

9 November 2020

At the conclusion of the Environment Committee

Cultural and Community Committee

Agenda

1. **Disclosures of Interest**

Cultural and Creative Sub-Committee

2. **Stretch Reconciliation Action Plan 2020 - 2023**
3. **Grants and Sponsorship - Round Two 2020/21 - Cultural Grants**

Healthy Communities Sub-Committee

4. **Major Events and Festivals Charity Partner 2020/21**
5. **Grants and Sponsorship - Round Two 2020/21 - Social Grants**
6. **Grants and Sponsorship - Round Two 2020/21 - Knowledge Exchange Sponsorships**

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1. Register to speak by calling Secretariat on 9265 9702 or emailing secretariat@cityofsydney.nsw.gov.au before 10.00am on the day of the meeting.
2. Check the recommendation in the Committee report before speaking, as it may address your concerns so that you just need to indicate your support for the recommendation.
3. Note that there is a three minute time limit for each speaker (with a warning bell at two minutes) and prepare your presentation to cover your major points within that time.
4. Avoid repeating what previous speakers have said and focus on issues and information that the Committee may not already know.
5. If there is a large number of people interested in the same item as you, try to nominate three representatives to speak on your behalf and to indicate how many people they are representing.

Committee meetings can continue until very late, particularly when there is a long agenda and a large number of speakers. This impacts on speakers who have to wait until very late, as well as City staff and Councillors who are required to remain focused and alert until very late. At the start of each Committee meeting, the Committee Chair may reorder agenda items so that those items with speakers can be dealt with first.

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Item 1.

Disclosures of Interest

Pursuant to the provisions of the City of Sydney Code of Meeting Practice and the City of Sydney Code of Conduct, Councillors are required to disclose pecuniary interests in any matter on the agenda for this meeting.

Councillors are also required to disclose any non-pecuniary interests in any matter on the agenda for this meeting.

This will include receipt of reportable political donations over the previous four years.

In both cases, the nature of the interest must be disclosed.

Item 2.

Stretch Reconciliation Action Plan 2020-2023

File No: X024568

Summary

A Reconciliation Action Plan (RAP) is the strategic framework developed by Reconciliation Australia for organisations to document and progress the aims of reconciliation within their sphere of influence. It includes actions to strengthen relationships with Aboriginal and Torres Strait Islander organisations and community, build respect and cultural capability within the organisation and the wider community and provide opportunities through procurement and employment.

The City of Sydney (the City) has a long-standing commitment to the Aboriginal and Torres Strait Islander communities of Sydney and the process of reconciliation. The City's initial Innovate Reconciliation Action Plan 2015-2017 was adopted in 2015 and consolidated our commitment to the Eora Journey, our Aboriginal and Torres Strait Islander protocols, the Aboriginal and Torres Strait Islander Advisory Panel and the services and programs we provide through our community centres and libraries.

Following the Innovate Reconciliation Action Plan Final Report which outlined the outcomes of Reconciliation Action Plan actions and key achievements since adopting the Reconciliation Action Plan in 2015, the City commenced a process to develop new actions for the next Stretch Reconciliation Action Plan.

The Stretch Reconciliation Action Plan has been developed over the last 12 months and has recently been endorsed by Reconciliation Australia. It includes goals and deliverables from teams across the organisation including Procurement, Recruitment and Learning and Development. The Aboriginal and Torres Strait Islander Advisory Panel and Aboriginal and Torres Strait Islander staff have been consulted throughout the process.

Subject to Council endorsement, the Stretch Reconciliation Action Plan implementation will commence.

Recommendation

It is resolved that Council endorse the City of Sydney's Stretch Reconciliation Action Plan 2020-2023 as shown in Attachment A to the subject report.

Attachments

Attachment A. Stretch Reconciliation Action Plan 2020-2023

Background

1. The Council of the City of Sydney acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of our land – Australia. The City acknowledges the Gadigal of the Eora Nation as the traditional custodians of this place we now call Sydney.
2. The City's flagship program that celebrates and strengthens the resilience of Aboriginal and Torres Strait Islander communities in Sydney is the Eora Journey. Eora means 'people' in the Sydney Aboriginal language, so the Eora Journey is 'the people's journey'. The Eora Journey projects are supported and strengthened by the Reconciliation Action Plan (RAP).
3. The City's inaugural Innovate Reconciliation Action Plan was adopted by Council in June 2015. The Reconciliation Action Plan contained ongoing actions focusing on strengthening relationships, building respect and developing opportunities with Aboriginal and Torres Strait Islander peoples.
4. The City's first Reconciliation Action Plan was an opportunity to understand our organisation better. It proved an excellent vehicle for positive staff engagement, inspiring City staff to incorporate and embed reconciliation actions into their projects, programs and processes. This includes increasing awareness and understanding of Aboriginal and Torres Strait Islander cultures.
5. Tangible outcomes from the Innovate Reconciliation Action Plan included increased procurement from a diverse range of Indigenous businesses, park signs featuring Aboriginal language, increased community engagement through grants programs, and the development of the City's Aboriginal and Torres Strait Islander workforce strategy.
6. A Stretch Reconciliation Action Plan is best suited to organisations that have already developed strategies and established a strong approach towards advancing reconciliation internally and within the organisation's sphere of influence. This type of Reconciliation Action Plan is focused on implementing longer-term strategies and working towards defined measurable targets and goals. The Stretch Reconciliation Action Plan requires organisations to embed reconciliation initiatives into business strategies to become 'business as usual'.
7. In developing the Stretch Reconciliation Action Plan, 25 teams across various City divisions were consulted in order to determine relevant goals, deliverables and targets. These were reviewed numerous times following feedback from Reconciliation Australia to ensure they were clear, ambitious and achievable.
8. Feedback on the Stretch Reconciliation Action Plan was sought from the Aboriginal and Torres Strait Islander Advisory Panel and Aboriginal and Torres Strait Islander employees. The Stretch Reconciliation Action Plan includes a statement from the Aboriginal and Torres Strait Islander Advisory Panel which is a new addition.
9. The Stretch Reconciliation Action Plan has 131 deliverables. Key focus areas include increasing the number of Aboriginal and Torres Strait Islander employees from 2.4 per cent to 3 per cent, a target of \$2.00M spend annually with Indigenous businesses and all staff taking part in cultural learning activities by 2023.

10. In creating a Reconciliation Action Plan, Reconciliation Australia review and provide feedback to further develop and finalise the plan. The City's Stretch Reconciliation Action Plan has been reviewed by Reconciliation Australia three times this year and endorsement was provided in October 2020..
11. Each year the City reports to Reconciliation Australia for their Reconciliation Action Plan Impact Measurement Survey. Reconciliation Australia collect data from over 300 Reconciliation Action Plan organisations and aggregate the detail to provide them with information to measure the impact of the Reconciliation Action Plan network and improve the effectiveness of the Reconciliation Action Plan Program.
12. The City has recently completed this survey for the 2019/20 year. For the reporting period the City's dollar value of procurement from Indigenous business was \$0.96M.
13. The Stretch Reconciliation Action Plan will include annual public reporting to Reconciliation Australia, Councillors and the City's Aboriginal and Torres Strait Islander Advisory Panel.

Key Implications

Strategic Alignment - Sustainable Sydney 2030

14. Sustainable Sydney 2030 is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. This report is aligned with the following strategic directions and objectives:
 - (a) Direction 1 - A Globally Competitive and Innovative City - The endorsement of a Stretch Reconciliation Action Plan will strengthen global connections with other cities around the world that are also working to promote reconciliation with their First Nations peoples. Sydney takes pride in its Aboriginal history, culture and contemporary expression which are a unique and internationally renowned part of our city.
 - (b) Direction 6 - Vibrant Local Communities and Economies - The Stretch Reconciliation Action Plan will build on our long-standing partnerships and commitments to Aboriginal and Torres Strait Islander communities and also forge new relationships.
 - (c) Direction 7 - A Cultural and Creative City - The Stretch Reconciliation Action Plan includes deliverables to ensure the continuous living cultures of Aboriginal and Torres Strait Islander communities are visible and celebrated in our city and includes increased opportunities for Aboriginal and Torres Strait Islander creatives, businesses and suppliers.
 - (d) Direction 10 - Implementation through Effective Governance and Partnerships - The Stretch Reconciliation Action Plan shows the City's commitment to accountability and responsibility. Aboriginal and Torres Strait Islander people are encouraged to help shape the city through active participation in respectful governance.

Organisational Impact

15. The delivery of the Stretch Reconciliation Action Plan will involve key staff across the City of Sydney. Deliverable action owners have been identified and will report internally on deliverables on a quarterly basis. Through the implementation of the Stretch Reconciliation Action Plan, staff will embed key deliverables in their everyday work.

Social / Cultural / Community

16. The Stretch Reconciliation Action Plan along with the Eora Journey Economic Development Plan are the City's vision for engaging with Aboriginal and Torres Strait Islander communities and businesses to achieve prosperity. Through increased employment, procurement and partnerships, the Stretch Reconciliation Action Plan aims to support the Aboriginal and Torres Strait Islander community's social and cultural aspirations.

Economic

17. Through Stretch Reconciliation Action Plan deliverables, the City is committed to creating opportunities with Aboriginal and Torres Strait Islander people and organisations. This is an area of tangible outcomes that will result in increased employment of Aboriginal and Torres Strait Islander people, and increased procurement from Indigenous businesses. The Stretch Reconciliation Action Plan includes development of relevant strategies to support these deliverables.

Financial Implications

18. The Stretch Reconciliation Action Plan continues the City's commitment to achieve its core objectives. The majority of the financial implications associated with implementing the plan are therefore already incorporated within the City's Long-Term Financial Plan and forward budget estimates. Where elements of the plan require additional resources, these projects and initiatives will be balanced against existing commitments, to ensure the City prioritises its efforts to deliver the plan while maintaining the City's financial sustainability.
19. The Stretch Reconciliation Action Plan has been reviewed by relevant action holders. Reviews have been undertaken following the commencement of the Covid-19 pandemic to ensure deliverables are still able to be appropriately resourced.

Relevant Legislation

20. Local Government Act 1993 (NSW).

Critical Dates / Time Frames

21. The Stretch Reconciliation Action Plan is undertaken for a three-year period from 2020 to 2023. All deliverables have specific timeframes.

Public Consultation

22. An external Indigenous consultant was engaged to lead a Stretch Reconciliation Action Plan workshop with the Aboriginal and Torres Strait Islander Advisory Panel. This workshop was attended by the majority of panel members and included the development of the Reconciliation Action Plan panel statement.

KIM WOODBURY

Chief Operating Officer

Sasha Baroni, A/Executive Manager Creative City

Preston Peachey, Community Engagement Coordinator

Attachment A

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| <p>Stretch Reconciliation Action Plan 2020-2023</p> |
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CITY OF SYDNEY

Stretch Reconciliation Action Plan

November 2020 – November 2023



**RECONCILIATION
ACTION PLAN**

STRETCH

The City acknowledges the Gadigal of the Eora Nation as the Traditional Custodians of this place we now call Sydney, and we acknowledge their continued connection to Country. We pay respect to Aboriginal and Torres Strait Islander Elders past, present and emerging.



Cover image: *Naba Gumal* (detail) by Shannon Foster.

Naba Gumal is a celebration of the Aboriginal and Torres Strait Islander people, culture and Country of War'ran (Sydney). The key design feature of the artwork is the use of stencilled handprints – a concept which reflects the very recognisable Sydney Aboriginal visual art that can be found in the shell middens on Sydney's sandstone coast lines and waterways. For thousands of years local Aboriginal people have stencilled handprints onto sandstone cave walls with ochres sprayed from the mouth. These hand prints are the personal markings of the people who belong to the Country and in much the same way, *Naba Gumal* includes the hand prints of Aboriginal and Torres Strait Islander people living and working in Sydney today as the *Naba Gumal* (family and friends) of the local Gadi people.

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Aboriginal and Torres Strait Islander advisory panel statement

The Aboriginal and Torres Strait Islander advisory panel acknowledge the Gadigal of the Eora Nation as the Traditional Custodians of this place who maintain their unique and unbroken connection to these lands and waters.

Today this city is a gathering place for Aboriginal and Torres Strait Islander people from across Australia who continue to fight for self-determination, human rights and maintaining our cultures.

This plan outlines the City's commitment to building a meaningful relationship with Aboriginal and Torres Strait Islander communities that aims to support our social, cultural, spiritual and economic aspirations. This means being inclusive, innovative and committed in its relationship with Aboriginal and Torres Strait Islander communities.

Strengthening this relationship requires understanding past truths, present truths and future truths.

Truth-telling about Australia's real history must sit at the heart of this relationship. It means an honest respectful acknowledgement of this country's First Peoples and their struggles for justice.

We want acknowledgment and understanding of the needs and aspirations of our communities and recognition of the positive contributions our people have made.

Our communities need to be supported and empowered with real and genuine connections – not just symbolism. These efforts must be grounded in equality, equity, institutional integrity and historical acceptance.

The voices and the lives of Aboriginal and Torres Strait Islander peoples matter and developing a balanced relationship is vital for genuine and truthful engagement.

The Aboriginal and Torres Strait Islander advisory panel encourages the City of Sydney to be brave and be a leader in Reconciliation.

The City's Aboriginal and Torres Strait Islander advisory panel at Redfern Community Centre, 2018. Photograph by Katherine Griffiths



Message from the Lord Mayor

The City of Sydney acknowledges, shares and celebrates the living cultures of Aboriginal and Torres Strait Islander peoples. Our strong relationships are at the core of reconciliation.

We recognise the importance of practising culture and how vital it is to our wellbeing, identity and connection.

Our longstanding commitment to Sydney's First Nations' communities and the process of reconciliation began in 2007 and is part of our Sustainable Sydney 2030 vision.

Sustainable Sydney 2030 made a commitment to developing the Eora Journey or the 'people's journey' in the Sydney Aboriginal language. While developing the plan, one of the strongest responses I received from our communities was for greater recognition for Sydney's Aboriginal history and heritage.

