive community, united by a commitment to democratic principles and fairness, and the right of all our residents to enjoy equal rights and be treated with equal respect.

We are committed to maintaining Lake Macquarie as a multicultural City. Lake Macquarie's inter-cultural and multi-faith diversity is an integral part of our City's identity and is intrinsic to our City's vitality.

Multiculturalism is in the interest of all of our citizens and expresses our sense of fairness and inclusion. It enhances respect and support for cultural, religious and linguistic expression. New arrivals to Lake Macquarie, including our most recent arrivals, have brought much-needed skills, labour and ideas to our City.

Our multicultural community offers us much of the energy, ingenuity and enterprise that make Lake Macquarie what it is today. Those who choose to call Lake Macquarie home have the right to practise and share their religious and cultural traditions free from discrimination. Citizens from all backgrounds should be given every opportunity to participate in and contribute to the social, economic and cultural life of Lake Macquarie.

We are committed to a just, inclusive and socially cohesive City where everyone can participate in the opportunities that Lake Macquarie offers and where services are responsive to the needs of residents from all backgrounds.

We will act to promote understanding and acceptance of people of all backgrounds and faiths. We reject all expressions of religious or racial intolerance and discrimination.

Adopted by Council on 25 May 2015.



MESSAGE FROM MAYOR ADAM SHULTZ

It is with great pride that we issue the third iteration of Lake Macquarie's Multicultural Plan, our city's renewed commitment to fostering a vibrant, inclusive, and culturally rich community.

Lake Macquarie is home to people from all walks of life. With 15% of our residents born overseas, 5.5% identifying as Aboriginal or Torres Strait Islander, and more than 11,300 speaking a language other than English, our city is a living mosaic of cultures, traditions, and stories. This diversity is not just celebrated; it is intrinsic to our city's vitality.

Between 2019 and 2024, overseas migration contributed to 30% of Lake Macquarie's growth, and we proudly stand as the third most popular regional Local Government Area in NSW for permanent migrants. We've welcomed more than 1,200 new Australian citizens in the past four years - a testament to the growing appeal of Lake Macquarie as a place to call home.

As Mayor, one of my most meaningful responsibilities is presiding over citizenship ceremonies. These occasions offer a rare and moving glimpse into the personal journeys of our newest citizens, individuals and families who have chosen to make Lake Macquarie their home. Choosing to become a citizen is a bold and meaningful step and serves as a powerful reminder of the role we all play in fostering a welcoming and inclusive community.

I understand that the notion of 'home' is complex. For many, there will always be another place that holds deep emotional ties. But here in Lake Macquarie, we are committed to ensuring that this new home feels safe, welcoming, and full of opportunity.

This Multicultural Plan outlines our strategic direction for the next four years, aligning with our Community Strategic Plan and reinforcing our dedication to increasing cultural safety for all. We remain steadfast in our mission to be a city where cultural, religious, and linguistic diversity is not only respected but embraced.

To every new citizen, and to every resident who contributes to the rich tapestry of Lake Macquarie, I thank you. You make our city stronger through diverse perspectives, more resilient through shared values, and more united in our shared future.

Adam Shultz
Lake Macquarie Mayor

ABOUT THIS PLAN

The Multicultural Lake Mac Plan is a strategic document that aims to build on previous plans, outline commitments for the next four years and celebrate our cities growing cultural, religious and linguistically diverse communities.

The plan acknowledges the complex and vibrant intersections between multiculturalism, local opportunities for growth and celebration, as well as challenges facing our community. The plan does this through strategic links to the Lake Macquarie City Community Strategic Plan (CSP) and other visions at the international, national, and state levels of policy and strategic planning.

The plan has been developed alongside a wide range of local stakeholders in Lake Macquarie including community service representatives, community advocates, local community leaders, residents and visitors of Lake Macquarie and Council staff.

In it's third iteration, the Multicultural Lake Mac Plan 2025-2029 focuses on sustainable community capacity building actions that will continue our work in supporting our local community from culturally, linguistically and religiously diverse backgrounds to feel safe and welcome in Lake Macquarie.



IMPORTANT TERMS FOR THIS PLAN

Multiculturalism

Multiculturalism encompasses various meanings across different communities. In general terms, it signifies the harmonious incorporation and mutual appreciation of diverse cultural, religious and linguistically diverse groups that can be identified through differences in country of origin, language or culture.

