

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, 26th September 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 22nd August 2016 be taken as read and confirmed.

seconded

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

1. GUEST SPEAKER – Mr Glenn Ahern, Mount Gambier Prison

Mr Glenn Ahern, Director Mount Gambier Prison 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.

moved it be recommended:

(a) Mr Glenn Ahern be thanked for his presentation.

seconded

2. RECONCILIATION ACTION PLAN – Reconciliation Action Plan Progress Table

The Community Development Officer reported:

(a) The Reconciliation Action plan progress table (attachment 1 and 3) be tabled for discussion

moved it be recommended:

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

seconded

3. 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.

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

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 WITHOUT NOTICE

The meeting closed at _____ p.m.
BJC/TN

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, 22nd August 2016 at 5.30pm

PRESENT: Cr Persello
Cr Richardson
Caroline Hill

APOLOGIES: Cr Richardson moved that the apologies from Cr Lovett and John Amoroso be received.

Caroline Hill seconded Carried

COUNCIL OFFICERS: Community Development Officer, Alison Brash

COUNCIL OFFICER Mark McShane, Barbara Cernovskis
APOLOGIES:

COUNCIL MEMBERS Nil
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: Caroline Hill moved that the minutes of the previous meeting held on 27th June 2016 be taken as read and confirmed.

Cr Richardson seconded Carried

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

1. GUEST SPEAKER – Ms Robyn Campbell, Chief Executive Officer, Burrandies Incorporated

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

Caroline Hill moved it be recommended:

- (a) Ms Robyn Campbell confirmed that this meeting was not able to be attended, and Ms Campbell would like to attend the September meeting instead;**
- (b) Ms Robyn Campbell's apology be accepted.**

Cr Richardson seconded Carried

2. 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

Cr Richardson moved it be recommended:

- (a) the Reconciliation Action Plan progress table be received;**
- (b) Aboriginal Employment SA be invited to come to Mount Gambier to address Council, the business community and local and employment training agencies;**
- (c) City of Mount Gambier to participate in the Governor's Aboriginal Employment LGA industry cluster meeting in September;**
- (d) the initial training with Eugene Warrior be participated in by the Reconciliation Plan Focus Group members only.**

Caroline Hill seconded

Carried

3. 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.**

Cr Richardson 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 receive from Alan Hollway an update on the status of the Domestic Violence Administrative Principle.**

Caroline Hill seconded

Carried

4. 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 activities of the Limestone Coast Community Services Roundtable**

Cr Persello thanked Caroline Hill and moved it be recommended:

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

Cr Richardson seconded

Carried

Community Engagement & Social Inclusion Sub-Committee Minutes 22nd August 2016 cont'd...

5. **MOUNT GAMBIER AND DISTRICT SUICIDE PREVENTION ACTION PLAN – Report Card**

Manager Community Services and Development reported:

- (a) The January – June 2016 Mount Gambier and District Suicide Prevention Action Plan Report Card (attachment 3) has been received and tabled for discussion.

Cr Richardson moved it be recommended:

- (a) **The Mount Gambier and District Suicide Prevention Action Plan Report Card be received.**

Caroline Hill seconded

Carried

MOTIONS WITHOUT NOTICE - Nil Received

The meeting closed at 6.37 p.m.
AB/FM

CONFIRMED THIS DAY OF 2016.

.....
PRESIDING MEMBER

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. 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, and with some changes the group now consists 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 ATSI Justice Rep – Jason Bonney ATSI Health Rep – Peter May ATSI Education Rep – With Anita Hateley unable to take on the Education Rep. role, an invitation will be extended to Linda Clayton. 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 they identify who they wish to be represented by on the RAP focus group. This may be a male and female.</p>	<p style="text-align: center;"><i>See above</i></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>The RAP Focus Group are now meeting monthly. The discussion from the August 2016 meeting largely focused on public signage with the following RAP Focus Group recommendations;</p> <ul style="list-style-type: none"> • That cultural consideration of naming on future City Welcome signage occur. (They are keen to see Boandik acknowledgement at the City's key entry points, as is done in many areas of Victoria. Recognition of the name Berrin (Mount Gambier) would be welcome by members). • Members are also keen to see additional Boandik recognition signage at key Civic locations. • That Council explore opportunities for the extended railway passage between Pick and White Avenues to include a Boandik <i>cultural</i> information trail. • The development of a Boandik map for use as an education and community information tool be initiated with support from Council. <p>In addition at the August meeting:</p> <ul style="list-style-type: none"> • Focus Group members were invited to participate in the Generations Of Change event hosted by Reconciliation SA in Mount Gambier on 31st August at Pangula in the lead up to a schools Community Congress being held for students the following day. Four took part. The focus was <i>collective action for improved cultural safety</i> – and focused on responding to racism. An inclusive Forum Theatre format was utilised. • Aaron Izzard identified a second version of the publication Useful Indigenous Plants of the South East – has now been published and is available he is working with the local Aboriginal community to further record information relevant to this. <p>As previously reported, the Focus Group have recommended:</p>

- 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;
 - 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 *Yerkalpata* - 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.
- 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.

	<p>It was recommended this might include YAG members and Pangula youth reps.</p> <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 Burrandies CEO Ms Robyn Campbell has been invited to speak to CESI at a forthcoming Sub Committee meeting. She has previous RAP development experience. She will be invited to provide an update on the Bunganditj Language dictionary to CESI members.</p> <p>Pangula Mannamurna CEO David Copley has offered to be an advisor to the RAP.</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"> • 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.

