



Participant briefing pack

Diversity and Inclusion Special Focus Workshop



The City of Port Phillip is embarking on a community engagement program to develop a new Council Plan 2017-2027 for our City.

Together we are facing a future of exciting possibilities – as well as new challenges. A future with more residents, higher density housing developments, impacts from a changing climate, and new ways of working and living in a modern world.

We have a choice – to embrace and manage change to make our City an even better place for people or let change happen to us.

The stakes are high, and what we've done in the past may not work in the future. That's why we are asking the community to join us in a serious conversation about the possible futures for our City.

This briefing pack is divided into three sections as follows:

- **Section 1:**
City of Port Phillip's key challenges
- **Section 2:**
Background on the workshop topic – Diversity and inclusion
- **Section 3:**
Frequently Asked Questions



Section 1:

City of Port Phillip's key challenges



Key challenges

Population growth

By 2036, Port Phillip is expected to grow to more than 142,200 people, a significant 33 per cent increase from the 2015 Estimated Resident Population of 107,127 people. By 2050, projections show a doubling of the Port Phillip population.

Our worker population will also rise dramatically. The Fishermans Bend renewal area is expected to cater for 60,000 jobs by 2050, with just over half of these jobs projected within the City of Port Phillip.

Growth will not be uniform across the City. The St Kilda Road and Fishermans Bend neighbourhoods are projected to grow significantly, while other established neighbourhoods will have low or no growth.

In 2036, the population will continue to be highly mobile and dominated by 25-39 year olds, but with an increasing proportion of older people. More than two-thirds of our households will be single person and couples without children.

Population growth will increase demand for all Council services and amenities. The cost of providing services will increase and demand will stretch services and infrastructure.

Urbanisation

Population growth will drive an increase in urban density. Around 25,000 new dwellings will be required by 2036 to accommodate the expected population growth in Port Phillip.

The Fishermans Bend renewal area will make a significant contribution to housing growth, with new high density neighbourhoods. The density of established areas across the City will also increase, with the St Kilda / St Kilda West and St Kilda Road neighbourhoods accounting for more than half of the projected housing growth outside Fishermans Bend over the next 20 years.

We will see more medium to high density residential development / vertical living and continued pressure to convert commercial areas to residential use.

With increasing density and vertical living, more people will use our parks, villages, roads and footpaths, beaches and public transport. There may be more tension, as public spaces will have to cater for different uses.

Housing costs in Port Phillip are twice the Melbourne average. Private rental and home purchase in Port Phillip is now unaffordable for both lower and moderate income households.

Climate change

Australia's weather is becoming hotter, drier and more extreme. Melbourne is predicted to experience a 0.6°C increase in average temperatures by 2030. There will be a corresponding two per cent decrease in rainfall, a 10-15 per cent increase in storm intensity, and projected sea level rise of between 10-20 centimetres.

Port Phillip is already experiencing the impacts of climate change, including temperature increases (of between 1.2 and 1.4 degrees since 1950), lower than average rainfall (a decrease of between 100 and 200 millimetres since 1950), more flooding, and a notable increase in the number of days over 35 degrees.

Our City's beach lifestyle and coastal activities are very attractive and important to residents and visitors. However, Port Phillip is built on reclaimed land to the south and north. Much of the City is only one to three metres above sea level and coastal areas are exposed to the impacts of climate change, especially flooding and erosion.

We can expect increased flooding of coastal properties and public amenities, storm damage to infrastructure, beach erosion, decreased water quality and security of water supply, reduced summer outdoor activities and hotter urban spaces. Council assets and the Port Phillip community have varying abilities to cope with these changes.

Key challenges

Legislative and policy influence

All Victorian councils operate in a complex legislative and policy environment that includes 75 Acts of Parliament and 28 Regulations. The key Act (*the Local Government Act 1989*) is under review.

A trend of government cost shifting and increased compliance will likely continue. Government funding is being reduced or withdrawn from several sectors, placing additional expectation on local government to fill the gap.

The introduction of a cap on rate increases means local government's ability to control revenue is constrained. Accordingly, we are experiencing increased strain on our financial sustainability.

The Victorian Government's cap on local government rate increases is forecast to impact Council's bottom line by \$67 million over the next 10 years if we don't make changes to the way we operate and deliver our services.

Changing economic conditions

Port Phillip's economy was close to \$12 billion in 2014, contributing 4.3 per cent of the greater Melbourne economy. Significant employment areas in Port Phillip include the St Kilda Road office precinct and established business clusters in South Melbourne and Port Melbourne.