Culturally, linguistically and religiously diverse

In Australia, the most common way to describe multicultural groups is Culturally and Linguistically Diverse (CALD). This term however, is widely contested and is believed to not fully capture the richness of diverse cultural backgrounds¹. As such, this plan uses the term, 'people from culturally, linguistically and religiously diverse backgrounds' in its entirety, to acknowledge and honour the vibrant diversity of cultural identities, languages, countries of birth, national origins, heritages/ancestries, races and religions that are present throughout our city, state and nation.

Cultural safety

Cultural safety happens when using a First Nations and a trauma-informed approach to implement policies, campaigns and decisions across all areas of life and work². Cultural safety means people and communities regardless of culture, heritage, language or religious beliefs feel respected, included and protected to express their cultural identity without fear of harassment, racism, ridicule or abuse³.

Systemic racism

Systemic racism refers to the impact of societies or institution's cultural norms, laws, ideologies, policies and practices that result in inequitable treatment of members of our community⁴.

Interpersonal Racism

Interpersonal racism refers to racism that occurs in everyday interactions. This can be between individuals or groups. It can take many forms, such as abusive language, harassment, exclusion or humiliation⁵.

VISION STATEMENT

Individuals, families, friends and communities from culturally, linguistically and religiously diverse backgrounds feel welcome, supported and celebrated in Lake Macquarie.

The aim of the Multicultural Lake Mac Plan 2025-2029 is to create an environment where Lake Macquarie is seen as a safe and welcoming home for new arrivals, First Nations people and individuals of diverse ancestry, including those born in Australia.

A recurring theme that has been evident in our past multicultural initiatives and community engagement for this plan is the notion of home.

Home can mean something different for everyone. While Lake Mac feels like home to many, there remains important work to be done in order to unlock opportunities that guarantee our city is a safe and welcoming place for those coming from countries beyond Australia.

STRATEGIC LINK

The Multicultural Lake Mac Plan 2025-2029 is carefully connected with policies and planning at international, national, state and local levels. These connections help confirm and strengthen our plan's vision, allowing us to effectively work toward our goals over the next four years.

As the closest level of government to the community, Lake Macquarie City Council, alongside other councils, is keenly involved in encouraging social cohesion and seeks to collaborate with our communities and the NSW and Australian Governments to achieve this⁶.

The essential themes that resonate throughout the relevant strategies include:

- universal respect for all individuals, regardless of their cultural, religious or linguistic backgrounds
- celebration and promotion of cultural diversity
- prevention of racial discrimination
- provision of opportunities for individuals, families and communities from culturally diverse backgrounds to thrive in every aspect of life.



The plan acknowledges and aligns with the following international, national and statebased strategies and legislation.

International

1. This plan directly aligns with six of the 17 United Nations Sustainable Development Goals.



2. The Universal Declaration of Human Rights

National

Australian Human Rights Commission Act 1986

Racial Discrimination Act 1975

National Anti-Racism Framework 2024

Racial Dignity Framework 2025

Multicultural Framework Review, Towards Fairness
- A multicultural Australia for all, 2024

State

Multicultural NSW Act 2000

Multicultural NSW Strategic Plan 2021-2025

Anti-Discrimination Act, 1977

Local

Community Strategic Plan

As our city continues to grow and expand socially and economically the Lake Macquarie City Community Strategic Plan (CSP) provides us with an important roadmap that shines a light on the priorities for our community.

The Multicultural Lake Mac Plan is closely aligned to specific strategic outcomes in the CSP.

Economic



- Lake Macquarie City has a clear identity.
- Our local and strategic centres provide housing, jobs and activities.
- Local businesses and creators can access support to thrive.

Environmental



- Our city plans for climate risk and emergencies.

Social



- Our city is welcoming, inclusive and safe.
- People in our city can access the facilities and services they need.
- Everyone can enjoy open, active and social spaces.
- Our community values and celebrates the art, history and Cultures of our city.
- People can walk and cycle safely around our city.

Governance



- Our community is involved in decisions that affect them.
- Council services meet community needs.
- Council collaborates with businesses, government organisations and the community to improve our city.

LAKE MACQUARIE'S MULTICULTURAL COMMUNITY

Data helps us understand our community. The data represented in this profile is largely based off of the 2021 Australian Bureau of Statistics Population and Housing Census and can be used as a guide for conversations and planning. Council will continue to monitor and review new data as it becomes available.

Population



15%

or about **31,000** residents were born overseas.



6%

or about **12,500** residents were born in non-English speaking countries.