The following recommendations were made at that meeting;

(F.1) Short term

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.

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).

F.1.3 A budget adjustment would need to be considered for inclusion of ATSI designated positions.

(No additional status update since previous report).

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).

(F.2) Medium term

- 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).

(F.3) Longer term

- 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.
- 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><i>Update:</i> Alison Brash to attend the Governor's Aboriginal Employment (Local Government Association) Industry Cluster in phone link up in September. (Attachment 3)</p>
<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.</p> <p>The focus groups should include interested community members, young people, Educators, City of Mount Gambier Staff and the Business Community</p>	<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>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.</p>	<p>Allen March and David Copley presented at the March 2016 meeting.</p>

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

Key Focus Area	Action	Progress Notes
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 Domestic Violence Administrative Principle was tabled and received on the 23 rd November 2015. Thanks also passed on to the outgoing HR Manager as per recommendation.
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
Significant dates endorsed by Council to schedule or support annually	13 th Feb – The Anniversary of the National Apology to the Stolen Generations 26 th May – National Sorry Day 27 th May – June 3 rd - Reconciliation Week 6 th to 13 th July - NAIDOC Week 4 th August - National ATSI Children’s Week	Successful Library programs were conducted
Cultural Awareness	An appropriate Cultural Awareness trainer be engaged to conduct training with Elected Members, staff and community representatives on committees and advisory groups of Council Mandatory Induction Training for Elected members to include Cultural Awareness training	In Progress In Progress

Guest Speakers	Topic	Status
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.	Confirmed for 26 th September 2016
Robyn Campbell (David Moon)	Language Reference Group 1 st Edition of the reclaimed Language Diary	Robyn Campbell, CEO of Burrendies tentatively secured as guest speaker for 24 th October 16

Governor's Aboriginal Employment Industry Clusters program

The Governor's Aboriginal Employment Industry Clusters Program is employer led and facilitates systemic change in participating industries and employers, leading to an increase in sustainable employment for Aboriginal and Torres Strait Islander people.

His Excellency, the Honourable Hieu Van Le AO, Governor of South Australia is the Chief Ambassador of the program.

Employer-led change

Since 2010, the South Australian Department of State Development and the Australian Government Department of Prime Minister and Cabinet have partnered with employers to deliver the Aboriginal Employment Industry Cluster Program.

The purpose of the program is to increase the number of Aboriginal people employed and retained in identified industries.

The program is employer led and facilitates systemic change in participating industries and employers, resulting in an increase in the recruitment and retention of Aboriginal people in employment.

Our Cluster members enjoy peer support, access to information about funding and support available and better access to the pool of Aboriginal job seekers ready to work in their industry.

Participating employers collaborate to:

- Build the capacity of employers to increase and sustain the employment of Aboriginal and Torres Strait Islander people

- Build the capacity of Aboriginal and Torres Strait Islander people to gain and sustain employment
- Raise the profile of participating industries with Aboriginal and Torres Strait Islander students and job seekers
- Promote the value proposition of Aboriginal and Torres Strait Islander employment within identified industries
- Connect Aboriginal job seekers with specific employment opportunities

The Clusters

A Cluster is as an alliance of significant employers within an identified industry committed to the value proposition of Aboriginal employment and willing and able to be change agents within their industry.

A Cluster may be established when there are sufficient numbers of large employers within an industry willing to participate on a Cluster and commit to employment targets within their own organisation. Clusters should also represent industries with projected growth or industries with an identified need. Representatives of industry associations, training providers and other organisations as determined by the Chair may be co-opted on a Cluster.

Clusters have been established representing the following industries:

1. Accounting and Finance
2. Advanced Manufacturing

Contact

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3. Community Services
4. Energy, Water and Resources
5. Hospitality
6. Infrastructure
7. Legal Services
8. South Australian Public Sector

How the Clusters operate

At the operational level, each Cluster has an action plan to raise the profile of their industry with Aboriginal students and job seekers, promote the value proposition of Aboriginal employment within identified industries and connect Aboriginal job seekers with identified employment opportunities within their organisations. The action plan should also include activities that develop the organisation's internal capabilities. Each action plan has training and employment targets.

The Department of State Development manages the Aboriginal Employment Industry Clusters Program, providing strategic leadership and oversight as well as executive, project management and administrative support.

Achievements and priorities

Since 2010, the Clusters have supported over 1,000 Aboriginal people in training and transitioned over 600 Aboriginal people into employment.

In addition, the Clusters have been successful in raising the profile of Aboriginal employment within the industry. Clusters have also facilitated an increase in the cultural competence of businesses that employ Aboriginal people, through attendance at cultural competence training.

The priorities for the Program as identified by the Clusters are:

1. To increase the number Clusters and the number of employers committing to the Clusters
2. To raise the profile of Cluster activity and achievements within industry, with employers, within government and within the Aboriginal community.
3. To increase their role as change agents within their industries, identifying barriers to employment and retention of Aboriginal people and facilitate solutions.
4. To increase the program's activity in priority regions.
5. To achieve training and employment targets set by each Cluster.

An annual report will be prepared at the end of each financial year that includes the outcomes for each Cluster against their action plan.

For more information please visit

aboriginalemploymentsa.com.au

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