

AGENDA

Ordinary Meeting of Council

6.00pm Wednesday 15 May 2019

*** Broadcast live on Phoenix FM 106.7 ***

VENUE:

**Reception Room,
Bendigo Town Hall,
Hargreaves Street, Bendigo**

NEXT MEETING:

**Wednesday 19 June 2019
Bendigo Town Hall**

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can be obtained online at www.bendigo.vic.gov.au

This Council Meeting is conducted in accordance with Local Law No. 8. It is an offence for any person to engage in improper or disorderly conduct at the meeting.

Council Vision

Greater Bendigo - creating the world's most liveable community.

Council Values

Six values inform everything we as Council do in working together to be the best we can for all of our community.

Seeking to achieve the best value for our use of the community's public funds and resources, by:

- We Lead;
- We Learn;
- We Contribute;
- We Care;
- We Respond;
- We Respect.

Goals

- Presentation and Managing Growth
- Wellbeing and Fairness
- Strengthening the Economy
- Environmental Sustainability
- Embracing our Culture and Heritage
- Lead and Govern for All

ORDINARY MEETING

WEDNESDAY 15 MAY 2019

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CRAIG NIEMANN
CHIEF EXECUTIVE OFFICER

ACKNOWLEDGEMENT OF COUNTRY

PRAYER

PRESENT

APOLOGIES

SUSPENSION OF STANDING ORDERS

That Standing Orders be suspended to allow the conduct of [Community Recognition Section] and Public Question Time.

COMMUNITY RECOGNITION

PUBLIC QUESTION TIME

Public Question Time – Purpose

Council has provided the opportunity for members of the public to ask questions of broad interest to Council and the community. Matters relating to routine Council works should be taken up with Council's Customer Service Officers through its Customer Request System.

By the time planning matters have reached the council agenda, they have been through an extensive process as required by the Planning and Environment Act. In addition, in most instances mediation has been held between the parties involved. Throughout the process there are many opportunities for the people to ask questions. Therefore, no questions relating to planning matters on the Agenda will be accepted.

Public Question Time – Where, When And Who

The public question time is held at every Ordinary Meeting of Greater Bendigo City Council. Meetings of Council commence at 6.00pm in the Reception Room, Bendigo Town Hall, Hargreaves Street, Bendigo.

The public question time is held at the start of the meeting as close as practical to 6:00pm. A maximum of 30 minutes has been provided for registered and unregistered questions.

Residents are encouraged to lodge questions in advance so that a more complete response can be provided.

Questions will be put to the Council by the individual posing the question; the question will be answered by the Mayor or CEO, or where appropriate, Councillors or Council Officers.

Acceptance of Questions

Each person asking a question of Council is required to stand, state their name, and address the Mayor. Public Question Time is not an opportunity for making of statements or other comments. Council's Meeting Procedure Local Law does not allow for other questions or comments during the remainder of the meeting.

1. An individual may only ask one question per meeting, a follow-up question may be permitted at the discretion of the Mayor.
2. In the event that the same or similar question is raised by more than one person, an answer may be given as a combined response.
3. In the event that time does not permit all questions registered to be answered, questions will be answered in writing or referred to the next meeting if appropriate.
4. The Mayor and or CEO have the right to decline registration on basis of:
 - Legal proceedings;
 - More appropriately addressed by other means;
 - Vague or lacking in substance, irrelevant, frivolous, insulting offensive, improper, defamatory or demeaning;
 - Answer likely to compromise his / her position;
 - Confidential, commercial-in-confidence.
5. Each individual whose registration form has been accepted or declined will be advised by the Friday of the week prior to the scheduled meeting.
6. In the event of a registration form being declined the registration form will be circulated to the Mayor or Councillors for information.

RESUMPTION OF STANDING ORDERS

That Standing Orders be resumed.

CR FLACK'S REPORT

DECLARATIONS OF CONFLICT OF INTEREST

Pursuant to Sections 77, 78 and 79 of the Local Government Act 1989 (as amended) direct and indirect conflict of interest must be declared prior to debate on specific items within the agenda; or in writing to the Chief Executive Officer before the meeting. Declaration of indirect interests must also include the classification of the interest (in circumstances where a Councillor has made a Declaration in writing, the classification of the interest must still be declared at the meeting), i.e.

- (a) direct financial interest**
- (b) indirect interest by close association**
- (c) indirect interest that is an indirect financial interest**
- (d) indirect interest because of conflicting duties**
- (e) indirect interest because of receipt of an applicable gift**
- (f) indirect interest as a consequence of becoming an interested party**
- (g) indirect interest as a result of impact on residential amenity**
- (h) conflicting personal interest**

A Councillor who has declared a conflict of interest, must leave the meeting and remain outside the room while the matter is being considered, or any vote is taken.

Councillors are also encouraged to declare circumstances where there may be a perceived conflict of interest.

CONFIRMATION OF MINUTES

Minutes of the Ordinary Meeting of Wednesday 17 April 2019.

The following items were considered at the Ordinary Council meeting held on Wednesday 17 April 2019 at 6:00pm.

1.1 Proposed Budget for the Financial Year Ending 30 June 2020

RECOMMENDATION

That Council adopt the proposed 2019/2020 budget in-principle and:

- a. Give public notice of the proposed Budget and Strategic Resource Plan in accordance with Section 129 of the Local Government Act, and make available for public inspection the information required by the Local Government Act 1989 (as amended) and the Local Government (Planning and Reporting) Regulations 2014.*
- b. Display the proposed Budget at City of Greater Bendigo offices and on the City of Greater Bendigo website.*
- c. Receive submissions on the Budget until close of business on 17 May 2019.*
- d. Appoint a committee of the Council to hear and consider any submissions received on the proposed Budget at a meeting open to the public, at 5.30pm on Wednesday May 22, 2019, in the Reception Room, Municipal Offices.*

And that Council note the following within the proposed 2019/2020 budget:

- e. A General Rate and nine (9) differential rates will be struck, noting that the final differential rates may change when final revaluation figures are received from the Valuer General.*
- f. A nil rate in the dollar will be levied for the properties eligible to be rated under the provisions of the Cultural and Recreational Lands Act (1963).*
- g. Service charges under Section 162 of the Act will be declared as detailed on page 29 of the proposed Budget document.*
- h. A discount of 1.5% on current year rates and charges will be granted, if full payment (including any arrears and interest) is received on or before 1 October 2019.*
- i. That the Budget and Strategic Resource Plan are, for the purposes of Section 126 and 127 of the Local Government Act 1989, the budget to be presented to the Council for adoption prior to 30 June, 2019.*
- j. The fees and charges for 2019/2020 detailed in the appendix of attached Budget document.*
- k. No changes are required to the Community Plan, which has been reviewed. Annual actions for 2019/2020 are included as part of this consolidated document.*

2.1 Response to Petition - Trees in Elandra Drive, Epsom

RECOMMENDATION

That Council resolve to retain in the streetscape all existing trees planted in Elandra Drive, Epsom.

FURTHER MOTION

That in order to support the public disclosure of petitions as part of the democratic process Council requires that all future officer reports to Council Ordinary Meetings in response to public petitions include a copy of the petition and the names of all signatories.

3.1 1 Percival Street, Quarry Hill - Two Lot Subdivision, Construction of a Second Dwelling on a Lot, Partial Demolition and Extension to Existing Dwelling, Construction of a Front Fence and Carport

RECOMMENDATION

Pursuant to section 61 of the Planning and Environment Act (1987), Council resolve to issue a Notice of Decision to Refuse to Grant a Permit for construction of a second dwelling on a lot, two lot subdivision, partial demolition and extension to existing dwelling and construction of a fence at 1 Percival Street, QUARRY HILL 3550 subject to the following grounds:

- 1. The development will adversely impact the significance and appearance of the heritage place, contrary to Clauses 15.03, 21.08, 22.06 and 43.01 of the Greater Bendigo Planning Scheme.*
- 2. The proposal does not comply with Clause 22.21 (Central Bendigo Residential Character Policy), Clause 55.02-1 (Neighbourhood character objectives), and is inconsistent with the purposes of Clause 32.08 (General Residential Zone) which calls for new development to respect neighbourhood character.*

3. *The proposal does not comply with the objectives of Clauses 55.02-1, 55.03-8, 55.05-4, 55.05-5, 55.06-1, 56.03-5, 56.04-2 and 56.04-3 of the Greater Bendigo Planning Scheme.*

3.2 74 Condon Street, Kennington - Subdivision of the Land into 5 Lots, Construction of 5 Dwellings, Removal of Drainage Reserve and Alteration of Access onto a Road in a Road Zone Category 1

RECOMMENDATION

Pursuant to section 61 of the Planning and Environment Act (1987), Council resolve to establish the position of Refusal to Grant a Planning Permit for subdivision of the land into 5 lots, construction of 5 dwellings, removal of drainage reserve and alteration of access onto a road in a Road Zone Category 1 at 74 Condon Street, KENNINGTON 3550 based on the following ground:

- In the absence of a drainage study demonstrating otherwise, the proposal is contrary to Clause 19.03-3S, Clause 21.08-5, Clause 55.02-4 and Clause 56.07-4 as the development will be impacted by flooding from overland flow and will raise flow levels on neighbouring properties.

3.3 7 Julian Court, Epsom - Three Lot Subdivision and Construction of Three Dwellings

RECOMMENDATION

Pursuant to section 61 of the Planning and Environment Act (1987), Council resolve to refuse the application for the three lot subdivision and construction of three dwellings on the land at 7 Julian Court, EPSOM 3551 on the following grounds:

1. *The proposal is not in keeping with the character of the area.*
2. *The proposal will generate an unreasonable amount of traffic within the court.*
3. *The proposal represents an over development of the site.*

3.4 9 Hall Street, Eaglehawk - Use and Development of Land for Place of Assembly (Access Creative Studios), External Alterations to Building, Construction of a Pergola and display of Business Identification Signage

RECOMMENDATION

Pursuant to section 61 of the Planning and Environment Act (1987), Council resolve to issue a Notice of Decision to Grant a Permit for the use and development of land for place of assembly (Access Creative Studios), external alterations to building, construction of a pergola and display of business identification signage at 9 Hall Street, EAGLEHAWK 3556 subject to the conditions at the end of this report.

4.1 Draft Walk, Cycle Greater Bendigo Strategy

RECOMMENDATION

That Greater Bendigo City Council resolve to:

1. *Release the draft Walking and Cycling Strategy for a period of four weeks for community review and feedback; and*
2. *Receive a further report, informed by the community feedback, with a final Walking and Cycling Strategy for consideration.*

5.1 Loddon Campaspe Regional Economic Growth Strategy

RECOMMENDATION

That Council endorse the Loddon Campaspe Regional Economic Growth Strategy.

6.1 Bendigo Airport Vegetation Offset Strategy

RECOMMENDATION

That Council resolve to:

1. *Support Option No.2 of the Bendigo Airport Tree Removal Offset Strategy February 2019, which requires transferring Council owned land to the Crown.*
2. *Approve and commence the process of transferring the Eastern portion of Crown Allotment 92J, Parish of Sandhurst, Volume 7844, Folio 024 (approximately 19ha) to the Crown to provide vegetation offsets and land for the Bendigo Regional Park.*
3. *Approve and commence the process of transferring Crown Allotment 5 James Cook Drive, Emu Creek, Volume 08776 Folio 697 (approximately 32ha) to the Crown to obtain vegetation offsets and provide land for the Bendigo Regional Park.*
4. *Request the Minister for Environment to remove the following parcels of land from the Bendigo Regional Park and include them in the Bendigo Aerodrome Reserve with City of Greater Bendigo as Committee of Management: part Crown Allotment 323C Golf Course Road, Ascot; Part of Crown Allotment 2151, Parish of Sandhurst; and part of Crown Allotment 2173, Parish of Sandhurst.*

7.1 Bendigo Outdoor Performing Arts Space Feasibility Study

RECOMMENDATION

That Council resolve to:

1. Receive the Bendigo Outdoor Performing Arts Space Feasibility Study 2018-2019 report prepared by independent consultants, Hirst Projects, TERRIOR PTY Ltd and MCA;
2. Agree to monitor demand for a new major outdoor performing space within the next 5-10 years;
3. Consider and agree to prioritise a program of minor upgrades to existing event spaces, being guided by Appendix 5 of the Hirst report;
4. Acknowledge and thank the Rotary Club of Bendigo and Regional Development Victoria for their financial contribution towards the project and volunteer community members for their participation as part of the Project Working Group.

8.1 Municipal Association of Victoria (MAV) State Council May 2019

RECOMMENDATION

That Council endorse the four motions and supporting information contained in this report for consideration at the State Council meeting of the Municipal Association of Victoria (MAV) to be held in May 2019.

8.2 Record of Assemblies

RECOMMENDATION

That Council endorse the record of assemblies of Councillors as outlined in this report.

10.1 Notice of Motion: Waste Management

RECOMMENDATION

That Council:

1. *Write to the Minister for Energy, the Environment and Climate Change, the Hon. Lily D'Ambrosio:*
 - a) *Acknowledging her letter in regard to contracting conditions for the management of recycling waste*
 - b) *Thanking her for the work done by the State Government on the recycling crisis over the last year*
 - c) *Seeking her support for a national Reverse Vending Machine (container deposit) scheme based on the NSW scheme.*
 - d) *Asking her to advocate for a truly national, well-funded approach that will help develop a national circular economy, based on the five point plan put forward by the Waste and Resource Recovery Association of Australia and the Municipal Association of Victoria's Action Plan for all levels of government.*
2. *Forward copies of the letter to the Minister for Local Government, the Hon. Adem Somyurek MLC and local Members of Parliament, Hon. Jacinta Allan MLA, Ms Maree Edwards MLA, Hon. Jaclyn Symes, MLC, Hon. Wendy Lovell, MLC and Ms Lisa Chesters MHR.*

14.1 Confidential Section 89 Report: Contractual Matter

The unconfirmed minutes have also been posted on the City of Greater Bendigo website pending confirmation at this meeting.

RECOMMENDATION

That the Minutes of the Ordinary Meeting of Council held on Wednesday 17 April 2019, as circulated, be taken as read and confirmed.

1. PETITIONS AND JOINT LETTERS

1.1 PETITION: HEATHCOTE INTEGRATED PRECINCT PROPOSAL

[Petitions and joint letters with ten (10) or more signatures are included in the agenda or tabled at the meeting, unless there is a separate legal process for considering the petition or joint letter, as there is for planning submissions or submissions following public notices (Section 223 LGA)].

Further motion adopted at the Council Meeting [17 April 2019]: That in order to support the public disclosure of petitions as part of the democratic process Council requires that all future officer reports to Council Ordinary Meetings in response to public petitions include a copy of the petition and the names of all signatories.

The following petition has been received from Mclvor Cottage Industries Co-operative in Heathcote regarding the Heathcote Integrated Precinct Proposal, as outlined below:

"Proposal to move Mclvor Cottage Industries to the Guide Hall or Senior Citizens Clubrooms is strongly rejected.

We are a not for profit organization and trade within the Government guide lines for small cooperatives. Our main objective is to sell handmade craft items for the greater community of Heathcote. Over the last 27 years we have introduced other goods e.g. books, plants, old wares etc which in times of slow trading have virtually 'propped' us up. We sell all items on a consignment basis and take a small commission on goods sold which pays the bills and has allowed us to purchase stocks of wool, haberdashery and fabrics. Many of our contributors buy wool, fabric, etc. hand knit or sews items and returns them for us to sell on their behalf.

Currently we have approximately 100 contributors on our register.

2. Having outlined our trading, the Council will realize that we have goods on consignment and it is imperative that we have sole tenancy of the building.

3. Shared tenancy is not an option.

4. There is no other retail store in Heathcote that provides this service.

5. Can be difficult for consumers to get to Bendigo for thread, fabric or yarns as Spotlight and Lincraft stores are in the outer suburbs.

6. Most importantly, it is well known that Heathcote has an ageing population and we believe Court House Crafts to be of great service to our community.

7. We realize we are not being asked to close but to have to drastically downsize would inevitably be our downfall.

8. Re the Senior Citizens Rooms ~ these rooms are used 4 days a week and some weekends.

9. The Guide Hall is used every day of the week including Sunday. User groups and clubs include ~ Guides, Lions Club, CWA, Red Cross, Cemetery Trust, Goldfields Methodist Church, Stitching Group, A P & H Society, Heathcote on Show, Royal Flying Doctors and other casual users.
How can this proposal work? "

Names/signatures - 216

RECOMMENDATION

That the petition be received and a response be prepared within two (2) meetings.

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## 1.2 PETITION: DANGEROUS INTERSECTION AT BONAZZA ROAD AND MAIDEN GULLY ROAD, MAIDEN GULLY

*[Petitions and joint letters with ten (10) or more signatures are included in the agenda or tabled at the meeting, unless there is a separate legal process for considering the petition or joint letter, as there is for planning submissions or submissions following public notices (Section 223 LGA)].*

***Further motion adopted at the Council Meeting [17 April 2019]: That in order to support the public disclosure of petitions as part of the democratic process Council requires that all future officer reports to Council Ordinary Meetings in response to public petitions include a copy of the petition and the names of all signatories.***

The following petition has been received from regular users of the above intersection, as outlined below:

"We the undersigned wish to bring to your attention a dangerous intersection at Bonazza Rd and Maiden Gully Rd. Vision is blocked by small trees on Maiden Gully Rd east side of Bonazza Rd making turning right from Bonazza Rd almost a blind turn. We ask for assessment of the trees be made in relation to the inability of vision they provide for approaching traffic and a suitable solution then be reached.