¹ areas excluding New Zealand, the United Kingdom and Ireland and North America.



Since 2016, there has been a **56%** increase in population of residents born in India.

Top 10 predominately non-English speaking countries where residents were born:

	India
	Philippines
	Germany
	China ¹ (excludes SARs and Taiwan)
	Italy
	Thailand
	Malaysia
	North Macedonia
	South Korea
	Nepal

India 1,038 (0.5%), Philippines 914 (0.4%), Germany 896 (0.4%), China¹ 634 (0.3%), Italy 409 (0.2%), Thailand 384 (0.2%), Malaysia 376 (0.2%), North Macedonia 242 (0.1%), South Korea 225, (0.1%), Nepal 224 (0.1%)



5.5%

or about **11,800** residents identify as Aboriginal and/or Torres Strait Islander, compared with **3.4%** for NSW.



Our city's most **multicultural suburbs**

are Cooranbong, Cameron Park, Eleebana, Warners Bay and Charlestown.

² in terms of the number of people born overseas.

The top 10 most common reported multi-response ancestries amongst our population:

	English
	Australian
	Scottish
	Irish
	Australian Aboriginal
	German
	Italian
	Dutch
	Chinese
	Welsh

English 44% (30% for NSW), Australian 43% (29% for NSW), Scottish 12% (8% for NSW), Irish 11% (9% for NSW), Australian Aboriginal 5% (3% for NSW), German 4% (3% for NSW), Italian 2% (4% for NSW), Dutch 1% (1% for NSW), Chinese 1% (7% for NSW), Welsh 1% (0.5% for NSW)

Migration



Lake Mac is the

Third most popular

Local Government Area in regional NSW, after Wollongong and Newcastle, for permanent migrants to settle in, excluding greater Sydney.



Between 2019 and 2024, overseas migration contributed to

30% of our population growth.



Lake Mac welcomed more than

1,200

new Australian citizens between 2021 and 2024.

Top five countries represented at Lake Mac Citizenship Ceremonies in 2025 include:

1. South Africa
2. United Kingdom
3. Philippines
4. New Zealand
5. India

Data for migration sourced from Australian Bureau of Statistics, Regional Population Growth annual releases and de-identified data provided by Department of Home Affairs.

Religion



50% of our population identifies with Christianity.

This is a decrease from **61.7%** in 2016.

18% Catholic, 16% Anglican and 4% Uniting Church.



43% of our population identifies with no religions affiliation and or secular beliefs, compared with **33%** of NSW.



2% of our population identifies with Buddhism, Hinduism and/or Islam, compared to **2%** for the Hunter region and **11%** for NSW.

Language



More than **11,300** people in our city speak a language other than English. Other than English, Mandarin is the most widely spoken language



194,300 people speak English but **7,900** speak English very well

2,600 speak English well

930 people do not speak English well

370 people do not speak English at all

For those who do not speak English at all, there was a **33%** increase since 2016.

The top 10 languages spoken at home across Lake Mac other than English are:

Mandarin	0.34%
Spanish	0.24%
German	0.22%
Italian	0.22%
Macedonian	0.22%
Cantonese	0.20%
Thai	0.18%
Afrikaans	0.17%
Greek	0.22%
Tagalog	0.14%

The top four languages that recorded the largest change between 2016 and 2021 were:

Gamilaraay 1040%
57 more people

Bisaya 800%
36 more people

Maori 740%
75 people

Nepalese 600%
244 people

LAKE MACQUARIE'S MULTICULTURAL STORY

Lake Macquarie's cultural history starts more than 8,000 years ago, with traditional owners the Awabakal people, caring for Country and passing on deep cultural knowledge through language, stories, art and traditions.

Lake Macquarie is home to more than 11,700 Aboriginal and Torres Strait Islander people and more than 31,900 people born overseas. This means that more than 20% of our population represent culturally, linguistically and religiously diverse practices and ways of life. In addition to this, Lake Macquarie is also home to people with rich cultural heritage and ancestry even if born within Australia.



Traditional Chinese dancers at Living Smart Festival 2024



During the late nineteenth century to mid twentieth century, men employed in the mining industry had birth records listing home countries such as Finland, Germany, Russia, Sweden and Malta, in addition to the many British miners. Following the Gold Rush from 1852-1889, about 4,000 Chinese migrants remained in Australia and made their way to Lake Macquarie. They took part in the established fishing industry on the lake and set up Chinese Gardens in the area. Twelve Lake Macquarie suburbs are known to have had Chinese Gardens: Cockle Creek, Swansea, Wangi Wangi, Catherine Hill Bay, Dora Creek, Bolton Point, Marks Point, Arcadia Vale, Marmong Point, Nords Wharf, Teralba and Warners Bay.