The work included a visionary series of projects that demonstrated the City's commitment to the Aboriginal and Torres Strait Islander peoples of Sydney. The City's first Reconciliation Action Plan recognised the extent of the great work that we do with First Nations communities.

It also helped develop our systems to create opportunities to engage with Aboriginal and Torres Strait Islander communities.

Our Aboriginal and Torres Strait Islander Advisory Panel continues to advise us on matters of importance to these communities. We want these voices to help influence the identity, design and function of the city.

This Stretch Reconciliation Action Plan is focused on how we will continue to advance reconciliation in our organisation and in our sphere of influence. I'm proud of how far we've come in building respect, nurturing relationships, creating opportunities, and recognising good governance and reporting – for and with Aboriginal and Torres Strait Islander peoples. We will continue to build on these foundations each year.

I look forward to seeing how our Stretch Reconciliation Action Plan will continue to transform our organisation and, in turn, benefit our communities.



Lord Mayor
Clover Moore

Message from the CEO

Since the last Plan back in 2015-2017, the City has been making progress on our commitments to achieve reconciliation by working with Aboriginal and Torres Strait Islander communities in and around Sydney.

In November 2018 the City purchased the former Redfern Post Office for use as a local Aboriginal and Torres Strait Islander knowledge and culture centre. It's an exciting milestone in the Eora Journey, celebrating the living cultures of the Aboriginal and Torres Strait Islander communities in Sydney. The location was chosen with help from the Aboriginal and Torres Strait Islander Advisory Panel. Programming and plans will be announced following community consultation.

In 2019, Council recognised the inherent right of First Nations peoples to practise their culture on lands managed by the City without requiring a busking permit. This step is vital for the custodians of the world's longest continuing cultures to practise, nurture, and express art, dance, song and storytelling.

In March 2020 the City announced a \$1 million grant for the University of Technology (UTS) to help launch Australia's first university residential college for Aboriginal and Torres Strait Islander students. The college will make it easier for Aboriginal and Torres Strait Islander students to access higher education opportunities.

Sponsorship is a great way to work with First Nations communities to collaborate and support our joint aspirations through events. Important sponsorships, many of which have a long standing history with the City include Yabun Festival, NAIDOC Week (community celebrations in Glebe, Woollahooloo and Redfern), Winda Film Festival (which celebrates Indigenous film and storytellers), the NSW Aboriginal Rugby League Knockout, and the ANZAC Day Coloured Diggers March.



Other essential collaborations include our ongoing work with the NSW Indigenous Chamber of Commerce and Indigenous Business Development Program.

As we plan for Sydney in 2050 we want Aboriginal and Torres Strait Islander people to help shape the city. This will be achieved through active participation in governance that is embedded, and most of all, respectful.

Congratulations and thank you to the members of the RAP Working Group for their work so far and for championing reconciliation.

Monica Barone
CEO

Message from Reconciliation Australia

On behalf of Reconciliation Australia, I congratulate the City of Sydney on its formal commitment to reconciliation, as it implements its first Stretch Reconciliation Action Plan (RAP); it's second RAP overall.

Formed around the pillars of relationships, respect, and opportunities, the RAP program assists organisations to drive reconciliation across their core business and sphere of influence. The program's collective impact grows day on day, with over 2.3 million people now either working or studying in a RAP organisation.

As the local government body for Sydney's centre and surrounding suburbs, the City has a vibrant sphere of influence from which to advance reconciliation. This includes a diverse range of stakeholders that enjoy its services; from residents and businesses, to the myriad visitors and tourists who travel into its boundaries every day. As one of Australia's first sites of contact, the City is built upon a rich and unique history of continuing connection, culture, resistance, and reconciliation. Today, it maintains a vibrant legacy of Aboriginal and Torres Strait Islander activism and self-determination for the City to reflect on and draw pride in as it advances its commitments.

The City's previous RAP successfully focused on elevating Aboriginal and Torres Strait Islander voices and perspectives into the City's overarching work. Initiatives like the Aboriginal and Torres Strait Islander Advisory Panel, as well as the First Peoples Dialogue Forum, put Aboriginal and Torres Strait Islander engagement at the forefront of the City's decision-making. These initiatives are supported by the City aligning its reconciliation outcomes with its Sustainable Sydney 2030 community strategic plan. By integrating its RAP commitments with its overarching strategy, the City is ensuring reconciliation is an integral part of its vision for the future.

Building on the foundations developed in its first RAP, this Stretch RAP sees the City continuing to embed long-standing commitments, as well as expand into innovative and prescient strategies.

This includes consulting with its Aboriginal and Torres Strait Islander residents on the aspirations of the Uluru Statement from the Heart; as well as noting the importance of First Nations engagement in its climate emergency response. The City is also looking to increase the visibility and prominence of place-based First Nations histories in the community, including the establishment of a Local Aboriginal Knowledge and Culture Centre in Redfern. From these new strategies and projects, it is clear the City is continuously redeveloping and re-engaging with its reconciliation commitments. This, along with new projects to support the economic prosperity and capacity of its Aboriginal and Torres Strait Islander community members, show the City progressing reconciliation with thoughtfulness and ambition.

On behalf of Reconciliation Australia, I congratulate the City of Sydney on this Stretch RAP and look forward to following its ongoing reconciliation journey.



Karen Mundine
CEO



bara by Judy Watson is a new permanent artwork to celebrate the Traditional Custodians of Gadigal Country. The artwork will take pride of place on the Tarpeian Precinct Lawn above Dubbagullee (Bennelong Point). Image courtesy of the artist and UAP.

Our vision for reconciliation

Our vision for reconciliation is a Sydney that values the living cultures of Aboriginal and Torres Strait Islander people, embraces the truthful reflection of the history and experiences of First Nations peoples, and is dedicated to equity, opportunity and respect for Aboriginal and Torres Strait Islander communities.

In taking action, the City strives to reflect the needs and aspirations of Sydney's First Nations communities and recognise their impact and contribution. The City will listen to and elevate the voices of Aboriginal and Torres Strait Islander peoples.



Sydney New Year's Eve fireworks, 2015.
Photograph by Ryan Pierse.

Our business

Our vision

¹Sustainable Sydney 2030 is the City of Sydney's community strategic plan. First adopted in 2008, it expresses the community's vision and our commitment to the sustainable development of our city to 2030 and beyond. It sets out our shared vision of inclusive economic growth, a cohesive community and a culturally alive and vibrant city – all within the agreed national and international policy settings of limiting global warming to less than 2 degrees, ideally 1.5 degrees.

In 2018, Council resolved to review this vision, engaging the community in the development of a revised plan that extends to 2050. We expect our Council will consider the 2050 vision in mid-2021 and this will inform our new community strategic plan in 2022.

Developing our 2050 vision

The comprehensive engagement program that informed the development of Sustainable Sydney 2050 was done in line with our community engagement principles. It reached a wide range of community members including residents, workers, business owners and visitors and across age ranges.

The program ran from November 2018 to December 2019. It included more than 100 individual activities such as community events, targeted sector events, roundtables, an online survey, and children's and youth summits. We also worked with New Democracy to convene a citizen's jury comprised of 47 randomly selected citizens who deliberated over six weekends to make recommendations on what concepts should be implemented in Sydney by 2050.

The First Peoples Dialogue Forum was an integral part of the community engagement process to ensure that the Aboriginal and Torres Strait Islander voice was influential. The Aboriginal and Torres Strait Islander Advisory Panel was briefed and invited to participate in workshops and forums.

Proposed additions to Sydney 2050

From our research and community engagement, it is proposed to include a new strategic direction – An equitable, affordable and inclusive city. This will make more explicit the outcomes we are working towards as an organisation and as a community. The Sustainable Sydney 2050 vision will include a set of principles that guide the City of Sydney's decision making, one of which will inform our approach to listening to, learning from and respectfully engaging with First Nations People.



Buuja Buuja butterfly dance group at the First Nations dialogue forum, 2019. Photograph by Mark Metcalfe

Climate emergency

The City of Sydney Council declared a climate emergency in June 2019, stating that climate change poses a serious risk to the people of Sydney.

Aboriginal and Torres Strait Islander people living in remote areas can be the most vulnerable to the impacts and root causes of climate change. Our First Nations' People are deeply alarmed by the accelerating climate devastation brought about by unsustainable development and carbon emissions.

In February 2020 the Council endorsed our climate emergency response, which details the actions we will take to reduce our carbon emissions and make our operations more resilient to climate related hazards. It is critical that we look at climate action from a broad Indigenous perspective that includes traditional knowledge, innovations and practices.

We also see it as our responsibility to support and empower our communities to reduce their carbon impacts, water use and waste. Our climate actions will be inclusive and acknowledge in consultation with the First Peoples of Australia and the need for a just transition.

Our business

The Council of the City of Sydney is the local government authority responsible for the city centre and is made up of 33 suburbs wholly or partly contained within our council boundary. We provide an array of commercial, residential, community and cultural services.

Our total population is 240,229 as at June 2018. On any given day, the local population swells to more than 1.3 million with people commuting, doing business, shopping, playing, studying, or here to see the sights of Sydney.

Based on the estimated resident population of the 2016 census, Aboriginal and Torres Strait Islander people make up 1.6% of the City of Sydney's population (3,509 out of 222,717).

At December 2019, the City has 1,917 full-time staff, which includes 46 staff who choose to identify as Aboriginal and/or Torres Strait Islander. This is 2.4% of the total number of full-time City staff.



2.4% of the City of Sydney workforce identify as Aboriginal and/or Torres Strait Islander people



Gadigal Mural is designed by Sydney artist Jason Wing with First Nations creative producers Dennis Golding and Lucy Simpson for Australian Design Centre (ADC). Photograph by Katherine Griffiths.



Calling Country performance at Sydney New Year's Eve, 2019. Photograph by Katherine Griffiths.

Our plan

Our first Reconciliation Action Plan used an Innovate model. It was endorsed in 2015 and has helped us engage in reconciliation actions throughout the organisation.

The plan supports the realisation of increased equity of Aboriginal and Torres Strait Islander peoples and strengthens the relationships between First Nations people and the wider community.

Our new Reconciliation Action Plan has been developed with our Executive committee, the RAP sponsor, the Indigenous Leadership and Engagement Team, employees across all divisions of the organisation, the City's Indigenous staff network forum, and the City of Sydney Aboriginal and Torres Strait Islander advisory panel. It has been endorsed by City of Sydney Councillors.

This plan is championed by the Chief Operating Officer and the City's executive management team.

In developing this plan, the RAP working group included:

- Chief Operating Officer
- Manager Culture and Creativity
- Chief Procurement Officer
- Procurement Manager
- Manager Corporate Human Resources
- Manager Organisational Capability
- Manager Integrated Planning and Reporting
- Senior Solicitor
- Manager Risk and Governance
- Business Support Officer
- Area Planning Manager
- Manager Cleansing and Waste
- Emergency Planning Manager
- Public Art Coordinator
- Urban Renewal Place-making Specialist
- Manager Social Strategy

The working group includes a number of Aboriginal and/or Torres Strait Islander staff:

- Manager Indigenous Leadership and Engagement
- Senior Community Engagement Coordinator
- Community Engagement Coordinator (Eora Journey)
- Community Development Officer

The implementation of the RAP will see the RAP working group made up of all action owners in the plan:

- Chief Operating Officer
- Director People, Performance and Technology
- Director City Projects and Property
- Director City Life
- City Design Director
- Chief Procurement Officer
- Chief Marketing Communications Officer
- Manager Indigenous Leadership and Engagement
- Executive Manager Strategic Outcomes
- Manager Strategic Engagement and Community Relations
- Manager Organisational Capability

- Manager Corporate HR
- Manager Culture and Creativity
- Manager City Greening and Leisure
- Manager Social Programs and Services
- Manager Libraries and Learning
- Manager Corporate Communications
- Executive Manager Creative City
- Manager Learning and Development
- Manager Cultural Venues and Programs
- Public Art Program Manager
- Executive Manager Strategic Planning and Urban Design
- Manager Economic Programs
- Manager Recruitment and HR Systems
- Manager Grants

The City of Sydney Council first appointed the Aboriginal and Torres Strait Islander advisory panel in 2008. Made up of 16 community members and industry professionals, the panel includes Aboriginal and Torres Strait Islander people who live, work or study in the local area. Each member brings a wealth of knowledge and skills to the table.

The panel meets six times a year to advise on matters of importance to Aboriginal and Torres Strait Islander communities. It also reviews the City's Aboriginal and Torres Strait Islander protocols and the four pillars of our Eora Journey project.

Achievements

The adoption of the City's Busking and Cultural Practice Policy in 2019 recognises Aboriginal and Torres Strait Islander peoples inherent rights to continue to practise culture on Country. This means that Aboriginal and Torres Strait Islander people can share and practise culture on lands managed by the City of Sydney without requiring a busking permit. This has further developed our organisation's engagement with and understanding of Indigenous cultural and intellectual property.

2019 saw the creation of the Indigenous Leadership and Engagement business unit that includes a senior manager position. This is an identified Aboriginal and Torres Strait Islander role.

There has been an increase in authentic participatory opportunities at City of Sydney events. This has been achieved by engaging First Nations businesses and cultural practitioners to share the activations including the earth oven and gunya at City supported events such as NAIDOC in the City.

Since the Innovate RAP, we have seen an increase in the number of Aboriginal and Torres Strait Islander employees working with us. This has included improving systems to better understand the diversity of our workforce by inviting staff to self-identify.

10 key learnings from our first plan

1. Aboriginal and Torres Strait Islander staff need to be involved and present in decisions made in relation to Aboriginal and Torres Strait Islander people and cultures.
2. The plan needs visible leadership and it needs to be clearer where it sits within the organisation. The plan is not the responsibility of Aboriginal and Torres Strait Islander staff, its implementation is everyone's responsibility.
3. We need to make this plan a part of our daily work with clear actions and include these in work plans.
4. We need to support managers and staff to understand how to deliver on the plan where relevant resources are required.

