

Reference: AF15/500 MJT

20th July, 2016

TO: CR PERSELLO (PRESIDING MEMBER)
CR LOVETT
CR RICHARDSON
CHIEF EXECUTIVE OFFICER
MANAGER – COMMUNITY SERVICES AND DEVELOPMENT
COMMUNITY DEVELOPMENT OFFICER
LIBRARY MANAGER
JOHN AMOROSO
ROB FOGGO
CAROLINE HILL

COPY: ALL MEMBERS

NOTICE is given that the Community Engagement and Social Inclusion Sub-Committee will meet in the following Meeting Room on the day, date and time as follows:

Community Engagement and Social Inclusion Sub-Committee
(Committee Room – Level 4 – Civic Centre):

Monday, 25th July, 2016 at 5.30 p.m.

An agenda for the meeting is attached.

Other Members not on the Sub-Committees are encouraged to attend the above meeting as your thoughts and contributions will be appreciated.



Barbara CERNOVSKIS
MANAGER - COMMUNITY SERVICES AND DEVELOPMENT

COMMUNITY ENGAGEMENT & SOCIAL INCLUSION SUB-COMMITTEE

Meeting to be held in the Mayoral Reception Area, Level Four of Civic Centre, 10 Watson Terrace,
Mount Gambier, on Monday, 25th July 2016 at 5.30pm

AGENDA

PRESENT:
Cr Persello
Cr Lovett
Cr Richardson
Caroline Hill
John Amoroso

APOLOGIES:

COUNCIL OFFICERS:
Chief Executive Officer, Mark McShane
Manager Community Services & Development, Barbara Cernovskis
Library Manager, Vicki Hutchinson
Community Development Officer, Alison Brash

COUNCIL OFFICER
APOLOGIES:

COUNCIL MEMBERS
AS OBSERVERS:

WE ACKNOWLEDGE THE BOANDIK PEOPLES AS THE TRADITIONAL CUSTODIANS OF THE LAND WHERE WE MEET TODAY. WE RESPECT THEIR SPIRITUAL RELATIONSHIP WITH THE LAND AND RECOGNISE THE DEEP FEELINGS OF ATTACHMENT OUR INDIGENOUS PEOPLES HAVE WITH THIS LAND.

MINUTES:
moved that the minutes of the previous meeting held on 27th June 2016 be taken as read and confirmed.

seconded

QUESTIONS:
(a) With Notice - nil submitted.
(b) Without Notice -

1. GUEST SPEAKER – Ms Robyn Campbell, Chief Executive Officer, Burrandies Incorporated - Ref. AF15/500

Ms Robyn Campbell, Chief Executive Officer, Burrandies Incorporated was invited to attend the meeting to present on the Language Reference Group 1st Edition of the reclaimed Language Diary.

moved it be recommended:

(a) Ms Robyn Campbell be thanked for her presentation.

seconded

2. RECONCILIATION ACTION PLAN – Reconciliation Action Plan Progress Table - Ref. AF15/341

The Community Development Officer reported:

(a) The Reconciliation Action Plan progress table (attachment 1) be tabled for discussion.

Community Engagement & Social Inclusion Sub-Committee Agenda, 25th July 2016 cont'd...

moved it be recommended:

- (a) The Reconciliation Action Plan progress table be received;

seconded

3. KEY FOCUS AREAS – Key Focus Area Progress Table - Ref. AF15/500

The Manager Community Services & Development reported:

- (a) Key Focus Area progress table (attachment 2) outlines progress against key focus area action items for Members information.

moved it be recommended:

- (a) The Community Engagement & Social Inclusion Key Focus Area progress table be received and noted for information.

seconded

4. LIMESTONE COAST COMMUNITY SERVICES ROUNDTABLE – Update - Ref. AF13/469

Caroline Hill, Chair of the Limestone Coast Community Services Roundtable (LCCSRT) reported:

- (a) provided a verbal update on the activities of the Limestone Coast Community Services Roundtable.

moved it be recommended:

- (a) The report on the Limestone Coast Community Services Roundtable be received.

seconded

MOTIONS WITH NOTICE - Nil

MOTIONS WITHOUT NOTICE -

The meeting closed at _____ p.m.

BJC

COMMUNITY ENGAGEMENT & SOCIAL INCLUSION SUB-COMMITTEE

Minutes of Meeting held in the Committee Room, Level Four of Civic Centre, 10 Watson Terrace,
Mount Gambier, on Monday, 27th June 2016 at 5.30pm

PRESENT: Cr Persello (Presiding Member)
Cr Richardson
Caroline Hill
John Amoroso

APOLOGIES: Cr Richardson moved that the apology from Rob Foggo be received.