Immigration has been encouraged into the region, most notably since the Second World War, with migrants setting up now established communities in Lake Macquarie. Our established migrant communities are comprised mainly of those with Anglo-Saxon backgrounds with Dutch, German, Polish and English heritage. Migrants relocated to Lake Macquarie due to industry job opportunities in coal mining and railway construction.



Locomotive 'Murrumbidgee' at Cockle Creek circa 1880. Image created by Ralph Snowball, held by the University of Newcastle Library's Special Collections.



Welsh Day Procession held at Boolaroo 1916, photographer unknown.



Nowadays, Lake Macquarie is the third most popular Local Government Area in regional NSW for migrants to settle in, and it is the seventh most popular for humanitarian migration, excluding greater Sydney. The attraction of Lake Macquarie for multicultural communities lies in its proximity to Sydney, the relaxed lifestyle it offers, quality education, job opportunities and the vast natural environment. Council is experiencing a growing number of participants at our Citizenship Ceremonies and we have welcomed more than 1,300 new Australian citizens to Lake Macquarie since 2021, demonstrating our strengthening cultural diversity.

Council continues to honour inclusion and to welcome the benefits of cultural diversity to our region. This commitment to social cohesion is demonstrated in our city becoming a Refugee Welcome Zone in 2001, hosting Harmony Day events annually since 2002, joining and actively participating in the Welcoming Cities Network since 2017, re-signing the Welcome Scroll for Refugee Welcome Zones in 2018, and by regular review of our Multicultural Lake Mac Plan. We are committed to working closely with our neighbouring cities to achieve mutual genuine progress towards greater inclusion and social cohesion in Lake Macquarie City.

TACKLING RACISM IN OUR CITY

Lake Macquarie City Council acknowledges the harmful impact of systemic and individual racism on individuals and communities especially those of us who represent culturally, linguistically and religiously diverse backgrounds.



Council staff attend a Multicultural NSW community consultation session in June 2025

The National Anti-Racism Framework released by the Australian Human Rights Commission in 2024 endorses a whole of society approach to eliminating racism. It articulates that racism takes many forms and that eliminating it begins with truth telling for First Nations people and embeds their right to self-determination. Recommendation 6 of the framework acknowledges that local governments require adequate funding to establish or improve local anti-racism initiatives.

The Racial Dignity Framework explores the intersection of race and dignity. The framework offers a guide to Council and key stakeholders on how to understand the experiences of exclusion for marginalised groups.

Objectives and priority actions identified in this plan contribute to eliminating racism in our city through the promotion, celebration and engagement with culturally, linguistically and religiously diverse communities across our city.

Council remains committed to seeking out opportunities and resources that enable us to increase racial literacy and cultural safety for all of community as well as working with community partners on joint initiatives.

Recent learnings from the Racial Dignity Framework aligns its focus on human dignity based on the Universal Declaration of Human Rights. Article 1 states that all human beings are born free and equal in dignity and rights.

Harmony Day 2024 celebrations at Pasterfield Sports Complex



COMMUNITY ENGAGEMENT

Council received a wide range of feedback in the development of this plan, which took places over two years using a variety of engagement tools.

Key questions we asked during our engagement with community



How we can improve on our Culturally Diverse Lake Mac Plan 2021-2024?

How we can continue to support diversity and multiculturalism in our city for ideas or actions that should be included in our new Culturally Diverse Lake Mac Plan 2025-2029

Who we should talk to about the Culturally Diverse Lake Mac Plan 2025-2029.

We reached

205 visits

to Council's online engagement platform, Shape Lake Mac

20 responses

to our Shape Lake Mac online survey

178 responses

from Living Together Festival attendees

15,321 reached

via Council e-newsletters

More than 50

community members and cultural leaders through three targeted engagement workshops in 2024-2025

More than 30

staff across Council were engaged

What people said

"Instead of focusing on racism and problems, I want to see and feel our city's cultural diversity promoted and celebrated everywhere I look."

"The Tent of Colours site at Living Smart helped me understand that our city is a lot more culturally diverse than I realised."

"Council needs more community engagement to show that it is a multicultural centre and that it is welcoming."

"We need to attract more culturally diverse artists to our city."