We the undersigned are regular users of Bonazza Rd that do not wish to be involved in a serious accident.

As the matter has been reported previously with little or no action, we would appreciate your earliest attention".

Signatures - 23

### **RECOMMENDATION**

That the petition be received and a response be prepared within two (2) meetings.

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1.3 RESPONSE TO PETITION: COMMUNITY SATISFACTION SURVEY

Document Information

Author Michael Smyth, Manager Business Transformation

Responsible Director Andrew Cooney, Director Corporate Performance

Purpose

This report responds to a petition tabled at the Council Meeting 20 March 2019 relating to the Community Satisfaction Survey and Council service delivery performance.

Summary

The petition calls for performance targets to be set against the Community Satisfaction Survey (CSS) measures, an improvement plan to achieve the targets, public Council debate of results and establishment of a community CSS Advisory Committee.

The CSS is a mandatory obligation for councils to report to state government each year. Sixty four councils use the Local Government Victoria sponsored CSS service which is a cost effective to meet the mandatory requirement. It is statistically relevant but subjective as it measures community perception of council performance.

Historically there has been feedback on areas council could improve but no specific advice about what suggested improvements. It is also noted that the survey has identified areas where performance has been regarded as improved with no evidence of the changes that have resulted in higher scores. As an aim to obtain further information and value from the survey, the City has requested that the upcoming survey includes a question asking residents “*What does council need to do to improve performance?*”

Whilst the survey provides some feedback and benchmarking of results there are other measures that Council uses to track, assess and benchmark performance, including the *Local Government Performance Reporting Framework* (LGPRF). The LGPRF is an extensive reporting framework administered by the Essential Services Commission. This performance framework is made publically available on the *Know Your Council* website. Council regards this and other internal measures of performance and feedback to be much more accurate than the CSS results and significant further investment into the CSS is not warranted.

Recommendation 51 of the Independent Review called for Council to “Set long term aspirational goals for the Community Satisfaction Survey outcomes, execute appropriate plans and track progress annually. These goals should relate to organisational best practice”. Four CSS results were identified for improvement and actions being implemented to improve these results. All four have improved and are listed below with the 2016 and 2018 results:

1. Community Consultation - 53 to 56
2. Making Community Decisions – 51 to 54
3. Overall Direction of Council – 44 to 57
4. Customer Service – 63 to 73

The independent review recommendation 51 has been closed and any further actions to improve performance are managed in the Community Plan, Annual Plan, Budget and business planning processes.

The Community Plan and Council's Annual Plan outline the initiatives of Council for the community. The community is consulted in the development of the Community Plan and Annual Plan (via the budget process). Progress on delivering these initiatives is reported to the community regularly.

RECOMMENDATION

That Council inform the petitioners that:

1. Council supports effective performance and service delivery and has many ways of measuring this, including the customer satisfaction survey;
2. Recommendation 51 of the independent review has been closed with improvement in the four identified areas. Further actions to improve performance are outlined each year in the Community Plan, Budget, Annual Plan and business plans;
3. Council will consider the feedback received from the additional questions in the 2019 CSS survey and determine any changes required to improve performance;
4. Council does not support using the CSS as the only performance measure of customer satisfaction or implementing the changes requested by the petition.

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### **Policy Context**

#### Community Plan Reference:

*City of Greater Bendigo Community Plan 2017-2021:*

Goal #                    Goal 1: Lead And Govern For All

Objective #            1.1 Engage with all communities

## Background Information

A petition was been received from residents regarding the City of Greater Bendigo Community Satisfaction Survey, as outlined below:

"We, the undersigned City of Greater Bendigo residents endorse and support the [attached Case for Setting Realistic Measurable Targets, Publicly Reporting Outcomes, and Identifying Areas for Improvement and more Effective Service Delivery], and formally petition and request the Greater Bendigo City Council to:

1. Agree to the setting of realistic measurable Community Satisfaction Survey targets for 2020 as per Recommendation 51 of the 2013 City of Greater Bendigo Independent Review,
2. Instruct the CEO to facilitate the necessary actions to enable goals and targets to be set for the 2020 Community Satisfaction Survey
3. Instruct the CEO to provide a public CSS report to Council on council's 2020 performance against the targets set, and the range actions planned to provide improved more effective and efficient future service delivery in each of the CSS measures, with particular attention to those with a performance score below 60 - an Improvement Plan; and any other advice to improve overall performance.
4. Councillors to publicly debate the report, analysis, and the Action Plan, and advise the CEO of their response.
5. Form a community/councillor CSS Advisory Committee to advise on CSS questions, results analysis, the Action Plan, and public communication".

There are 49 signatures.

Previous Council Decision(s) Date(s): The petition was tabled at the Council Meeting 20 March 2019

## Report

The Community Satisfaction Survey has been conducted since 1998 and includes local government statutory reporting to State Government. Local Government Victoria coordinates a state wide survey which 64 councils elect to use. This coordinated approach is very cost effective.

Setting of targets against Council's "Performance Indicators" is a recommendation of the Victorian Auditor General's Office (tabled 29 November 2017) and is likely to be implemented by all councils and regarded more effective as it relates to actual performance.



Council has many measures of performance including 40,000 customer requests which are measured against established service levels. The CSS results are compiled from 400 phone surveys and are therefore a very subjective way of gathering perceptions of performance. The responses can be provided without any recent use of a service. These perceptions can be influenced by factors which do not relate to service delivery therefore the CSS results only form a very small component of Council consideration of overall performance. This is evident in the 2015 CSS results which indicate a drop in performance across most of the core measures and then a subsequent improvement the next year across all core measures. Concerns about the CSS approach relate to the community members being asked to rate their perception of council performance with no additional information about why a particular rating is given or recommendations on what the community thinks Council should change. Council has these concerns about the CSS regardless of the results – positive or negative.

In 2017 councils in the region (COGB, Buloke, Campaspe, Central Goldfields, Gannawarra, Loddon and Macedon Ranges) published a joint request for quote for alternate CSS services. The proposals received did not offer additional value and were significantly more expensive than the existing approach. As a result we (and all other Councils in the region) have continued to participate in the Local Government Victoria coordinated CSS.

Council is already consulted on CSS questions and the results are presented to Council by the company conducting the survey. There are positive changes to this year's survey including 40% of contacts will be on mobile phone and Council has chosen to include two additional questions:

1. Which local roads need improvement?
2. What does council need to do to improve performance?

It is anticipated these questions will provide council with some specific community recommendations to improve performance.

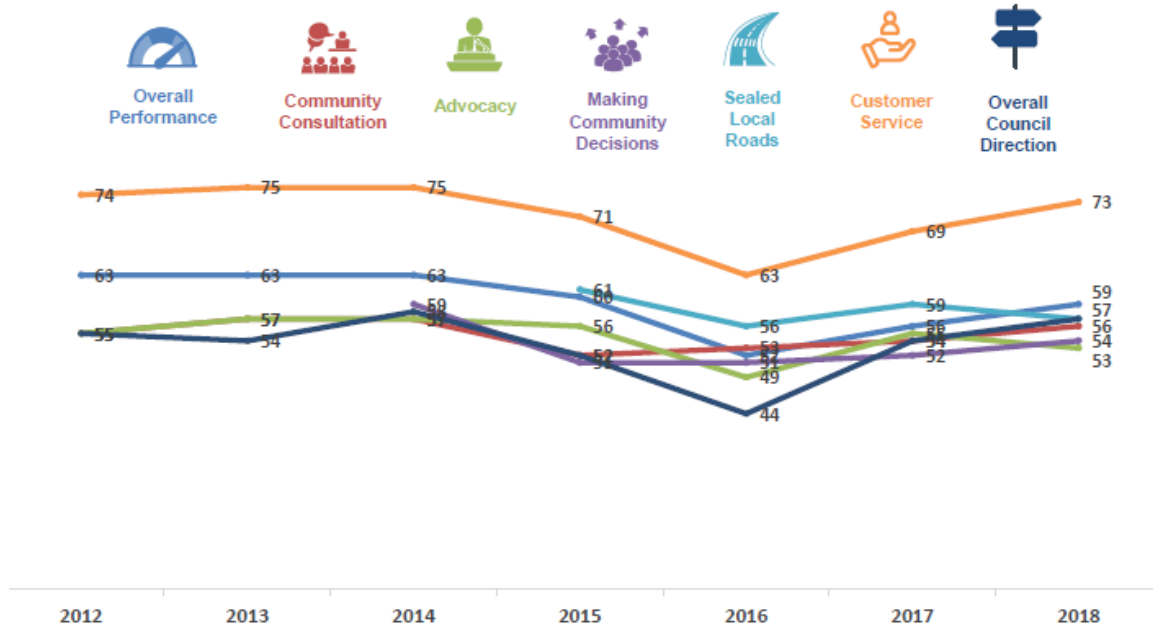
Local Government Performance Reporting Framework CSS results are published for public access on the *Know Your Council* website, Council issues a media release regarding the results and they are also included in Council's Annual Report. It is not considered necessary for the results to be presented at a Council Meeting.

Council has more confidence in service reporting and other community feedback it receives on council services and service delivery. This includes:

1. Customer Request reports
2. Customer complaints/compliments/feedback
3. Listening posts and direct contact with Councillors
4. Budget submissions
5. Traditional and social media
6. Planning, Capital projects, Financial and asset maintenance reports

At this point Council does not consider additional investment into the CSS is warranted and this additional investment is better applied to other community services.

## 2018 SUMMARY OF CORE MEASURES INDEX SCORE RESULTS



17

J00643 Community Satisfaction Survey 2018 - Greater Bendigo City Council

Council has two key documents to explain to the community its plan for the future. The Community Plan is developed in consultation with the community at the start of the Council term and it describes Council's four year strategy. The Annual Plan is developed each year in consultation with the community through the budget process. Progress on delivering these plans is reported to the community regularly.

Recommendation 51 of the Independent Review called for Council to "Set long term aspirational goals for the Community Satisfaction Survey outcomes, execute appropriate plans and track progress annually. These goals should relate to organisational best practice". The expected outcome from this recommendation was "Clear and transparent organisation performance and a high performance culture". The response to this recommendation is contained in the "Implementing 'the Review' – Final Report July 2016" but it identifies four CSS results for improvement and refers to actions being implemented to improve these results. These four are listed below with the 2016 and 2018 results:

1. Community Consultation - 53 to 56
2. Making Community Decisions – 51 to 54
3. Overall Direction of Council – 44 to 57
4. Customer Service – 63 to 73

The independent review recommendation 51 has been closed and any further actions to improve performance are managed in the Community Plan, Annual Plan, Budget and business planning processes. The indicators being measured each year are published in the Budget and reported in the Annual Report which is externally audited. This includes core CSS measures.

Priority/Importance:

Response prepared in two meetings

Options/Alternatives:

Significant additional investment into Community Satisfaction Surveys which survey more community members, have many more additional questions to determine changes to improve performance and additional cost to compile results especially to interpret feedback into themes.

**Consultation/Communication**

N/A

**Resource Implications**

Continuation of existing approach does not require additional resources.

Budget Allocation in the Current Financial Year: \$12,000

Previous Council Support: \$8,500

External Funding Sources: \$0

Current Estimate or Tender Price: \$11,500

## **2. PRESENTATION AND MANAGING GROWTH**

### **2.1 9-11 HARCOURT STREET, BENDIGO 3550 - USE AND DEVELOPMENT OF LAND FOR A CHILDCARE CENTRE AND WAIVER OF CAR PARKING REQUIREMENT**

#### **Document Information**

**Author** Beth Lavery, Planner

**Responsible Director** Bernie O'Sullivan, Director Strategy and Growth

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#### **Summary/Purpose**

**Application details:** Use and development of land for a childcare centre and waiver of car parking requirement

**Application No:** DP/792/2018

**Applicant:** Human Habitats

**Land:** 9-11 Harcourt Street, BENDIGO 3550

**Zoning:** Special Use Zone 1

**Overlays:** Nil

**No. of objections:** 3

**Consultation meeting:** A consultation meeting was held on 22 March 2019 with two objectors and the applicant and owner of the land present. No resolution of issues was reached at this meeting.

**Key considerations:**

- Is the zoning appropriate for the proposed use;
- Is it appropriate to waive the full parking requirement for the proposed use and rely on Harcourt Street for parking;
- Will there be unreasonable traffic impacts as a result of the development; and
- Is the proposed use and development an orderly planning outcome.

**Conclusion:** The proposed use and development of the land for a childcare centre with no parking provided to support the use is inconsistent with the objectives of the Special Use Zone and Clause 52.06 of the Greater Bendigo Planning Scheme, and will result in unacceptable amenity impacts for surrounding residents and users of Ewing Park.

## **RECOMMENDATION**

Pursuant to section 61 of the Planning and Environment Act (1987), Council resolve to issue a Notice of Refusal for the use and development of land for a childcare centre and waiver of car parking requirement at 9-11 Harcourt Street, BENDIGO 3550 on the following grounds:

1. The proposal is inconsistent with the purpose of the Special Use Zone – Schedule 1.
2. The proposal does not satisfy the decision guidelines at Clause 52.06-7.
3. The use and development will result in unreasonable amenity impacts to surrounding landowners and occupiers, particularly with regard to the generation of traffic and lack of provision of car parking.
4. The proposal does not represent an orderly planning outcome for the site and surrounding area.

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Policy Context

City of Greater Bendigo Community Plan 2017 – 2021

Goal 4: Presentation and managing growth

- Planning, developments and infrastructure that increase our liveability and pride in where we live.

Goal 6: Embracing our culture and heritage

- Recognise and celebrate our unique history and diverse cultures.

Background Information

Ewing Park adjoins the site to the north. The City has developed a concept plan in response to the Ewing Park Redevelopment Project. The plan will increase the capacity of existing organised sports facilities and integrate new active recreation infrastructure within Ewing Park. The plan aims to increase regular participation in organised sport and active recreation, and reflects the infrastructure needs of a growing and diverse population. The following facilities have been included:

1. Multi-purpose junior sports oval and athletics track
2. District level skate park
3. Regional cycling trail hub
4. Learn to ride park
5. Play space
6. Outdoor fitness stations
7. Viewing shelters and car parking
8. Partial closure of Havlin Street West

Implementation of the Project as outlined in the concept plan is proposed to occur in three stages over multiple years. Funding is dependent on annual internal Council budget approval, external grants and community fundraising.

EWING PARK Draft Master Plan

October 2018



Figure 1: Ewing Park Draft Masterplan.

Stage 1 involves the construction of a new playing surface, irrigation, athletics track, fencing, walking track and lighting. Design for this stage has been completed. Works will commence in October 2019, subject to budget approval.

Stages 2 incorporates a wheeled sports hub, including a district level skate and scooter park, regional cycling trail hub, play space and learn to ride park. A designer has been contracted and a community engagement process will commence in May 2019. Construction of Stage 2 is proposed to commence in 2020-2021 and will include the closure of a section of Havlin Street West.

Stage 3 will complete formalised car parking including shared and pedestrian zones, tree planting, creek crossings, signage and landscaping to integrate the Back Creek reserve to the rest of Ewing Park. Construction of Stage 3 is proposed to commence in 2021-2022.



Figure 3: Aerial photo of site.

Harcourt Street itself is a short, narrow, sealed road servicing the four properties with frontage to the street, including Ewing Park. There is kerb and channel presenting along the south western side of the street and areas of gravel adjoining Ewing Park. The road terminates in front of the subject land.

A dwelling adjoins the site to the immediate south east along Harcourt Street, with dwellings also located to the rear of the site along Williamson Street, commercial properties to the west, and another disused building at the corner of Harcourt Street and Havlin Street West.



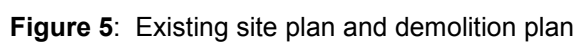
Figure 4: Photo of subject land.

Proposal

The application proposes the use and development of the land for a childcare centre, along with the 100% waiver of the car parking requirement associated with this use.

The proposed centre would accommodate 110 children and would see the partial demolition and refurbishment of the existing building on site, to create three childcare rooms, along with a sleeping room, a community room, kitchen areas, staff rooms and other associated amenities. An outside play area totalling 770m² will also be provided, extending along the south eastern boundary of the site.

No car parking exists on the site, nor is any proposed to be provided to support the development.





