

Minutes of the meeting of Wednesday 16 June 2021

Time 4:09pm – 5:32pm

Venue Ngake – Room 16.09, Tahiwai, 113 The Terrace, Wellington

Members present

Chair Laura Jackson

Members Anastasia Reid, Brad Olsen, Ella Flavell (Deputy Chair), Jackson Lacy, John Sibanda, Laura Jackson (Chair), Raihaan Dalwai, Shelly Liang, Tim Rutherford, Tony Huang

Liaison Councillors Cr Tamatha Paul, Cr Jill Day

Other Elected Members Present Mayor Andy Foster, Deputy Mayor Sarah Free, Cr Teri O'Neill

Staff Meredith Blackler (Chief People & Culture Officer), Clare Lundon (Senior Engagement Specialist), Sean Johnson (Democracy Advisor), Mel Fawcett (Principle Advisor – Culture, Inclusion & Engagement)

Minutes

1. Meeting Procedures

4:09pm

1.1. The meeting opened at 4:09pm. Apologies were received from the following members:

- John – for lateness

No issues were raised with the minutes of the previous meeting.

1.2. Youth Council members shared what was on top for them this week.

1.3. No conflicts of interest were declared.

1.4. The following announcements were made:

- Laura announced that 12 new members had been appointed to Youth Council and that they would be starting from July.
- Ella announced that the following oral submissions to Council had been made: Children and Young People Strategy (Laura and Ella), Aho-Tini 2030 (Ella), and A Social Wellbeing Framework for Wellington (Laura).
- Laura announced that she and Anastasia are working on the Youth Council submission on the Te Ngākau Civic Precinct framework.

2. Discussion

4:23pm

2.2. Presentation to departing and recently departed members

Youth Council members who had departed since October 2019 were thanked for their service to Youth Council and to the city.

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The following members were in attendance: Liam Davies, Grace Day, Ollie Michie, Teri O'Neill, Brad Olsen, Tim Rutherford, Shine Wu.

The following members were thanked in absence: Carl Bennett, Watene Campbell, Freja Cook, Neesha Dixon, Bethany Kaye-Blake, Melania Lui-Fai, Dexter Smith.

Mayor Foster and Deputy Mayor Free both thanked the group and departing members for their contributions.

The Mayor and the chair and deputy chair presented certificates to the departing members.

2.3. Inclusion Strategy, *presented by Meredith Blackler and Mel Fawcett*

Meredith and Mel presented on the draft Inclusion Strategy.

The new internal Inclusion Strategy will provide a clear plan of what needs to happen in order to build a truly diverse, inclusive and accessible workplace. We want our culture to be one where all our staff feel they belong, they're valued, respected and empowered to contribute. This will also drive even better decision making and innovation. The strategy needs to reflect what matters most to our people and, at the same time, it's also important for the Council that, through this strategy, we are able to attract diverse talent to better reflect our communities and continuously improve our services. We are in the process of engaging with employees across the organisation to understand what they feel is necessary and important to have in a truly inclusive workplace. The goal is to have the strategy developed and ready to launch in September 2021.

Youth Council was asked to provide feedback on the strategy through a workshop format in three groups. The feedback provided is appended to the end of these minutes. Specifically, Youth Council provided feedback on three questions:

1. As a potential WCC employee, what would an inclusive and diverse workplace look like to you?
2. If you were engaging with a WCC staff member what would tell you from your interactions with them that we are an inclusive organisation?
3. What could we do to attract Pacific peoples/diversity into our workforce and what would inclusive talent acquisition look like?

The meeting ended at 5:32pm

Q2. If you were engaging with a WCC staff member what would tell you from your interactions with them that we are an inclusive organisation?

* Respecting values/opinions.

* No micro-management.

Genuine interest in ~~the~~ people's cultural background etc

What type of language they use
→ slurs
→ slang

Passionate workers that have a positive work ethic.

If they've engaged with cultural and diverse areas

Pranishments and use of terms

If they can relate to minority groups

If they represent or can empathise with your community

Showing stories of their diverse group of colleagues

Q3. What could we do to attract young people/diversity into our workforce and what would inclusive talent acquisition look like?

Adaptability
Flexibility

Pay well
Pay more

Pay
more

Affirmative
Action

Advertise
more in
Schools!!
Please!!

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Q2. If you were engaging with a WCC staff member what would tell you from your interactions with them that we are an inclusive organisation?

Inclusive changing rooms for everyone at council facilities & handicap toilets

Pronouns normalized but not forced.

Seeing yourself reflected in the ppl you talk to & if not power then then doing the most to make you see yourself there

You can tell when people care about their colleagues

Pay Equity.

Pay young people not volunteer hours

pronounce my name properly

Don't take advantage of youth

Normalising all cultures. eg accepting everyone.

Q1. As a potential WCC employee, what would an inclusive and diverse workplace culture look like for you?

Lunch/break/social space
→ Life isn't just for work

Te reo / member dev opportunities / cultural competency

Pay Equity.

