

Social Inclusion Advisory Committee Meeting Record 11 August 2020



Location:	Zoom Meeting	
Date:	11 August 2020	
Time	Started at: 4.02pm	Closed at: 6.15pm
Chair	Councillor Kyle MacGregor	
File Ref	F2019/00090	

Present:

Councillor Jillian Hogan, Councillor Chris Holstein (left 6.10pm), Councillor Kyle MacGregor, Jackie Klarkowski, Joshua Maxwell (left 5.44pm), Glitta Supernova (left 6.02pm), Deb Tipper

Council Staff present:

Julie Vaughan – Director Connected Communities (left 6.01pm), Glenn Cannard – Unit Manager Community Partnerships, Megan Rowe – Unit Manager People Planning and Operations, Kerrie Forrest – Section Manager Community Planning and Services, Belinda McRobie – Team Leader Community and Cultural Programs, Larissa Llowarch – Affordable Housing Officer, Zoie Magann – Advisory Group Support Officer

Item 1 Welcome, Acknowledgement of Country and Apologies

Apologies received: Colette Baron, Celia Pennycook – Social Planner Community Planning and Funding,

Councillor Kyle MacGregor welcomed the Advisory Group and completed an Acknowledgement of Country.

Item 2 Disclosure of Interest

No disclosures were received.

Item 3 Confirmation of Previous Meeting Record

The Advisory Group confirmed the Meeting Record from 10 June 2020.

The Advisory Group reviewed the Action Log.

It was noted the delay with the Social Inclusion Policy was recently flagged on the Facebook media account 'Central Coast Council Watch', as part of the Council Report for the 10 August 2020 Ordinary Council Meeting to note the Social Inclusion Advisory Committee Meeting Record from 10 June 2020.

Item 4 Membership Updates

The Advisory Group noted the resignation of community representative Bert Cotte. Bert resigned via email on 3 July 2020 due to a change in work circumstances which meant he could no longer commit to the Advisory Group.

Staff revisited the membership applications originally submitted for the Advisory Group, however there didn't appear to be any applicants who have equivalent knowledge and experience as Bert. Advisory Group members were invited to identify any demographics or interest areas to focus on for recruitment. It was noted that cultural diversity and people of colour need to be better represented on the Advisory Group. Disability was also mentioned as a focus area.

Action: Staff to liaise with Advisory Group Chairperson to find a suitable representative to fill the membership vacancy for next meeting, with consideration of the suggestions made by the Advisory Group.

Item 5 HR Policies and Procedures – Promoting Inclusivity (Action 19)

Megan Rowe (Unit Manager People Planning and Operations) provided a presentation on diversity, equity and inclusion with regard to the Central Coast Council (CCC) workforce and HR policies and procedures.

The following key points were noted:

- There are 6 focus areas targeted to promote diversity, equity and inclusion in CCC:
 - Early Career Program
 - Recruitment
 - Succession and Talent Management
 - Workforce Planning
 - Learning and Development
 - HR Policies
- A disability work experience program has been implemented, which included 16 participants in the 9 months to March 2020.
- CCC currently has the highest number of trainees and apprenticeships since amalgamation, with 42 in the business. There has also been an increase in Undergraduate participation, with 20 students placed in 2020.
- Recruitment process has been revised to meet equity and diversity requirements, with an Equal Opportunity Statement being included on all recruitment ads.
- Diversity requirements have been identified in all development opportunities for leaders – aspiring to have equal gender representation in leadership roles.
- Current representation of women employed by CCC:
 - 36% in Team Leader roles
 - 39% in Section Manager roles
 - 43% in Unit Manager roles
 - 37% across total leadership
 - 43.3% across total CCC
- There are currently 237 employees under the age of 25, with the average age of permanent staff being 47 years old.
- Disability Awareness Training and Diversity and Inclusion included in all new staff inductions. Disability Awareness Training also being rolled out for existing customer facing team members.

- A number of HR policies have been updated/implemented including:
 - Equity, Diversity, and Respect Policy
 - Workplace Leave and Flexibility Policy
 - Phased Retirement Guidelines
- Existing policies are also being updated to an accessible format.
- Currently trialling flexible working arrangements for CCC staff to investigate how better to improve work/life balance, which still meeting needs of community.
- Noted that only stats for Council employees are recorded as consultants and contractors aren't included in the HR system. There are however policies surrounding procurement and engagement.
- Top business priorities regarding diversity, equity and inclusion include:
 - Addressing the ageing workforce and promoting positive ageing.
 - Youth employment and employability within the Central Coast community.
 - Increasing representation of females in leadership roles.
 - Increasing employment opportunities for people with disability.

Action: Megan Rowe to liaise with Procurement staff to confirm clauses written into tender documents regarding youth employment and apprenticeships, and provide info back to Advisory Group.

Item 6 Update on Senior Services and Programs (Action 6)

Kerrie Forrest (Section Manager Community Planning and Services) provided a presentation on senior services and programs on the Central Coast.