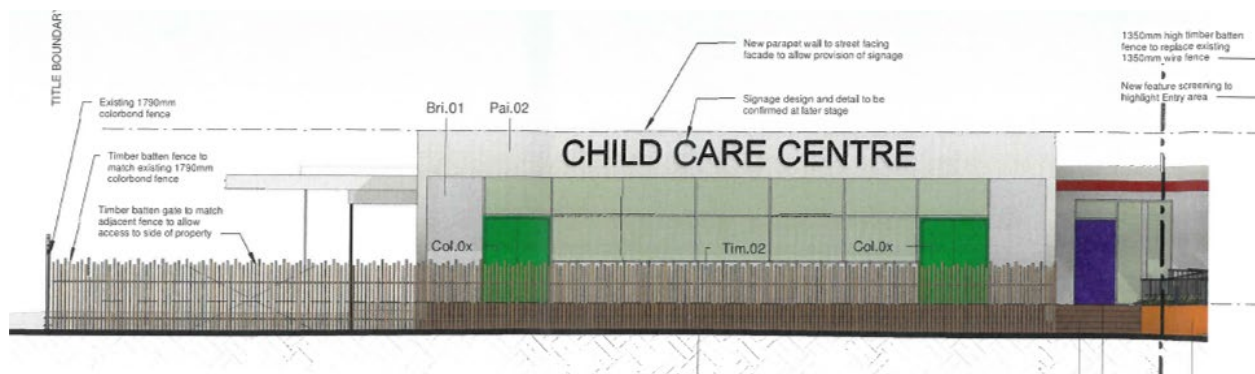


Figure 7: Proposed north elevation

Planning Controls - Greater Bendigo Planning Scheme

The following clauses are relevant in the consideration of this proposal:

State Planning Policy Framework

- 11 – Settlement
- 11.01-1S – Settlement
- 11.01-1R – Settlement – Loddon Mallee South
- 15 – Built environment and heritage
- 15.01-1S – Urban design
- 18.02-4S – Car parking
- 19.02-2S – Education facilities

Municipal Strategic Statement

- 21.01 – Municipal profile
- 21.05 – Compact Greater Bendigo

Other Provisions

- 52.06 – Car parking
- 65 – Decision guidelines
- 73.03 – Land use terms
- 74.04 – Nesting diagrams

Consultation/Communication

Referrals

The following internal department has been consulted on the proposal:

Referral	Comment
Traffic Engineer	Harcourt Street does not have the capacity for the traffic that would be generated by this development.

Public Notification

The application was advertised by way of notice on the site and letters to adjoining and nearby owners and occupiers.

As a result of advertising, three objections were received, with the grounds of objection summarised as follows:

- Impacts on the provision of adequate and convenient parking for sporting groups using Ewing Park;
- Reliance of public car parking spaces at Ewing Park to support the development;
- Impact on traffic volume and flow in Harcourt Street, Havlin Street West and Williamson Street;
- Potential noise and amenity impacts;
- Appropriateness of site for proposed land use.

The objections are discussed within the planning assessment below.

Planning Assessment

Is the proposed use consistent with the objectives of the Special Use Zone?

The land is zoned Special Use Zone – Schedule 1, which refers to Private Educational or Religious Institutions. This zoning of the land reflects the previous use of the site for disability support services, which operated from the premises for a number of years and only ceased operations in recent times.

The purpose of Schedule 1 to this Zone is:

- To provide for areas to be used by private educational and religious institutions; and
- To ensure that the development of these facilities takes place in an orderly and proper manner, and does not cause loss of amenity to the surrounding area or neighbourhood.

Whilst it could be argued, as the applicant has, that there may be some educational component to a child care centre, under Clause 73.04 this land use is nested separately under the 'Child care centre' group, as opposed to the 'Education centre' group which includes more traditional educational uses such as primary school, secondary school and tertiary education centre. A child care centre is instead defined as '*Land used to care for five or more children who are not permanently resident on the land*' (emphasis added). The proposed use therefore fails to meet one of the two purposes of the Special Use Zone, as the site will be used to care for children and will not be used for private educational purposes.

The second purpose of the Zone relates to ensuring that no amenity is lost through the development of such facilities and that orderly and proper planning is maintained. As noted earlier in this report, there will be no onsite car parking provided to support the development, meaning that the centre will solely rely on the adjoining informal parking adjoining Ewing Park to support the development. With potentially 110 families seeking parking at various times of the day to access the centre, this is likely to impact on both nearby residents to the land, and users of Ewing Park.

It is also very likely that the significant increase in traffic, not only in Harcourt Street itself but also along Havlin Street West and Williamson Street, that would be associated with the establishment of a 110 child capacity centre, would result in further amenity impacts to the surrounding residents, thus failing to satisfy the second key purpose of the Zone.

In terms of orderly planning, the proposed redevelopment of Ewing Park should be considered. This redevelopment will limit the parking in the area and will eventually result in the partial closure of Havlin Street West. The partial road closure would be likely to significantly impact traffic flow to and from the site and cause further traffic congestion. The approval of a childcare centre relying on the existing conditions of the adjoining land which it does not own, being fully aware of changes to its status in the future, is not considered an orderly planning outcome for the site and surrounds.

Traffic and car parking

Car parking requirements which apply to a use are set out in Table 1 at Clause 52.06 of the Greater Bendigo Planning Scheme. For a child care centre, a rate of 0.22 spaces per child is required, which equates to a total of 24 car parking spaces to service a centre of 110 children. The application seeks a full waiver of this requirement, with no on site car parking provided to service the proposal. Instead, the existing informal parking located adjoining Ewing Park is proposed to be utilised for staff and users of the facility.

A number of decision guidelines must be considered by the responsible authority prior to granting any permit to reduce the number of spaces required under the clause, such as the availability of alternative car parking in the locality, including public car parks intended to service the land; the impact of fewer car parking spaces on local amenity; and the character of the surrounding area and whether reducing the car parking provision would result in a positive urban design outcome.

A Transport Impact Assessment was submitted with the application to support the waiving of the car parking requirement. This assessment concluded that there is likely to be a peak parking demand of 11-13 spaces for users of the facility, in addition to 14 spaces likely required for staff members. The assessment further concluded there is a substantial supply of public, on street car parking in the area, with approximately 65 unmarked spaces adjoining Ewing Park available at most times.

While there may be a significant number of car spaces nearby to the land, the appropriateness of the full reliance on these public parking spaces must be considered, along with the potential amenity impacts that would result from using these parks.

The car parking spaces adjoining Ewing Park are obviously intended to service users of the oval and the other facilities. While much of the parking associated with the childcare centre would occur within normal business hours, the fact remains the site is a public reserve, open to members of the public at all times, not just when there are more formal sporting uses occurring. If much of the parking is occupied by those accessing the child care centre, it could both discourage and inconvenience Ewing Park users.

Further, the characteristics of a child care use mean children need assistance to both enter and exit the centre, with peak drop off and pick up times early in the morning, and later in the afternoon. The latter would likely see conflicts with sporting groups using Ewing Park for training and games. This would be further exacerbated as the Ewing Park redevelopment proceeds, with more facilities to be on offer at the site, and the existing parking reduced and formalised and access to the site reduced with the potential partial closure of Havlin Street West.

The ability of Harcourt Street itself to service the traffic to be generated by the proposal is also an important consideration. Currently the road terminates in front of the subject land, with no formal turning areas provided. All parking adjoining the road is informal and unmarked. Advice from the City's Traffic Engineer suggests that the street does not have the capacity to accommodate the traffic likely to be generated by this development. The lack of turning areas and the informal nature of the parking also have the potential to result in unsafe situations for children and parents trying to access the centre. The applicant has not put forward any proposal to upgrade the street to provide for orderly access, parking and picking up/dropping off.

As a result of the above, it is considered that the decision guidelines for the reduction of car parking requirements have not been appropriately satisfied, particularly with regard to local traffic management in the vicinity of the land; the impact of no car parking spaces on local amenity; and the character of the surrounding area.

Consistency with planning policy

While the establishment of community facilities such as child care centres in central locations is supported by policy at Clauses 11.01-1 and 21.05-3, Clause 19.02-2S seeks to ensure that child care facilities provide safe vehicular drop off zones, and that streets and access ways adjoining early childhood facilities be designed to encourage safe bicycle and pedestrian access. The current state of Harcourt Street and the adhoc nature of the parking proposed to support the centre fail to meet both of these policy objectives. Further, the proposal is inconsistent with Clause 15.01-1S, as the development will compromise the amenity of the public realm and will result in detrimental impacts on amenity for both residents and public users of the park alike.

Conclusion

The proposed use and development of the land for a child care centre with no parking provided to support the use is inconsistent with the objectives of the Special Use Zone and Clause 52.06 of the Greater Bendigo Planning Scheme, and will result in unacceptable amenity impacts for surrounding residents and users of Ewing Park. Refusal of the application is recommended.

Options

Council, acting as the responsible authority for administering the Planning Scheme, may resolve to: grant a permit, grant a permit with conditions, or refuse to grant a permit.

Attachments

- Objections

3. WELLBEING AND FAIRNESS

Nil.

4. STRENGTHENING THE ECONOMY

Nil.

5. ENVIRONMENTAL SUSTAINABILITY

Nil.

6. EMBRACING OUR CULTURE AND HERITAGE

6.1 CULTURAL DIVERSITY AND INCLUSION PLAN YEARLY UPDATE

Document Information

Author Steven Abbott, Manager Community Partnerships

Responsible Director Vicky Mason, Director Health and Wellbeing

Purpose

To provide a progress report on the implementation of the Greater Bendigo Cultural Diversity and Inclusion Plan (2016 - 2019) including strategic directions, goals and community inclusion priorities identified in the Action Plan.

Summary

The report presents the strategic focus of the Greater Bendigo Cultural Diversity and Inclusion Plan 2016 – 2019 (CDIP), key developments over the past 12 months and summary progress reports on the implementation of the whole of community action plan.

The CDIP provides a strategic framework to drive cultural inclusion and strengthen social cohesion in Greater Bendigo. The key elements of the CDIP's strategic framework are its vision, goals, agency partnerships and action plan. The CDIP focuses on achieving five goals via 33 objectives and 142 actions, where 84 actions are led by the City and 58 are led by 19 community agencies.

At the beginning of 2019, the City reviewed its progress and the progress of lead organisations in implementing the CDIP action plan. The review found that the majority of actions have commenced and lead organisations remain committed to all the actions they contributed to the Action Plan. However, whilst all the original actions remain intact, some lead organisations have requested changes to their measurable targets due to new priorities and/or organisational change.

The Summary Progress Reports identify a sample of key achievements over the past 12 months in relation to the action plan.

RECOMMENDATION

That Council acknowledge the Progress Report for the Greater Bendigo Cultural Diversity and Inclusion Plan (2016 – 2019).

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## Policy Context

### Community Plan Reference:

*City of Greater Bendigo Community Plan 2017-2021:*

Goal 6                    Embracing Our Culture and Heritage

Objective 6.4      Implement the Cultural Diversity and Inclusion Plan to promote and support social cohesion.

### Greater Bendigo Cultural Diversity and Inclusion Plan (2016 – 2019)

[Link to CDIP Download](#)

## Background Information

The development of the Greater Bendigo Cultural Diversity and Inclusion Plan 2016 – 2019 (CDIP) commenced in 2015 in response to a recommendation of the Independent Review (2016). At the same time, the Greater Bendigo population was becoming increasingly culturally, religiously and ethnically diverse.

The Independent Review noted the City's growing cultural and linguistic diversity and the need to recognise and promote State Government Multicultural Policy including the Victorian Charter of Human Rights and Responsibilities Act (2006). The Independent Review's expected outcomes upon adoption of the CDIP were to be:

- a) Better engagement with, and support provided to migrant communities; and
- b) Better inclusion into the wider Bendigo community.

The CDIP provides a strategic framework to drive cultural inclusion and strengthen social cohesion. The key elements of the CDIP's strategic framework are its vision, goals, agency partnerships and three year whole of community action plan. The CDIP involves 5 goals leading to 33 objectives and 142 actions (84 where the City is lead and 58 where 19 community agencies are lead).

The CDIP builds on the roles, voluntary efforts and strengths of many local community groups and agencies who have been working over a long period of time to support a welcoming and inclusive City. Such groups and services have a significant history assisting the settlement of refugees, providing multicultural events and inclusive projects, advocating on human rights issues and supporting community participation. The CDIP also provides a framework that helps the City mobilise Victoria's Multicultural Statement - *Victorian and Proud Of It*, apply for grants and coordinate projects to respond to the priorities and goals identified in the CDIP. For example, the presence of the CDIP has enabled a strong partnership to be developed with the State government's Department of

Premier and Cabinet which has led to the City attracting grants to achieve major elements of the CDIP including:

- A four year strategic partnership initiative with Bendigo Community Health Services and Loddon Campaspe Multicultural Services;
- Funds for a Strategic Engagement Coordinator to identify multicultural community priorities across the Loddon Campaspe region; and
- Funds to coordinate a 12 month Community Harmony Project to improve understanding and support for Muslim residents in the lead up to construction of a multipurpose facility at the Bendigo Islamic Community Centre site.

The CDIP promotes a culturally inclusive community as being welcoming, vibrant, productive and respectful of difference. Increased cultural diversity and inclusion leads to: improved social cohesion, better health and wellbeing, a stronger economy, protection of human rights, cultural richness, empathetic and compassionate community and a positive reputation.

The CDIP recognises the role of the City to plan, lead and advocate in response to municipal issues of cultural diversity and social cohesion, and to ensure liveability via an inclusive and welcoming community. The development of the CDIP was grounded in an extensive program of research and consultation leading to a coordinated whole of community approach to achieve the following vision and goals:

#### Vision

A community where people of all cultures and backgrounds feel safe, respected and included and understand the importance of recognising and accepting multiculturalism and culture in Greater Bendigo as a human right.

#### Goals

1. A Greater Bendigo community that understands and respects cultural and religious differences and supports multiculturalism.
2. Residents from culturally, linguistically and religiously diverse backgrounds have equal opportunities to access culturally appropriate services and participate fully in the Greater Bendigo community.
3. Religious and racial discrimination is prevented and/or addressed effectively.
4. The City of Greater Bendigo is a leading organisation for cultural inclusion.
5. Ensure capacity and a coordinated approach to implement the CDIP, and apply continual improvements.

The development of the CDIP was a participatory and collaborative process with 235 community members attending various Action Development Groups and/or consultation forums. The whole of community action plan involved the City collaborating with 19 local key stakeholder lead agencies including: AFL Central Victoria, Aspire Foundation, Bendigo Community Health Services, Be.Bendigo, Bendigo Interfaith Council, Bendigo Islamic Association, Believe in Bendigo, Bendigo Senior Secondary College, Bendigo Volunteer Resource Centre, Community Leadership Loddon Murray, Creative Victoria, Goldfields Library Corporation, Karen Organisation of Bendigo, La Trobe University,

Loddon Campaspe Multicultural Services, Rural Australians for Refugees, Refugee Settlement Network, Sports Focus and Victoria Police.

Previous Council Decision(s) Date(s):

August 31, 2016 – the Cultural Diversity and Inclusion Plan 2016 – 2019 was endorsed by Council.

April 18, 2018 – That Council acknowledge the Progress Report for the Greater Bendigo Cultural Diversity Inclusion Plan (2016 – 2019).

## **Report**

The CDIP Action Plan includes objectives, actions, lead organisations, partners and timelines that respond to each of the five goals over a three year timeframe concluding in 2019/2020. The Action Plan features a whole of community partnership approach by combining action to be undertaken by the City with actions contributed by a range of external lead organisations including multicultural, business, sports, police and volunteer agencies and networks.

The whole of community partnership approach is significant in that it recognises it is imperative the City work with other agencies and networks to share information and develop integrated and sustainable responses to achieve inclusion, human rights and social cohesion. Emblematic of the whole of community partnership approach is the Joint Partnership Commitment co-signed by the City and the 19 lead organisations in the Action Plan.

At commencement, the CDIP Action Plan comprised 142 actions linked to the five goals. The City was responsible for 84 actions with a further 58 actions contributed by 19 lead organisations. At the beginning of 2019 a review of the action plan was undertaken in consultation with lead organisations and the CDIP Summary Progress Report was prepared.

**Attachment 1** contains the CDIP Summary Progress Report which presents major highlights in achieving the action plan over the past 12 months.

Some examples of CDIP achievements from Attachment 1 include:

Goal 1: A Greater Bendigo community that understands and respects cultural and religious differences and supports multiculturalism.

- Support for the Zinda Festival including holding inaugural Community Human Rights Forum, participating in Zinda Night in the Park and Bendigo Interfaith Dinner.
- Developing the Inclusive Multicultural Library Program to improve multicultural participation in libraries; increasing multi-lingual resources and working with the community to publish two children's books, one in Karen and the other Dari.
- Sponsoring Excellence in Workplace Diversity and Inclusion Award as part of the 2018 Bendigo Business Excellence Awards; and development of Inclusive Workplaces Resource Kit.

- The City hosted a launch of the AMES Regional Futures report into the economic and social impact of Karen resettlement in Bendigo.
- Educational Forums for young people, sporting groups, volunteers and organisations aiming to make workplaces more inclusive.

Goal 2: Residents from culturally, linguistically and religiously diverse backgrounds have equal opportunities to access culturally appropriate services and participate fully in the Greater Bendigo community.