5. We need to support the employment, retention and career development aspirations of Aboriginal and Torres Strait Islander staff, which includes creating identified roles.
6. There needs to be space for community to have a voice and influence on decision making. The community is strong and this needs to be valued and respected.
7. We need to understand how to work more effectively together across the organisation and program 'with' not 'for' Aboriginal and Torres Strait Islander communities.
8. We need to aim high when working with the community and provide high-end opportunities for Aboriginal and Torres Strait Islander businesses.
9. It is important for our organisation to create a culturally safe space in the workplace.
10. We need greater understanding of Indigenous cultural and intellectual property rights.

Challenges for this plan

It is essential we promote this plan internally and embed clear actions and targets in our work.

Some ways we can do this are by ensuring Aboriginal and Torres Strait Islander staff are in key roles and maintaining the Indigenous Staff network forum.

We need to better understand cultural responsibilities of Aboriginal and Torres Strait Islander peoples, and the impact of Sorry business within community and for staff.

More cultural learning activities with Traditional Custodians on Country will help develop the organisation's cultural proficiency aspirations.

We can also strengthen connections with the wider Aboriginal and Torres Strait Islander community and include the voices of more young people in our decision making.



119 Redfern Street will become the local Aboriginal knowledge and culture centre. Photograph by Katherine Griffiths.

Case studies



Eora Journey

The concept behind the Eora Journey was initially borne out of consultation with the community when we developed the City's Sustainable Sydney 2030 strategy. Our communities, both Aboriginal and Torres Strait Islander and non-Indigenous, wanted more recognition that this place we now call Sydney is, was, and always will be, an Aboriginal place.

The Eora Journey is a visionary project that celebrates the living culture of the Aboriginal and Torres Strait Islander communities in Sydney which is made up of four linked projects by the City of Sydney. These are recognition in the public domain, an annual significant cultural event, an economic development plan, and an Aboriginal knowledge and culture centre.

The City has purchased the former Redfern Post Office for a Local Aboriginal Knowledge and Culture Centre in Redfern. The premises will provide two levels of multi-purpose community and commercial space within a highly visible and culturally significant location in close proximity to existing community and cultural services in Redfern.

Public art

1 bara, by Judy Watson Tarpeian Lawn (due 2021)

2 Yinimadyemi: thou didst let fall, by Tony Albert, Hyde Park south

3 Welcome to Redfern, by Reko Rennie

4 Born In Darkness Before Dawn, by Nicole Foreshe, Australian Museum

5 Harbour Walk

Local Aboriginal Knowledge and Culture centre

NAIDOC in the City

The City of Sydney Local Government Area

The Eora Journey's recognition in the public domain projects are overseen by curatorial advisor Hetti Perkins. This includes forthcoming projects such as *bara*, (Monument to Eora Journey), Redfern Terrace (Living Museum), the future walks and past projects, Yininmadyemi, and the Welcome to Redfern Project.

In November 2019, the City engaged Aboriginal curator Emily McDaniel to produce the Harbour Walk. The project is a curated series of interconnected stories and artworks along 9 km of Sydney Harbour foreshore, from Tumbalong Park, Darling Harbour to Woolloomooloo.

Sydney New Year's Eve Welcome to Country

Sydney New Year's Eve each year presents an Acknowledgement of Country segment – a mark of respect acknowledging the Gadigal people of the Eora Nation as the Traditional Custodians. Since 2015 we have presented a Welcome to Country that reaches spectators around the harbour foreshore and is broadcast live for viewers around the world. The event acknowledges Traditional Custodians, welcomes the wider community and recognises the significance of the living culture of the Eora nation.

Each year the segment has a different narrative which includes a traditional smoking ceremony to cleanse Sydney Harbour of bad spirits, performed by the Tribal Warrior Association. A Welcome is delivered by Elders from the Metropolitan Local Aboriginal Land Council, with projections on the eastern and western faces of the Sydney Harbour Bridge pylons and a music and dance performance presented on the Northern Broadwalk of Sydney Opera House.

Green Square

Our Green Square placemaking framework and action plan guides the holistic planning, design and development of the area. An important part of this is recognising and supporting the City's work towards a reconciled Australia.

Past projects include supporting the appropriate use of local Aboriginal language in the naming of City of Sydney buildings and spaces, parks and streets. We have also completed the first stage of an Indigenous cultural heritage mapping project that includes the Green Square area. This highlights local places and stories of cultural significance. We will look at the second stage with guidance from the City's Aboriginal and Torres Strait Islander advisory panel. We'll seek to add these findings to the Sydney Barani website and cultural programming in the Green Square area.

Other commitments include supporting supplier diversity for City of Sydney projects and events by including Aboriginal and Torres Strait Islander businesses in a minimum of five community events at Green Square each year.

The new Gunyama Park Aquatic and Recreation Centre will include a requirement for a Reconciliation Action Plan for operating the site. This will set Aboriginal and Torres Strait Islander employment targets and require engagement with the Aboriginal and Torres Strait Islander community.



Green Square Winter Warmers screen printing. Photograph by Adam Hollingworth



Consulting for Sydney 2050 with the City's advisory panels. Photograph by Katherine Griffiths

Relationships

The City recognises that the relationship between Aboriginal and Torres Strait Islander peoples and the wider community is at the heart of reconciliation. We acknowledge that truth telling and contrition are essential to strengthen this relationship and build trust between communities.

Our relationship with Gadigal Country is equally as important in order to better understand and respect this place.

Since 2006, our principles of Cooperation with Metropolitan Local Aboriginal Land Council guide the way we both work together on a range of projects and relationships. The principles include agreement to actively work together, particularly on reconciliation and promoting Aboriginal culture, and to maintain open and transparent communication, specifically on proposals relevant to Metropolitan Local Aboriginal Land Council interests.

The City's Aboriginal and Torres Strait Islander advisory panel continues to provide informed advice and influence our work. The panel represents the excellence and diversity of Aboriginal and Torres Strait Islander peoples who live, work, study and visit this area. Councillor representatives also sit on the panel.

This is an important relationship for the City as we hear directly from community members their views on our work and their priorities and interests. The advisory panel sits for three year terms with the option of sitting two consecutive terms. This ensures both opportunity and continuity for the community to become involved and for panel members to see out longer term projects.

1 Action: Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

| Deliverables | Timeline | Responsibility |
|---|--|---|
| 1.1 Review and strengthen the Principles of Cooperation with Metropolitan Local Aboriginal Land Council to improve their implementation and awareness across the organisation. | November 2021 | Manager Indigenous Leadership and Engagement |
| 1.2 Meet with the Metropolitan Local Aboriginal Land Council four times per year to discuss the implementation of the Principles of Cooperation. | November 2021 November 2022 November 2023 | Chief Executive Officer |
| 1.3 Meet with the Aboriginal and Torres Strait Islander Advisory Panel minimum six times per year to advise and influence City projects of importance to local Aboriginal and Torres Strait Islander communities. | June 2021 June 2022 June 2023 | Chief Operating Officer Manager Indigenous Leadership and Engagement |
| 1.4 Increase engagement of the Aboriginal and Torres Strait Islander Advisory Panel through: <ul style="list-style-type: none"> – Accessibility of meetings, through location and technology; – Identifying the panel's items of interest that include community feedback and priorities; – Participation in working groups; – Support City staff to present effectively at panel meetings – Demonstrated influence on a range of projects. | June 2021 June 2022 June 2023 | Manager Indigenous Leadership and Engagement |
| 1.5 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement. | September 2021 September 2022 September 2023 | Manager Indigenous Leadership and Engagement |
| 1.6 Establish and maintain five formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations. | November 2022 | Manager Indigenous Leadership and Engagement |

2 Action: Engage Aboriginal and Torres Strait Islander communities in the City's projects and decision-making process.

| Deliverables | Timeline | Responsibility |
|--|----------------|--|
| 2.1 Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders in line with the City's Community Engagement Principles. | November 2021 | Manager Strategic Engagement and Community Relations |
| 2.2 Develop a framework for engaging children and young people that supports the participation of Aboriginal and Torres Strait Islander young people in the City's decision-making processes. | June 2023 | Manager Strategic Engagement and Community Relations |
| 2.3 Ensure First Nations consultation and feedback is included in the development of the Sustainable Sydney 2050 Vision and Community Strategic Plan. | June 2022 | Executive Manager Strategic Outcomes |
| 2.4 Develop, maintain and promote an internal database of Aboriginal and Torres Strait Islander networks and organisations for procurement, engagement, consultation and expressions of interest opportunities. | September 2022 | Manager Indigenous Leadership and Engagement |

3 Action: Contribute to and strengthen networks within the local government sector to promote reconciliation.

| Deliverables | Timeline | Responsibility |
|--|--|--|
| 3.1 Participate in the annual NSW Local Government Aboriginal Network conference. | October 2021 October 2022 October 2023 | Manager Indigenous Leadership and Engagement |
| 3.2 Host the NSW Local Government Aboriginal Network conference. | October 2023 | Manager Indigenous Leadership and Engagement |

4 Action: Promote reconciliation through our sphere of influence.

| Deliverables | Timeline | Responsibility |
|---|--|--|
| 4.1 Engage all staff in the RAP by working with relevant senior managers to drive reconciliation outcomes through quarterly updates at internal staff meetings including senior managers meetings and at toolbox talks in City depots. | September 2021 September 2022 September 2023 | Chair, RAP Working Group |
| 4.2 Host two internal RAP events each year. These will focus on the four pillars of the RAP: relationships, respect, opportunities and governance. These will be a variety of types such as guest speakers, film screenings and panel discussions, and located at different staff sites. | June 2021 June 2022 June 2023 | Chair, RAP Working Group |
| 4.3 Communicate our commitment to reconciliation publicly. | June 2021 June 2022 June 2023 | Chief Marketing Communications Officer |
| 4.4 Ensure that procurement contracts include relevant clauses to strengthen and drive reconciliation outcomes. | June 2022 | Chief Procurement Officer |
| 4.5 Ensure that grants and sponsorship contracts include relevant clauses to strengthen and drive reconciliation outcomes. | June 2022 | Manager, Grants |
| 4.6 Embed the voices of Aboriginal and Torres Strait Islander people across a range of channels by representing their stories authentically, as guided by the City's strategic communications plan. | September 2021 September 2022 September 2023 | Chief Marketing Communications Officer |
| 4.7 Use the City's outdoor media network a minimum of two times throughout the year to Acknowledge Country and feature an Aboriginal and/or Torres Strait Islander artwork. | September 2021 September 2022 September 2023 | Chief Marketing Communications Officer |
| 4.8 Collaborate with ten RAP and other like-minded organisations to implement ways to advance reconciliation. | November 2023 | Chief Operating Officer |
| 4.9 Consult the Aboriginal and Torres Strait Islander community about the Uluru Statement from the Heart to identify appropriate ways to support their aspirations. | September 2023 | Manager Indigenous Leadership and Engagement |

5 Action: Build relationships through celebrating National Reconciliation Week (NRW).

| Deliverables | Timeline | Responsibility |
|--|----------------------------------|--|
| 5.1 Organise two internal NRW events, including at least one organisation-wide NRW event, each year. | May 2021 May 2022 May 2023 | Chair, RAP working group |
| 5.2 Partner with community groups to hold one public annual NRW event. | May 2021 May 2022 May 2023 | Manager Social Programs and Services |
| 5.3 Circulate Reconciliation Australia's NRW resources and reconciliation materials for internal communications purposes. | May 2021 May 2022 May 2023 | Manager Corporate Communications |
| 5.4 RAP Working Group members participate in two external NRW events each year. | May 2021 May 2022 May 2023 | Chair, RAP Working Group |
| 5.5 Encourage and support staff and senior leaders to participate in one external event to recognise and celebrate NRW. | May 2021 May 2022 May 2023 | Chair, RAP Working Group |
| 5.6 Register all of the City's events during NRW on Reconciliation Australia's website. | May 2021 May 2022 May 2023 | Chief Marketing Communications Officer |
| 5.7 Collaborate with Reconciliation Australia to fly National Reconciliation Week street banners. | May 2021 May 2022 May 2023 | Executive Manager Creative City |

6 Action: Promote positive race relations through anti-discrimination strategies.

| Deliverables | Timeline | Responsibility |
|---|---|---|
| 6.1 Continuously improve HR policies and procedures concerned with anti-discrimination. | November 2021 November 2022 November 2023 | Director People, Performance and Technology |
| 6.2 Engage with Aboriginal and Torres Strait Islander staff and the Aboriginal and Torres Strait Islander advisory panel to continuously improve our anti-discrimination policy | November 2023 | Director People, Performance and Technology |
| 6.3 Implement and communicate an anti-discrimination policy for our organisation. | November 2023 | Director People, Performance and Technology |
| 6.4 Provide ongoing education opportunities for senior leaders and managers on the effects of racism. | November 2023 | Manager Learning and Development |
| 6.5 Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism. | November 2022 | Director People, Performance and Technology Chair, RAP Working Group |
| 6.6 Host a relevant film screening for staff and facilitate a discussion following the film about race relations and anti-discrimination. | November 2021 | Chair, RAP Working Group |



Emily McDaniel will curate a new City of Sydney harbour walk to honour Eora Country.
Photograph by Katherine Griffiths

Respect

Aboriginal culture is the most unique to Australia and the most enduring aspect of this city.

We acknowledge that to support and sustain First Nations cultures in our city, we must support and respect Aboriginal and Torres Strait Islander peoples and communities.

Respect is one of the City's core values and all our staff should uphold this in their work.

We are committed to being a considerate and courteous workplace that shows courage in the face of discrimination and racism.

We also recognise and respect the importance of local and traditional knowledge, and value the experience and input of Aboriginal and Torres Strait Islander community members.

Respect also means acknowledging and celebrating the traditional knowledge, cultural expression and lived experiences of Aboriginal and Torres Strait Islander Australians.

This is vital in strengthening relationships and in building feelings of trust, safety and wellbeing – within our organisation and our wider communities.

Aboriginal and Torres Strait Islander people bring valuable and unique contributions to Australian culture and history. Understanding this is the first step in building a shared national identity.