"I'd like to see more support for us to celebrate religious and culturally significant events without needing to travel to Sydney."

"Lake Macquarie feels like my home away from home. I miss my country but every time I walk down at the lake, I feel at peace and like I belong here too."

"Lake Mac needs to host more intercultural events...not just Harmony Day and Refugee Week events. If these have happened then they need to be advertised more and better. We often find out about things after the fact."



COMMUNITY STRENGTHS AND CHALLENGES

IncludingYOU program, 2024

The Multicultural Lake Mac Action Plan is informed by strengths and challenges that were identified by community during our consultation period.

THEY INCLUDE:

Strengths

- Lake Macquarie is a vibrant multicultural region.
- Lake Macquarie includes access to endless locations for celebration, connection and knowledge sharing.
- Overseas migration continues to grow in Lake Macquarie.
- Lake Macquarie is an attractive city for skilled migrants and their families to settle.
- A collaborative and hard-working multicultural services sector exists across the Hunter and Lake Macquarie.

Challenges

- There are limited services available to migrants settling in Lake Macquarie, particularly individuals on Humanitarian Visas.
- People report strong feelings of social isolation and racism and discrimination.
- People report barriers to employment and building meaningful connections by virtue of their race, religious or cultural background.
- People report a sense that that multiculturalism is still hidden across Lake Macquarie.

ACTION PLAN



OBJECTIVE 1. INCLUSIVE AND CULTURALLY CELEBRATED COMMUNITIES

OUTCOME

Lake Macquarie is an inclusive and welcoming place to live, work, study and play, where cultural, linguistic and religious diversity is celebrated.

ACTION	PERFORMANCE MEASURE	PARTNER DEPARTMENTS	COMMUNITY STRATEGIC PLAN STRATEGIC LINK
1.1 Partner with community organisations and groups with the planning and the delivery of culturally significant events and projects	Number of events/projects supported	Arts, Culture and Tourism External: community organisations and cultural and religious groups	Goal: Social Outcome: 3.1 Our city is welcoming, inclusive and safe 3.5 Our community values and celebrates the art, history and cultures of our city
1.2 Advocate for the removal of barriers to people from culturally, linguistically and religiously diverse groups being able to fully engage in community activities		External: community organisations and cultural and religious groups	Goal: Social Outcome: 3.1 Our city is welcoming, inclusive and safe 3.2 People in our city can access the facilities and services they need
1.3 Support anti-racism campaigns both internally and throughout community	Sense of personal safety (Australian Liveability Census) Number of campaigns supported	External: community organisations and cultural and religious groups	Goal: Social Outcome: 3.1 Our city is welcoming, inclusive and safe Goal: Governance Outcome: 4.3 Council collaborates with businesses, government organisations and the community to improve our city
1.4 Support and partner with multiculturally-inspired lifelong learning opportunities for children and young people through library programming and or school and community activities	Satisfaction with public art and cultural facilities (Australian Liveability Census)	Arts, Culture and Tourism External: community organisations and cultural and religious groups	Goal: Social Outcome: 3.2 People in our city can access the facilities and services they need Goal: Social Outcome: 3.3 Everyone can enjoy open, active and social spaces
1.5 Liaise and advocate with Council departments to incorporate multicultural perspectives and prioritises into Council strategies and plans	Percentage of participants reporting positive behaviour change following participating in programs delivered by Council (Welcoming, safe and inclusive city) – Council	Arts, Culture and Tourism People and Culture Leisure Services Assets Communications and Corporate Performance Customer Experience	Goal: Environmental Outcome: 2.3 Our city plans for climate risk and emergencies Goal: Social Outcome: 3.2 People in our city can access the facilities and services they need Goal: Governance Outcome: 4.3 Council services meet community needs

ACTION PLAN



OBJECTIVE 2. INFORMED AND CONNECTED COMMUNITIES

OUTCOME

Multicultural support services and leaders are informed and connected.