- Partnership with Department of Foreign Affairs and Trade to host seventeen students as part of the Australian Indonesian Youth Exchange.
- Cultural and artistic events run by the Emerge Cultural Hub a two year project funded via Creative Victoria. Four Emerge Cultural Facilitators have been engaged from Hazara, South Sudanese, Karen and South Asian backgrounds.
- Holding sports and recreation 'come and try' days including swimming, cane ball, cricket, bike riding and soccer.
- The City is a member of Welcoming Cities Network and will seek accreditation as a Welcoming City in 2019.

Goal 3: Religious and racial discrimination is prevented and/or addressed effectively.

- City achieved \$65,000 State government grant to coordinate a 12 month Community Harmony Project to increase levels of community support and welcoming for Muslim residents in the lead up to construction of the Bendigo Islamic Centre/Mosque.
- Victorian Multicultural Commission met with Mayor and Councillors to discuss Multicultural Civic Participation Kit in relation to land use planning matters.

Goal 4: The City of Greater Bendigo is a leading organisation for cultural inclusion.

- The Karen Connections Pilot was a six month initiative to improve understanding in Karen community about the role of Council and increase access to services. The pilot also succeeded in raising staff awareness of the Karen culture and refugee background.
- Workplace Diversity Survey and Committee Member Diversity surveys undertaken.
- The Strengthening Inclusive Employment project consulted with City employees to develop strategies to achieve fair and equitable recruiting and induction processes for prospective employees from cultural and linguistically diverse backgrounds.
- City attends meetings of the Bendigo Interfaith Council and supports annual interfaith dinner.
- The City continues to be a Refugee Welcome Zone and is a member of the Victorian Multicultural Commission's Loddon Mallee Regional Advisory Committee; and the Victorian Local Government Multicultural Issues Network.

Goal 5: Ensure capacity and a coordinated approach to implement the CDIP, and apply continual improvements.

- CDIP Steering Committee meets quarterly and includes three Councillor representatives. The Steering Committee's four working groups involve key stakeholder and lead organisations in work to implement key elements of the CDIP focused on sports access, a welcoming and healthy community, workplace inclusion; and social cohesion.

The City also releases its annual CDIP Progress Report to the community at the Community Human Rights Forum held as part of the Zinda Festival.

**Attachment 2** contains a copy of the annual CDIP Progress Report to the community.

The CDIP is reviewed and updated annually in consultation with lead organisations and local multicultural groups. The evaluation of the CDIP will commence in 2019/20 to assess the level at which the City and partners have achieved the goals of the CDIP, identify areas for improvement and update the CDIP and action plan for consideration and endorsement by Council

Priority/Importance:

The ongoing implementation and review of the CDIP is of high importance as it enables the City to achieve its Vision to create the world's most liveable community and deliver on actions identified in the Community Plan.

Timelines:

The CDIP commenced in 2016/17 and will be reviewed and updated in 2019/20.

Risk Analysis:

The CDIP is a major strategic framework and action plan grounded in the participation and support of key stakeholder groups in the community including a range of lead organisations involved in providing multicultural services; and community networks that support a welcoming and inclusive community. The CDIP represents the City's commitment to multicultural communities, refugees and the agencies that support these communities. Key risks include:

- Not working in whole of community partnership approaches to help achieve the CDIP and its goals and actions.
- Service gaps and unavailability of services due to insufficient needs analysis and planning for future services and activities for an increasingly diverse and multicultural population.
- Not capitalising on the resources available from the State government to ensure diverse and inclusive communities have access to appropriate partnership opportunities, effective services and accessible facilities.

- Not engaging multicultural communities sufficiently in identifying priorities, participating in community decision making processes and holding events and activities that respond to their priority needs.
- Failing to capitalise on existing strengths, capacities, experience and resources available from community agencies and diverse groups in the community.

There are a range of strategies that have been implemented to mitigate risks including:

- Working in collaborative partnerships with key stakeholder agencies and networks for example: the Strategic Partnership Project in with Bendigo Community Health Services and Loddon Campaspe Multicultural Services, Refugee Settlement Network, Victorian Multicultural Commission's Loddon Mallee Regional Advisory Council.
- Holding annual multicultural forums and events and releasing a progress report to the community on progress in achieving the CDIP Action Plan.
- Linking with State government multicultural policy and applying for grants to help respond to cultural inclusion and social cohesion priorities in partnership with other agencies.
- Liaising with academic institutions, research agencies and State government concerning undertaking research and identifying trends in research concerning social conflict, inclusion and social cohesion priorities.

### **Consultation/Communication**

Consultations to review and update the CDIP Action Plan have occurred with lead organisation partners and City Service Units responsible for implementing respective actions.

Lead organisations involved progress reports are: AFL Central Victoria, Aspire Foundation, Bendigo Community Health Services, Be.Bendigo, Bendigo Interfaith Council, Bendigo Islamic Association, Believe in Bendigo, Bendigo Senior Secondary College, Bendigo Volunteer Resource Centre, Creative Victoria, Goldfields Library, Karen Organisation of Bendigo, La Trobe University, Loddon Campaspe Multicultural Services, Rural Australians for Refugees, Bendigo Settlement Network, Sports Focus and Victoria Police.

Further consultations occur via quarterly meetings of the CDIP Steering Committee and its four Working Groups.

### **Resource Implications**

The CDIP is being implemented within existing resources as part of approximately \$140,000 allocation in 2018/19 operational budget which includes labour costs for full-time Inclusive Communities Officer, project initiatives and review.



In 2018/19 the City will receive approximately a \$109,000 from the Department of Premier and Cabinet for Strategic Partnership Projects and the Community Harmony Project linked to the implementation of the CDIP.

**Attachments**

1. Cultural Diversity and Inclusion Plan (2016 – 2019) - Progress Report.
2. Cultural Diversity and Inclusion Plan (2016 – 2019) – Whole of Community Annual Summary Progress Report to the Community, March 2019.

**ATTACHMENT 1: Cultural Diversity and Inclusion Plan (2016 to 2019) – PROGRESS REPORT**

| GOAL                                                                                                                                           | OBJECTIVE                                                                                                                                                                                                            | ACTION                                                                                                                                                    | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Goal 1:<br/>A Greater Bendigo community that understands and respects cultural and religious differences and supports multiculturalism.</b> | Objective 1. Provide opportunities for the community to increase their understanding of and empathy for residents from culturally diverse backgrounds by the provision of information and intercultural experiences. | 1a. Hold forums and events that encourage Interfaith dialogue and understanding.<br><br><b>Lead: Bendigo Interfaith Council</b>                           | <ul style="list-style-type: none"> <li>The Bendigo Interfaith Council with support from City of Greater Bendigo (CoGB), held Annual Interfaith Dinner in March 2018. The event attracted 180 people from local multicultural communities and the fields of faith, healthcare, education, local government and business.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                                                                                                                |                                                                                                                                                                                                                      | 1b. Develop an integrated calendar that promotes significant multicultural days, and events that celebrate multiculturalism in Greater Bendigo.           | <ul style="list-style-type: none"> <li>Community groups encouraged to add cultural events to the City's events calendar. Calendar of significant religious and cultural days and events added to website.</li> </ul> <p>Note: this action responds to Action 6.4.1 in the Community Plan to:<br/><i>In partnership with key stakeholders complete the annual actions of the Cultural Diversity and Inclusion Plan including an integrated calendar of events.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                |                                                                                                                                                                                                                      | 1e. Continue to deliver education sessions on the refugee: experience, culture and religion.<br><br><b>Lead: Bendigo Community Health Services (BCHS)</b> | <ul style="list-style-type: none"> <li>BCHS worked with Bendigo Health Mental Health Services to run two 'Understanding Karen Culture' workshops. BCHS also held three 'Understanding Islam' sessions and one 'Understanding the Refugee Experience' session with Bendigo Health. In addition, BCHS and Foundation House ran three sessions in for professionals and two for volunteers on 'Understanding the Refugee Experience'. BCHS is looking to continue its education program on an annual basis.</li> <li>Refugee Week (17 to 23 June 2018) held with theme: #with refugees. CoGB and partner organisations worked to bring together a program of events supporting refugees and human rights for Greater Bendigo. The program included forums, movies, lunches, debates and activities. There was also a media campaign to support a focus on positive stories about refugees including article below:</li> </ul> |

| GOAL | OBJECTIVE | ACTION                                                                                                                                                                            | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      |           |                                                                                                                                                                                   | <a href="https://www.bendigoadvertiser.com.au/story/5469980/i-want-to-work-for-my-community-myo-chit-oo-hopes-to-be-first-karen-police-officer/">https://www.bendigoadvertiser.com.au/story/5469980/i-want-to-work-for-my-community-myo-chit-oo-hopes-to-be-first-karen-police-officer/</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|      |           | 1h. Seek funds, and if successful, develop and implement a community participatory arts program that explores cultural differences and promotes empathy and respect.              | <ul style="list-style-type: none"> <li>• Multicultural Arts Victoria in partnership with CoGB secured Creative Victoria funding to establish the Emerge Cultural Hub in Bendigo. The Emerge Cultural Hub adds a diverse voice to the arts and cultural landscape through creating intercultural arts experiences, increasing participation and opportunities by and for artists and community members from refugee and Aboriginal backgrounds. In 2018, the Emerge Culture Hub held eight key gatherings and artists participated in five major cultural events Enlighten Projection Festival, ZINDA Festival, Bendigo Easter Festival, White Night and Artlands. Framework is building the capacity in cultural ambassadors that work with Creative Victoria closely. The project develops the capacity in each of those ambassadors including mentoring by local artists.</li> <li>• The Capital Theatre engaged people from a culturally diverse background to perform in Sk!n across several days of performances in March 2018.</li> <li>• Light at the End occurred as a part of the 2018 Zinda Festival with around 120 people attending.</li> </ul> |
|      |           | 1i. Develop and publish bi-lingual NESB children's books from local families using the Kids Own Publishing or similar model, and integrate into story time and library catalogue. | <ul style="list-style-type: none"> <li>• Two multilingual children's books were written and illustrated by members of the local Karen and Afghan communities with support via State government funding. Books were launched on 11 August 2018 at the Bendigo Library.</li> <li>• Inclusive Multicultural Library Plan was developed in consultation with multicultural communities to integrate cultural diversity and inclusion into Goldfields Library branch operations including: books and resources, programs, events and spaces. The Plan will lead to increased access and usage by multicultural groups and greater staff awareness about their needs and aspirations.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|      |           | 1l. Organise leadership events that share the experiences of culturally diverse Australians.                                                                                      | <ul style="list-style-type: none"> <li>• Held March 2018, Multicultural Service's Zinda in the Park event proved to be a very successful family event held in Rosalind Park. Zinda in the Park provided many leadership opportunities for cultural diverse members of the community with over 4,000 people attending. The City hosted a marquee with henna and face painting and reached</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

| GOAL | OBJECTIVE                                                                                                      | ACTION                                                                                                                                                                                                                                | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|      |                                                                                                                | <b>Lead: Believe in Bendigo/Multicultural Services/CoGB</b>                                                                                                                                                                           | <p>out and connected with many people from multicultural backgrounds.</p> <ul style="list-style-type: none"> <li>The inaugural Greater Bendigo Community Human Rights Forum was held in as a part of the Zinda Festival during Cultural Diversity Week. The theme was '...But Where Are You REALLY from' and involved over 100 people from the community sharing their views and hearing from speakers.</li> <li>Hispano Unidos Victoria held their Mexican Independence Day event in September with over 100 people attending.</li> <li>CoGB assisted AMES Australia launch their Australia's Regional Futures Report on Economic and Social Impact of Karen Resettlement in Bendigo.</li> </ul> |
|      | Objective 2. Promote benefits of cultural diversity and inclusion to the Greater Bendigo community.            | <p>2b. Integrate diversity and inclusion into the Bendigo Business Excellence Awards.</p> <p><b>Lead: BeBendigo</b></p>                                                                                                               | <ul style="list-style-type: none"> <li>CoGB sponsored a new Excellence in Workplace Diversity and Inclusion Award as part of the 2018 Bendigo Business Excellence Awards.</li> </ul> <p>Note: this action responds to Action 6.4.1 in the Community Plan to: <i>In partnership with key stakeholders complete the annual actions of the Cultural Diversity and Inclusion Plan including ....social inclusion marketing for workplaces.</i></p>                                                                                                                                                                                                                                                    |
|      | Objective 3. Increase frequent, positive interactions between long term residents and newly arrived residents. | <p>3b. Implement the Welcoming Dinner Project.</p> <p><b>Lead: Loddon Campaspe Multicultural Services (LCMS)</b></p>                                                                                                                  | <ul style="list-style-type: none"> <li>Throughout 2018, 'Multicultural Feast of Stories' dinners were held monthly at the Old Church on the Hill in Quarry Hill.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|      | Objective 4 Enhance the cultural inclusion of Bendigo workplaces and volunteer organisations.                  | <p>4b. Source funds to develop short videos and accompanying resources to demonstrate barriers and ways to increase social inclusion in the workplace, focusing on:</p> <ul style="list-style-type: none"> <li>Recruitment</li> </ul> | <ul style="list-style-type: none"> <li>The Inclusive Workplaces Resource Kit including seven short videos will be launched in April 2019. The Resource Kit is targeted at employers and employees with the aim of increasing the employment opportunities for multicultural residents in consultation with a range of workplaces. Project supported by State government grant.</li> </ul> <p>Note: this action also responds to Action 6.4.1 in the Community Plan to: <i>In partnership with key stakeholders complete the annual actions of the</i></p>                                                                                                                                         |

| GOAL | OBJECTIVE                                                   | ACTION                                                                                                                                                                                                                                  | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|      |                                                             | <ul style="list-style-type: none"> <li>• Policies and conditions</li> <li>• International qualifications and how they can become equivalent</li> <li>• Visa work eligibility</li> <li>• Organisational culture and practices</li> </ul> | <i>Cultural Diversity and Inclusion Plan including ....social inclusion marketing for workplaces.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|      |                                                             | 4c. Promotion of Harmony Day/Taste of Harmony in workplaces.<br><br><b>Lead: Loddon Campaspe Multicultural Services (LCMS)</b>                                                                                                          | <ul style="list-style-type: none"> <li>• Information shared by LCMS to various businesses across Greater Bendigo. CoGB participated in 2018 with meal sharing with staff and food from the Karen community during Cultural Diversity Week. A Taste of Harmony as a part of Harmony Day will again in 2019.</li> </ul>                                                                                                                                                                                                                                                                                      |
|      |                                                             | 4e. Organise Unconscious Bias Training for recruitment and people managers of staff and volunteers.                                                                                                                                     | <ul style="list-style-type: none"> <li>• In partnership with the Bendigo Human Resources Network, the City facilitated a workshop titled: "Making Your Workplace More Culturally Inclusive - supporting cultural diversity, promoting human rights and challenging unconscious bias in the workplace. Over 65 people attended from health, government, education and community service sectors.</li> <li>• Unconscious Bias training was held for businesses and broader community in August 2018 with over 100 participants including for early years educators and secondary school students.</li> </ul> |
|      |                                                             | 4f. Provide a forum for volunteer organisation to promote the benefits of cultural diversity and ways to be culturally inclusive.<br><br><b>Action Lead: Bendigo Volunteer Resource Centre</b>                                          | <ul style="list-style-type: none"> <li>• In partnership with Multicultural Services and the City, Bendigo Volunteer Resource Centre held two 'Cultural Diversity and Volunteering in Greater Bendigo' workshops for over 80 people in August and October 2018.</li> </ul>                                                                                                                                                                                                                                                                                                                                  |
|      | Objective 5. Demonstrate leadership regarding human rights, | 5b. When appropriate, provide submissions on: <ul style="list-style-type: none"> <li>• State or Federal</li> </ul>                                                                                                                      | <ul style="list-style-type: none"> <li>• In early 2019, The Mayor, on behalf of the City, submitted a request for General Membership to the <i>Local Government Mayoral Taskforce Supporting People Seeking Asylum</i>. The <i>Mayoral Taskforce</i> has</li> </ul>                                                                                                                                                                                                                                                                                                                                        |