Caroline Hill seconded Carried

COUNCIL OFFICERS: Manager Community Services & Development, Barbara Cernovskis
Community Development Officer, Alison Brash

COUNCIL OFFICER

APOLOGIES: Chief Executive Officer, Mark McShane
Library Manager, Vicki Hutchinson

COUNCIL MEMBERS

AS OBSERVERS: Nil

WE ACKNOWLEDGE THE BOANDIK PEOPLES AS THE TRADITIONAL CUSTODIANS OF THE LAND WHERE WE MEET TODAY. WE RESPECT THEIR SPIRITUAL RELATIONSHIP WITH THE LAND AND RECOGNISE THE DEEP FEELINGS OF ATTACHMENT OUR INDIGENOUS PEOPLES HAVE WITH THIS LAND.

MINUTES: Cr Richardson moved that the minutes of the previous meeting held on 23rd May, 2016 be taken as read and confirmed.

Caroline Hill seconded Carried

QUESTIONS: (a) With Notice - nil submitted
(b) Without Notice - nil submitted

1. **COMMUNITY ENGAGEMENT AND SOCIAL INCLUSION SUB COMMITTEE 2016 Ref. - AF15/500 - Guest Speaker – Mrs Emma Milera, Burrandies Incorporated**

Mrs Emma Milera, Executive Officer, Burrandies Incorporated invited to present on the Language Reference Group 1st Edition of the reclaimed Language Diary.

John Amoroso moved it be recommended:

(a) **Due to a late apology from Mrs Emma Milera the presentation on the Language Reference Group 1st Edition of the reclaimed Language Diary be deferred to the next meeting.**

Caroline Hill seconded Carried

2. **SOCIAL, CULTURAL AND COMMUNITY SERVICES - Programme Management - Reconciliation Action Plan – Reconciliation Action Plan Progress Table Ref. AF15/341**

The Community Development Officer reported:

Community Engagement & Social Inclusion Sub-Committee Minutes, 27th June 2016 cont'd...

- (a) The Reconciliation Action plan progress table (attachment 1) be tabled for discussion.

Cr Richardson moved it be recommended:

- (a) **the Reconciliation Action Plan progress table be received;**
- (b) **the following five significant dates be endorsed by Council to schedule or support annually:**
- **13th Feb – The Anniversary of the National Apology to the Stolen Generations**
 - **26th May – National Sorry Day – as a mainstream service it was recognised as being significant for City of Mount Gambier to take a lead on this**
 - **27th May – June 3rd - Reconciliation Week**
 - **6th to 13th July - NAIDOC Week– continued support and partnership with local services**
 - **4th August - National ATSI Children’s Week**
- (c) **an appropriate Cultural Awareness trainer be engaged to conduct training with Elected Members, staff and community representatives on committees and advisory groups of Council;**
- (d) **Mandatory Induction Training for Elected members to include Cultural Awareness training.**

John Amoroso seconded

Carried

3. COMMUNITY ENGAGEMENT AND SOCIAL INCLUSION SUB COMMITTEE 2016 Ref. - AF15/500 - Key Focus Areas – Key Focus Area Progress Table

The Manager Community Services & Development reported:

- (a) Key Focus Area progress table (attachment 2) outlines progress against key focus area action items for Members information.

John Amoroso moved it be recommended:

- (a) **The Community Engagement & Social Inclusion Key Focus Area progress table be received and noted for information.**

Caroline Hill seconded

Carried

4. COMMUNITY ENGAGEMENT AND SOCIAL INCLUSION SUB COMMITTEE 2016 Ref. - AF15/500 - Nominations - Corporate and Community Services Report No. 42/2016

The Presiding Member tabled the Corporate and Community Services Report No. 42/2016 (attachment 3) to discuss nominations for the vacant position:

Caroline Hill moved it be recommended:

- (a) **the resignation of Rob Foggo be accepted and a thank you letter be sent acknowledging his contribution to the Community Engagement and Social Inclusion Sub-Committee;**
- (b) **all current vacancies be held over until November 2016;**

- (c) the criteria for community applications be reviewed;
- (d) the RAP Focus Group be consulted regarding ATSI representation.

Cr Richardson seconded

Carried

5. **COMMUNITY ENGAGEMENT AND SOCIAL INCLUSION SUB COMMITTEE 2016** Ref. -
AF15/500 - Limestone Coast Community Services Roundtable – Update

Caroline Hill, Chair of the Limestone Coast Community Services Roundtable (LCCSRT) reported:

- (a) Provided a verbal update on the final LCCSRT Planning day held on Tuesday, 7th June 2016.