The following key points were noted:

- Central Coast is considered attractive place for people to retire – older population continues to grow. Currently 27% of residents are 60+ years old (90,000 people). Predicted that by 2036 there will be an additional 35,000 people aged 60+.
- Key stats for residents 65+ years old:
 - 28% live alone and 49% live in couple only households.
 - 8.8% are still working, and 233 are attending an education institution.
 - 27.5% are low income households (earn under \$650/week).
 - 23.4% were born overseas and 5.2% are Aboriginal or Torres Strait Islander.
 - 26% have no internet connection.
 - Top 5 suburbs with largest number of people aged 65+:
 - Umina – Pearl Beach – Patonga (4,065)
 - Woy Woy – Blackwall (3,466)
 - North Gosford – Wyoming (2,973)
 - Bateau Bay (2,964)
 - Lake Munmorah – Chain Valley Bay (2,700)
- Positive Ageing Strategy is currently being developed. Builds on achievements of 2014 Central Coast Positive Ageing Strategy, which was joint project between former Gosford and Wyong Councils.
- There are 4 areas Council proposes to focus on improving for seniors as part of the Positive Ageing Strategy:
 - Social connections and participation
 - Better informed and tech savvy
 - Staying healthy and active
 - Age friendly places and spaces

- Review of Senior Services was recently completed, which primarily focused on 50+ Leisure and Learning Centres managed by Council.
- Size of 50+ Centres range from 80 to 200 people – only about 7% of local population are members. Noted that people may not attend as they don't live nearby or aren't aware of events happening, but may also not be interested in accessing these services.
- 27% of older residents don't participate in social activities, highlighting potential risk of social isolation.
- Concerns noted by Advisory Group members about housing with regard to older women, who may become homeless due to occurrences of domestic violence.

Action: Advisory Group Support Officer to circulate public exhibition details for Positive Ageing Strategy to Advisory Group members once available.

Item 7 Affordable Housing Strategy and Homelessness (Action 16)

Larissa Llowarch (Affordable Housing Officer) provided a presentation on Council's Affordable and Alternative Housing Strategy, which was adopted by Council at 29 April 2019 meeting.

The following key points were noted:

- Strategy addresses the continuum of affordable housing and contains 27 strategic actions which will be implemented in stages over 10 years.
- Current situation is 2/3 of renters and 1/3 of home owners on Central Coast are in housing stress (housing costs exceed 30% of gross household income).
- Median purchase amount for houses on Central Coast is \$590,000, and median rent is \$380/week.
- Anticipated 41,500 more dwellings will be needed by 2036, as population increases by 75,500 people.
- Greater diversity in housing is required – 77% of dwellings have 3+ bedrooms but 55% of population are singles or couples and need smaller houses.
- Important to understand difference between affordable housing and social housing. Social housing is high cost response targeted to those most in need. Affordable housing covers entire housing continuum – from homelessness to home ownership.
- Housing situation is under greater stress with current pandemic. As at end of July 2020, of the 583 rentals available only 22 were affordable to those in the very low income bracket.
- There are currently between 85 to 100 people per night in temporary accommodation on the Central Coast.
- Affordable housing considers the dwelling and tenure type. Dwellings include town houses, micro apartments and other smaller lot dwellings that are less expensive to rent and purchase. A mixed tenure model is preferred (private, social, affordable) as it can improve social inclusion, reduce stigma, and allows developers to cross subsidise.
- Noted that a service provider in Victoria (Haven; Home, Safe) is looking to branch into NSW, which presents a good opportunity for the Central Coast. The organisation offers holistic support for people in housing and financial stress.
- Concerns raised by members that Federal government has missed opportunity by not focussing on social and affordable housing construction as part of its economic development response to COVID.

Action: Further updates on the Affordable Housing Strategy to come back to Advisory Group as available, with regard to progress on actions.

Item 8 Focus and Plan for Advisory Group (Standing Item)

This item was deferred due to insufficient time.

Item 9 General Business and Close

There was insufficient time to discuss General Business, however members identified some items for future meetings. It was requested that fewer items be listed on future agendas to allow adequate time for discussion – this will require input from Advisory Group members as to what they wish to prioritise.

Action: Advisory Group Support Officer to circulate report on Youth Strategy Progress which went to Council on 10 August 2020, as part of update on Y4Y Program to be provided to Advisory Group members.

Action: Topic of Social Inclusion Policy to be added to agenda for discussion at next meeting.

Action: Advisory Group Support Officer to email Advisory Group members to confirm priorities for next meeting agenda to ensure adequate time (some suggestions: Social Inclusion Policy, Focus and Plan for Advisory Group, Update on Task Force, Rainbow Community and Inclusivity).

The meeting closed at 6.15pm

Next Meeting: Wednesday 14 October 2020
4pm – 6pm
Location TBC