

Reference: AF15/78 MJT

16<sup>th</sup> February, 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  
EMMA MILERA

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):

Monday, 22<sup>nd</sup> February, 2016 at 5.30 p.m.

An agenda for the meeting is enclosed herewith.

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 Committee Room, Level Four of Civic Centre, 10 Watson Terrace,  
Mount Gambier on Monday, 22<sup>nd</sup> February 2016 at 5.30 p.m.

AGENDA

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

APOLOGIES: Emma Milera (leave of absence)

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

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  
23<sup>rd</sup> November 2015 be taken as read and confirmed.

seconded

QUESTIONS: (a) With Notice - nil submitted

(b) Without Notice –

**1. RECONCILIATION ACTION PLAN – Reconciliation Action Plan Progress Table**

The Community Development Officer reported:

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

moved it be recommended:

(a) the Reconciliation Action Plan progress table be received.

seconded

**2. 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.

Community Engagement & Social Inclusion Sub-Committee Agenda, 22<sup>nd</sup> February 2016 cont'd...

moved it be recommended:

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

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, 23<sup>rd</sup> November 2015 at 5.30pm

PRESENT: Cr Persello  
Caroline Hill  
Rob Foggo (by phone)  
John Amoroso

APOLOGIES: John Amoroso moved the apologies from Emma Milera (leave of absence) and Cr Richardson be accepted.

Caroline Hill seconded Carried

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

**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: John Amoroso moved that the minutes of the previous meeting held on 2<sup>nd</sup> November 2015 be taken as read and confirmed.

Caroline Hill seconded Carried

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

**1. RECONCILIATION ACTION PLAN – Reconciliation Action Plan Progress Table**

The Community Development Officer reported:

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

**Caroline Hill moved it be recommended:**

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

**John Amoroso seconded**

**Carried**

**2. KEY FOCUS AREA – Domestic Violence**

The Manager Community Services & Development reported:

- (a) The City of Mount Gambier Human Resource Administrative Principle - Domestic Violence and the Workplace (attachment 2) has been drafted and is tabled for feedback.

**Cr Persello moved it be recommended:**

- (a) The Human Resource Administrative Principle – Domestic Violence and the Workplace be received.**
- (b) Council’s Human Resources Manager be thanked for her extensive work on the development and wished her all the best for the future.**

**Rob Foggo seconded**

**Carried**

**3. KEY FOCUS AREAS – Key Focus Area Progress Table**

The Manager Community Services & Development reported:

- (a) Key Focus Area progress table (attachment 3) outlines progress against key focus area action items for Members information.**

**Rob Foggo moved it be recommended:**

- (a) The Community Engagement & Social Inclusion Key Focus Area progress table be received and noted for information;**
- (b) The Community Engagement and Social Inclusion Sub-Committee enter into recess until 22<sup>nd</sup> February 2016.**

**John Amoroso seconded**

**Carried**

**MOTIONS WITHOUT NOTICE - Nil**

CONFIRMED THIS                      DAY OF    , 2015

.....  
PRESIDING MEMBER

The meeting closed at 6.12 p.m.  
BJC

**RECONCILIATION ACTION PLAN PROGRESS TABLE**

RECOMMENDATIONS ENDORSED BY COUNCIL	STATUS UPDATE
<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 - Kathy Watson Youth Rep – Mariah Unmeopa Non-ATSI Youth Rep – Shekinah Horsburgh</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 they identify who they wish to be represented by on the RAP focus group. This may be a male and female.</p>	<p>See above</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"> <li>• Elected Members</li> <li>• City of Mount Gambier staff from across divisions</li> <li>• Community representatives</li> <li>• Young People</li> <li>• CESI Members</li> </ul>	<p>The first meeting of the focus group occurred on 2/12/15.</p> <p>Cr Persello, Cr. Lovett, Aunty Penny Bonney, Uncle Mikey Hartman , Mariah Umeopa, Cr. Mark McShane, Vicki Hutchinson, Michael Silvey and Alison in attendance. Apologies received from Aunty Val, Kathy Watson, Jason Bonney, Aaron Izzard and Peter May.</p> <p>The group will watch the DVD of the First Australians – copies will be made available at the library. The group to re-meet on 18/02/16 to feedback on discussion about the First Australians, as a start point to acknowledge the past.</p> <p>It is expected from here the focus group will journey from a shared platform of recognition of the past into developing the RAP, including making recommendations on cultural awareness training.</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>Burrandies CEO Emma Milera has offered to be an advisor to the RAP when planning develops.</p>
<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"> <li>• Council do not have any specific ATSI employment targets/programs in place.</li> <li>• The HR Manager is currently reviewing diversity policy.</li> <li>• There are currently 450 ATSI students in our local schools, many of who are linked to the FLO program.</li> <li>• It was identified not to focus on developing an Aboriginal. Employment Strategy but instead explore the area further to increase understanding of local opportunities.</li> <li>• It was felt Council could be an important corporate role model for Aboriginal employment through advocacy and demonstration.</li> </ul> <p>The following recommendations were made at that meeting;</p>

	<p>(F.1) <u>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"> <li>• 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).</li> </ul> <p><u>(F.3) Longer term</u></p> <ul style="list-style-type: none"> <li>• 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. (No additional status update since previous report).</li> </ul>
<p>g) By December 2015 hold three targeted focus groups in order to consult, gather ideas and embed tangible outcomes in structure of the RAP. The focus groups should include:</p>	<p>These meetings have not yet occurred and dates have not been set for these meetings. It is recommended these meetings be identified at the February 2016 CESI meeting.</p>



<ul style="list-style-type: none"><li>○ Interested community members, young people, Educators</li><li>○ City of Mount Gambier Staff</li><li>○ The Business Community</li></ul>	
h) 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.	An update will be provided at the February 2016 meeting.

**Community Engagement & Social Inclusion Key Focus Area 2016 – Progress Table**

<b>Key Focus Area</b>	<b>Action</b>	<b>Progress Notes</b>
Domestic Violence	Domestic violence as a key focus area has also been identified as one of the 11 priority areas for the City of Mount Gambier Regional Health Plan Domestic Violence Policy	Address Domestic and Family Violence as part of the Regional Health Plan Implementation Committee provided a copy of the Great South Coast Strategy to Prevent Violence against Women & Children for review  The development of a Domestic Violence Administrative Principle has been presented
Reconciliation Action Plan	Reconciliation Action Plan be developed within the next 12 months using a Cultural Governance model	As per Reconciliation Action Plan progress table attached to agenda

<b>Guest Speakers</b>	<b>Topic</b>	<b>Status</b>
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.	In progress