7 Action: Recognise Aboriginal and Torres Strait Islander histories, cultures and achievements in Sydney through the Eora Journey: Recognition in the Public Domain.

| Deliverables | Timeline | Responsibility |
|---|----------------|----------------------|
| 7.1 Install and launch <i>bara</i> , the Monument for the Eora, at the Tarpeian Way to honour and celebrate the Traditional Custodians of Sydney, the Gadigal of the Eora Nation, and continue to incorporate community engagement for any <i>bara</i> focused activities. | January 2022 | City Design Director |
| 7.2 Select an artist or artist team for Stage 2 of the Redfern Terrace project to provide opportunities for artists working with community members to share stories of Redfern and the Block. | September 2023 | City Design Director |
| 7.3 Develop a Redfern Community Centre precinct plan that respectfully incorporates Aboriginal cultural knowledge in the Redfern Community Centre Precinct. | November 2023 | City Design Director |
| 7.4 Implement the Harbour Walk from Woolloomooloo Bay to the Maritime Museum incorporating Aboriginal stories and culture through events, public art, and interpretation and support for Aboriginal business and cultural practitioners through the City's procurement target and economic development strategy. | November 2023 | City Design Director |
| 7.5 Implement the concept of Designing with Country, including a specific focus on Aboriginal and Torres Strait Islander artists and cultural expression. | November 2023 | City Design Director |

8 Action: Promote cultural knowledge and understanding by establishing a local Aboriginal knowledge and culture centre.

| Deliverables | Timeline | Responsibility |
|--|----------------|--|
| 8.1 Consult Aboriginal and Torres Strait Islander community and stakeholders and conduct needs analysis to plan for the future use of the local Aboriginal knowledge and culture centre. | September 2021 | Manager Indigenous Leadership and Engagement |
| 8.2 Support the community's aspirations for the future use of the local Aboriginal knowledge and culture centre in Redfern at 119 Redfern Street. | September 2023 | Manager Indigenous Leadership and Engagement |
| 8.3 Continue to advocate for a national First Nations National Cultural Centre in Sydney by making submissions to State and Federal government and through redevelopment opportunities as they arise. | September 2023 | Chief Operating Officer |

9 Action: Celebrate and share Aboriginal and Torres Strait Islander cultures through the City’s Major Events and Festivals program including an annual significant event.

| Deliverables | Timeline | Responsibility |
|---|----------------|---------------------------------|
| 9.1 Work with the Aboriginal and Torres Strait Islander advisory panel to evolve the annual NAIDOC in the City event to increase its significance as a celebration of Aboriginal and Torres Strait Islander cultures and develop key indicators to measure the increase. | February 2021 | Director City Life |
| 9.2 Provide opportunities for community participation in a significant event celebrating Aboriginal and Torres Strait Islander cultures. | September 2023 | Executive Manager Creative City |
| 9.3 Ensure all City Major Events and Festivals include a diverse range of Indigenous procurement in the supply chain. Major Events and Festivals to ensure Indigenous business and media networks receive procurement opportunities including quotes and expressions of interest. | September 2023 | Executive Manager Creative City |
| 9.4 Increase acknowledgement of Aboriginal and Torres Strait Islander cultures through the City’s Major Events and Festivals program. Major Events and Festivals to work with an Indigenous consultant to introduce a performative element to Welcome to Country ceremonies including Christmas, Sydney Lunar Festival and other events where appropriate. | December 2021 | Executive Manager Creative City |
| 9.5 Build capacity by engaging three Aboriginal and Torres Strait Islander interns through the Major Events and Festivals program. | July 2023 | Executive Manager Creative City |

10 Action: Acknowledge Aboriginal and Torres Strait Islander cultures and histories throughout the City.

| Deliverables | Timeline | Responsibility |
|--|-------------------------------------|-----------------------------------|
| 10.1 Implement the City’s Naming Policy to better acknowledge Aboriginal and Torres Strait Islander cultures and histories. | September 2021 | Manager Culture and Creativity |
| 10.2 All physical park signage upgrades will include an acknowledgement ‘You are on Gadigal Country’ and bujari gamarruwa (‘good day’ in the Sydney Aboriginal language). Approximately 33% of parks have been upgraded including Hyde Park, Victoria Park, Redfern Park, Pirrama Park and Sydney Park. | November 2023 | Manager City Greening and Leisure |
| 10.3 Include a minimum of two Aboriginal ecology workshops or tours at all urban ecology events and in the annual urban ecology workshop series that connect residents to a cultural learning experience. | June 2021 June 2022 June 2023 | Manager City Greening and Leisure |

11 Action: Increase knowledge within the broader community of the history, heritage, cultures and social values of the Aboriginal and Torres Strait Islander communities of Sydney.

| Deliverables | Timeline | Responsibility |
|--|--|--|
| 11.1 Continue to undertake historic research and promote histories on the Sydney Barani website. | June 2021 | Manager Culture and Creativity |
| 11.2 Review the Barani Barrabugu brochure (content and format) and consult with the City's Aboriginal and Torres Strait Islander Advisory Panel. | November 2021 | Manager Culture and Creativity |
| 11.3 Promote walks from the Barani Barrabugu booklet available in the Sydney Culture Walks app. | June 2021 | Manager Culture and Creativity |
| 11.4 Provide opportunities to share Aboriginal and Torres Strait Islander cultures through our community programs and services. This will be achieved through relevant programming including at community centres to be delivered with the community and by working with appropriate community members. This includes an annual program of community events for days of cultural significance and will also include offering free Aboriginal and Torres Strait Islander cultural awareness training for community and not-for-profit organisations. | June 2022 | Manager Social Programs and Services |
| 11.5 In consultation with Aboriginal and Torres Strait Islander communities, develop the Koori Collection and library engagement with First Nations cultures and communities. | June 2022 | Manager Libraries & Learning |
| 11.6 Develop communication standards within the City's strategic communications plan, to guide the meaningful representation of Aboriginal and Torres Strait Islander people across the City's internal and external marketing communications material. | September 2021 | Chief Marketing Communications Officer |
| 11.7 Ensure cultural programming is developed and delivered with Aboriginal and Torres Strait Islander communities to share their history, heritage, cultures and social values within City operated cultural venues including Libraries. | September 2021 September 2022 September 2023 | Manager Cultural Venues and Programs |

12 Action: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

| Deliverables | Timeline | Responsibility |
|--|--|---|
| 12.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | September 2023 | Chief Executive Officer |
| 12.2 Review, implement and improve access to the City's Aboriginal and Torres Strait Islander cultural protocols and share these with all staff, and on the City's website. | September 2022 | Manager Indigenous Leadership and Engagement |
| 12.3 Develop and implement guidelines for engaging with Indigenous Cultural and Intellectual Property. | June 2021 | Director City Projects and Property Manager Indigenous Leadership and Engagement |
| 12.4 Invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including: – Sydney New Year's Eve – Sydney Lunar Festival – Sydney Christmas events | September 2021 September 2022 September 2023 | Executive Manager Creative City |
| 12.5 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. | September 2021 September 2022 September 2023 | Chief Executive Officer |
| 12.6 Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events. | September 2021 September 2022 September 2023 | Councillor Delegate |
| 12.7 In accordance with the Community Facilities Signage Design Style Guide include Acknowledgement of Country when implementing any new signage, across 74 properties in the community property portfolio, prioritising community venues for hire. | November 2023 | Director City Projects and Property |
| 12.8 Include an Acknowledgement of Country in City of Sydney email signatures and the City's website/s. | March 2021 | Chief Operating Officer |

13 Action: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

| Deliverables | Timeline | Responsibility |
|---|---|---|
| 13.1 Conduct a review of cultural learning needs within our organisation. | June 2021 | Manager Learning and Development |
| 13.2 Consult the City's Indigenous staff, Traditional Owners and/or the City of Sydney Aboriginal and Torres Strait Islander advisory panel on the implementation of a cultural learning strategy. | September 2021 | Manager Organisational Capability Manager Learning and Development |
| 13.3 Implement and communicate a cultural learning strategy for our staff. | December 2021 | Manager Learning and Development |
| 13.4 All staff undertake formal and structured cultural learning activities. <ul style="list-style-type: none"> – 100% staff undertake e-learning module. – 50% staff undertake face-to-face cultural learning activities. – A select group of staff to undertake cultural learning activities on Country with Traditional Custodians as identified through a learning needs analysis. | November 2023 | Manager Learning and Development |
| 13.5 Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning. | November 2023 | Manager Learning and Development |
| 13.6 Provide information about the Traditional Custodians of Sydney and the City's commitment to reconciliation to all new starters during their induction, through a presentation delivered by City staff and as part of an e-learning module. | November 2021 November 2022 November 2023 | Manager Learning and Development |

14 Action: Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

| Deliverables | Timeline | Responsibility |
|---|-------------------------------------|---|
| 14.1 Support all staff to participate in a NAIDOC Week event in our local area, including community celebrations in Glebe, Woolloomooloo and Redfern. | July 2021 July 2022 July 2023 | Chief Executive Officer |
| 14.2 RAP Working Group to participate in an external NAIDOC Week event. | July 2021 July 2022 July 2023 | Chair, RAP Working Group |
| 14.3 Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. | December 2021 | Manager Corporate HR |
| 14.4 Encourage Aboriginal and Torres Strait Islander employees to use their NAIDOC Week day off to attend cultural and community activities and events. | July 2021 July 2022 July 2023 | Director People, Performance and Technology |
| 14.5 In consultation with Aboriginal and Torres Strait Islander stakeholders, support annual local NAIDOC Week events in Redfern, Woolloomooloo and Glebe communities. | July 2021 July 2022 July 2023 | Executive Manager Creative City |
| 14.6 Fly street banners designed by an Aboriginal and/or Torres Strait Islander artist to mark NAIDOC Week. | July 2021 July 2022 July 2023 | Executive Manager Creative City |

15 Action: Increase engagement with local Aboriginal and Torres Strait Islander artists.

| Deliverables | Timeline | Responsibility |
|--|---|---|
| 15.1 Official City gifts to be from local Aboriginal and Torres Strait Islander artists. | November 2022 | Manager Culture and Creativity Manager Protocol |
| 15.2 Ensure cultural programming across the organisation includes Aboriginal and Torres Strait Islander artists and creative practitioners by implementing Aboriginal and Torres Strait Islander programming frameworks. | November 2021 November 2022 November 2023 | Public Art Program Manager City Design Director Executive Manager Creative City |
| 15.3 25% of annual curatorial acquisitions budget for the City's Civic Collection will be for Aboriginal art for display in City properties. | November 2021 November 2022 November 2023 | Manager Culture and Creativity |
| 15.4 Provide opportunities for Aboriginal and Torres Strait Islander artists to display artwork through the Creative Hoardings program including Site Works or other future programs. | July 2023 | Manager Culture and Creativity |
| 15.5 Ensure Aboriginal and Torres Strait Islander representation on all external panels for all cultural projects. | November 2021 | City Design Director Executive Manager Creative City |
| 15.6 Develop an internal register of relevant arts and culture programs across Events, City Design, History, Curatorial, Cultural Projects, Public Art and Library programs to allow for a more collaborative approach to programming, procurement, recruitment and promotion of programs. | June 2021 | Executive Manager Creative City |



The City is proud to support Gadigal Information Service's Yabun Festival, held annually on 26th of January. Photograph by Joseph Mayers

Opportunities

The City is committed to creating opportunities with Aboriginal and Torres Strait Islander people and organisations. This is an area of tangible outcomes that will result in increased employment of Aboriginal and Torres Strait Islander people, and increased procurement from Indigenous businesses.

It is crucial that we get this right and that these opportunities are supported by strategies and a cross-section of actions to ensure their success.

We also need to ensure that we are responsive to community need and that we work appropriately with community organisations. This includes accessing the City's spaces and support services. This means we need to be more accessible and culturally proficient in the way we work with Aboriginal and Torres Strait Islander communities.

This includes our professional development opportunities offered to the business and not-for-profit sectors and how we make these inclusive programs that attract First Nations participation.

16 Action: Work with Aboriginal and Torres Strait Islander communities, housing providers, the NSW government and others to provide culturally appropriate affordable and social housing for Aboriginal and Torres Strait Islander peoples in Redfern, Waterloo and other areas in the city to prevent their displacement from the area.

| Deliverables | Timeline | Responsibility |
|--|---------------|---|
| 16.1 Undertake a project to prepare design guidance for culturally appropriate housing for Aboriginal and Torres Strait Islander households. | June 2023 | Executive Manager Strategic Planning and Urban Design |
| 16.2 Investigate the inclusion of guidance in the Waterloo Estate development control plan for the inclusion of culturally appropriate social and affordable housing for Aboriginal and Torres Strait Islander households as part of the development of the Estate. | November 2023 | Executive Manager Strategic Planning and Urban Design |
| 16.3 Advocate to NSW Land and Housing Corporation to include culturally appropriate social and affordable housing for Aboriginal and Torres Strait Islander households to be included as part of the development of the Waterloo Estate. | November 2023 | Executive Manager Strategic Planning and Urban Design |

25

17 Action: Promote economic prosperity of Aboriginal and Torres Strait Islander peoples in Sydney.

| Deliverables | Timeline | Responsibility |
|--|----------------|---------------------------|
| 17.1 Provide financial support through the City's grant program to Aboriginal and Torres Strait Islander led businesses to deliver skills development programs. | September 2021 | Manager Economic Programs |
| 17.2 Engage at least 10 Aboriginal and Torres Strait Islander businesses in City of Sydney business support programming. | September 2021 | Manager Economic Programs |
| 17.3 Feature or profile at least 10 Aboriginal and Torres Strait Islander businesses through City of Sydney marketing campaigns. | September 2021 | Manager Economic Programs |
| 17.4 Increase the number of Aboriginal and Torres Strait Islander businesses nominating for the NSW Business Chamber Awards by outreach and actively promoting the NSW Business Chamber awards through our Aboriginal and Torres Strait Islander business networks including Supply Nation and the NSW Indigenous business chamber. | September 2022 | Manager Economic Programs |