The Port Phillip section of Fishermans Bend is currently home to over 750 businesses and approximately 12,000 workers. The transition of Fishermans Bend to a mixed use community will have a significant impact on the number and type of businesses and jobs in that area.

Our people can expect to spend more time travelling to work outside of the City. We may also continue to experience a change in the nature of our business community as high rental prices put pressure on smaller businesses. We may experience a decrease in creativity and vibrancy if our existing artists and creative businesses relocate outside of Port Phillip.

The spectrum of people considered vulnerable is widening due to increased costs of living, rental and property costs, social exclusion and health inequity. More than 8,000 residents are living in housing stress and 2,500 residents are on the public housing waiting list (excluding local community housing waiting lists).

Rapid evolution of new technology

The world is becoming more connected. People, businesses and governments are increasingly moving online to connect, to deliver and access services, to obtain information and to perform transactions like shopping and working.

We can expect increasing demand for online services, and engagement through social media and other digital means. Technology is also changing the way our residents work. Around one in every 12 workers works from home.

The digital shift will reshape how we deliver services. Technological advances present opportunities for Council to consider new methods of service delivery that have the potential to offer efficiencies, for example electronic parking management.

Key challenges

Transport and parking

Road network congestion will continue to be an issue as our population grows and the capacity of our road network for cars cannot be increased. There are ongoing efforts by the Victorian Government to prioritise more efficient and sustainable travel modes such as trams, walking and cycling.

Port Phillip currently experiences very significant traffic volumes caused by local workers and residents, as well as people travelling through our municipality on arterial roads. As our City grows, managing congestion will be reliant on more people choosing to travel by non-car modes.

There is an increasing challenge in the allocation of on-street car parking spaces to different users such as residents, workers and visitors. In many parts of the municipality, demand for parking outstrips supply, and Council needs to make decisions about how to best allocate this scarce resource.

Section 2:

Background on the workshop topic
Diversity and inclusion



The City of Port Phillip is home to many different social and cultural groups. Our diverse community is made up of people who have come here from successive waves of migration and a vibrant nightlife has consistently attracted performing and visual artists as well as other creative types. We have people living in public and community housing, those from working class backgrounds and, increasingly, a new wave of highly educated professionals.

Our City is also home of the Yalukit Willam clan of the Boon Wurrung, the traditional owners of the land and part of the world's the oldest living cultures.

Research shows that diversity and inclusion are good for communities. A study of 140 countries found that societies with the least gap between the most and least well-resourced individuals had lower rates of crime, obesity, mental illness and addiction, and better maths and literacy levels, life expectancy, social trust and social mobility¹. The research suggests that strategies that reduce inequity and social exclusion improves the health and wellbeing of the whole community, not just those with the fewest resources.

Other research suggests that diversity and inclusion support the economic health of a city. Creative classes influence the dynamics of economic development, with creative entrepreneurs and innovators attracted to areas with socially and culturally diverse population².

There are some key aspects of daily living that support a diverse and inclusive community. These are having good access to:

- affordable and diverse housing
- public transport
- employment and education
- health, social services and community facilities as well as public and open green spaces
- cultural facilities and events like libraries, theatres, festivals and live music.

These things support the ability of a diverse range of social and cultural groups to live and work in the City of Port Phillip. For example, without affordable housing, people working in professions we value, such as health, childcare, teaching, hospitality, retail, might otherwise have to live outside of and travel long distances to provide these services in Port Phillip.

The questions you'll be answering along with other participants at this workshop

1. How can Council best support our community to be diverse and inclusive?
2. In a climate of rate capping, what should Council's priorities be to ensure best value for investment in diversity and inclusion?

¹ Wilkinson, R. and Pickett, K. (2009) *The Spirit Level: Why More Equal Societies Almost Always Do Better* - Allen Lane, London

² Florida, R. (2012) *The Rise of the Creative Class Revisited*. Basic Books - Perseus Books Group, New York

Background to these questions

Safe, healthy and well-functioning communities are characterised by diversity and inclusion. The most cost effective way to support the health and wellbeing of a community is addressing inequality and social exclusion but changes in funding and delivery models from other levels of government is putting a strain on these types of services.