ACTION	PERFORMANCE MEASURE	PARTNER DEPARTMENT	COMMUNITY STRATEGIC PLAN STRATEGIC LINK
2.1 Partner on regular community engagement sessions with multicultural leaders/key stakeholders and Council	Number of people attended Satisfaction with belonging in the community (Australian Liveability Census)	Arts, Culture and Tourism External: community organisations and cultural and religious groups	Goal: Social Outcome: 3.1 Our city is welcoming, inclusive and safe Goal: Economic Outcome: 1.4 Local businesses and creators can access support to thrive Goal: Governance Outcome: 4.1 Our community is involved in decisions that affect them
2.2 Deliver regular information to community/community services on relevant Council projects, initiatives and opportunities	Satisfaction with belonging in the community (Australian Liveability Census)	Arts, Culture and Tourism Communications and Corporate Performance External: community organisations and cultural and religious groups	Goal: Governance Outcome: 4.1 Our community is involved in decisions that affect them Goal: Social Outcome: 3.1 Our city is welcoming, inclusive and safe
2.3 Actively seek out and advocate for sustainable funding partners and sources for multicultural project and program delivery	Number of grants researched and applied for	Arts, Culture and Tourism Leisure Services External: community organisations and cultural and religious groups	Goal: Economic Outcome: 1.4 Local businesses and creators can access support to thrive Goal: Social Outcome: 3.1 Our city is welcoming, inclusive and safe
2.4 Identify opportunities and partner with groups to highlight culturally and linguistically diverse businesses in Lake Macquarie	Satisfaction with belonging in the community (Australian Liveability Census) Number of enquires/entries for the Lake Macquarie Business Excellence Awards	Arts, Culture and Tourism Communications and Corporate Performance External: local businesses and community organisations	Goal: Economic Outcome: 1.4 Local businesses and creators can access support to thrive

OTHER COUNCIL PLANS AND STRATEGIES

Council is committed to delivering on the objectives of the Lake Macquarie City Community Strategic Plan as they relate to people from culturally, linguistically and religiously diverse backgrounds. Below is a list of other Council strategies and plans that have specific actions relating to people from culturally, linguistically and religiously diverse backgrounds.

Arts, Heritage and Cultural Plan 2017-2027

Lake Mac Library Strategic Action plan 2024-2028

Lake Macquarie Youth Strategy 2020-2023

Lake Mac Sports Strategy

Lake Mac Parks and Play Strategy 2021

Lake Activation Strategy

Lake Mac Cultural Collections Strategy

Lake Mac Active Recreation Strategy

Lake Macquarie Diversity Equity and Belonging Strategy 2023-2025

Lake Mac Events and Festivals Strategic Action Plan 2024-2028

MONITORING AND EVALUATION

Council will use a wide range of monitoring and evaluation tools to effectively capture the progress of the Multicultural Lake Mac Plan 2025-2029. Actions will be included in Council's annual Operation Plan and progress will be reviewed regularly.

Council will monitor the progress and evaluation of this plan using performance measures outlined in the Lake Macquarie City Community Strategic Plan, as well as other measures developed by staff.





REFERENCES

- ¹ **Commonwealth of Australia (2025)** Terminology, Australian Public Service Commission.
- ² **Australian Human Rights Commission (2024)** The National Anti- Racism Framework: A roadmap to eliminating racism in Australia, Australian Human Rights Commission.
- ³ **SafeWork (2025)** What is Cultural Safety? NSW Government
- ⁴ **Australian Human Rights Commission (2024)** The National Anti- Racism Framework: A roadmap to eliminating racism in Australia, Australian Human Rights Commission.
- ⁵ **Australian Human Rights Commission (2024)** The National Anti- Racism Framework: A roadmap to eliminating racism in Australia, Australian Human Rights Commission.
- ⁶ **United Nations (2019)** The Sustainable Development Goals Report 2019, United Nations, New York.
- ⁷ **United Nations (1948)** Universal Declaration of Human Rights, United Nations, New York.
- ⁸ **Australian Human Rights Commission (1975)** Racial Discrimination Act 1975, Australian Human Rights Commission.
- ⁹ **Australian Human Rights Commission (1986)** *Australian Human Rights Commission Act 1986*, Australian Human Rights Commission.
- ¹⁰ **Racial Dignity Framework (2025)** Southern Cross University
- ¹¹ **LGNSW (2024)** LGNSW Submission Multicultural Framework review, Local Government New South Wales, 2024.
- ¹² **NSW Government (2000)** *Multicultural NSW Act 2000*, NSW Government.
- ¹³ **NSW Government (2021)** Multicultural NSW Strategic Plan 2021-2025, NSW Government.
- ¹⁴ **NSW Government (1977)** Anti – Discrimination Act, NSW Government.
- ¹⁵ **Australian Bureau of Statistics (2021)** Census of Population and Housing.
- ¹⁶ **Department of Home Affairs (2025)** Multicultural Framework Review, Australian Government.

