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23RD ANNUAL
LEADERSHIP
EXCELLENCE
AWARDS

EXCELLENCE IN DIVERSITY AND
INCLUSION FINALISTS

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Award Finalists EXCELLENCE IN DIVERSITY AND INCLUSION

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Port Augusta City Council Human Resources Team - Access and Inclusion Program

Port Augusta City Council (PACC) has implemented an Access and Inclusion Job Readiness Program (AIP) to address the higher-than-average unemployment rate in Port Augusta, particularly amongst people with a disability whose unemployment rate is 48%, and the high vacancy rate across the region.

PACC's AIP represents an untapped resource within the labour market and ensures people with a disability can retrain and be provided with support to enable them to get job ready. The program empowers individuals with disabilities by providing them with the necessary skills and resources in a supportive and safe environment, whilst enhancing employability and facilitating their successful integration into the workforce, enabling them to gain suitable employment and long-term career paths.

The AIP provides participants with paid employment within Council for a period of 26 weeks, with training, mentoring, coaching and on-the-job experience upskilling participants, enabling them to be job ready for job opportunities regionally. The program has run successfully for two years, with all participants securing jobs at the end of the program, seven within Council and five in external organisations. Of particular pride, is that many of these participants had been long term unemployed prior to the AIP, highlighting the difference in people's lives opportunities like this can provide. According to the participants, as much as they loved Council, their work and getting new skills, the best part was the 'friendships they made'.

Contact:

Theresa Hines

Manager Strategy, People and Culture, Port Augusta City Council

P: 0408 142 877 | E: theressa.hines@portaugusta.sa.gov.au

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The Barossa Council Community Development Team - Diverse Workplaces Project: Breaking Down Barriers to Employment

The Diverse Workplaces Project, which facilitates meaningful opportunities for people with disabilities and fosters open dialogues is a three-phase project initiated by The Barossa Council.

To realise its Community Plan's objectives, Council collaborated with a range of organisations and key stakeholders to utilise a collective impact approach to generate outcomes that promote a resilient, connected community with equitable access to resources.

The first event of the Project, Employers Connect to Diversity, showcased the experiences of individuals with disabilities through interactive presentations alongside their employers. This event was focused on Council's internal managers to demonstrate how diversifying the workforce presents opportunities to break down barriers and support individuals with disabilities to thrive in employment and volunteering.

The second event, Your Pathway to Valued Roles, facilitated relationship-building opportunities between individuals with disabilities and employment, micro-enterprise, and volunteering services, advancing the project's goal of promoting inclusivity in the broader employment landscape.

Both events saw employment services, people with lived experience of disability and Council come together to collaborate on guiding inclusive employment practices, offering various support including workplace adjustments, mentoring and coaching.

The success of Phase One has provided the foundations for the Community Services team to partner with JFA Purple Orange in collaboration with The Barossa Council's Organisational Culture and People Team to launch Phase Two—Diverse Workplaces: Inclusive Employment Program. This will see the creation of a best practice approach in a 6-month training series centred around Business Mentoring, equipping Council with a co-created framework to enhance the onboarding and progression of current/ future employees.

Contact:

Carly Hennessy

Manager - Community Services, The Barossa Council

P: 0439 600 560 | E: chennessy@barossa.sa.gov.au

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Town of Gawler GEDI Working Group - Gender Equity, Diversity and Inclusion Scorecard

2014 saw the start of the Town of Gawler's Diversity Equity and Inclusion journey - one that has developed significantly over the last 10 years. Council's vision was to develop a diversity and inclusion scorecard for the leadership group addressing gender, disability, cultural diversity and other identified areas for improvement, with Perks People Solutions engaged to support its development.

A Gender Equity, Diversity & Inclusion (GEDI) committee was established, made up of Council Contact Officers who had received training within the area of Equal Opportunity and Discrimination. This committee, together with the Executive Management Team were the driving force behind making the Town of Gawler an employer of choice through inclusion.

The GEDI committee developed a Gender Equity, Diversity and Inclusion Action Plan with four objectives; Attract, Develop, Retain and Represent, to track the metrics into an overall Council total scorecard.

As a result of the scorecard:

- A robust recruitment process was developed, ensuring no unconscious bias, gender balance on interview panels, gender neutral and inclusive language in advertising and promotional material and noting that Council was an Equal Opportunity Employer
- Diversity & Inclusion documents were reviewed and updated including the Disability Access and Inclusion Plan, Reconciliation Action Plan and Gender Identity Guidelines.
- Gender Equity, Diversity and Inclusion ratios relating to gender have been achieved with 51% of females in the Council workforce (75 female employees out of 149).
- Implementation of flexible and working-from-home arrangements, an extensive training budget for all employees for professional development, fundraising and casual days for causes, cultural learning sessions, disability training and maternity/paternity leave.

Throughout this journey, Council has demonstrated its commitment to providing a safe, supportive, inclusive and respectful workplace where staff, customers and members of the public are treated with dignity, courtesy, and respect.

Contact:

Sue Tobin

Manager People and Culture, Town of Gawler

P: 08 8522 9291 | E: sue.tobin@gawler.sa.gov.au