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21ST ANNUAL
LEADERSHIP
EXCELLENCE
AWARDS

EXCELLENCE IN DIVERSITY AND
INCLUSION FINALISTS

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Award Finalists EXCELLENCE IN DIVERSITY AND INCLUSION

THANKS TO



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City of Salisbury Community Health and Wellbeing Team - Cohesive Salisbury Projects

City of Salisbury's wholistic implementation of its diversity and inclusion strategic plans: Intercultural Strategic Plan 2017-2027 (ISP), Age Friendly Strategy 2022-2027 (AFS) and Ability Inclusion Strategic Plan 2020 - 2024 (AISP) are built on City of Salisbury's proud and extensive history of inclusion and address the intersectionality of cultural, disability and age diversity and inclusion. The organisation-wide and collaborative approach to their implementation has seen benefits for local government, as well as the community, disability and settlement sectors.

Given that over 75% of refugees entering South Australia settle in the north and approximately 50% of social program participants are CaLD, a progressive strategy was needed to overcome barriers and move beyond multiculturalism. City of Salisbury is the first and only Intercultural City within South Australia, having adopted this rapidly growing international practice and strategic approach to overcome these barriers.

Similarly, City of Salisbury has an extensive history of going above and beyond for disability inclusion and planning, being a strong advocate for disability inclusion and Universal Design in local government, adopting the social model of disability and going beyond minimum Disability Discrimination Act (DDA) requirements.

Through rich community consultation, strong relationships with sector and community leaders and a commitment to inclusivity, City of Salisbury, through these plans, have improved the sense of inclusion for their diverse population - made up of over 35% of residents born outside Australia and one in five people living with disability.

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City of Burnside Community Connections Team - Kensington Gardens Reserve Redevelopment Indigenous Workforce Participation Project

Developing a solid foundation of trust and respect was the key to the ground-breaking indigenous workforce participation outcomes achieved through the Kensington Gardens Reserve Redevelopment project. Empowering partnerships allowed the City of Burnside, Kaurna Yerta and Camco to facilitate not just workforce participation, but true lifelong learning, qualifications, ongoing employment, and community equality.

Under the Heritage, Economic Workforce Participation Package an employment pathway was established for indigenous jobseekers, providing training, mentoring, structured and non-structured (on-the-job) training, resulting in an indigenous workforce participation rate of 23% across the project, 'changing lives' through real sustainable employment opportunities.

Based on workforce statistics to the end of November 2021, 6,025 hours of indigenous workforce participation were completed, filtering over \$200,000 into indigenous communities.

In addition to the direct employment outcomes, initiatives to increase community appreciation of Kaurna culture were also implemented. This included inclusive cultural mapping, truth telling and the broader recognition of cultural significance through the inclusion of art, sculpture and language in the design and construction of the project.

Council was honoured to have Kaurna bestow a traditional name upon the reserve and play space. The reserve will be known by its co-name 'Kensington Wama / Kensington Gardens Reserve' and the nature play space will be known as 'Kensington Wama Mukangka'.

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