Cr Richardson moved it be recommended:

- (a) The verbal report on the Limestone Coast Community Services Roundtable Planning Day be received.

John Amoroso seconded

Carried

MOTIONS WITHOUT NOTICE - Nil

The meeting closed at 6.40 p.m.
BJC/MJT

CONFIRMED THIS DAY OF 2016.

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PRESIDING MEMBER

RECONCILIATION ACTION PLAN PROGRESS TABLE

| RECOMMENDATIONS ENDORSED BY COUNCIL | STATUS UPDATE |
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| <p>A. That the Community Engagement and Social Inclusion Sub-Committee Report No 7/2015 on the Reconciliation Action Plan development workshop be received;</p> | <p>This was received in the meeting dated 27/07/15.</p> <p>Recommendations from the report were endorsed by Council in the meeting dated 18/08/15.</p> |
| <p>B. Community Engagement and Social Inclusion Sub-Committee engage a RAP focus group to develop a Stretch RAP which identify measures that can be embedded into the organisation;</p> | <p>Liaison with Elders occurred and the RAP Focus group has been determined as consisting of the following members.</p> <p>Elders: Aunty Penny Bonney Uncle Mikey Hartman Aunty Val Brennan</p> <p>Elected Members: Cr. Hanna Persello – Presiding Member CESI Cr. Mark Lovett</p> <p>ATSI Justice Rep – Jason Bonney ATSI Health Rep – Peter May ATSI Education Rep – With Kathy Watson not able to continue, an invitation to join the focus group has been extended to Anita Hateley as the Education Rep. Youth Rep – Mariah Unmeopa Non-ATSI Youth Rep – Shekinah Horsburgh Community Rep – Cheryl Saunders will also join the group at the invitation of the Elders.</p> <p>COMG Staff: Mark McShane CEO Vicki Hutchinson – Library Manager Michael Silvy – Manager Services Manager Aaron Izzard – Sustainability Officer</p> |
| <p>C. Consult with Elders, and request that</p> | <p>See above</p> |

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| <p>they identify who they wish to be represented by on the RAP focus group. This may be a male and female.</p> | |
| <p>D. Foundation of the RAP focus group will be made of RAP Champions to work alongside Elders. The group will also include:</p> <ul style="list-style-type: none"> • Elected Members • City of Mount Gambier staff from across divisions • Community representatives • Young People • CESI Members | <p>There have been five meetings of the focus group, with the sixth to occur on 28/07/16. The discussion focus of the next meeting will include public signage and Aboriginal art works.</p> <p>As identified in the previous reports, the group recommend:</p> <ul style="list-style-type: none"> • Prioritised Focus Group member awareness and recognition of the past, to inform a platform of shared understanding of history. • Prioritised five significant key dates for the City to schedule activities or support for annually. These being; <ul style="list-style-type: none"> ○ 13th Feb – The Anniversary of the National Apology to the Stolen Generations ○ 27th May – June 3rd - Reconciliation Week ○ 6th to 13th July - NAIDOC Week– continued support and partnership with local services. ○ 26th May – National Sorry Day – as a mainstream service it was recognised as being significant for City of Mount Gambier to take a lead on this. ○ 4th August - National ATSI Children’s Week. • Identified the opportunity to expand the role of the library to build up a powerful resource of Aboriginal history from around the area - significant history and living history. • Identified the importance of increasing awareness of the various groups who made up the Boandik Nations, and have this information available to the wider community through a map. • To use reclaimed Boandik language through the RAP process. For example the RAP is about <i>Yerkalipata</i> - Leading The Way. It was recommended that language reclamation be a committed theme in the RAP - there are opportunities for leadership work from the City here, so that people, the media etc. increase awareness, and language is strengthened. |

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| | <ul style="list-style-type: none"> • The Bunganditj Language dictionary • To consider opportunities to re-tell Mount Gambier/Berrin's history - in partnership with the local Aboriginal community and University students. It was clear from the meeting - the importance of seeking opportunities to tell Mount Gambier's history from an Aboriginal perspective - to retell the history - bring forth important missing elements and tell these alongside what already exists. This is important for generations into the future to experience pride, and it is hoped that this may "shift the heavy chain off people's necks". • That cultural awareness training should occur with Aboriginal community members involved alongside Elected Members and staff, so that the learning occurs together. It was recommended this might include YAG members and Pangula youth reps. <ul style="list-style-type: none"> ○ Began shortlisting cultural awareness training providers, with a view that training occur Elected Members and staff alongside Aboriginal community members. ○ That training be provided by Eugene Warrior. Having the right trainer who can instil cultural safety is important and all members agreed Eugene is a good choice, based on Eugene's training being informative, skilled and delivered from someone outside. <p>The group are at the early stages of developing a Stretch Reconciliation Action Plan and are aware the challenge ahead is to motivate meaningful long lasting change through the plan. Prioritising key focus areas is yet to occur. The group recognise there are opportunities to also explore strategies that may impact the City's urban design and development, sustainability, tourism, economic and social health outcomes and education. Exploring these areas will be part of the focus moving forward.</p> |
| <p>E. Communicate with the Aboriginal community so they are aware of what is proposed and occurring in developing the RAP.</p> | <p>Representatives from various sectors of the Aboriginal community are represented on the RAP Focus Group.</p> <p>New Burrendies CEO Ms Robyn Campbell will be invited to the July CESI meeting to meet Sub Committee members. She has previous RAP development experience.</p> <p>New Pangula Mannamurna CEO David Copley has offered to be an advisor to the RAP.</p> |