The key challenges to maintaining a diverse and inclusive community in Port Phillip are:

- Pressure on affordable housing stock, which is leading to increased levels of homelessness and vulnerability. In Port Phillip:
 - more than 8,000 residents are living in housing stress³
 - less than one per cent of private rental housing is affordable to low income households (households in the lower 60-70 per cent income range)
 - home ownership is unaffordable for persons in the lower 70 per cent income range
 - 350 older residents (55+) referred for housing support and 400 older people are living in local public housing units
 - 2,500 residents are on the public housing waiting list for Port Phillip, excluding local community housing waiting lists
 - reports to Council of people sleeping rough in public places has increased 81 per cent in two years (from 78 in 2014/15 to 141 2015/16).
- A reduction in government funding in the health and social services sectors, placing additional expectations on local government to fill the gap or provide more support to not-for-profit agencies. For example, in 2014 the Commonwealth Government withdrew funding for Adventure Playgrounds (two of which are in our City), with Council having to step in to save the service. Council's 2016 community grant fund was also over-subscribed by 69 per cent resulting in 52 recipients sharing a smaller proportion of allocated funds.
- Sector reform in the areas of health and social services, which is increasing the risk of people falling through the gaps and making some service delivery models unsustainable.
- Making community infrastructure and public spaces accessible and able to cater for people at different life stages and abilities, requiring new and ongoing investment and maintenance.
- The increasing density of housing in our city, which can make maintaining social connections more difficult.
- Increasing competition for public spaces to run programs and foster participation, with a 45 per cent increase in demand for sports grounds since 2009 and a doubling of major events since 2012.

Who will be providing information at this Special Focus Workshop?

Rhonda Garad

Rhonda is General Manager Policy, Health Promotion and Data, at Family Planning Victoria. She holds a Master of Public Health.

Graduates of 'Voices of the South Side' program

This program provides public speaking, advocacy, communication and teamwork skills to people who live in social and public housing in City of Port Phillip who have experienced homelessness, drug abuse or physical/mental illness.

Vanessa Schernickau, Acting General Manager, Community Development, City of Port Phillip

The Community Development Division of Council supports and delivers a range of services that support diversity and inclusion.

³ Housing stress is defined as a household spending more than 30 per cent of its household income on housing costs.

What is Council already doing to attempt to respond to these questions and issues?

Council plays a number of roles in supporting diversity and inclusion in our City. Council:

- Works to increase the supply of affordable housing by providing Council land to develop (e.g. above car parks) and cash contributions to community housing organisations (valued at \$30 million over 10 years, as per *In Our Backyard - Growing Affordable Housing in Port Phillip 2015-2025*).
- Runs or funds a range of programs for all people in our community regardless of age, ability, gender, ethnicity, sexual orientation, faith and socio-economic status e.g. art and recreation programs for people with disabilities or at risk of social exclusion.
- Provides community facilities for community groups and the running of community-based therapy and lifelong learning programs. Council has 11,700 facility bookings per year.
- Provides spaces for our creative makers and producers including the Linden art gallery, Gasworks Arts Park and Shakespeare Grove artist studios.
- Facilitates participation in local sport and recreation activities and art and cultural events.
- Provides branch based, online and in-home library services including literacy, technology and lifelong learning programs. Council has 445 public programs hosted at its libraries per year.
- Funds and directly provides early childhood education and care, and maternal and child health services. Council has over 5,000 children receiving maternal and child health support per year.
- Facilitates independence and social connectedness for older people and those with a disability by providing in-home support services like meals on wheels, activity groups and respite care. Council has around 280 delivered meals clients and 1,970 active home care clients.
- Supports vulnerable children, young people and their families who are likely to experience challenges or developmental impacts because of risk factors and cumulative harm, or are at risk of becoming involved with Child Protection. Council has 550 children receiving direct support and over 26,000 young people access youth support programs each year.
- Supports people at risk of, or experiencing, homelessness, in line with a Council Protocol to Assist People Sleeping Rough in Public Places and Rooming House Closure Protocol.
- Advocates for the needs of our community and coordinates with other government and non-government agencies.

The City of Port Phillip tries to target the focus and intensity of support proportionate to people's needs.

Preventative interventions improve health and social outcomes not only for the individuals they support but the whole community as they reduce the need for more costly responses including periods spent in hospital, crisis accommodation, prison, etc.

Council has an endorsed approach to support diversity and inclusion. The City of Port Phillip Social Justice Charter (2011) articulates Council's responsibilities as a public authority under the Victorian Charter of Human Rights and Responsibilities (2006) to "act compatibly with human rights, and to consider human rights when developing policies, making laws, delivering services and making decisions."

What are others (organisations/ community members) already doing regarding these questions and issues?

- Academics and industry partners work with Council to look at ways to diversify housing products to improve affordability.
- Arts groups work in partnership with Council to provide a range of inclusive creative arts and festivals.
- Relevant state, regional and local networks including community health organisations and outreach services work together to identify gaps and opportunities, share data and to promote and share good practice.

What ideas, suggestions or proposals are being considered, or have been considered?