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|      | support for multiculturalism and needs of marginalised CALD residents.                                                     | Multicultural and related policies;<br>• Proposed changes in legislation and services; and<br>• Emerging issues settlement or social cohesion issues.                                                                                              | initiated the 'Back Your Neighbour Campaign' seeking the reinstatement of the Federal government's Status Resolution Support Service (SRSS) for Asylum Seekers whilst they await the outcome of Visa applications. As well as seeking income support, the campaign includes seeking an expansion of employment opportunities for asylum seekers; and an increase in Humanitarian support from the Victorian Government. |
|      | Objective 6 Strengthen networking and information sharing to exchange learnings and improve culturally inclusive practice. | 6b. Participate in the Victorian Local Government Multicultural Issues Network and other relevant forums that facilitate the sharing of information between local governments.                                                                     | <ul style="list-style-type: none"> <li>• Attended meetings of Network every 6 weeks and participated in Executive Committee.</li> <li>• Assisted organise 2018 Annual Forum held in Greater Dandenong.</li> <li>• Aim to hold 2019 Annual Forum in Greater Bendigo.</li> </ul>                                                                                                                                          |
|      |                                                                                                                            | 6e. Maintain and further expand the CDIP Sport and Recreational Action Group to share good practice and implement sports and recreational actions.<br><br><b>Lead: Sports Focus</b>                                                                | <ul style="list-style-type: none"> <li>• Sports Action Group met monthly with CoGB, sporting groups and multi-cultural agency representatives.</li> <li>• The Sports Action Group supported cricket, soccer and netball come-and-try events, and targeted sporting activities including bike riding and swimming.</li> </ul>                                                                                            |
|      | Objective 7. Promote culturally respectful attitudes and a culturally diverse and inclusive identity of Greater Bendigo.   | Promote a commitment to cultural diversity into City publications such Strategies, Policies, Priority Reports, including:<br>• Background descriptions about the City that refer to a growing cultural diversity<br>• Images that reflect cultural | <ul style="list-style-type: none"> <li>• In late 2018 special multicultural photo sessions were held to increase the diversity of images available for CoGB publications and promotions.</li> <li>• Images represent a broad variety of diversity, including those with lived experience of disability, youth, gender and people from different cultural and faith backgrounds.</li> </ul>                              |

| GOAL | OBJECTIVE                                                                                                      | ACTION                                                                                                                                                                                                                    | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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|      |                                                                                                                | <p>7b. Work with La Trobe University to assist in undertaking the 'Faith On the Goldfields' research project and assist in publicising the findings to the broader community.</p> <p><b>Lead: La Trobe University</b></p> | <ul style="list-style-type: none"> <li>The Faith on the Goldfields project examines religious diversity including Christian, Jewish, Muslim, Hindu and Buddhist faiths in Bendigo from the gold rush (1852) to the present day. Research continues, with history academic Dr Jennifer Jones from LTU engaging with the community to share stories, photographs and artefacts that provide insight into the role and value of faith, spirituality or religion in the lives of locals, past and present.</li> <li>The stories and photographs of the objects or artefacts uncovered will contribute to history displays at the new Faith on the Goldfields Interpretive Centre, planned for the Aspire Precinct adjacent to Bendigo's Sacred Heart Cathedral. Aspire Precinct aims to provide new learning, civic and business hub where people can discover the value of belief in people's lives.</li> </ul> |
|      |                                                                                                                | <p>7f. Support media to implement strategies that foster respectful representation of ethnic and religious groups and foster an inclusive community.</p>                                                                  | <ul style="list-style-type: none"> <li>Following the Multicultural Children's Book Project and the release of the 'Counting with Karen' Culture children's book, CoGB worked with the ABC's Education Unit to produce three videos on the settlement experience of refugees in Bendigo. The ABC videos are now available on-line as national curriculum resources for primary and secondary students. (see Chapter 6 with link below).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|      | Objective 8. Increase the capacity of CALD and religious groups and associations.                              | <p>8e. Develop and attain a scholarship program for CALD residents to participate in the Loddon Murray Community Leadership Program.</p> <p><b>Lead: LEAD Loddon Murray</b></p>                                           | <ul style="list-style-type: none"> <li>In late 2018, a scholarship was awarded to a Karen person from a refugee background to participate in 2019.</li> <li>In 2018, Believe in Bendigo awarded a CALD person from Nepal a scholarship to participate in the LMCLP.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|      | Objective 10. Develop opportunities for young people to understand and value cultural and religious diversity. | <p>10a. Promote to schools to integrate cultural awareness days into school calendar of events, e.g. school councils organise events for harmony</p>                                                                      | <ul style="list-style-type: none"> <li>In June 2018, over 70 young people including Bendigo Senior Secondary College Inclusion Ambassadors, Year 10 leadership students from various secondary colleges; and students from a refugee background attended a unique Inclusion Leadership Workshop. The City, led the day in partnership with Bendigo Senior Secondary College,</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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|      |           | days, through the development / promotion of existing resources and visits to schools. | Humankind Enterprises and Diversity Partners. At the workshop the students learnt skills to drive inclusion in Greater Bendigo in the future. The Leadership Workshop included Unconscious Bias training, storytelling to support young people to embrace and share their unique story and an information sharing session on upcoming leadership opportunities for young people. |



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| <b>Goal 2:<br/>Residents from culturally, linguistically and religiously diverse backgrounds have equal opportunities to access culturally appropriate services and participate fully in the Greater Bendigo community.</b> | Objective 11. Develop supportive career pathways for culturally and linguistically diverse students.                                      | 11c. Further develop the following initiatives to increase transition of NESP senior school students to enrolment and retention at La Trobe University: <ul style="list-style-type: none"> <li>• Experience La Trobe</li> <li>• scholarship programs</li> <li>• student ambassadors</li> <li>• and Tertiary Enabling Program</li> </ul> <b>Lead: La Trobe Uni/CoGB</b>                                                               | <ul style="list-style-type: none"> <li>• The City partnered with the Department of Foreign Affairs and Trade to support the Australian Indonesian Youth Exchange Program in Greater Bendigo for 3 weeks during November 2018. Seventeen Indonesian students were hosted locally and participated in work placements. Mayor held Welcome Reception for the students upon arrival. Two students were placed at CoGB, providing valuable input into the work of the Community Partnerships Unit. Students attended a Council meeting, met with the Victorian Police, met with the Bendigo Indonesian Society and attended the Multicultural Feast of Stories.</li> <li>• In November 2018, the City offered two targeted student placements for culturally diverse young people from secondary schools in Greater Bendigo.</li> </ul> |
|                                                                                                                                                                                                                             | Objective 13. Provide opportunities for cultural and creative expression, participation and development for culturally diverse residents. | 13a. Continue and further integrate opportunities to showcase multicultural content as part of the City's leading community events and community arts programs. Including: <ul style="list-style-type: none"> <li>• Capital, Venue and Events programming, including the Writers Festival</li> <li>• Easter Festival and Parade and Around the World workshops</li> <li>• Summer in the parks</li> <li>• Seniors Festival</li> </ul> | <ul style="list-style-type: none"> <li>• In 2018 The Emerge Cultural Hub participated in Creative Communities Garden Party launch and creating new work and performances as part of ZINDA Festival, Bendigo Writers Festival, supporting two exhibitions to coincide with Cultural Diversity Week at Dudley House and The Capital Foyer and the Bendigo Easter Festival. Other key projects include establishing a POP UP Galley and workshops space in Bath Lane and Interwoven a major Weaving Exhibition at La Trobe Art Institute, Cushion Concert (Jali Buba Kuyateh), Punctums Pavilion Project, Central Victorian Indigenous Film Festival, Craft Revival project and Cultural Dance Fusion one dance many cultures. In 2019 MAV and COGB will continue to support and empower Emerge Cultural Hub artists.</li> </ul>      |
|                                                                                                                                                                                                                             | Objective 13. Provide opportunities for cultural and creative expression, participation and development for culturally diverse residents. | 13c. In partnership with the City and other relevant stakeholders, implement the "Celebrating Local Multiculturalism" Arts Program.<br><b>Lead: Creative Victoria</b>                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>• The Emerge Cultural Hub is two year project funded by Creative Victoria and the City of Greater Bendigo to provide opportunities for cultural and creative expression, participation and development for culturally diverse residents</li> <li>• The Emerge Hub is a two -year project to support CALD and Aboriginal Communities to drive and develop their own cultural development</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                          |

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|  |                                                                                                                                           |                                                                                                                                                                           | outcomes in Greater Bendigo.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|  | Objective 13. Provide opportunities for cultural and creative expression, participation and development for culturally diverse residents. | 13d. Support and encourage artists from diverse cultural backgrounds to participate in arts programs and to develop exhibitions and performances for public presentation. | <ul style="list-style-type: none"> <li>The Emerge Hub continues supports artists from CALD and Aboriginal Communities in Greater Bendigo to drive and develop their own cultural development outcomes. Through the Emerge Ambassadors program 10 local artists and cultural leaders are being supported to develop projects that they initiate and receive seed funding and support to seek additional funds. Emerge also organises visits to galleries and performances e.g. Craftivism at Shepparton Art Museum, Melbourne Art Centre.</li> <li>The four Emerge Cultural Facilitators were employed to engage with their communities from Hazara, South Sudanese, Karen and South Asian to inform them of Arts events and activities in Bendigo and consult with their communities about their desired Arts and Cultural development.</li> <li>Throughout October and November 2018, members of different the multicultural groups worked together to develop the Bendigo Education through Music project. The project gave community members the opportunity to write a song and music, as well as choreograph a performance using traditional language, instruments and dance. The song was performed at the Greater Bendigo Against Family Violence Community Event and Walk held in November. A music video was produced to share this song and its creation with the wider community.</li> </ul> |
|  | Objective 15. Increase participation of culturally diverse residents in sport and recreational opportunities.                             | 15c. Organise youth and family multi-sports and recreation come and try days.<br><br><b>Lead: Sports Focus</b>                                                            | <ul style="list-style-type: none"> <li>The Women's Swimming Program involved 21 women in two learn to swim classes for culturally diverse women.</li> <li>CoGB worked with BCHS to bring together Greater Bendigo's first cane ball tournament. Supported by a State government grant and video was produced to promote understanding about cane ball, promote Karen culture and showcase the resilience of this refugee group. The project team trained up four Karen youth in project management who helped bring together the footage and story of the video. The City also printed 8 A2 posters with pictures of the</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

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|  |                                                                            |                                                                                                                                                                                                 | <p>players in action at the tournament to gift to them and showcase their skill and keep the message alive. <a href="https://bit.ly/2EefnS9">https://bit.ly/2EefnS9</a></p> <ul style="list-style-type: none"> <li>The CDIP Sports Action Group supported cricket, soccer and netball come-and-try events, and targeted sporting activities including bike riding and swimming.</li> </ul>                                                                                       |
|  | Objective 17. Residents from culturally diverse backgrounds feel welcomed. | 17c. Join the Welcoming Cities Network and work with the Welcoming Cities Initiative to become an accredited Welcoming City. The CDIP will be recognised as Greater Bendigo's "Welcoming Plan". | <ul style="list-style-type: none"> <li>CoGB joined the Welcoming Cities Network in 2016.</li> <li>Staff member attended Welcoming Cities Symposium in Adelaide in March 2018. Participated in a Welcoming Cities Forum for Victoria panel and presented an update on the work of the Greater Bendigo community around cultural diversity and inclusion since 2015.</li> <li>CoGB aims to participate in process to achieve accreditation as a Welcoming City in 2019.</li> </ul> |

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| <b>Goal 3: Religious and racial discrimination is prevented and/ or addressed effectively.</b> | Objective 23. Effectively manage extremist actions to maintain and strengthen social cohesion and lessen the impact on target groups. | 23c. Undertake Action Research to understand factors that lead to extremist behaviour and attitudes and develop appropriate resources from findings.<br><br><b>Lead: Monash University</b> | <ul style="list-style-type: none"> <li>In 2018 the Victorian Multicultural Commission led a workshop discussion with stakeholders across Bendigo on the development of a 'Multicultural Civic Participation Kit', in consultation with the Municipal Association of Victoria Planning and Multicultural Portfolio areas, and the Department of the Environment Land Water and Planning. This work built on the Report into Social Cohesion in Bendigo: Understanding Community Attitudes to the Mosque in 2015 by the Victorian Multicultural Commission.</li> <li>City was successful in obtaining a \$65,000 State government grant to coordinate a 12 month Community Harmony Project. The Community Harmony Project aims to improve awareness and understanding between the broader community and Muslim residents in the lead up to construction of facilities commencing at the Bendigo Islamic Community Centre/Mosque site.</li> </ul>         |
|                                                                                                | Objective 24. Reduce racial and religious discrimination regarding accessing community facilities.                                    | 24b. Human Rights and discrimination training provided to Committees of Management and other relevant community groups.                                                                    | <ul style="list-style-type: none"> <li>Community Human Rights Forum held 16 March 2018 as part of Zinda Festival. The Forum aimed to facilitate discussions around human rights, identity and cultural diversity. Over 100 people attended and a video was produced on participants perceptions of: "Where They You REALLY from?"</li> <li>At the Forum COGB also launched the Year 1 CDIP Progress Report to the Community.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Goal 4: The City of Greater Bendigo is a leading organisation for Cultural Inclusion.</b>   | Objective 27 Increase access to City of Greater Bendigo services and information for residents from non-English speaking backgrounds. | 27d. Trial the availability of a Karen interpreter to assist Customer Support or other City services and if successful develop a case for provision of ongoing service.                    | <ul style="list-style-type: none"> <li>City employed a Karen Connections Officer for a six month pilot to support increased knowledge and connections between the Karen community in Bendigo and City services and staff. Pilot achievements included setting up a Karen Working Group to guide the work of the City in supporting the Karen Community, running workshops and information sessions for teams about the Karen community in Bendigo. Key changes included increased confidence and trust in local government, increased numbers of Karen community coming to the council for information, higher level of interpreting and closer links between Karen community members and staff. A report into the pilot has been prepared including recommendations about ways to sustain connections in the future and respond to community needs for information on City services and the availability of interpreting and translations.</li> </ul> |

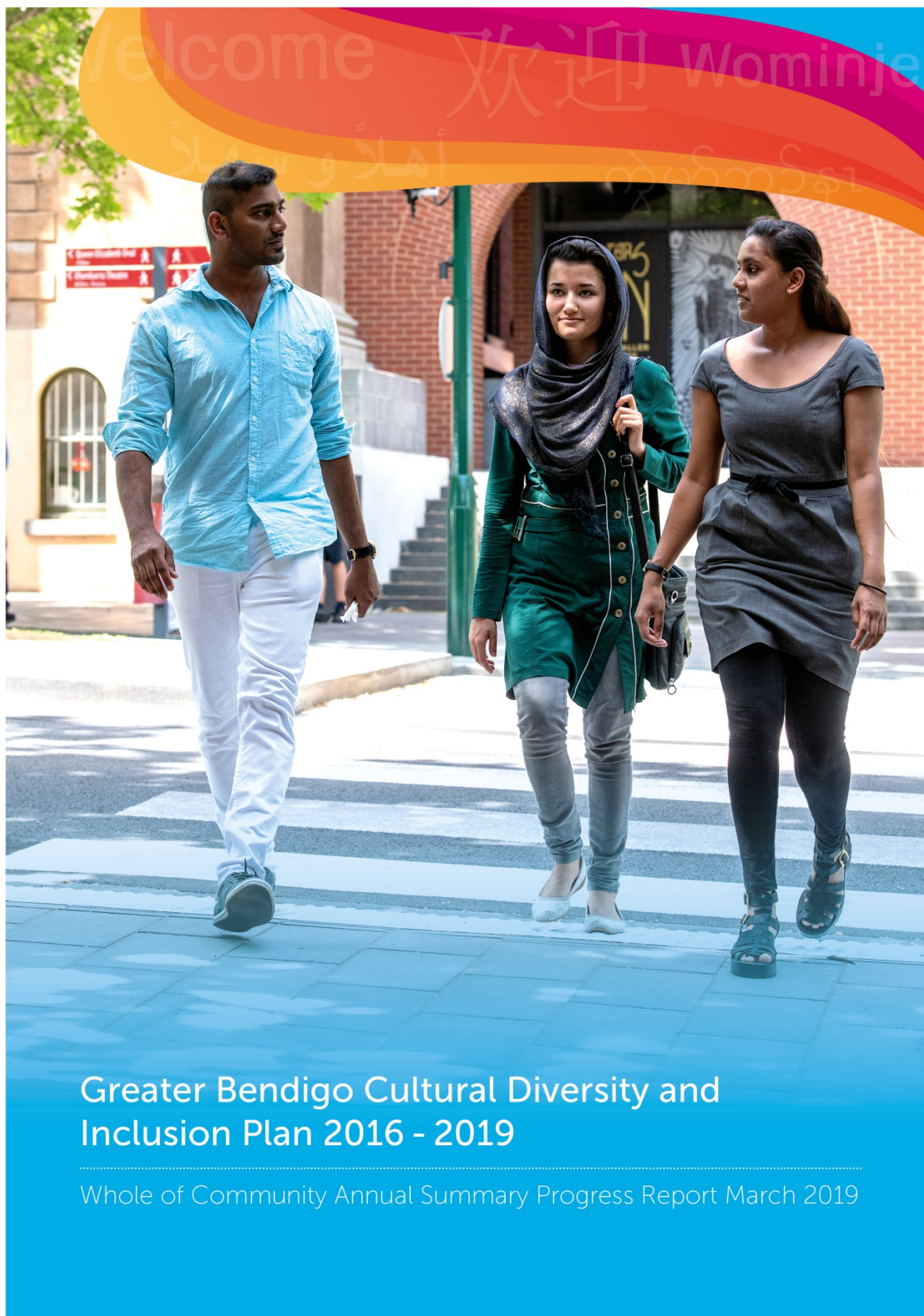
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|  | <p>Objective 28. Increase cultural diversity of workforce by increasing culturally inclusive practices and addressing systemic and cultural barriers.</p> <p>Objective 29. Increase opportunities for CALD residents to influence City decision making and planning processes.</p> | <p>28a. Collect relevant employee data regarding cultural diversity; e.g. information about English as a second language and/or country of birth; to monitor and enable reporting on workforce diversity.</p> <p>29a Undertake a diversity audit of City Committees.</p>                                                                                                      | <ul style="list-style-type: none"> <li>The Workplace Diversity Survey and Committee Member Diversity Survey were conducted in June 2018. A report into the results of the surveys will identify staff trends in relation to gender, place of birth, main language spoken and people who identify as having disability. A review of the City's training on recruitment practices was also undertaken and has been updated to reflect the results of the survey. Using the findings, the City is looking to strengthen policy to ensure recruitment processes are inclusive and responding to the needs of culturally and linguistically diverse applicants, employees and committee members.</li> </ul>      |
|  |                                                                                                                                                                                                                                                                                    | <p>28c. Review accessibility of job application processes for CALD applicants against best practice with the goal of implementing improvements if required. This may involve providing guidance regarding application and interview processes, limitations of number of key selection criteria, and inclusion of a statement encouraging diversity in job advertisements.</p> | <ul style="list-style-type: none"> <li>During 2018 the City undertook the Strengthening Inclusive Employment Project to review and improve fair and equitable recruitment processes. Via interviews with staff and other stakeholders recruitment processes were assessed in relation to better ways to attract diverse applicants, commence their employment; and retain staff from: <ul style="list-style-type: none"> <li>- Multicultural backgrounds,</li> <li>- With disability,</li> <li>- Aboriginal heritage</li> <li>- Gender equity.</li> </ul> </li> <li>Strengthening Inclusive Employment Action Plan with recommendations for equitable changes was developed and approved by EMT.</li> </ul> |
|  | <p>Objective 29. Increase opportunities for CALD residents to influence City decision making and planning processes.</p>                                                                                                                                                           | <p>29f. Include in the development of the City's Youth Strategy:</p> <ul style="list-style-type: none"> <li>• Consideration of the results from youth attitudes towards multiculturalism survey.</li> <li>• Opportunities for young people from culturally diverse backgrounds to participate in the development of the</li> </ul>                                            | <ul style="list-style-type: none"> <li>Youth Strategy includes a focus on welcoming more diverse groups of young people into City programs and developing new programs that respond to their needs, including targeted consultations with the Bendigo Community Health Services Afghan Youth Girls group about leadership opportunities, engaging young people to capture stories of multiculturalism at the Annual Community Human Rights Forum, and including stories of multiculturalism in Ambedo youth magazine.</li> </ul>                                                                                                                                                                            |