18 Action: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

| Deliverables | Timeline | Responsibility |
|---|---|---|
| 18.1 Review and implement the City's Aboriginal and Torres Strait Islander workforce strategy in consultation with Aboriginal and Torres Strait Islander staff. | November 2023 | Director People, Performance and Technology |
| 18.2 Increase Aboriginal and Torres Strait Islander employment from currently 2.4% to 3% of the total. (This is an increase from 46 to 57). A further target increase is to 3.4% by end 2025. | November 2023 | Director People, Performance and Technology |
| 18.3 Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions. | November 2021 November 2022 November 2023 | Director People, Performance and Technology |
| 18.4 Support the City's Aboriginal and Torres Strait Islander staff network to meet twice per year. | November 2021 November 2022 November 2023 | Director People, Performance and Technology |
| 18.5 Implement an Aboriginal and Torres Strait Islander professional mentoring network. | November 2021 | Director People, Performance and Technology |
| 18.6 Implement Aboriginal and Torres Strait Islander employment pathways. | November 2021 | Director People, Performance and Technology |

19 Action: Develop inclusive recruitment processes and pilot different approaches to broaden the pool of Aboriginal and Torres Strait Islander people applying for roles at the City.

| Deliverables | Timeline | Responsibility |
|---|---------------|------------------------------------|
| 19.1 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. | November 2021 | Manager Recruitment and HR Systems |
| 19.2 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. | November 2021 | Manager Recruitment and HR Systems |
| 19.3 Include an Aboriginal and/or Torres Strait Islander person on interview panels when the role relates to Aboriginal and Torres Strait Islander communities and cultures, or if the applicant identifies as an Aboriginal and/or Torres Strait Islander person. | November 2021 | Manager Recruitment and HR Systems |

20 Action: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

| Deliverables | Timeline | Responsibility |
|---|---|---|
| 20.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. | November 2021 | Chief Procurement Officer |
| 20.2 Continue to identify Aboriginal and Torres Strait Islander businesses through Supply Nation and the NSW Indigenous Business Chamber directories. | November 2021 November 2022 November 2023 | Chief Procurement Officer |
| 20.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. | November 2021 November 2022 November 2023 | Chief Procurement Officer |
| 20.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | November 2021 | Chief Procurement Officer |
| 20.5 Maintain commercial relationships with ten Aboriginal and/or Torres Strait Islander businesses. | November 2023 | Chief Procurement Officer |
| 20.6 Spend a minimum of \$2,000,000 annually with Aboriginal and Torres Strait Islander businesses. | November 2023 | Chief Procurement Officer |
| 20.7 Train relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation. | November 2021 November 2022 November 2023 | Chief Procurement Officer Manager Learning and Development |

21 Action: Provide opportunities for Aboriginal and Torres Strait Islander businesses to develop networks and increase knowledge.

| Deliverables | Timeline | Responsibility |
|---|---------------|---------------------------|
| 21.1 Develop a proposal to host an Indigenous business fair at Sydney Town Hall. | November 2022 | Chief Procurement Officer |
| 21.2 Hold two workshops specifically for Indigenous businesses about how to tender for work at the City. | November 2021 | Chief Procurement Officer |

22 Action: Respond to the needs of Aboriginal and Torres Strait Islander communities through local programs and services.

| Deliverables | Timeline | Responsibility |
|--|---------------|--------------------------------------|
| 22.1 Continue to provide opportunities for Aboriginal and Torres Strait Islander community members and groups to use the City's community centres, facilities and spaces. This will include: – 50% of all community programming for Redfern Community Centre will be targeted towards Aboriginal and Torres Strait Islander communities. – 15% of all programming for all other community centres will include Aboriginal and Torres Strait Islander suppliers, such as facilitator, performer, consultant, artist or host. | November 2022 | Manager Social Programs and Services |
| 22.2 Work with Aboriginal and Torres Strait Islander homelessness organisations to implement training and other initiatives to ensure City delivered and funded homelessness outreach services are culturally aware and meet the needs of Aboriginal and Torres Strait Islander people and communities. | December 2021 | Manager Social Programs and Services |

23 Action: Support major community-driven festivals and events through sponsorship and in-kind support.

| Deliverables | Timeline | Responsibility |
|---|-------------------------------------|--|
| 23.1 Assist the community through a program of activities including information sessions to assist in increasing the number of grant applications from Aboriginal and Torres Strait Islander organisations by 100% from 15 to 30 per year. | June 2022 | Manager Social Programs and Services |
| 23.2 Leverage networks to raise the profile of community and cultural events through the City's marketing and media channels. | June 2021 June 2022 June 2023 | Chief Marketing Communications Officer Manager Corporate Communications |



Performance at the gunya in Hyde Park for NAIDOC in the City. Photograph by Joseph Mayers

24 Action: Increase the applications and effectiveness of the City's grant and sponsorship program for Aboriginal and Torres Strait Islander groups, organisations and businesses.

| Deliverables | Timeline | Responsibility |
|---|---|--|
| 24.1 Promote the City's grant opportunities by advertising in Indigenous media and promoting through community and stakeholder networks. | November 2021 November 2022 November 2023 | Manager Grants Chief Marketing Communications Officer |
| 24.2 Provide targeted grant writing workshops led by an Aboriginal and Torres Strait Islander facilitator or organisation for the community. This will be achieved through the City's Connect Sydney Program | June 2022 | Manager Social Programs and Services Manager Culture and Creativity |

Governance

It is important to track progress against our objectives in this plan, be transparent in our reporting and celebrate successes.

Tracking progress and reporting

Progress on delivering the actions will be reported quarterly to all staff and senior leaders.

We report annually to our Aboriginal and Torres Strait Islander advisory panel and the City's Aboriginal and Torres Strait Islander staff network.

We also report annually to Council, the wider community and to Reconciliation Australia outlining our achievements, challenges and learnings.

The Reconciliation Action Plan working group executive sponsor is the Chief Operations Officer. The executive sponsor's role is to support and advocate for the implementation of the plan's actions across the organisation.

The executive sponsor is supported by the members of the working group including representation from Aboriginal and Torres Strait Islander staff and key parts of the organisation.

25 Action: Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.

| Deliverables | Timeline | Responsibility |
|--|---|--------------------------|
| 25.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG. | November 2020, 2021, 2022, 2023 | Chair, RAP Working Group |
| 25.2 Apply a Terms of Reference for the RWG. | November 2020, 2021, 2022, 2023 | Chair, RAP Working Group |
| 25.3 Meet at least four times per year to drive and monitor RAP implementation. | November 2021 November 2022 November 2023 | Chair, RAP Working Group |
| 25.4 Establish RAP sub-group/s to support delivery of RAP actions and strategies. | November 2020 | Chair, RAP Working Group |

26 Action: Provide appropriate support for effective implementation of RAP commitments.

| Deliverables | Timeline | Responsibility |
|--|---|----------------------------------|
| 26.1 Embed resource needs for RAP implementation. | November 2021 November 2022 November 2023 | Chair, RAP Working Group |
| 26.2 Embed key RAP actions in performance expectations of senior management and all staff. | November 2021 November 2022 November 2023 | Chair, RAP Working Group |
| 26.3 Embed appropriate systems and capability to track, measure and report on RAP commitments. | November 2021 | Chair, RAP Working Group |
| 26.4 Maintain an internal RAP Champion from senior management. | December 2020 | Chief Operating Officer |
| 26.5 Include our RAP as a standing agenda item at senior management meetings. | November 2021 November 2022 November 2023 | Chief Executive Officer |
| 26.6 Increase employee knowledge of reconciliation and the City's Reconciliation Action Plan through strategic internal communications. | September 2022 | Manager Corporate Communications |

27 Action: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

| Deliverables | Timeline | Responsibility |
|---|--|--|
| 27.1 Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia. | September 2021 September 2022 September 2023 | Chair, RAP Working Group |
| 27.2 Report RAP progress to all staff and senior leaders quarterly. | Quarterly 2020, 2021, 2022, 2023 | Manager Indigenous Leadership and Engagement |
| 27.3 Participate in Reconciliation Australia's biennial Workplace RAP Barometer survey. | May 2022 | Organisational Capability Manager |
| 27.4 Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings. | December 2020 December 2021 December 2022 | Manager Indigenous Leadership and Engagement |
| 27.5 Communicate progress to implement the RAP through six monthly reporting on an item in the City's Operational Plan. | June and December 2021, 2022, 2023 | Manager Indigenous Leadership and Engagement |
| 27.6 Report annually to our Aboriginal and Torres Strait Islander advisory panel and the City's Aboriginal and Torres Strait Islander staff network. | November 2020 November 2021 November 2022 | Manager Indigenous Leadership and Engagement |

28 Action: Continue our reconciliation journey by developing our next RAP.

| Deliverables | Timeline | Responsibility |
|---|------------|-------------------------|
| 28.1 Register via Reconciliation Australia's website to begin developing our next RAP. | March 2023 | Chief Operating Officer |

Contact details

Position: Co-Chair of Reconciliation Action Plan Working Group

Phone: 02 9265 9333

Email: stretchrap@cityofsydney.nsw.gov.au



Item 3.

Grants and Sponsorship - Round Two 2020/21 - Cultural Grants

File No: S117676

Summary

The City of Sydney's Grants and Sponsorship Program supports initiatives and projects that build the social, cultural, environmental and economic life of the city and assist in the recovery from the Covid-19 pandemic. To achieve the objectives of the Community Recovery Plan and Sustainable Sydney 2030, genuine partnership between government, business and the community is required.

The provision of grants and sponsorships is a mechanism to further the aims identified in the City's social, cultural, economic and environmental policies. Applications are assessed against these policies and against broad City objectives and plans. In this way, the City and the community act collaboratively to achieve the goals of the Community Recovery Plan and Sustainable Sydney 2030.

The City advertised the following cultural grant program in Round Two of the annual Grants and Sponsorship Program for 2020/21:

- Festivals and Events Sponsorship (Artform) Program.

For the Festivals and Events Sponsorship (Artform) Program, 36 eligible applications were received. This report recommends 14 grants to a total value of \$264,900 in cash and \$106,185 revenue foregone/value-in-kind for the 2020/21 financial year, commitments of \$670,000 in cash and \$150,000 revenue foregone/value-in-kind for the 2021/22 financial year, and commitments of \$650,000 in cash and \$150,000 revenue foregone/value-in-kind for the 2022/23 financial year.

On 11 December 2017, Council adopted a revised Grants and Sponsorship Policy. In response to the Covid-19 pandemic, the Grants and Sponsorship Guidelines that support the Policy were revised to include priority areas of support informed by the Community Recovery Plan. All grants in this report were assessed in accordance with the Grants and Sponsorship Policy, the Grants and Sponsorship Guidelines, the priorities set out in the Community Recovery Plan and various other relevant City strategies and action plans.

All grant recipients will be required to sign a contract, meet specific performance outcomes and acquit their grant. All figures in this report exclude GST.

Recommendation

It is resolved that:

- (A) Council approve the cash and revenue foregone/value-in-kind recommendations for the Festivals and Events Sponsorship (Artform) Program as per Attachment A to the subject report;
- (B) Council note the applicants who were not successful in obtaining a cash grant for the Festivals and Events Sponsorship (Artform) Program as per Attachment B to the subject report;
- (C) Council note that expenditure for the Festivals and Events Sponsorship (Artform) approved in this report exceeds the nominated budgets for the 2020/21 financial year outlined in the Operational Plan, however any overspend will be offset in full by savings in the overall Grants and Sponsorship Program budget, so that the total amount of expenditure under the overall Grants and Sponsorship Program budget will not be exceeded;
- (D) Council note that all grant amounts are exclusive of GST and all value-in-kind offered is subject to availability;
- (E) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy; and
- (F) authority be delegated to the Chief Executive Officer to correct minor errors to the matters set out in this report, noting that the identity of the recipient will not change, and a CEO Update will be provided to Council advising of any changes made in accordance with this resolution

Attachments

- Attachment A.** Recommended for Funding – Round Two 2020/21 Festivals and Events Sponsorships (Artform)
- Attachment B.** Not Recommended for Funding – Round Two 2020/21 Festivals and Events Sponsorships (Artform)

Background

1. The City of Sydney's Grants and Sponsorship Program supports residents, businesses and not-for-profit organisations to undertake initiatives and projects that build the social, cultural, environmental and economic life of the city.
2. On 29 July 2020, the City announced Round Two of the annual grants program for 2020/2021 as being open for applications on the City's website, with grant applications closing on 31 August 2020.
3. The cultural program promoted was the Festivals and Events Sponsorship (Artform) Program.
4. In June 2020, the City of Sydney adopted the Community Recovery Plan, a strategic plan for economic, cultural and social recovery from the Covid-19 pandemic.
5. All grants approved for funding in this report that contribute to the AI Fresco City recovery program, as adopted by Council in October 2020, will be considered and engaged as part of this program of work.
6. Information about this grant program (such as application dates, guidelines, eligibility criteria and sample applications) was made available on the City's website. The City actively promoted the programs through Facebook, Twitter, What's On, postcard distribution, an ArtsHub publication and affiliated website and Facebook promotion. Email campaigns were also utilised to target interested parties who have applied previously for grants at the City or who have expressed an interest in the City's programs.
7. Following adoption of the revised Grants and Sponsorship Policy on 11 December 2017, the Festivals and Events Sponsorship (Artform) program is open to for-profit organisations.
8. Thirteen applications were received in the Festivals and Events Sponsorship (Artform) program round from for-profit organisations and two for-profit organisations are recommended in this report:
 - (a) A Blake and A Crew; and
 - (b) Whip Smart Pty Ltd.
9. These applications meet the Festivals and Events Sponsorship (Artform) for-profit eligibility criteria, clearly demonstrating that the applicants' requests for funding provide opportunities for creative participation, enhance creativity in the public domain and strengthen the sustainability and capacity of the City's cultural and creative industries. For-profit applicants in these programs are required to match their request from the City with cash.
10. Park hire requests are not listed in the table for recommendations, as not-for-profit organisations are eligible for free park hire. However, these organisations must pay the \$100 application fee and other related fees and charges, such as electricity and water. Individuals or unincorporated community groups are required to be auspiced by a not-for-profit organisation to be eligible for free park hire. All park hire is subject to availability. For-profit organisations are required to pay park hire fees.