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| <p>F. By end of August 2015 a meeting will occur to discuss potential employment issues and opportunities within Council for Aboriginal and Torres Strait Islanders. The group will comprise of Cr. Richardson, Cr. Lovett and key staff, inclusive of the CEO and HR Manager.</p> | <p>The meeting occurred on 24/08/15, identifying the following items.</p> <ul style="list-style-type: none"> • Council do not have any specific ATSI employment targets/programs in place. • The HR Manager is currently reviewing diversity policy. • There are currently 450 ATSI students in our local schools, many of who are linked to the FLO program. • It was identified not to focus on developing an Aboriginal. Employment Strategy but instead explore the area further to increase understanding of local opportunities. • It was felt Council could be an important corporate role model for Aboriginal employment through advocacy and demonstration. <p>The following recommendations were made at that meeting;</p> <p><u>(F.1) Short term</u></p> <p>F.1.1. It will be beneficial to link in with ATSI education programs as a source to engage work experience students and employ trainees for Council placements. Update – HR requested Aboriginal Liaison Officers be made aware of Library Traineeships as part of promotion at close of 2015.</p> <p>F.1.2 It was agreed, we should seek feedback from Senior staff re. where they can use trainees to be sought. (No additional status update since previous report).</p> <p>F.1.3 A budget adjustment would need to be considered for inclusion of ATSI designated positions. (No additional status update since previous report).</p> <p>F.1.4 Any employment/work experience initiatives, should link in to scaffolded support, which has been successful through ICAN program. (No additional status update since previous report).</p> <p><u>(F.2) Medium term</u></p> <ul style="list-style-type: none"> • Re: Workforce development, multifaceted staff up skilling and cultural sensitivity training should be explored, with a focus on inclusion as part of the all staff training. (No additional status update since previous report). |
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| | <p><u>(F.3) Longer term</u></p> <ul style="list-style-type: none"> • Explore legitimate modelling of regional cultural tourism opportunities where these are complimentary to Council's work. Learning from collective experiences of Heywood and Portland and other regions demonstrating strong Aboriginal tourism employment opportunities. Liaise with universities and schools in this process. <ul style="list-style-type: none"> ○ Action: Participated in a tourism industry recce hosted by Winda Mara at their Budj Bim Orientation Centre in Heywood, travelling onto the Tyrendarra Indigenous Protected Area. |
| <p>F. By December 2015 hold three targeted focus groups in order to consult, gather ideas and embed tangible outcomes in structure of the RAP.</p> <p>The focus groups should include:</p> <ul style="list-style-type: none"> • Interested community members, young people, Educators • City of Mount Gambier Staff • The Business Community | <p>These meetings have not yet occurred and dates have not been set for these meetings. Advice moving forward on these meetings will be gathered from the RAP Focus Group.</p> |
| <p>G. A representative from Families SA be invited to Community Engagement and Social Inclusion Sub-Committee meeting to present on the issue of Indigenous children in care in the South East.</p> | <p>Allen March and David Copley presented at the March 2016 meeting.</p> |

| Guest Speakers | Topic | Status |
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| Environmental Sustainability Officer, Aaron Izzard | CHAT Tool | Council have asked the Community Engagement and Social Inclusion Sub-Committee to provide wording for an additional question referencing the Social Inclusion Charter which could be included as an additional requirement/field in the CHAT Survey for the further consideration of Council. |
| A representative from Families SA | Present on the issue of Indigenous children in care in the South East. | Completed |
| Glenn Ahearn | Invited back to discuss the representation of the Aboriginal and Torres Strait Islander community in prison, the rehabilitation programs, release support, reoffend prevention and level of repeat offending. | In Progress |
| David Moon | Language Reference Group 1 st Edition of the reclaimed Language Diary | Robyn Campbell, CEO of Burrandies secured as guest speaker for 25 Jul 16 |