



Local Government  
Professionals  
AUSTRALIA SA

LOCAL GOVERNMENT PROFESSIONALS AUSTRALIA, SA

22<sup>ND</sup> ANNUAL  
LEADERSHIP  
EXCELLENCE  
AWARDS

EXCELLENCE IN DIVERSITY AND  
INCLUSION FINALISTS

# 22<sup>ND</sup> ANNUAL LEADERSHIP EXCELLENCE AWARDS

## Award Finalists EXCELLENCE IN DIVERSITY AND INCLUSION

THANKS TO



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### City of Port Adelaide Enfield - Women in PAE

Globally it is calculated that it will take more than a century to reach gender equality. Despite this daunting projection, the City of Port Adelaide Enfield, with its Women in PAE project, has taken a stand to do what is right, now, and address the systemic drivers of gender inequality.

Challenging long held social and workplace norms, systemic changes that are of immediate and long-term benefit are key features of the Women in PAE project.

Measuring social change is challenging and relies on data collection and analysis over long periods of time, however, encouragingly, over 18 months the City of Port Adelaide Enfield has:

- Met and exceeded the LG Professionals Australia targets of 40:40:20 target for executive leadership, with 1 male CEO and 3 female Directors in 2023
- Achieved a gender balanced senior leadership team comprising 7 males and 7 females
- Appointed a Women's Advocacy Officer to research and recommend on best practice in gender equality
- Created a common set of senior leadership competencies, ensuring an equitable baseline, removing any tendency to gender bias within occupations and professions. Remuneration will be based on performance against these leadership competencies
- Conducted a workplace gender assessment : Analysis of age, gender and classification data across the organisation
- Position descriptions and advertisements gender de-coded to eliminate gender bias in language and role description
- Implemented the payment of superannuation contributions for up to 52 weeks of parental leave
- Identified and analysed the organisation's Gender Pay Gap and commenced action to understand and minimise the gap

South Australia has a proud history in securing the rights of women in society. Local government is well placed to secure a positive future in gender equality, with the work undertaken by the City of Port Adelaide Enfield applicable and transferable to all South Australian Councils.

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### Port Augusta City Council Community Development Team - Reconciliation Action Plan

The Port Augusta City Council values its culturally diverse community and has demonstrated its commitment to building on the process of meaningful reconciliation through the development of its first Reconciliation Action Plan.

Reconciliation is important to council as its population consists of 20.4% Aboriginal and Torres Strait Islander Peoples, with these numbers projected to reach 35% by 2030. The community is steeped with a rich heritage and Councils Reconciliation Action Plan will drive its journey toward a positive shared future grounded in respect, strong relationships and equality.

Council acknowledges the Traditional Owners of the land that the City occupies, and its unique location as a meeting place for a diverse range of Aboriginal and Torres Strait Islander Peoples. Council's vision for reconciliation is *"To have a united, prosperous and respectful city where the rights, interests and wellbeing of Aboriginal and Torres Strait Islander Peoples are celebrated and protected along with the broader community. The Council acknowledge and value their contributions and culture and encourage a community where we all walk together as one with equality."*

The development of the Port Augusta City Council Reconciliation Action Plan allows council to sustainably and strategically take meaningful action to advance reconciliation. Through engagement with its local Aboriginal Community Working group, Council ensures outcomes are delivered with accountability and transparency and demonstrate Councils commitment to providing culturally appropriate services and opportunities to Aboriginal and Torres Strait Islander Peoples.

Through the development of this public document, council is empowered to lead by example, with other local organisations and Government departments encouraged to lead the promotion of reconciliation activities within the community year-round – not limited to one week a year.

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### **City of Victor Harbor Reconciliation Action Team - Reconciliation at the City of Victor Harbor**

The journey of producing the City of Victor Harbor's first "Reflect" Reconciliation Action Plan demonstrates a formal commitment to scoping and developing relationships with Ramindjeri, Ngarrindjeri and other First Nations communities, and exploring council's influence in the wider community.

*The Ramindjeri and Ngarrindjeri peoples are the Traditional Custodians of the land and surrounding waters where we live and work. This project is a continuing journey of reconciliation, building of relationships and shared understandings. Everyone's voice is being heard through a process of inclusion and acceptance. We walk this journey together with our Ramindjeri and Ngarrindjeri community.*

The City of Victor Harbor is committed to best practice and principles that support partnerships with Aboriginal and Torres Strait Islander individuals and organisations. This includes formalising relationships with regional authorities and cultural corporations and the establishment of internal processes for engaging with Ramindjeri and Ngarrindjeri organisations and individuals.

The development of the "Reflect" Reconciliation Action Plan outlines steps for Council to strengthen relationships with Ramindjeri, Ngarrindjeri and other First Nations peoples, and establishes a strong framework to guide reconciliation into the future. The Plan promotes positive race relations through anti-discrimination strategies and the review of policies and procedures to identify existing anti-discrimination provisions and future needs.

Achievements and delivery of actions are tracked, monitored against an annual action plan and reported back to the Reconciliation Action Plan Working Group, which includes representatives from the Ramindjeri and Ngarrindjeri community, responsible for the governance of the Plan.

The enthusiasm and commitment of staff and senior management indicates meaningful uptake across Council, with diversity, inclusion and respect at the heart of all that has been achieved so far and will continue to be achieved.

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