11. It is expected that all successful applicants will work co-operatively with relevant City staff throughout the project for which they have received funding. Contact details for the relevant City staff are provided to all successful grant recipients.
12. All grants and sponsorships are recommended on the condition that any required approvals, permits and development consents are obtained by the applicant. In the current environment this includes but is not limited to, requirements associated with the service of alcohol or food services, consent from the respective landowner(s), NSW Planning Legislation and NSW Government health requirements. The City approves Development Applications and outdoor temporary event activities.
13. The City's Grants and Sponsorship Program is highly competitive. Applications not recommended have either not scored as highly against the assessment criteria as the recommended applications or have incomplete or insufficient information. The City's Grants and Sponsorship team provides feedback and support to unsuccessful applicants.
14. The assessment process includes advice and recommendations from the key stakeholders on the assessment panel, depending upon the nature of each submission. The integrity of the proposed budget, project plan, contributions and partnerships are assessed, scored and ranked against defined criteria. Once recommended applications are approved by Council, a contract is developed, which includes conditions that must be adhered to, and acquitted against.
15. In assessing the grant applications, the assessment panels included in their considerations and recommendations:
 - (a) Sustainable Sydney 2030;
 - (b) Community Recovery Plan,
 - (c) Grants and Sponsorship Policy; and
 - (d) Creative City Cultural Policy and Action Plan.
16. City staff consider the contribution from the applicant and other sources in reviewing applications. Applicants are asked to demonstrate a capacity to source other types of funding or contribute their own resources (cash or in-kind).
17. Applicants are requested to list their project's community partners, confirmed funding sources and the contribution the organisation is making to the project (cash or in-kind) to demonstrate their contribution.

Festivals and Events Sponsorship (Artform)

18. The Festivals and Events Sponsorship program aims to support festivals and events that celebrate, develop and engage the City's communities. The City provides support for festivals and events under two categories – 'Artform' or 'Village and Community'.
19. Artform festivals and events provide a contemporary overview of developments in each artform, including innovative contexts for the work of artists; they connect artists to audiences, and meet the City's broader cultural priorities.

20. The assessment panel for Festivals and Events Sponsorship (Artform) consisted of members from the City's Culture and Creativity, Cultural Strategy and Events teams, with specialist input from the City's Indigenous Leadership and Engagement, and Social Programs and Services teams.
21. Overview of 2020/21 Festivals and Events Sponsorship Program – Artform:

| | |
|---|------------------|
| Total cash budget for 2020/21 | \$3,335,936 |
| Total already committed to previously approved applications | \$3,146,470 |
| Total amount available for 2020/21 | \$189,466 |
| Total number of eligible applications this round | 36 |
| Total cash requested from applications | \$1,718,029 |
| Total value-in-kind support requested from applications | \$493,425 |
| Total number of applications recommended for cash and/or value-in-kind support | 14 |
| Total amount of cash funding recommended 2020/21 (Multi-year funding recommended 2021/22 - \$1,320,000) | \$264,900 |
| Total amount of value-in-kind support recommended 2020/2021 (Multi-year funding recommended 2021/22 - \$300,000) | \$106,185 |
| Total cash overspend to be absorbed in the overall Grants and Sponsorship Program budget cash amount remaining in 2020/21 (see below for source of funds for overrun) | \$-75,434 |

Key Implications

Strategic Alignment - Sustainable Sydney 2030

22. Sustainable Sydney 2030 is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. This program is aligned with the following strategic directions and objectives:
- (a) Direction 7 - A Cultural and Creative City - the grant projects recommended in this report will provide opportunities for creative participation, enhance creativity in the public domain and strengthen the sustainability and capacity of the City's cultural and creative industries.

Organisational Impact

23. The grants and sponsorships contract management process will involve key staff across the City of Sydney. Identified staff set contract conditions and performance measures for each approved project and review project acquittals, which include both narrative and financial reports.

Cultural

24. The City's Grants and Sponsorship Program provides the City with a platform to support cultural, economic, environmental and social initiatives from the communities, and community organisations, within the local area.

Financial Implications

25. A combined total of \$264,900 in cash and \$106,185 in revenue foregone/value-in-kind is recommended in this report which exceeds the 2020/21 Cultural Grants program budgets, as noted in the financial tables above.
26. All expenditure that exceeds the nominated budgets for the 2020/21 financial year outlined in the Operational Plan will be offset in full by savings in the overall Grants and Sponsorship Program budget. These savings have occurred as a result of general savings in the Cultural and Creative Grants and Sponsorship Program and the Environmental Performance Grants Program as well as some Grantees returning funds to the City, as a result of the Covid-19 pandemic through major contracts for the Commercial Creative and Business Events Sponsorship Program, some out of policy grants and the Covid-19 Relief Programs.
27. Additionally, this report includes forward commitments of \$1,320,000 in cash and \$300,000 revenue forgone (these amounts will be incorporated in future budgets proposed).

Relevant Legislation

28. Section 356 of the Local Government Act 1993 provides that a council may, in accordance with a resolution of the council, contribute money or otherwise grant financial assistance to persons for the purpose of exercising its functions.
29. Section 356(3)(a) - (d) is satisfied for the purpose of providing grant funding to for-profit organisations because:
 - (a) the funding is part of the Festivals and Events Sponsorship (Artform) program;
 - (b) the details of these programs have been included in Council's draft operation plan for financial year 2020/21;
 - (c) the program's proposed budgets do not exceed five per cent of Council's proposed income from ordinary rates for financial year 2020/21; and
 - (d) this program applies to a significant group of persons within the local government area.

Critical Dates / Time Frames

30. The funding period for Round Two of the Grants and Sponsorship Program for 2020/21 is for activity taking place from 1 January 2021 to 31 December 2021. Contracts will be developed for all successful applications after Council approval to ensure their funding is released in time for projects starting in January.

Public Consultation

31. For all programs open to application in Round Two of the annual Grants and Sponsorship Program for 2020/21, two question and answer sessions were held over Zoom to assist potential applicants with their applications on Tuesday 11 August 2020, 3pm to 6pm and Wednesday 19 August 2020, 3pm to 6pm.
 - (a) Sixty-seven individual meetings were held during the question and answer sessions where prospective applicants sought advice from City staff about their project proposals and the application process;
 - (b) Seventy-five per cent of these attendees advised they had not applied for a City of Sydney grant previously; and
 - (c) Thirteen per cent of these attendees requested a member of the Indigenous Engagement team to be present during their meeting.
32. An additional briefing session targeting the activation of the CBD by businesses and creatives was held over Zoom on Thursday 13 August 2020, 12pm to 1:30pm, which 80 people attended.

EMMA RIGNEY

Director City Life

Alana Goodwin, Grants Program Coordinator

Attachment A

**Recommended for Funding
Round Two 2020/21 Festivals and Events
Sponsorships (Artform)**

Festivals and Events Sponsorship (Artform)

Recommended for Funding

| Festivals and Events Sponsorship (Artform) 2020/21 Round 2 | | | | | | | |
|--|-----------------------------|--|---------------------|---|-----------------------|---|---|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
| RECOMMENDED FOR FUNDING | | | | | | | |
| A Blake & A Crew | SmartFone Flick Fest 2021 | A festival for all ages showcasing films made entirely on smartphones held at Event Cinema, George Street, including panels with industry professionals and filmmakers as well as smartphone filmmaking masterclasses and networking sessions. | \$25,000 | Street banner hire fee waiver to the value of \$7,020 | \$20,000 | Street banner hire fee waiver up to the value of \$7,020 | Nil |
| Artology Ltdas auspice for Janet Laurence | Bushfire Requiem/ Reckoning | An event at Paddington Reservoir that combines art, cultural performances and lectures, to acknowledge the loss of endemic species and native ecologies destroyed by the recent bushfires. | \$30,000 | Nil | \$20,000 | Nil | Applicant to provide evidence of site consent |

Festivals and Events Sponsorship (Artform) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|----------------------------------|--------------------|---|---|--|--|---|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Australian Art Events Foundation | Art Month Sydney | A contemporary art festival featuring exhibitions, talks, walking and cycling tours, and workshops in Chippendale, East Sydney and Paddington including precinct activations through Waterloo, Green Square, and Newtown. | Year 1 - \$40,000 Year 2 - \$40,000 Year 3 - \$40,000 | Year 1 – Street banner hire fee waiver to the value of \$9,760 Year 2 – Street banner hire fee waiver to the value of \$10,736 Year 3 – Street banner hire fee waiver to the value of \$10,736 | \$25,000 (Year 1 only) | Street banner hire waiver to the value of \$9,760 (Year 1 only) | Nil |
| Biennale of Sydney Ltd | Biennale of Sydney | An international contemporary art event connecting local communities and global networks through expansive exhibitions and programs for all to enjoy. | Year 1 - \$700,000 Year 2 - \$700,000 | Year 1 – Venue hire fee waiver to the value of \$250,000 Street banner hire fee waiver to the value of \$50,000 Year 2 - Venue hire fee waiver to the value of \$100,000 | Year 1 - \$650,000 (2021/22) Year 2 - \$650,000 (2022/23) | Venue hire fee waiver and to the value of \$100,000 each year for two years Street banner hire fee waiver to the value of \$50,000 each year for two years | Nil |
| Blush Opera Ltd | Twelve Threads | A free concert over two months at May Space gallery in Waterloo, premiering new vocal compositions written by 12 collaborating female artists. | \$7,900 | Nil | \$7,900 | Nil | Nil |

Festivals and Events Sponsorship (Artform) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--|---------------------------------|--|---------------------|---|-----------------------|---|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Critical Path Incorporated as auspice for Independent Dance Alliance | March Dance 2021 | A festival celebrating independent dance practice across Sydney in 2021 with a range of opportunities for local artists and creative producers, extend audiences for dance in the city and celebrate the community's resilience. | \$29,650 | Venue hire fee waiver to the value of \$10,000 | \$25,000 | Venue hire fee waiver to the value of \$10,000 | Nil |
| Folk Federation of New South Wales Incorporated | Sydney Folk Festival 2021 | A weekend folk festival held in the Sydney CBD, with performances by established and emerging contemporary folk performers, mostly from NSW. | \$20,000 | Nil | \$20,000 | Nil | Nil |
| Griffin Theatre Company Ltd | Green Park | A production of a new Australian play held in Darlinghurst that delves into the queer history of Darlinghurst's Green Parks and the public-private tensions of contemporary queer identity. | \$30,000 | Venue hire fee waiver to the value of \$3,555 | \$20,000 | Venue hire fee waiver to the value of \$3,555 | Nil |
| Head On Foundation Ltd | Head On Photo Festival Hub 2021 | A festival showcasing artwork by Indigenous, local and international artists to be held at Paddington Town Hall and including talks, networking events with live music and promoting sales on behalf of the artists. | \$120,000 | Venue hire fee waiver to the value of \$42,764 Street banner hire to the value of \$10,000 | \$30,000 | Venue hire fee waiver to the value of \$42,800 Street banner hire to the value of \$10,000 | Nil |

Festivals and Events Sponsorship (Artform) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|---|--|--|---|--|--|---|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Pact Centre for Emerging Artists Incorporated | Hyperlocal Visual Art Space and Ideas Platform | An exhibition over nine months in new Arts space in Erskineville with a talk series and meeting sessions that celebrate life in the King Street village and champion Erskineville neighbourhood's stories, history and identity. | \$25,000 | Nil | \$15,000 | Nil | Nil |
| University of Sydney | Seymour Nights | An annual contemporary music festival in the Seymour Centre at Chippendale, showcasing new music artists. | Year 1 - \$44,000 Year 2 - \$44,000 Year 3 - \$44,000 | Nil | Year 1 - \$20,000 Year 2 - \$20,000 | Nil | Nil |
| Shopfront Arts Co-op Ltd | Artslab Festival | A five day arts festival held at 107 Projects Redfern, showcasing innovative new art and amplifying diverse voices of seven emerging artists. | \$12,000 | Nil | \$12,000 | Nil | Nil |
| Synergy & Taikoz Ltd | Sydney International Festival of Percussion | A series of workshops and performances in Darling Harbour showcasing the world of percussion, with a closing concert at Town Hall. | \$45,000 | Venue hire fee waiver to the value of \$18,150 Street banner hire to the value of \$4,900 | \$20,000 | Venue hire fee waiver to the value of \$18,150 Street banner hire to the value of \$5,000 | Nil |

Festivals and Events Sponsorship (Artform) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--------------------------------|-----------------------|--|---------------------|---------------|-----------------------|-----------------|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Whip Smart Pty Ltd | Sedition 2021: Colour | An ethnically and gender diverse Festival, including outdoor dance party, lectures and art exhibition, to be held in the Sydney CBD and celebrating art engaged with present social and cultural issues. | \$50,000 | Nil | \$30,000 | Nil | Nil |

Attachment B

**Not Recommended for Funding
Round Two 2020/21 Festivals and Events
Sponsorships (Artform)**

Festivals and Events Sponsorship (Artform)

Not Recommended for Funding

| Festivals and Events Sponsorship (Artform) 2020/21 Round 2 | | | | |
|--|--|---|---|---|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
| NOT RECOMMENDED FOR FUNDING | | | | |
| 107 Projects Incorporated as auspice for Philip Charles Allan Calloway | Vincent Ergo | A series of immersive theatre events held at 107 Projects Redfern detailing Vincent Van Gogh's life. | \$19,999 | Nil |
| Asian Australian Artists Association Incorporated | Metal Ox | 'Metal Ox' activates the Darling Square/Haymarket precinct for Lunar New Year festival with a major immersive installation by Sydney-based Asian-Australian artist James Jirat Patradoon. | \$10,000 | Nil |
| Bravissimo Music Pty Ltd | "Flow Bravissimo" | Monthly performances of live music throughout Sydney CBD using a mobile grand piano stage, bringing live music out of theatres and music halls to open areas for the enjoyment of the public. | Year 1 - \$28,060 Year 2 - \$28,060 Year 3 - \$28,060 | Nil |
| Comedy Development Ltd | Sydney Comedy Festival - Break Out Comedy Livestream | A series of comedy events held across two nights at the Sydney Comedy Store and livestreamed to an online audience showcasing some of Australia's most promising new and emerging artists. | \$10,000 | Nil |
| Destructive Steps Dance Association Incorporated | Destructive Steps 13 | A three day hip hop dance festival featuring local and international dancers held at the Ultimo Community Center and comprising of competitions, performances and workshops. | \$20,000 | Venue hire fee waiver to the value of \$5,000 |