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|  | Objective 30. Develop an organisational culture that supports a culturally diverse workforce and celebrates cultural diversity. | 30a. Celebrate Harmony Day by participating in a Taste of Harmony.                                             | <ul style="list-style-type: none"> <li>• In partnership with LCMS, Taste of Harmony multicultural food sharing events were undertaken around Harmony Day to promote cultural awareness and relationships.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|  |                                                                                                                                 | 30b. Provide informal opportunities for staff to meet different cultural groups and learn about their culture. | <ul style="list-style-type: none"> <li>• Staff attended 2018 Bendigo Interfaith Council Dinner in March, with the City sponsoring tables for staff and representatives of multicultural groups.</li> <li>• Staff attended the TAFE Cultural Diversity Day in May 2018 to celebrate different cultures at TAFE with dance and food.</li> <li>• Mentoring program developed involving staff and young people from refugee backgrounds in Greater Bendigo. In 2018 three staff 'buddied up' with young Karen refugees from the BCHS Settlement Program. Mentoring provides links to employment, business capacity building, and English language skills and a sense of feeling welcome.</li> <li>• Via Australian Indonesian Youth Exchange Program and young participant work placements at the City.</li> </ul> |

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| <b>Goal 5:<br/>Ensure capacity and a coordinated approach to implement the CDIP, and apply continual improvements.</b> | Objective 31 Develop structures and processes that foster a coordinated approach amongst stakeholders. | 31a. Develop and support an ongoing CDIP Steering Group to ensure project quality and coordination.                                              | <ul style="list-style-type: none"> <li>CDIP Steering Committee met quarterly to ensure a coordinated approach to achieving the overall governance of the CDIP and supporting the four Working Groups to implement and monitor CDIP actions. In 2018 Councillor representatives were: Mayor Cr O'Rourke, Cr Alden and Cr Fyffe. In 2019 Cr Pethybridge will replace Cr Alden on the Committee.</li> </ul> |
|                                                                                                                        |                                                                                                        | 31b. If necessary, develop a Partnership Agreement between "Lead Organisation", including reporting requirements.                                | <ul style="list-style-type: none"> <li>In March 2018, the Partnership Agreement was signed by all lead organisations in the CDIP.</li> </ul>                                                                                                                                                                                                                                                             |
|                                                                                                                        | Objective 32. Ensure accountability and ongoing review to meet the changing needs of the community.    | 32b. Provide a written report regarding the progress of the CDIP to the Bendigo community. Explore ways to integrate into existing publications. | <ul style="list-style-type: none"> <li>Annual Progress Report for the community was released by the Mayor at the Community Human Rights Forum in March 2018. It is planned to release the next Annual Progress Report at the 2019 Community Human Rights Forum.</li> </ul>                                                                                                                               |

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## Greater Bendigo Cultural Diversity and Inclusion Plan 2016 - 2019

Whole of Community Annual Summary Progress Report March 2019



### Introduction

This is the second Cultural Diversity and Inclusion Plan (CDIP) progress report following the release of the CDIP by the City of Greater Bendigo in August 2016. As the implementation of the CDIP progresses, it is important to reflect on the achievements and recognise the value of working in partnership to achieve the goals of the CDIP.

### The Cultural Diversity and Inclusion Plan

The Greater Bendigo Cultural Diversity and Inclusion Plan reflects the City's whole of community approach to supporting and driving cultural diversity and inclusion in Greater Bendigo. Our vision is a community where people of all cultures and backgrounds feel welcome, safe and respected.

The CDIP focuses on five key goals and is supported by Working Groups which act to achieve the CDIP's 33 objectives and 142 actions.

The City's commitment to the CDIP responds to our growing population of culturally and linguistically diverse groups and aims to ensure:

- Improved social cohesion
- Better health and wellbeing
- A flourishing economy
- Protection of human rights
- Intercultural richness
- A welcoming community
- Positive recognition as a welcoming City



### CDIP Governance and Working Groups





The Summary Progress Report highlights some key achievements of Year 2 of the CDIP during 2018.

| OBJECTIVE                                                                                                                                                                                               | ACTION                                                                                                                                                                                                                         | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GOAL 1 - A Greater Bendigo community that understands and respects cultural and religious differences and supports multiculturalism</b>                                                              |                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Objective 1</b>                                                                                                                                                                                      |                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Provide opportunities for the community to increase their understanding of and empathy for residents from culturally diverse backgrounds by the provision of information and intercultural experiences. | 1a. Hold forums and events that encourage Interfaith dialogue and understanding.<br><b>Lead: Bendigo Interfaith Council</b>                                                                                                    | <ul style="list-style-type: none"> <li>The Bendigo Interfaith Council held its Annual Interfaith Dinner with 180 people attending. Guest speaker was Helen Heath OAM, on the theme: <i>'Creative Harmony-Interfaith - the Next Step'</i>.</li> </ul>                                                                                                                                                                                                                                                  |
|                                                                                                                                                                                                         | 1e. Continue to deliver education sessions on the refugee: experience, culture and religion.<br><b>Lead: Bendigo Community Health Services</b>                                                                                 | <ul style="list-style-type: none"> <li>Bendigo Community Health Services worked with Bendigo Health to run <i>Understanding Karen Culture, Understanding Islam and Understanding the Refugee Experience</i> workshops.</li> <li>The City of Greater Bendigo and Rural Australians for Refugees coordinated a range of activities to promote Refugee Week.</li> </ul>                                                                                                                                  |
|                                                                                                                                                                                                         | 1h. Seek funds, and if successful, develop and implement a community participatory arts program that explores cultural differences and promotes empathy and respect.                                                           | <ul style="list-style-type: none"> <li>The Emerge Cultural Hub created purposeful intercultural arts experiences, increasing participation and opportunities by and for artists and community members from migrant, refugee and Aboriginal and Torres Strait Islander backgrounds.</li> <li>The Enlighten Projection Festival held as a part of White Night showcased key artists from different cultural backgrounds.</li> </ul>                                                                     |
|                                                                                                                                                                                                         | 1i. Develop and publish bi-lingual NESB children books from local families using the Kids Own Publishing or similar model, and integrate into story time and library catalogue.<br><b>Lead: Goldfields Library Corporation</b> | <ul style="list-style-type: none"> <li>Two multilingual children's books were created by members of the local Karen and Afghan communities with support from the City of Greater Bendigo and Goldfields Library Corporation.</li> <li>In partnership with the City, Goldfields Library Corporation implemented the Inclusive Multicultural Library Project using local cultural champions to support cultural diversity and inclusion in library collections, programs, events and spaces.</li> </ul> |
|                                                                                                                                                                                                         | 1l. Organise leadership events that share the experiences of culturally diverse Australians<br><b>Lead: Believe in Bendigo/ Multicultural Services/City of Greater Bendigo</b>                                                 | <ul style="list-style-type: none"> <li>Two highlights of last year's Zinda Festival were: Zinda in the Park attended by 4,000 people and the Community Human Rights Forum held at Ulumbarra with the theme <i>But Where Are You REALLY</i> from. Over 100 people attended this event.</li> </ul>                                                                                                                                                                                                      |
| <b>Objective 2</b>                                                                                                                                                                                      |                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Promote benefits of cultural diversity and inclusion to the Greater Bendigo community.                                                                                                                  | 2b. Integrate diversity and inclusion into the Bendigo Business Excellence Awards.<br><b>Lead: Be.Bendigo</b>                                                                                                                  | <ul style="list-style-type: none"> <li>The City sponsored a new Excellence in Workplace Diversity and Inclusion Award as part of the 2018 Be.Bendigo Business Excellence Awards and will do so again in 2019.</li> </ul>                                                                                                                                                                                                                                                                              |

| OBJECTIVE                                                                                                                                                  | ACTION                                                                                                                                                                                                                                                           | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Objective 4</b>                                                                                                                                         |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                         |
| Enhance the cultural inclusion of Bendigo workplaces and volunteer organisations.                                                                          | 4e. Organise Unconscious Bias Training for recruitment and people managers of staff and volunteers.                                                                                                                                                              | <ul style="list-style-type: none"> <li>In partnership with the Bendigo Human Resources Network, the City ran workshops for the business and community sectors about making workplaces more culturally inclusive.</li> <li>Unconscious Bias training was held for all City staff and 100 community members including early years' educators and secondary school students.</li> </ul>                    |
|                                                                                                                                                            | 4f. Provide a forum for volunteer organisations to promote the benefits of cultural diversity and ways to be culturally inclusive.<br><br><b>Lead: Bendigo Volunteer Resource Centre</b>                                                                         | <ul style="list-style-type: none"> <li>In partnership with Multicultural Services and the City, Bendigo Volunteer Resource Centre held two 'Cultural Diversity and Volunteering in Greater Bendigo' workshops for over 80 people.</li> </ul>                                                                                                                                                            |
| <b>Objective 5</b>                                                                                                                                         |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                         |
| Demonstrate leadership regarding human rights, support for multiculturalism and the needs of marginalised culturally and linguistically diverse residents. | 5b. When appropriate, provide submissions on: <ul style="list-style-type: none"> <li>State or Federal Multicultural and related policies</li> <li>Proposed changes in legislation and services</li> <li>Emerging settlement or social cohesion issues</li> </ul> | <ul style="list-style-type: none"> <li>The City of Greater Bendigo joined the <i>Local Government Mayoral Taskforce Supporting People Seeking Asylum</i>. The Mayoral Taskforce will advocate to the Federal Government for the reinstatement of the Status Resolution Support Service which before it was cut in 2018, provided income and case management support for asylum seekers.</li> </ul>      |
| <b>Objective 7</b>                                                                                                                                         |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                         |
| Promote culturally respectful attitudes and a culturally diverse and inclusive identity of Greater Bendigo.                                                | 7f. Support media to implement strategies that foster respectful representation of ethnic and religious groups and foster an inclusive community.                                                                                                                | <ul style="list-style-type: none"> <li>The City worked with the ABC Education Unit to produce three videos telling the story of the Karen community in Greater Bendigo and featuring the locally published 'Counting with Karen Culture' children's book. The videos are available via the ABC's Education Website and will be used as curriculum resources by schools throughout Australia.</li> </ul> |
| <b>Objective 10</b>                                                                                                                                        |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                         |
| Develop opportunities for young people to understand and value cultural and religious diversity.                                                           | 10a. Promote to schools to integrate cultural awareness days into school calendar of events, e.g. school councils organise events for Harmony Days, through the development/promotion of existing resources and visits to schools.                               | <ul style="list-style-type: none"> <li>Over 70 young people from high schools across Greater Bendigo attended a unique Inclusion Leadership Day focused on developing skills to drive inclusion in Greater Bendigo.</li> </ul>                                                                                                                                                                          |



| OBJECTIVE                                                                                                                                                                                                                | ACTION                                                                                                                                                                    | PROGRESS TO DATE                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GOAL 2 - Residents from culturally, linguistically and religiously diverse backgrounds have equal opportunities to access culturally appropriate services and participate fully in the Greater Bendigo community.</b> |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Objective 13</b>                                                                                                                                                                                                      |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Provide opportunities for cultural and creative expression, participation and development for culturally diverse residents.                                                                                              | 13d. Support and encourage artists from diverse cultural backgrounds to participate in arts programs and to develop exhibitions and performances for public presentation. | <ul style="list-style-type: none"> <li>The Bendigo Education through Music Project was led by the City and Greater Bendigo Against Family Violence. Launched at the 2018 community event against family violence, the Music Project involved a multicultural community member ensemble singing in traditional languages, playing instruments and dancing as part of a campaign against family violence.</li> </ul>                                                                       |
| <b>Objective 15</b>                                                                                                                                                                                                      |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Increase participation of culturally diverse residents in sport and recreational opportunities.                                                                                                                          | 15c. Organise youth and family multi-sports and recreation come and try days.<br><br><b>Lead: Sports Action Group</b>                                                     | <ul style="list-style-type: none"> <li>The Women's Swimming Program held two swim classes for 21 women.</li> <li>The City worked with Bendigo Community Health Services to help bring together Greater Bendigo's first cane ball tournament promoted by the Karen community. The project also produced an educational video about cane ball.</li> <li>Various cricket, soccer, bike riding and netball come-and-try events were held throughout the year.</li> </ul>                     |
| <b>GOAL 3 - Religious and racial discrimination is prevented and addressed effectively.</b>                                                                                                                              |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Objective 23</b>                                                                                                                                                                                                      |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Effectively manage extremist actions to maintain and strengthen social cohesion and lessen the impact on target groups.                                                                                                  | 23c. Undertake Action Research to understand factors that lead to extremist behaviour and attitudes and develop appropriate resources from findings.                      | <ul style="list-style-type: none"> <li>AMES Australia and Deloitte Economics launched their Regional Futures Report on the Economic and Social Impact of Karen Resettlement in Bendigo.</li> <li>The City achieved a State Government Community Harmony Grant to coordinate a project that promotes understanding, support and social cohesion in the lead up to construction of the Bendigo Islamic Community Centre commencing. The 12 month project will commence in 2019.</li> </ul> |
| <b>GOAL 4 - The City of Greater Bendigo is a leading organisation for cultural inclusion.</b>                                                                                                                            |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Objective 27</b>                                                                                                                                                                                                      |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Increase access to City of Greater Bendigo services and information for residents from non-English speaking backgrounds.                                                                                                 | 27d. Trial the availability of a Karen interpreter to assist Customer Support and other City services and if successful develop a case for provision of ongoing service.  | <ul style="list-style-type: none"> <li>The City employed a Karen Connections Officer for a six month pilot to support knowledge and connections between the Karen community and Councillors, City staff and services. The project included translating, interpreting, developing information resources, cultural exchange, running workshops and holding information sessions.</li> </ul>                                                                                                |
| <b>GOAL 5 - Ensure capacity and a coordinated approach to implement the CDIP, and apply continual improvements.</b>                                                                                                      |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Objective 31</b>                                                                                                                                                                                                      |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Develop structures and processes that foster a coordinated approach amongst stakeholders.                                                                                                                                | 31a. Develop and support an ongoing CDIP Steering Group to ensure project quality and coordination.                                                                       | <ul style="list-style-type: none"> <li>The CDIP Steering Committee met quarterly to monitor the progress of the CDIP, support the four working groups focused on implementing the CDIP actions and identifying emerging issues. In 2018, the Mayor, Cr Margaret O'Rourke, Cr Jennifer Alden, and Cr Rod Fyfe were Council representatives on the Steering Committee.</li> </ul>                                                                                                          |



### Demographic Snapshot

A defining characteristic of Greater Bendigo's growing diversity has been the increasing numbers of migrants arriving from non-English speaking backgrounds. In 2016, 5% of people in Greater Bendigo came from countries where English was not their first language, including India, Malaysia, Vietnam, Thailand and Burma (Myanmar). In recent times, Greater Bendigo has also welcomed the settlement of refugees, particularly Karen, Karenni and Hazara. The first Karen community members arrived in 2005 and it is now estimated the population is approximately 2,500. There is also about 250 Afghan and 100 South Sudanese refugees living in Greater Bendigo.

