

Reference: AF15/500 ES

17th March, 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
(Mayoral Reception Area - Level 4 - Civic Centre):

Tuesday, 22nd March, 2016 at 6.00 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 Tuesday, 22nd March 2016 at 6.00 pm

AGENDA

PRESENT: Cr Persello (Presiding Member)
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 on 22nd February 2016 be taken as read and confirmed.

seconded

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

1. GUEST SPEAKER – Mr Allen March, Families SA

Mr Allen March, Limestone Coast Regional Manager Families SA invited to present on the issue of Indigenous children in care in the South East.

moved it be recommended:

(a) Mr Alan March be thanked for his presentation.

seconded

2. RECONCILIATION ACTION PLAN – Reconciliation Action Plan Progress Table

The Community Development Officer reported:

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

Community Engagement & Social Inclusion Sub-Committee Agenda, 22nd March 2016 cont'd...

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 LCCSRT Planning day schedules for on Tuesday, 12th April 2016.

moved it be recommended:

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

seconded

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, 22nd February 2016 at 5.30 p.m.

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

APOLOGIES: Cr Richardson moved the apologies from Emma Milera (leave of absence) and Community Development Officer, Alison Brash be accepted.

Caroline Hill seconded Carried

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

NOT IN ATTENDANCE Rob Foggo

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: John Amoroso moved that the minutes of the previous meeting held 23rd November, 2015 be taken as read and confirmed.

Cr Lovett seconded Carried

QUESTIONS: (a) With Notice - nil submitted

(b) Without Notice - nil received

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.**

Cr Lovett seconded Carried

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.

Cr Lovett moved it be recommended:

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

Cr Richardson seconded

Carried

MOTIONS WITH NOTICE - Nil

MOTIONS WITHOUT NOTICE

1. LIMESTONE COAST COMMUNITY SERVICES ROUNDTABLE - Update

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

- (a) An update to the Sub-Committee on the progress of the online Limestone Coast Community Services directory www.limestonecoast.servicesdirectory.org.au

Cr Richardson moved it be recommended:

- (a) **The presentation on the progress of the online Limestone Coast Community Services Directory be received.**

Cr Persello seconded

Carried

CONFIRMED THIS DAY OF ,2016

.....
PRESIDING MEMBER

The meeting closed at 6.18 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. 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</p>	<p>See above.</p>

<p>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 two meetings of the focus group, with the third to occur on 16/3/16.</p> <p>Further to the previous reports, the group recommend;</p> <ul style="list-style-type: none"> • To use reclaimed Boandik language through the RAP process. For example the RAP is about <i>Yerkalalpata</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. • In relation to Cultural Awareness Training for the City of Mount Gambier – 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. • 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. Further discussion is still needed on this.
<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 Hay has offered to be an advisor to the RAP when planning develops. New Pangula Mannamurna CEO David Copley has offered to be an advisor to the RAP.</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.

The meeting occurred on 24/08/15, identifying the following items.

- 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).

	<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. (No additional status update since previous report).
<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. 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.</p> <p>Cr. Persello provided a community update on the RAP process to date on the anniversary of the Apology, at the Main Corner on 13th Feb 2016.</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 has been invited to present to CESI 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 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.

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.	In Progress.
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.	In Progress.