Festivals and Events Sponsorship (Artform) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|------------------------------------|--------------------------------|--|---------------------|--|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Fire Entertainment Pty. Ltd. | VIBES! | A one-day music and social influencers festival in Alexandria, featuring live music, content creators' workshops, social influencer panels, games and carnival styled experiences. | \$19,900 | Nil |
| Golden Age Cinema & Bar Pty Ltd | Wild At Heart | A four week outdoor cinema experience in landmark Sydney Park showing a curated film selection. | \$20,000 | Nil |
| Greek Fringe Fest Pty Ltd | Greek Fringe | An annual event held in Redfern, Marrickville and Glebe with a series live performances, exhibitions and workshops to celebrate contemporary Greek culture. | \$20,000 | Nil |
| Irish Screen Projects Incorporated | 2021 Irish Film Festival | An annual Irish Film Festival held in Paddington's Chauvel Cinema showcasing the best contemporary Irish film, with directors conducting post-screening Q&A sessions for the audience. | \$15,000 | Nil |
| Jj Splice Facilities Pty. Ltd. | Surry Hills Live Festival | A free curated music festival occurring at Surry Hills Venues while simultaneously streaming worldwide online. | \$29,700 | Nil |
| Just For Laughs Australia Pty Ltd | Just For Laughs Australia Live | An annual week-long comedy festival that is part of a six part series of stand-up shows in 2021 to be held at the Opera House featuring up to 32 local comedians. | \$30,000 | Street banner hire fee waiver to the value of \$10,000 |

Festivals and Events Sponsorship (Artform) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--|--|--|---------------------|--|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Music NSW Incorporated as auspice for Samuel George Bright | CLIPPED Music Video Festival 2021 (Vivid Sydney) | A one-day event at Sunstudios to celebrate the art of music videos featuring discussion panels, exhibitions and virtual reality in a film festival environment. | \$30,000 | Nil |
| Notice Pty Limited | Free Improv Workshops around Sydney | A free improv festival, including a series of pop-up workshops at multiple venues across the Sydney local area ending with two-nights of shows featuring professional local and international improv performers. | \$5,000 | Nil |
| Soft Centre Pty. Ltd. | Soft Centre Presents Lethe | A multi-venue exhibition in the Carrington Rd cultural precinct in Marrickville, showcasing light installation, new media and performance art. | \$15,000 | Nil |
| Starry Image Pty Ltd | Kids Show | A comprehensive entertainment event for children at Green Square, including children's performances in music, singing and modelling. | \$50,000 | Nil |
| Studio Messa Pty Ltd | Hyperlocal | A week long precinct-wide activation of Redfern, utilising the power of art to connect and showcase the history, culture and diversity of the area. | \$30,000 | Venue hire fee waiver to the value of \$10,486 |
| Sydney Eisteddfod | Sydney Eisteddfod Performing Arts Festival 2021 | A competitive performing arts festival that provides entrants with the opportunity to perform in front of industry professionals of music, dance and drama to further their professional development. | \$20,000 | Nil |

Festivals and Events Sponsorship (Artform) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--|--|--|---------------------|--|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Sydney International Cabaret Festival Limited | Sydney International Cabaret Festival | A two week Cabaret festival bringing together top cabaret and emerging artists from all over Australia across various locations in the City of Sydney and including daytime performances for children and seniors. | \$30,000 | Venue hire fee waiver to the value of \$49,005 Street banner hire fee waiver to the value of \$12,785 |
| The Experience Index Pty Ltd | Humanise | An activation campaign with workshops across Sydney to highlight and describe our collective journey as humans. | \$22,420 | Nil |
| The House That Dan Built Incorporated | 100 Capes - 100 Lanterns - 200 Stories | A series of workshops in Sydney's National Art School to engage young female participation in multi art forms, showcasing the voices of the cross-generation female stories throughout Australia. | \$19,400 | Nil |
| The Surry Hills Creative Precinct Incorporated | Surry Hills Public Art Trail | A three month exhibition to employ artists and stimulate rental interest in the retail spaces in Surry Hills by telling a story about the space and what it has to offer. | \$30,000 | Nil |
| The Trustee for Historic Houses Trust of NSW | Hyde Park Barracks Learning Precinct - Biannual Artist/Creative Commission | A bi-annual event at Hyde Park Barracks Learning Precinct exploring counter narratives and subversive histories through an installation and interactive activities, aimed at intergenerational audiences. | \$65,000 | Ni |

Item 4.

Major Events and Festivals Charity Partner 2020/21

File No: X031267.004

Summary

For more than 10 years, the City has appointed charity partners for major events such as Sydney Christmas, Sydney New Year's Eve and Sydney Lunar Festival. Charity partners are recognised on marketing materials and press releases, receive speaking opportunities at event launches, and have the opportunity to create activations and fundraise at events.

The upcoming 2020/21 event season will be very different to previous years. The City will not be producing New Year's Eve 2020. The programs for Sydney Christmas 2020 and Sydney Lunar Festival 2021 will focus on public domain decorations and small scale activations, with increased online content and a reduction in physical activity to comply with Public Health Orders in order to manage Covid-19. This limits the possible benefits for charity partners, severely limiting the possibility for them to undertake physical activations and fundraising at events.

At the start of the pandemic, the City identified a key need for basic food support within the community, and supported OzHarvest with \$1 million to assist them in providing services to our vulnerable communities. This funding support concludes at the end of 2020.

For the 2020/21 summer event season, it is proposed that the City appoints OzHarvest as the charity partner for Sydney Christmas 2020 and Sydney Lunar Festival 2021. This will enable the City to continue to support OzHarvest through acknowledgement on marketing materials, digital assets and onsite signage at these events and activations in recognition of the contribution their work is making to the City's community recovery. It will allow OzHarvest to further leverage this opportunity, increase public awareness of their work and develop opportunities for public fundraising.

Recommendation

It is resolved that:

- (A) Council approve the appointment of OzHarvest as the Charity Partner for Sydney Christmas 2020 and Sydney Lunar Festival 2021; and
- (B) authority to be delegated to the Chief Executive Officer to enter into an agreement with OzHarvest to establish their Charity Partner status for these respective events.

Attachments

Nil.

Background

1. In previous years, the City has appointed a Charity Partner for each of its three major events: Sydney Christmas, Sydney New Year's Eve and Sydney Lunar Festival. The charity and its event activation is promoted through event marketing and communication.
2. Typically, association with each of these major events provides the charity organisations with an exclusive and highly visible platform. The partnership allows charities to build awareness of their work and integrate their fundraising activities into event programming. It also gives event audiences the opportunity to reflect on broader community issues and needs.
3. In the past, Charity Partners for each event are chosen through an open, competitive process. Due to Covid-19 the 2020/21 event season will be very different to previous years, with increased online content and a reduction in physical activity.
4. In 2020, Sydney New Year's Eve will be produced by the NSW Department of Premier and Cabinet due to the significant challenges associated with delivering an event of that scope in the context of the ongoing pandemic. At the current time it is anticipated that Sydney Christmas 2020 and Sydney Lunar Festival 2021 will comprise small scale pop-up style events and decorations throughout the city and villages, with a greater emphasis on online content. This approach is to ensure the safety of our community and event audiences.
5. The result of these changes is that Charity Partners will have fewer opportunities to connect with event audiences in a physical location to activate, raise awareness and fundraise and will thus lose most of the sponsorship benefits previously able to be offered by the City.
6. At the beginning of the pandemic, the City identified a key need for food support within the community, and supported OzHarvest with \$1 million to assist the organisation to provide much needed services to our local vulnerable communities. That funding support concludes at the end of 2020.
7. The City's \$1 million donation to Oz Harvest provided in April 2020 has contributed to the following to date:
 - (a) Production and delivery of over 100,000 meals and 10,984 food hampers across the local government area in partnership with over 60 agencies.
 - (b) The launch of a free supermarket in Waterloo. The Waterloo Market is open from Friday to Monday each week and since opening in July 2020 has provided food and essential items to over 4,700 people.
 - (c) The majority of the \$1 million donation to Ozharvest has now been expended, with operating costs of the Waterloo market concluding in October.
8. Current funds raised for OzHarvest through #feedsydney appeal is \$94,951 including 151 City staff who have donated via salary donations to the total of \$12,312 as of 9 October 2020

9. OzHarvest is a Sydney-based leading food rescue organisation, collecting quality excess food from commercial outlets and delivering it directly to more than 1,300 charities supporting people in need across the country. OzHarvest has four pillars that direct its work; Rescue, Educate, Engage and Innovate. These values and the social and community outcomes OzHarvest deliver, align with the City's Community Recovery Plan.
10. It is therefore recommended that OzHarvest be appointed the City's Charity Partner for Sydney Christmas 2020 and Sydney Lunar Festival 2021.

Key Implications

Organisational Impact

11. Staff will manage the Charity Partner relationship with OzHarvest to ensure maximum benefits and beneficial outcomes are realised.

Social / Cultural / Community

12. The appointment of Charity Partners each year is intended to engender a favourable community sentiment for the selected charity, the City and the event.
13. As noted in the City's Cultural Policy, not only do festivals and special events add to a city's cultural layer, but they also bring economic benefits to businesses in the retail, hospitality and tourism sectors. Through a charity partnership, not-for-profit organisations can leverage community awareness from the cross-promotional possibilities associated with these well-known events and in 2020/21 via a greater emphasis online.
14. In 2020/21 it is envisaged that the City, together with OzHarvest will continue to deliver significant benefit to Sydney's vulnerable communities and through the association with the City's major events raise awareness, educate audiences and raise financial support.

Environmental

15. The partnership with OzHarvest contributes to the Sustainable Sydney 2030 goals with OzHarvest redirecting food to those who need it and in turn reducing the wastage of both food and water. Through its curriculum-aligned national education program, it inspires students to eat healthy, waste less and be change-makers in their local community.

Financial Implications

16. Activities undertaken by the City in alignment with the Charity Partner's programs is provided for within the City Life Division 2020/21 operating budget.

Critical Dates / Time Frames

17. Signed Letters of Agreement with the appointed Charity Partners are required by late-November, to enable:
 - (a) announcement of the appointment as part of the first release of event information;
 - (b) integration of partnership opportunities into event programming for the 2020/21 event season.
 - (c) acknowledgement of the Charity Partner within print materials used to promote the program of events and summer public domain activations.

EMMA RIGNEY

Director, City Life

Anna McInerney, Executive Producer, Major Events and Festivals

Item 5.

Grants and Sponsorship - Round Two 2020/21 - Social Grants

File No: S117676

Summary

The City of Sydney's Grants and Sponsorship Program supports initiatives and projects that build the social, cultural, environmental and economic life of the City and assist in the recovery from the Covid-19 pandemic. To achieve the objectives of the Community Recovery Plan and Sustainable Sydney 2030, genuine partnership between government, business and the community is required.

The provision of grants and sponsorships is a mechanism to further the aims identified in the City's social, cultural, economic and environmental policies. Applications are assessed against these policies and against broad City objectives and plans. In this way, the City and the community act collaboratively to achieve the goals of the Community Recovery Plan and Sustainable Sydney 2030.

The City advertised the following two grant programs in Round Two of the annual grants and sponsorship program for 2020/21:

- Festivals and Events Sponsorship Program (Village and Community); and
- Matching Grant Program.

For the Festivals and Events Sponsorship (Village and Community) Program, which pursues social and economic outcomes, 24 eligible applications were received. This report recommends a total 12 of grants to a total value of \$169,750 and \$4,900 in revenue foregone/value-in-kind for the 2020/21 financial year, and commitments of \$19,000 in cash and \$0 revenue foregone/value-in-kind for future financial years 2021/22 and 2022/23.

For the Matching Grant Program, which pursues social, economic, cultural and environmental outcomes, 43 eligible applications were received. This report recommends a total of 30 grants to a total value of \$227,179 and \$675 revenue foregone/value-in-kind for the 2020/21 financial year.

On 11 December 2017, Council adopted a revised Grants and Sponsorship Policy. In response to the Covid-19 pandemic, the Grants and Sponsorship Guidelines that support the Policy were revised to include priority areas of support informed by the Community Recovery Plan. All grants in this report were assessed in accordance with the Grants and Sponsorship Policy, the Grants and Sponsorship Guidelines, the priorities set out in the Community Recovery Plan and various other relevant City strategies and action plans.

All grant recipients will be required to sign a contract, meet specific performance outcomes and acquit their grant. All figures in this report exclude GST.

Recommendation

It is resolved that:

- (A) Council approve the cash and revenue foregone/value-in-kind recommendations for the Festivals and Events Sponsorship Program (Village and Community) Program as per Attachment A to the subject report;
- (B) Council note the applicants who were not successful in obtaining a cash grant or revenue forgone/value-in-kind for the Festivals and Events Sponsorship Program (Village and Community) Program as per Attachment B to the subject report;
- (C) Council approve the cash and revenue foregone/value-in-kind recommendations for the Matching Grant Program as per Attachment C to the subject report;
- (D) Council note the applicants who were not successful in obtaining a cash grant or revenue forgone/value-in-kind for the Matching Grant Program as per Attachment D to the subject report;
- (E) Council note that expenditure for the Festivals and Events Sponsorship (Village and Community) Program and Matching Grant Program approved in this report exceeds the nominated budgets for the 2020/21 financial year outlined in the Operational Plan, however any overspend will be offset in full by savings in the overall Grants and Sponsorship Program budget, so that the total amount of expenditure under the overall Grants and Sponsorship Program budget will not be exceeded;
- (F) Council note that all grant amounts are exclusive of GST and all value-in-kind offered is subject to availability;
- (G) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy; and
- (H) authority be delegated to the Chief Executive Officer to correct minor errors set out in this report, noting that the identity of the recipient will not change, and a CEO Update will be provided to Council advising of any changes made in accordance with this resolution.