### More Information

For more information on the Cultural Diversity and Inclusion Plan and how you might become involved, contact Jac Torres-Gomez, Inclusive Communities Officer on 5434 6000.



## **7. LEAD AND GOVERN FOR ALL**

### **7.1 APPOINTING AN ACTING CHIEF EXECUTIVE OFFICER**

#### **Document Information**

**Author/Responsible Officer**      **Craig Niemann, Chief Executive Officer**

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#### **Purpose/Summary**

The purpose of this report is to request Council to appoint an acting Chief Executive Officer while the Chief Executive Officer takes seven weeks annual leave.

#### **RECOMMENDATION**

That Council appoint Mr Bernie O'Sullivan as Acting Chief Executive Officer effective from 6 July 2019 to 25 August 2019 inclusive.

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Policy Context

Community Plan Reference:

City of Greater Bendigo Community Plan 2017-2021:

Goal 1 Lead and govern for all

Background Information

Given the current delegation from the Council to the CEO dated 6 December 2018 expressly prevents the CEO from appointing a person to act as Chief Executive Officer in his absence for a period of more than four weeks, this matter must be referred to the Council for determination.

Report

The Chief Executive Officer plans to take annual leave for a period of seven weeks from 6 July 2019 to 25 August, 2019, inclusive.

After discussion with the Mayor and Councillors, an expression of interest process was undertaken and offered to Directors. Expressions of interest were considered by the Mayor, Councillors and CEO and the role of Acting Chief Executive Officer was offered to Mr Bernie O'Sullivan.

Resource Implications

There are no resource implications in Council appointing a person to act as Chief Executive Officer while the CEO takes annual leave.

7.2 FINANCE COMMITTEE REPORT 31 MARCH 2019

Document Information

Author Nathan Morsillo, Manager Financial Strategy

Responsible Director Andrew Cooney, Director Corporate Performance

Summary/Purpose

To provide Council with a report on the financial position of the City of Greater Bendigo (CoGB) to 31 March for the 2018/19 financial year.

RECOMMENDATION

That the Greater Bendigo City Council receive the Finance Report comparing Budgeted and Actual Revenues and Expenses to 31 March 2019, in accordance with the requirements of the *Local Government Act*.

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### Background Information

In accordance with Section 138 of the *Local Government Act* 1989:

“At least every 3 months, the Chief Executive Officer must ensure that a statement comparing the budgeted revenue and expenditure for the financial year with the actual revenue and expenditure to date is presented to the Council at a Council meeting which is open to the public.”

A review of the financials for the period 1 July 2018 to 31 December 2018 was undertaken by the City's Finance Committee on 4 February 2019.

### Policy Context

*City of Greater Bendigo Community Plan 2017-2021:*

|               |                                                                  |
|---------------|------------------------------------------------------------------|
| <u>Goal 1</u> | <u>Lead and govern for all</u>                                   |
| Objective 1.3 | Be innovative and financially responsible                        |
| Objective 1.4 | Be accountable and efficient in its use of the community's money |

## Report

This report provides an update on the financial performance in comparison to the adopted budget for the 2018/2019 financial year for the period 1 July 2018 to 31 March 2019.

### 1. Actual Financial Performance

#### Operating Result - YTD Actual vs YTD Budget

The City's operating result as at 31 March 2019 is \$16.5M favourable to budget.

Operating Result is a measure for accounting for an organisation's profit or loss for a given period. An Operating Result recognises all revenue and operating expenditure; it includes non-cash expenditure such as depreciation and non-cash revenue of donated assets.

| <b>YTD Budget<br/>31/03/2019<br/>Surplus/(Deficit)</b> | <b>YTD Actual<br/>31/03/2019<br/>Surplus/(Deficit)</b> | <b>Variance</b>    |
|--------------------------------------------------------|--------------------------------------------------------|--------------------|
| \$23.8M                                                | \$40.3M                                                | \$16.5M Favourable |

The Income Statement for the period 01 July 2018 – 31 March 2019 is included below:

**INCOME STATEMENT - CITY OF GREATER BENDIGO**

|                                                                                             | YTD VARIANCE                    |                                |               |            | FORECAST VARIANCE                       |                                       |                   |             |
|---------------------------------------------------------------------------------------------|---------------------------------|--------------------------------|---------------|------------|-----------------------------------------|---------------------------------------|-------------------|-------------|
|                                                                                             | YTD<br>Budget<br>2019<br>\$'000 | YTD Actual<br>Mar 19<br>\$'000 | YTD Variance  |            | Annual<br>Budget<br>2018/2019<br>\$'000 | Forecast 30<br>June<br>2019<br>\$'000 | Forecast Variance |             |
|                                                                                             |                                 |                                | \$'000        | %          |                                         |                                       | \$'000            | %           |
| <b>REVENUE</b>                                                                              |                                 |                                |               |            |                                         |                                       |                   |             |
| Rates and Charges                                                                           | 116,803                         | 116,859                        | 56            | 0%         | 116,843                                 | 116,868                               | 25                | 0%          |
| Statutory Fees and Fines                                                                    | 3,895                           | 4,121                          | 226           | 6%         | 5,002                                   | 5,002                                 | 0                 | 0%          |
| User Fees                                                                                   | 19,146                          | 19,758                         | 612           | 3%         | 26,506                                  | 27,782                                | 1,276             | 5%          |
| Government Grants - Operating                                                               | 12,035                          | 14,187                         | 2,152         | 18%        | 23,586                                  | 28,616                                | 5,030             | 21%         |
| Government Grants - Capital                                                                 | 2,679                           | 5,832                          | 3,153         | 118%       | 3,572                                   | 8,790                                 | 5,218             | 146%        |
| Contributions - monetary                                                                    | 4,068                           | 7,364                          | 3,296         | 81%        | 5,107                                   | 10,358                                | 5,251             | 103%        |
| Contributions - non monetary                                                                | -                               | -                              | -             | 0%         | 12,066                                  | 12,066                                | 0                 | 0%          |
| Interest on Investments                                                                     | 948                             | 1,453                          | 505           | 53%        | 1,264                                   | 1,700                                 | 436               | 35%         |
| Other Revenue (Internal)                                                                    | 18,100                          | 17,650                         | (450)         | -2%        | 24,138                                  | 23,737                                | (401)             | -2%         |
| Share of Other Comprehensive Income                                                         | 67                              | -                              | (67)          | -100%      | 90                                      | 90                                    | 0                 | 0%          |
| Associates Accounted for by the Equity Method                                               |                                 |                                |               |            |                                         |                                       |                   |             |
| <b>Total Revenue</b>                                                                        | <b>177,742</b>                  | <b>187,225</b>                 | <b>9,482</b>  | <b>5%</b>  | <b>218,174</b>                          | <b>235,009</b>                        | <b>16,835</b>     | <b>8%</b>   |
| <b>EXPENSES</b>                                                                             |                                 |                                |               |            |                                         |                                       |                   |             |
| Employee Benefits                                                                           | 48,130                          | 46,623                         | 1,507         | 3%         | 64,556                                  | 63,727                                | 829               | 1%          |
| Contract Payments, Materials and Services                                                   | 51,359                          | 47,680                         | 3,679         | 7%         | 68,770                                  | 68,327                                | 443               | 1%          |
| Plant and Equipment Operating Expenses                                                      | 5,323                           | 5,208                          | 114           | 2%         | 7,037                                   | 7,261                                 | (224)             | -3%         |
| Depreciation and amortisation                                                               | 29,203                          | 28,465                         | 738           | 3%         | 38,938                                  | 38,077                                | 861               | 2%          |
| Borrowing Costs                                                                             | 1,674                           | 1,629                          | 45            | 3%         | 2,232                                   | 2,232                                 | -                 | 0%          |
| Net (Profit) / Loss on Disposal of Property, Plant, infrastructure and assets held for sale | -                               | (60)                           | 60            | 0%         | 3,000                                   | 2,940                                 | 60                | 2%          |
| Bad Debts                                                                                   | 167                             | 230                            | (62)          | -37%       | 225                                     | 239                                   | (14)              | -6%         |
| Other Expenses (Internal)                                                                   | 18,025                          | 17,111                         | 914           | 5%         | 24,138                                  | 23,168                                | 970               | 4%          |
| <b>Total Expenses</b>                                                                       | <b>153,881</b>                  | <b>146,885</b>                 | <b>6,996</b>  | <b>5%</b>  | <b>208,895</b>                          | <b>205,971</b>                        | <b>2,924</b>      | <b>1%</b>   |
| <b>Operating Result</b>                                                                     | <b>23,861</b>                   | <b>40,339</b>                  | <b>16,478</b> | <b>69%</b> | <b>9,278</b>                            | <b>29,038</b>                         | <b>19,760</b>     | <b>213%</b> |
| <b>Other Comprehensive Income</b>                                                           |                                 |                                |               |            |                                         |                                       |                   |             |
| Net asset revaluation increments                                                            | 48,223                          | -                              | 48,223        | 100%       | 48,223                                  | 48,223                                | -                 | 0%          |
| <b>Comprehensive Result</b>                                                                 | <b>72,084</b>                   | <b>40,339</b>                  | <b>64,701</b> | <b>90%</b> | <b>57,501</b>                           | <b>77,261</b>                         | <b>19,760</b>     | <b>34%</b>  |

Major variances that contribute to the result include:

| Area                          | Fav / Unfav | Main Contributing Factors                                                                                                                                                                                                                | Variance |
|-------------------------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Government Grants – Operating | Favourable  | The favourable result is due to additional grants including Healthy Hearts, Strategic Partnerships CBP program, and various Regional Sustainability and Development grants. This income will be matched by expenditure this FY and next. | \$2.1M   |
| Government Grants – Capital   | Favourable  | The favourable YTD actual result relates to timing of funds received for Gurri Wanyarra Wellbeing Centre and additional Roads to Recovery received for Maiden Gully Road.                                                                | \$3.2M   |

| Area                                    | Fav / Unfav | Main Contributing Factors                                                                                                                                                                                                                                                               | Variance |
|-----------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Contributions – Monetary                | Favourable  | Year to date contributions for Black Spot funding, Zebra Crossings and Gurri Wanyarra.                                                                                                                                                                                                  | \$3.3M   |
| Employee Costs                          | Favourable  | The favourable result is due to staff vacancies and savings in Engineering (partially offset by additional consulting fees), Regional Sustainable Development, Statutory Planning and Community Wellbeing                                                                               | \$1.5M   |
| Contract Payments, Materials & Services | Favourable  | The favourable result is primarily due to a delay in tonnage movement from Eaglehawk Landfill and transfer stations to Patho along with the timing of exhibition expenses at the Bendigo Art Gallery and events run by Tourism and Major Events still being negotiated and/or to occur. | \$3.7M   |

#### Cash Result - YTD Actual vs YTD Budget

The City's cash result as at 31 March 2019 is \$24.1M favourable to budget.

The Cash Result takes the Operating Result and removes non cash transactions. It also includes Capital Works expenditure, loan repayments, new loan drawdowns and Reserve transfer movements. YTD grants received are higher due to unbudgeted grants and timing and capital works expenditure has been lower than budget.

| YTD Budget<br>31/03/2019 | YTD Actual<br>31/03/2019 | Variance |
|--------------------------|--------------------------|----------|
| \$22.7M                  | \$44.1M                  | \$24.1M  |

## **2. Forecast Performance**

The City regularly updates its forecasts, which estimates the financial year position as at 30 June 2019. The operating forecast result is significantly favourable to budget, representing additional operating grants and capital grants to be received in this financial year.

#### Operating Result - Forecast v Annual Budget

| Annual Budget<br>30/06/2019 | Forecast<br>30/06/2019 | Variance           |
|-----------------------------|------------------------|--------------------|
| Operational Surplus         | Operational Surplus    | Variance           |
| \$9.3M                      | \$29M                  | \$19.7M Favourable |

Major variances that contribute to the forecast favourable operating result include the following:

| Area                          | Fav / Unfav | Main Contributing Factors                                                                                                                                                                                                                                                                                 | Variance |
|-------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| User Fees                     | Favourable  | The favourable result can be primarily attributed to increased landfill fees; increased revenue of transfer stations; additional subdivision and legal point of discharge income in Statutory Planning; and additional revenue forecast to be received from tickets sales for the 1,000 Doors exhibition. | \$1.3M   |
| Government Grants - Operating | Favourable  | Additional grants (compared to original budget) including 50 per cent of Financial Assistance Grant, Healthy Hearts, Strategic Partnerships CBP Program and various other grants.                                                                                                                         | \$5M     |
| Government Grants - Capex     | Favourable  | The favourable result is primarily due to timing of grants for various projects including eWaste Sheds, Gurri Wanyarra, Bendigo RSL, Northern Rivers Cricket Club, Dower Park Change rooms, Bendigo Tennis Pavilion, Sun Loong Replacement, Murphy Street Roundabout and Elm St Works.                    | \$5.2M   |
| Contributions – Monetary      | Favourable  | Year to date contributions for Black Spot funding, Zebra Crossings, Gurri Wanyarra and Bendigo Stadium.                                                                                                                                                                                                   | \$5.3M   |

### 2018/2019 Cash Result

The cash result is managed on an ongoing basis rather than annually, as the impact of previous year's results will affect the following year's budget.

|                                                        | Annual Budget<br>Surplus/(Deficit) |
|--------------------------------------------------------|------------------------------------|
| Accumulated Surplus Carried Forward 30/06/18           | \$20,273,707                       |
| Carried Forward Capital Work Projects from 2017/2018   | (\$14,782,260)                     |
| Grants received in 2017/2018 not spent at 30 June 2018 | (\$761,871)                        |
| 2017/2018 carry-forward cash result                    | \$4,729,576                        |
| 2018/2019 cash result                                  | (\$2,281,691)                      |
| Budgeted accumulated cash surplus as at 30/06/19       | \$2,447,885                        |

|                                                                                   | <b>Forecast Result<br/>Surplus/(Deficit)</b> |
|-----------------------------------------------------------------------------------|----------------------------------------------|
| 2018/19 financial year cash result (forecast)                                     | \$11,425,776                                 |
| Capital Projects identified at 31/12/18 as requiring Carry Forward into 2017/2018 | (\$7,391,073)                                |
| Forecast of grants in 2018/2019 relating to 2019/2020                             | (\$1,900,000)                                |
| 2018/2019 Forecast Surplus/(Deficit) at 30/06/19                                  | \$2,134,703                                  |

## **Conclusion**

The Finance Committee has reviewed the Statement comparing Budgeted and Actual Revenues and Expenses to 31 March 2019, and the financial forecast for 2018/2019.

### 7.3 CONTRACTS AWARDED UNDER DELEGATION

#### Document Information

**Author** Lee Taig, Contract Support Administrator, Governance Unit

**Responsible Director** Andrew Cooney, Director Corporate Performance

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#### Purpose/Summary

The purpose of this report is to provide information on contracts recently awarded under delegation.

#### **RECOMMENDATION**

That the contracts awarded under delegation, as outlined in this report, be acknowledged by Council.

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Policy Context

Delivery of programs, projects and services that respond to community needs.

Community Plan Reference:

City of Greater Bendigo Community Plan 2017-2021

Goal 1: Lead and govern for all

Objective: 1.2 Be innovative and financially responsible

Report

Contract No	Project	Successful Contractor	Delegated Officer	Date Signed
Capital Contracts				
CT000451	Epsom-Huntly Regional Recreation Reserve Lighting Works	Eascom Electrical Bendigo Pty Ltd	Debbie Wood	28 March 2019
	Price: \$196,120.00	Practical Completion: 31 May 2019		
CT000449	Healthy Heart of Victoria Active Living	The Social Research Centre Pty Ltd	Lincoln Fitzgerald	11 April 2019
	Price: \$449,216.00	Practical Completion: 13 September 2019		
CT000438	Dower Park - Away Change Rooms Construct	BLR Provincial Construction Pty Ltd	Craig Niemann	10 April 2019
	Price: \$680,157.50	Practical Completion: 30 July 2019		
CT000431	Queen Elizabeth Oval Netball Pavilion	Franklin & Walsh Builders Pty Ltd	Craig Niemann	29 March 2019
	Price: \$823,202.00	Practical Completion: 25 August 2019		
CT000445	Changing Places Toilet Upgrade Hargreaves Street Bendigo	BLR Provincial Construction	Vicky Mason	18 April 2019
	Price: \$322,832.00	Practical Completion: 27 June 2019		

Service Contracts				
Contract Number	Project:	Successful Contractor:	Delegated Officer:	Date Signed
CT000424	Cleaning Services for Bendigo Livestock Exchange	Australian Commercial Maintenance Pty Ltd	Debbie Wood	16 January 2019
	Price: \$22,995.45	Initial Term: 2 Years	Extension Options: 1 + 1	
	Current annual Council Budget for the goods/services contracted via this schedule of rates is \$30,000.00			
CT000440	Supply & Delivery of Ready Mix Concrete	Pearce Concrete Pty Ltd ASQ Premix Concrete E.B. Mawson & Sons Pty Ltd	Craig Niemann	21 February 2019
	Price: Schedule of Rates	Initial Term: 3 Years	Extension Options: 1 X 2	
	Current annual Council Budget for the goods/services contracted via this schedule of rates is \$350,000.00			

7.4 RECORD OF ASSEMBLIES

Document Information

Author Miki Wilson, Manager Governance

Responsible Director Andrew Cooney, Director Corporate Performance

Purpose

The purpose of this report is to provide the record of any assembly of Councillors, which has been held since the last Council Meeting, so that it can be recorded in the Minutes of the formal Council Meeting.