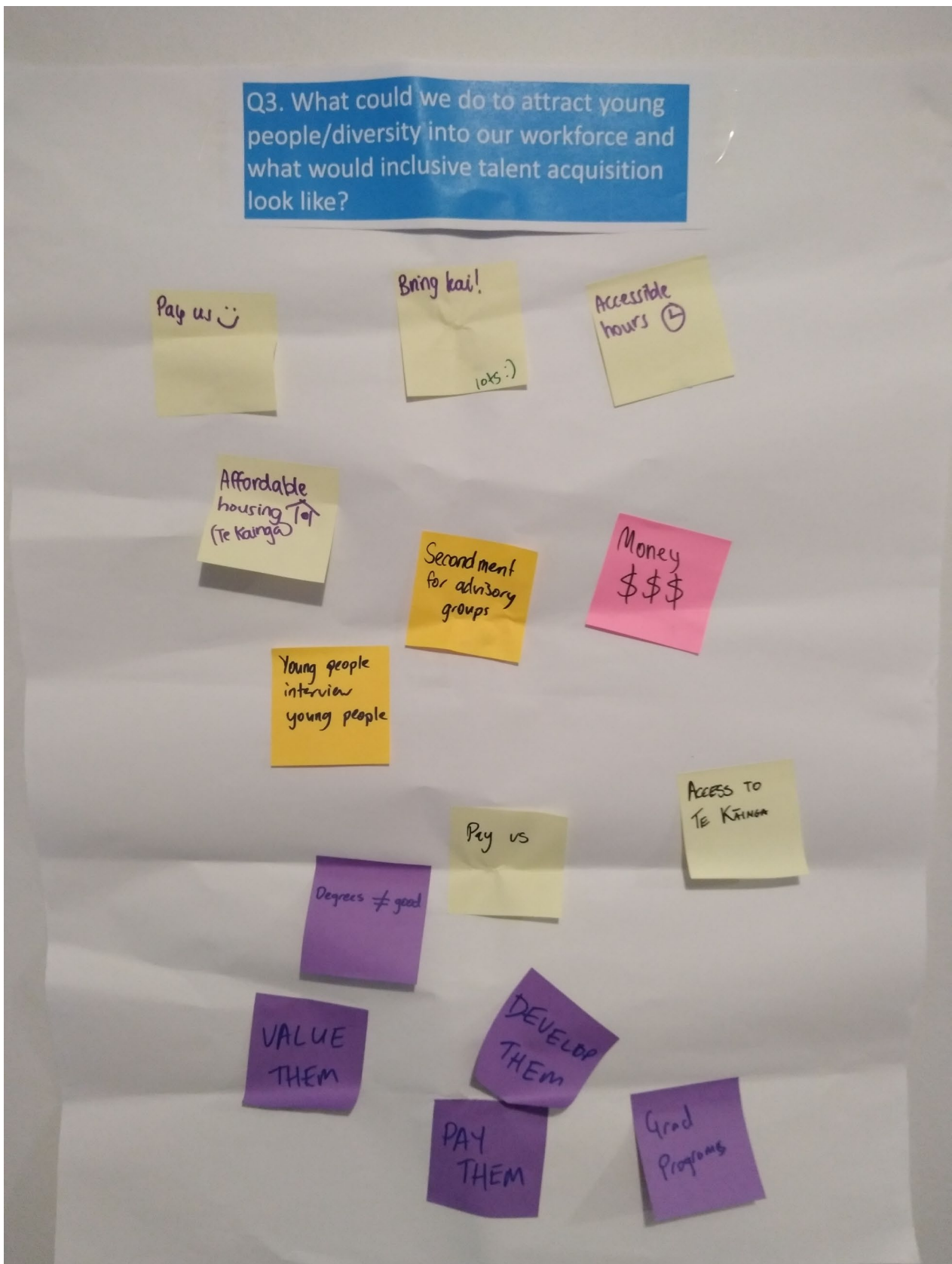
Women, Māori
Pāwhiri employed
Teir 3 up!

Flexi-Work options

Managers that provide
constructive feedback

Education/upskill plans

→ within KPIs, forward
career development



Q1. As a potential WCC employee, what would an inclusive and diverse workplace culture look like for you?

Being allowed to but not expected to always "represent" your identity or cap
e.g. race/culture

Everyone being mindful of what they say.

Taking into account cultural beliefs and practices

- * Inclusivity
- * Adaptability
- * Diversity
- * Flexibility

One that meaningfully values employee voice.

People going through inclusivity workshops as part of induction

A place that incorporates different languages

Not being tokenized or "boxed in"

Employees having/ showing genuine interest in other people's cultures etc.

Q3. What could we do to attract young people/diversity into our workforce and what would inclusive talent acquisition look like?

Promotion of staff achievements
(internal + external)

Development opportunities / talent pipeline (get in low, work your way up. PT in uni transition to FT).

Flexi work options

Mangamuh
focused on the team
not on deadlines.

Feed back loop.
→ Staff visits to projects achieved.
→ Staff voice + agency

Q1. As a potential WCC employee, what would an inclusive and diverse workplace culture look like for you?

No bullying!

Strong approachability to seniors w/o judgement

Respectful of different cultures & religions eg supportive of Ramadan.

An org that questions the assumptions it makes about people.

Flexible for people who need to work from diff. locations

Physically accessible to all body types & disabilities

Celebrating different cultures

Valuing lived experience like you value a university degree

Educating & fully embracing Te Ao Māori e.g. interviews

Mutual respect regardless of age/experience

Flexibility to neurodivergent people.

Facilities that don't make assumptions about the people who use them

Diverse but tokenistic hiring