- Conduct strategic review of Council operations and assets to ensure they are multi-use spaces that are fit for purpose and meet community need.
- Evolve library services and spaces and explore opportunities for co-located community services, creative and innovation hubs.
- Plan for and implement reforms of other levels of government e.g. National Disability Insurance Scheme by the Commonwealth Government.

What would be outside of Council's control, or beyond its responsibilities, or expertise?

- Reforms and requirements imposed by other levels of government e.g. national competition policies, aged care reforms, National Disability Insurance Scheme (NDIS) reforms, National Quality Framework for Childcare, Child First (Child Protection) policy and other legislation such as the *Disability Discrimination Act*.
- Funding decisions by other levels of government, such as reduced government funding for services like libraries and the arts which shifts the burden of cost to Council.
- Service model changes by non-governmental organisations or agencies in response to a change in the way health and social services are funded and run.
- Land prices, which can make it difficult for health and social service providers to offer services in some areas.

What are other layers of government doing in response to these questions and issues?

- The Commonwealth Government has extended the National Partnership Agreement on Homelessness (\$117 Million) by 12 months but is yet to announce policy interventions to improve housing affordability.
- The Victorian Government is yet to release its policy (anticipated early 2017) to improve housing affordability and reduce homelessness but is supporting the Royal Commission into Family Violence recommendations to increase access to a range of housing options for women and children escaping family violence by providing:
 - \$25 million for 180 new units and upgrades to existing accommodation for the homeless
 - \$21 million to develop and staff new core and cluster model refuges
 - \$50 million for rapid housing assistance
 - \$16 million for private rental assistance
 - \$40 million for Safe at Home flexible support packages
- In mid 2016, the Victorian Government announced \$850,000 to immediately assist the growing number of rough sleepers seeking shelter on Melbourne's streets and the creation of a Sleeping Rough Response Taskforce.

What could everyday citizens do in response to these questions and issues?

- Support advocacy efforts of Council and others for greater funding for social programs.
- Support people from all backgrounds in their day to day lives regardless of their age, ability, gender ethnicity, sexual orientation, faith and socio-economic status.
- Look out for your neighbours who may be experiencing vulnerability or social exclusion and provide practical support, like transport to events or appointments, when you can.
- Volunteer and fundraise for local community organisations, charities and support services.
- Establish a skill or resource sharing network to expand Port Phillip's 'share economy'.
- Apply for a community grant to develop an initiative that meets a community need.

Section 3:

Frequently Asked Questions



Why is Council asking the community to help develop this plan?

As outlined in this document, the City of Port Phillip is facing a number of important challenges. Council believes that better solutions can be developed by involving the community, rather than merely consulting the community about our possible solutions.

Our City's residents, businesses and groups have a wealth of knowledge that we know we need to tap into. By involving the community, we can gain a better understanding of what's important to people, how we can do better, and how the community can contribute to solutions.

Involving the community will improve the quality of the Council Plan 2017-2027 and provide greater understanding and transparency around how Council will respond to the challenges and opportunities of the future.

Why is Council organising Special Focus Workshops?

Council has identified four key challenges it wants to explore with a cross section of the Port Phillip community. We have arranged several experts/guest speakers to provide different perspectives on these challenges, and are inviting participants to consider how best the Council and community can respond to them. The conclusions arrived at will be published, and Council will publicly respond to the advice provided in regard to these challenges.

The following key topics are being discussed:

- Water
- Diversity and inclusion
- Waste management
- Transport and parking

The topics were selected as they are issues considered important and urgent enough to address, or begin responding to, during this four year term of Council. They are complex and multi-faceted, and require a deeper conversation in order for the community to provide useful advice.

We are hosting online discussion forums on the same key topics for anyone who is unable to attend the workshops. All ideas gathered from the community will be considered as part of the development of the plan.

What will happen to the advice we provide in the workshop or online forum?

All ideas gathered at the workshops and via online forums will be considered as part of Council Plan. Some of those ideas will be great, some will be easily implementable, others may not be feasible or possible to include.

There is a Findings Forum on 23 February 2017 which workshop participants will be encouraged to attend. Participants will be asked to collectively review the outputs from each of the workshops and online forums to help determine what they feel are the top priorities. The combined outputs from the Findings Forum will be provided to Council to consider as part of their development of the Council Plan 2017-2027.

What happens after the workshops?

- **March 2017:** Council develops draft Council Plan 2017-2027 for feedback
- **April - May 2017:** Draft Council Plan 2017-2027 circulated to the public for feedback
- **June 2017:** Council Plan 2017-2027 finalised and adopted
- **July 2017:** New Council Plan 2017-2027 starts