RECOMMENDATION

That Council endorse the record of assemblies of Councillors as outlined in this report.

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### Policy Context

*City of Greater Bendigo Community Plan 2017-2021:*

Goal 1 Effective community engagement will guide well informed, responsive decision-making and financially responsible resource allocations, which are transparent and accountable.

### Background Information

A meeting will be an assembly of Councillors if it considers matters that are likely to be the subject of a Council decision, or, the exercise of a Council delegation and the meeting is:

1. A planned or scheduled meeting that includes at least half the Councillors (5) and a member of Council staff; or
2. an advisory committee of the Council where one or more Councillors are present.

The requirement for reporting provides increased transparency and the opportunity for Councillors to check the record, particularly the declarations of conflict of interest.

**Report**

| <i>Meeting Information</i>                      |                                             |                                                                                                                                                                                          |
|-------------------------------------------------|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Meeting Name/Type</b>                        |                                             | Councillors' Briefing                                                                                                                                                                    |
| <b>Meeting Date</b>                             |                                             | 25 March 2019                                                                                                                                                                            |
| <b>Matters discussed</b>                        |                                             | 1. Planning Scheme Review Workshop                                                                                                                                                       |
|                                                 |                                             |                                                                                                                                                                                          |
| <i>Attendees/Apologies</i>                      |                                             |                                                                                                                                                                                          |
| <b>Councillors</b>                              |                                             | Cr Margaret O'Rourke<br>Cr Jennifer Alden<br>Cr Matt Emond<br>Cr George Flack<br>Cr Rod Fyffe<br>Cr Andrea Metcalf<br>Cr Mal Pethybridge<br>Cr James Williams<br>Cr Yvonne Wrigglesworth |
| <b>Staff/<br/>Community<br/>Representatives</b> |                                             | Mr Craig Niemann<br>Mr Bernie O'Sullivan<br>Mr Andrew Cooney<br>Ms Vicky Mason<br>Ms Miki Wilson                                                                                         |
|                                                 |                                             |                                                                                                                                                                                          |
| <i>Conflict of Interest disclosures</i>         |                                             |                                                                                                                                                                                          |
| <b>Matter No.</b>                               | <b>Councillor/officer making disclosure</b> | <b>Councillor/officer left meeting</b>                                                                                                                                                   |
|                                                 | Nil                                         |                                                                                                                                                                                          |

| <b>Meeting Information</b> |                                                                                                                                                                                                                                                                                                                 |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Meeting Name/Type</b>   | Councillors' Briefing                                                                                                                                                                                                                                                                                           |
| <b>Meeting Date</b>        | 1 April 2019                                                                                                                                                                                                                                                                                                    |
| <b>Matters discussed</b>   | 1. Huntly DCP<br>2. Marong TSP and DCP and Maiden Gully PSP and DCP<br>3. Industrial Land Development Strategy<br>4. Draft Budget 2019/2020<br>5. Annual Actions<br>6. Outdoor Performing Arts Space<br>7. Walking and Cycling Strategy<br>8. Epsom Ascot Huntly Flood Mitigation Study<br>9. MAV State Council |
|                            |                                                                                                                                                                                                                                                                                                                 |
| <b>Attendees/Apologies</b> |                                                                                                                                                                                                                                                                                                                 |
| <b>Councillors</b>         | Cr Margaret O'Rourke<br>Cr Jennifer Alden<br>Cr Rod Fyffe<br>Cr Andrea Metcalf<br>Cr Mal Pethybridge                                                                                                                                                                                                            |

|                                                 |                                                                                                                                                                |                                        |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
|                                                 | Cr James Williams<br>Cr Yvonne Wrigglesworth<br><b>Apologies:</b><br>Cr Matt Emond<br>Cr George Flack                                                          |                                        |
| <b>Staff/<br/>Community<br/>Representatives</b> | Mr Craig Niemann<br>Mr Bernie O'Sullivan<br>Mr Andrew Cooney<br>Mr Lincoln Fitzgerald<br>Ms Debbie Wood<br>Ms Miki Wilson<br><b>Apology:</b><br>Ms Vicky Mason |                                        |
|                                                 |                                                                                                                                                                |                                        |
| <b><i>Conflict of Interest disclosures</i></b>  |                                                                                                                                                                |                                        |
| <b>Matter No.</b>                               | <b>Councillor/officer making disclosure</b>                                                                                                                    | <b>Councillor/officer left meeting</b> |
|                                                 | Nil                                                                                                                                                            |                                        |

| <b>Meeting Information</b>                      |                                                                                                                                                                                                                                                                         |
|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Meeting Name/Type</b>                        | Sustainability and Environment Advisory Committee                                                                                                                                                                                                                       |
| <b>Meeting Date</b>                             | 2 April 2019                                                                                                                                                                                                                                                            |
| <b>Matters discussed</b>                        | 1. Biolinks<br>2. Greater Bendigo Planning Scheme Review<br>3. Greater Bendigo's Food System Strategy<br>4. Committee Eol process<br>5. Fruit Fly cards<br>6. Indian Myna Action Group<br>7. Presentation of certificates of appreciation to outgoing committee members |
| <b>Attendees/Apologies</b>                      |                                                                                                                                                                                                                                                                         |
| <b>Councillors</b>                              | Cr Jennifer Alden<br><b>Apologies:</b><br>Cr Andrea Metcalf<br>Cr Margaret O'Rourke                                                                                                                                                                                     |
| <b>Staff/<br/>Community<br/>Representatives</b> | Mr Anthony Sheean<br>Ms Rebecca Huddy/<br>Mr James Shaddick<br>Mr Geoff Caine<br>Ms Jess Milroy<br>Ms Terri Williams<br>Mr Colin Smith<br><b>Apologies:</b><br>Mr Trevor Budge<br>Mr Glenn Pomeroy<br>Mr Bernie O'Sullivan/<br>Ms Meg Caffin<br>Ms Pamela Beattie       |

|                                         |                                             |                                        |
|-----------------------------------------|---------------------------------------------|----------------------------------------|
|                                         |                                             | Mr Chris Weir<br>Ms Kelly Button       |
|                                         |                                             |                                        |
| <b>Conflict of Interest disclosures</b> |                                             |                                        |
| <b>Matter No.</b>                       | <b>Councillor/officer making disclosure</b> | <b>Councillor/officer left meeting</b> |
|                                         | Nil                                         |                                        |

| Meeting Information                    |                                                                                                                                                                                                                                                 |                                 |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| Meeting Name/Type                      | Community Presentation Session                                                                                                                                                                                                                  |                                 |
| Meeting Date                           | 5 April 2019                                                                                                                                                                                                                                    |                                 |
| Matters discussed                      | 1. Potential energy initiatives<br>2. Golden Square Swimming Pool<br>3. Outdoor Performing Arts Space<br>4. Public Street Art                                                                                                                   |                                 |
|                                        |                                                                                                                                                                                                                                                 |                                 |
| Attendees/Apologies                    |                                                                                                                                                                                                                                                 |                                 |
| Councillors                            | Cr Margaret O'Rourke<br>Cr Jennifer Alden<br>Cr Matt Emond<br>Cr George Flack<br>Cr Rod Fyffe<br>Cr Andrea Metcalf<br>Cr Mal Pethybridge<br>Cr James Williams<br>Cr Yvonne Wrigglesworth<br><b>Apology:</b><br>Cr Matt Emond<br>Cr George Flack |                                 |
| Staff/<br>Community<br>Representatives | Mr Craig Niemann<br>Mr Bernie O'Sullivan<br>Mr Andrew Cooney<br>Mr Lincoln Fitzgerald<br>Ms Debbie Wood<br>Ms Miki Wilson<br><b>Apology:</b><br>Ms Vicky Mason                                                                                  |                                 |
|                                        |                                                                                                                                                                                                                                                 |                                 |
| Conflict of Interest disclosures       |                                                                                                                                                                                                                                                 |                                 |
| Matter No.                             | Councillor/officer making disclosure                                                                                                                                                                                                            | Councillor/officer left meeting |
|                                        | Nil                                                                                                                                                                                                                                             |                                 |

| Meeting Information                    |                                                                                                                                                                                                                                                                                |                                 |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| Meeting Name/Type                      | Councillors' Briefing                                                                                                                                                                                                                                                          |                                 |
| Meeting Date                           | 8 April 2019                                                                                                                                                                                                                                                                   |                                 |
| Matters discussed                      | 1. Meeting with Federal Member for Bendigo, Lisa Chesters<br>2. MAV State Council<br>3. Planning matters<br>4. GovHub update<br>5. Eaglehawk Landfill<br>6. Ravenswood land<br>7. Bendigo Youth Council<br>8. Healthy Food System Strategy<br>9. Airport Offset Long-Term Plan |                                 |
|                                        |                                                                                                                                                                                                                                                                                |                                 |
| Attendees/Apologies                    |                                                                                                                                                                                                                                                                                |                                 |
| Councillors                            | Cr Margaret O'Rourke<br>Cr Jennifer Alden<br>Cr Matt Emond<br>Cr George Flack<br>Cr Rod Fyffe<br>Cr Andrea Metcalf<br>Cr Mal Pethybridge<br>Cr James Williams<br>Cr Yvonne Wrigglesworth                                                                                       |                                 |
| Staff/<br>Community<br>Representatives | Mr Craig Niemann<br>Mr Bernie O'Sullivan<br>Mr Andrew Cooney<br>Mr Lincoln Fitzgerald<br>Ms Debbie Wood<br>Ms Miki Wilson<br><b>Apology:</b><br>Ms Vicky Mason                                                                                                                 |                                 |
|                                        |                                                                                                                                                                                                                                                                                |                                 |
| Conflict of Interest disclosures       |                                                                                                                                                                                                                                                                                |                                 |
| Matter No.                             | Councillor/officer making disclosure                                                                                                                                                                                                                                           | Councillor/officer left meeting |
|                                        | Nil                                                                                                                                                                                                                                                                            |                                 |

| <b>Meeting Information</b> |                                                                                                                                        |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| <b>Meeting Name/Type</b>   | Councillors' Briefing                                                                                                                  |
| <b>Meeting Date</b>        | 15 April 2019                                                                                                                          |
| <b>Matters discussed</b>   | 1. Dementia Village<br>2. Planning Delegations<br>3. Be.Bendigo<br>4. Bendigo Heritage Attractions<br>5. Bendigo Early Learning Centre |

|                                                 |                                                                                                                                                                                                               |                                        |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
|                                                 |                                                                                                                                                                                                               |                                        |
| <b><i>Attendees/Apologies</i></b>               |                                                                                                                                                                                                               |                                        |
| <b>Councillors</b>                              | Cr Margaret O'Rourke<br>Cr Matt Emond<br>Cr George Flack<br>Cr Rod Fyffe<br>Cr Mal Pethybridge<br>Cr James Williams<br>Cr Yvonne Wrigglesworth<br><b>Apologies:</b><br>Cr Jennifer Alden<br>Cr Andrea Metcalf |                                        |
| <b>Staff/<br/>Community<br/>Representatives</b> | Mr Craig Niemann<br>Mr Andrew Cooney<br>Ms Vicky Mason<br>Mr Trevor Budge<br>Mr Andy Walker<br>Ms Miki Wilson<br><b>Apologies:</b><br>Mr Bernie O'Sullivan<br>Ms Debbie Wood                                  |                                        |
|                                                 |                                                                                                                                                                                                               |                                        |
| <b><i>Conflict of Interest disclosures</i></b>  |                                                                                                                                                                                                               |                                        |
| <b>Matter No.</b>                               | <b>Councillor/officer making disclosure</b>                                                                                                                                                                   | <b>Councillor/officer left meeting</b> |
|                                                 | Nil                                                                                                                                                                                                           |                                        |

|                                                 |                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Meeting Information</b>                      |                                                                                                                                                                                                                                                                                               |
| <b>Meeting Name/Type</b>                        | Heritage Advisory Committee                                                                                                                                                                                                                                                                   |
| <b>Meeting Date</b>                             | 18 April 2019                                                                                                                                                                                                                                                                                 |
| <b>Matters discussed</b>                        | 1. Bendigo Heritage Advisory Committee visit to Ballarat<br>2. Introduction of new Heritage Advisor, Ms Kylie Howe<br>3. Cascades Restoration Update<br>4. Bendigo Gasworks<br>5. Regional Sustainable Development update<br>6. World Heritage Listing<br>7. Proposed Annual Budget 2019/2020 |
|                                                 |                                                                                                                                                                                                                                                                                               |
| <b>Attendees/Apologies</b>                      |                                                                                                                                                                                                                                                                                               |
| <b>Councillors</b>                              | Cr Matt Emond<br>Cr Margaret O'Rourke                                                                                                                                                                                                                                                         |
| <b>Staff/<br/>Community<br/>Representatives</b> | Mrs Wonona Fuzzard<br>Mr Paul Gangell<br>Ms Kylie Howe<br>Ms Trudy Rickard<br>Dr Dannielle Orr/<br>Mr Peter Abbott<br>Mr Laurie Brown                                                                                                                                                         |

|                                         |                                                                                                                                                                                                                                                                  |                                        |
|-----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
|                                         | Bishop Andrew Curnow<br>Mr Matthew Dwyer<br>Mr Bruce McClure<br>Ms Jess Milroy<br>Mr Darren Wright<br><b>Apologies:</b><br>Ms Emma Bryant<br>Mr Trevor Budge/<br>Ms Angela Gladman<br>Mr Jon Marshallsay<br>Dr Di Smith<br>Mr Calum Walker<br>Ms Jenny Trewartha |                                        |
|                                         |                                                                                                                                                                                                                                                                  |                                        |
| <b>Conflict of Interest disclosures</b> |                                                                                                                                                                                                                                                                  |                                        |
| <b>Matter No.</b>                       | <b>Councillor/officer making disclosure</b>                                                                                                                                                                                                                      | <b>Councillor/officer left meeting</b> |
|                                         | Nil                                                                                                                                                                                                                                                              |                                        |

| Meeting Information                    |                                                                                                                                                                                                             |                                 |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| Meeting Name/Type                      | Councillors' Meeting with The Hon Jacinta Allan                                                                                                                                                             |                                 |
| Meeting Date                           | 26 April 2019                                                                                                                                                                                               |                                 |
| Matters discussed                      | Discussion on various topics and update on current projects                                                                                                                                                 |                                 |
|                                        |                                                                                                                                                                                                             |                                 |
| Attendees/Apologies                    |                                                                                                                                                                                                             |                                 |
| Councillors                            | Cr Margaret O'Rourke<br>Cr Jennifer Alden<br>Cr Matt Emond<br>Cr George Flack<br>Cr Mal Pethybridge<br>Cr James Williams<br>Cr Yvonne Wrigglesworth<br><b>Apology:</b><br>Cr Rod Fyffe<br>Cr Andrea Metcalf |                                 |
| Staff/<br>Community<br>Representatives | Mr Craig Niemann                                                                                                                                                                                            |                                 |
|                                        |                                                                                                                                                                                                             |                                 |
| Conflict of Interest disclosures       |                                                                                                                                                                                                             |                                 |
| Matter No.                             | Councillor/officer making disclosure                                                                                                                                                                        | Councillor/officer left meeting |
|                                        | Nil                                                                                                                                                                                                         |                                 |

**8. URGENT BUSINESS**

Nil.

**9. NOTICES OF MOTION**

Nil.

**10. COUNCILLORS' REPORTS**

**11. MAYOR'S REPORT**

**12. CHIEF EXECUTIVE OFFICER'S REPORT**

**13. CONFIDENTIAL (SECTION 89) REPORTS**

**13.1 Confidential Report in accordance with Section 89(2)(h) of the Local Government Act relating to any other matter which the Council or special committee considers would prejudice the Council or any person**

**13.2 Confidential Report in accordance with Section 89(2)(d) of the Local Government Act relating to a contractual matter**

**RECOMMENDATION**

That Council close the meeting to members of the public pursuant to Sections 89(2)(h) and (d) of the **Local Government Act 1989** to consider reports relating to any other matter which the Council or special committee considers would prejudice the Council or any person and a contractual matter.