Attachments

- Attachment A.** Recommended for Funding - Round Two 2020/21 Festivals and Events Sponsorship Program (Village and Community)
- Attachment B.** Not Recommended for Funding - Round Two 2020/21 Festivals and Events Sponsorship Program (Village and Community)
- Attachment C.** Recommended for Funding - Round Two 2020/21 - Matching Grants
- Attachment D.** Not Recommended for Funding - Round Two 2020/21 - Matching Grants

Background

1. The City of Sydney's Grants and Sponsorship Program supports residents, businesses and not-for-profit organisations to undertake initiatives and projects that build the social, cultural, environmental and economic life of the City.
2. On 29 July 2020, the City announced Round Two of the annual grants program for 2020/2021 as being open for applications on the City's website, with grant applications closing on 31 August 2020.
3. The two social programs promoted were:
 - Festivals and Events Sponsorship Program (Village and Community); and
 - Matching Grant Program.
4. All grants approved for funding in this report that contribute to the Al Fresco City recovery program, as adopted by Council in October 2020, will be considered and engaged as part of this program of work.
5. Information about these grant programs, such as application dates, guidelines, eligibility criteria and sample applications, was made available on the City's website. The City actively promoted the programs through Facebook, Twitter, What's On, postcard distribution, an ArtsHub publication and affiliated website and Facebook promotion. Email campaigns were also utilised to target interested parties who have applied previously for grants at the City or who have expressed an interest in the City's programs.
6. The Festivals and Events Sponsorship Program (Village and Community) is open to not-for-profit organisations. The Matching Grants Program is open to appropriately incorporated for-profit and not-for-profit organisations and partnerships. Seventeen applications were received this round from for-profit organisations and sole traders and eleven were recommended in this report:
 - (a) Babekuhl;
 - (b) Brolga Dance Academy (sole trader);
 - (c) Jamie Andrei t/a Bake (sole trader);
 - (d) Julia-Rose Lunam-Whitmore (sole trader);
 - (e) Last Ramen Pty Ltd trading as RaRa Redfern;
 - (f) Our Race;
 - (g) Running Tap Book Project Association (sole trader);
 - (h) Serendib Social Group Pty Ltd;
 - (i) Sharon Jane Billinge (sole trader);
 - (j) Spineless Wonders Publishing Pty Ltd; and
 - (k) The Rolling Fix.

7. Park hire requests are not listed in the table of recommendations, as not-for-profit organisations are eligible for free park hire. However, these organisations must pay the \$100 application fee and other related fees and charges, such as electricity and water. Individuals or unincorporated community groups are required to be auspiced by a not-for-profit organisation to be eligible for free park hire. All park hire is subject to availability. For-profit organisations are required to pay park hire fees.
8. It is expected that all successful applicants will work co-operatively with relevant City staff throughout the project for which they have received funding. Contact details for the relevant City staff are provided to all successful grant recipients.
9. All grants and sponsorships are recommended on the condition that any required approvals, permits and development consents are obtained by the applicant. In the current environment this includes but is not limited to, requirements associated with the service of alcohol or food services, consent from the respective landowner(s), State Planning Legislation and State Government health requirements. The City approves Development Approvals and outdoor temporary event activities.
10. The City's Grants and Sponsorship Program is highly competitive. Applications not recommended have either not scored as highly against the assessment criteria as the recommended applications or have provided incomplete or insufficient information. The City's Grants and Sponsorship team provides feedback and support to unsuccessful applicants.
11. The assessment process includes advice and recommendations from the key stakeholders on the assessment panel, depending upon the nature of each submission. The integrity of the proposed budget, project plan, contributions and partnerships are assessed, scored and ranked against defined criteria. Once recommended applications are approved by Council a contract is developed, which includes conditions that must be adhered to and acquitted against.
12. In assessing the grant applications, the assessment panels included in their considerations and recommendations:
 - (a) Community Recovery Plan 2020
 - (b) Sustainable Sydney 2030;
 - (c) Grants and Sponsorship Policy;
 - (d) Creative City Cultural Policy and Action Plan;
 - (e) Economic Development Strategy;
 - (f) Environmental Action 2016-2021 Strategy and Action Plan;
 - (g) Inclusion (Disability) Action Plan;
 - (h) OPEN Sydney Strategy and Action Plan; and
 - (i) A City For All Social Sustainability Policy.
13. Applicants are requested to list their project's community partners, confirmed funding sources and the contribution the organisation is making to the project (cash or in-kind) to demonstrate their collaboration, commitment and viability of the project.

14. City staff consider the contribution from the applicant and other sources in reviewing applications. Applicants are asked to demonstrate a capacity to source other types of funding or contribute their own resources (cash or in-kind).

Festivals and Events Sponsorship (Village and Community) Program (\$5,000 to \$30,000 for new applicants or localised festivals or by negotiation for established festivals and events)

15. The Festivals and Events Sponsorship Program aims to support festivals and events that celebrate, develop and engage the City's communities. The City provides support for festivals and events under two categories: Artform or Village and Community.
16. Village and Community festivals and events celebrate the spirit of a community and build opportunities to share its cultural characteristics with a wider public. Events may nurture and amplify the unique characteristics of the City and village precincts, meet the City's broader place-making objectives and/or showcase a local community, including local business.
17. The assessment panel for Festivals and Events Sponsorship (Village and Community) consisted of staff from Social Program and Services, Indigenous Leadership and Engagement, City Sustainability and City Business and Safety teams.
18. The applications recommended for the Festivals and Events Sponsorship Program are outlined in Attachment A. The applications that are not recommended are listed in Attachment B.

Overview of 2020/2021 Festivals and Events Sponsorship Program – Village and Community

| | |
|---|-------------|
| Total budget for 2020/21 | \$1,179,000 |
| Total already committed (multi-year funding approved in previous years) | \$1,034,777 |
| Cash returned from approved grant applicants | \$20,000 |
| Total amount available for 2020/21 | \$164,223 |
| Total number of eligible applications this round | 24 |
| Total cash value requested from applications | \$532,021 |
| Total value-in-kind support requested from applications | \$75,204 |
| Total number of applications recommended for cash and/or value-in-kind support | 12 |
| Total amount of cash funding recommended 2020/21 (Multi-year funding recommended 2021/22 - \$19,000) (Multi-year funding recommended for 2022/23 - \$19,000) | \$169,750 |
| Total amount of value-in-kind support recommended 2020/21 (Multi-year value-in-kind recommended 2021/22 - \$0) (Multi-year value-in-kind recommended for 2020/23 - \$0) | \$4,900 |
| Total cash overspend to be absorbed in the overall Grants and Sponsorship Program budget cash amount remaining in 2020/21 (see below for source of funds for overrun) | \$-5,527 |

Matching Grant Program (up to \$10,000 for up to 12 months' funding)

19. The Matching Grant Program provides matched funding of up to \$10,000 for any projects that improve, enhance, or celebrate the City's Villages. Council approved the development of this program to support identified grassroots community projects by matching with City resources what is contributed in cash or in-kind by the community.
20. To be eligible for funding, applications to the Matching Grant Program must demonstrate a matched cash contribution or value-in-kind contribution to the project at least equal to the amount requested from the City.
21. The panel assessing Matching Grants applications consisted of members from Child and Family Services, City Spaces, Cultural Strategy, Culture and Creativity, Grants, Indigenous Leadership and Engagement and Social Policy and Program teams.
22. The applications recommended for the Matching Grant Program are outlined in Attachment C to this report. The applications that are not recommended are listed in Attachment D to this report.

Overview of 2019/2020 Matching Grant Program

| | |
|---|------------|
| Total cash budget for 2020/21 | \$360,000 |
| Total number of eligible applications this allocation | 43 |
| Total cash available for 2020/21 | \$224,633 |
| Total cash requested from applications | \$345,821 |
| Total value-in-kind support requested from applications | \$675 |
| Total number of applications recommended for cash and/or value-in-kind support recommended | 30 |
| Total cash funding recommended | \$227,179 |
| Total value-in-kind support recommended | \$675 |
| Total cash recommended through CBD Matching Grant currently being considered by Council | \$129,207 |
| Total cash overspend to be absorbed in the overall Grants and Sponsorship Program budget cash amount remaining in 2020/21 (see below for source of funds for overrun) | \$-131,753 |

Key Implications

Strategic Alignment - Sustainable Sydney 2030

23. This report complies with the Grants and Sponsorship Policy adopted by Council on 12 December 2017. The provision of grants and sponsorships is a mechanism for the City to further the aims identified in its social, economic, environmental and cultural policies. The City of Sydney's Grants and Sponsorship Program is a key element in the delivery of Sustainable Sydney 2030. All applications are considered against the 10 strategic directions and how they can directly deliver or encourage the further development of the aims and objectives identified in Sustainable Sydney 2030.

Organisational Impact

24. The grants and sponsorships contract management process will involve key staff across the City of Sydney. Identified staff set contract conditions and performance measures for each approved project and review project acquittals, which include both narrative and financial reports.

Social / Cultural / Community

25. The City's Grants and Sponsorship Program provides the City with a platform to support cultural, economic, environmental and social initiatives from the communities, and community organisations, within the local area.

Financial Implications

26. A combined total of \$396,556 in cash and \$5,575 in revenue foregone/value-in-kind is recommended in this report which exceeds the 2020/21 Social Grants program budgets, as noted in the financial tables above.
27. All expenditure that exceeds the nominated budgets for the 2020/21 financial year outlined in the Operational Plan will be offset in full by savings in the overall Grants and Sponsorship Program budget. These savings have occurred as a result of general savings in the Cultural and Creative Grants and Sponsorship Program and the Environmental Performance Grants Program as well as some Grantees returning funds to the City, as a result of the Covid-19 pandemic through major contracts for the Commercial Creative and Business Events Sponsorship Program, some out of policy grants and the Covid-19 Relief Programs.
28. Additionally, this report includes forward commitments of \$28,000 in cash and \$0 revenue foregone/value-in-kind (these amounts will be incorporated in future budgets proposed).

Relevant Legislation

29. Section 356 of the Local Government Act 1993 provides that a council may, in accordance with a resolution of the council, contribute money or otherwise grant financial assistance to persons for the purpose of exercising its functions.
30. Section 356(3)(a) to (d) is satisfied for the purpose of providing grant funding to for profit organisations because:
 - (a) the funding is part of the following programs:
 - (i) Festivals and Events Sponsorship Program (Village and Community); and
 - (ii) Matching Grant Program;
 - (b) the details of this program have been included in Council's draft operational plan for financial year 2020/21;
 - (c) the program's proposed budget does not exceed 5 per cent of Council's proposed income from ordinary rates for financial year 2020/21; and
 - (d) this program applies to a significant group of persons within the local government area.

Critical Dates / Time Frames

31. The funding period for Round Two of the Grants and Sponsorship Program for 2020/21 is for activity taking place from 1 January 2021 to 31 December 2021. Contracts will be developed for all successful applications after Council approval to ensure their funding is released in time for projects starting in January.

Public Consultation

32. For all programs open to application in Round Two of the annual Grants and Sponsorship Program for 2020/21, two question and answer sessions were held over Zoom to assist potential applicants with their applications on Tuesday 11 August 2020, 3pm to 6pm and Wednesday 19 August 2020, 3pm to 6pm.
 - (a) Sixty-seven individual meetings were held during the question and answer sessions where prospective applicants sought advice from City staff about their project proposals and the application process;
 - (b) Seventy-five per cent of these attendees advised they had not applied for a City of Sydney grant previously; and
 - (c) Thirteen per cent of these attendees requested a member of the Indigenous Engagement team to be present during their meeting.

33. An additional briefing session targeting the activation of the CBD by businesses and creatives was held over Zoom on Thursday 13 August 2020, 12pm to 1:30pm which 80 people attended.

EMMA RIGNEY

Director City Life

Ruiran He, Acting Grants Officer

Attachment A

**Recommended for Funding
Round Two 2020/21 Festivals and Events
Sponsorship Program (Village and
Community)**

Festivals and Events Sponsorship (Village and Community)

Recommended for Funding

| Festivals and Events Sponsorship (Village and Community) 2020/21 Round 2 | | | | | | | |
|--|--|---|---------------------|---------------|-----------------------|-----------------|--------------------------------------|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
| RECOMMENDED FOR FUNDING | | | | | | | |
| 107 Projects Incorporated as auspice for Green Square Network | Creative Industries Day | An expo-style event in Zetland to provide essential information, support and pathways to employment and education for individuals and businesses in the creative industries through panels, workshops and networking. | \$20,000 | Nil | \$9,000 | Nil | Applicant to provide revised budget. |
| Chippendale Creative Precinct Incorporated | Kensington Street Creative Precinct – Eats Beats Street and The First Supper | A family friendly festival and ticketed dinner in Chippendale to activate Kensington Street and Spice Alley in Chippendale with food, art and performances. | \$30,000 | Nil | \$10,000 | Nil | Nil |
| Counterpoint Community Services Incorporated | Playgroups in the Park | A free event at Redfern Park to engage families in Redfern, Waterloo and surrounding areas about local health, education and financial services, with fun activities, information stalls and support families to connect. | \$6,850 | Nil | \$6,850 | Nil | Nil |

Festivals and Events Sponsorship (Village and Community) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--|---------------------------------------|--|---------------------|---|-----------------------|--|--|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Counterpoint Community Services Incorporated | Summer on the Green | A one-day annual event at Waterloo Green to celebrate and engage with the diverse Waterloo community while promoting social inclusion, community pride and local green spaces. | \$10,900 | Nil | \$10,900 | Nil | Nil |
| First Hand Solutions Aboriginal Corporation | National Indigenous Art Fair | A two-day art fair in The Rocks, with a festival program of Aboriginal and Torres Strait Islander cultural events including cooking demonstrations, live music, communal weaving and sculptural installations around Circular Quay. | \$30,000 | Street banner hire fee waiver to the value of \$4,900 | \$15,000 | Street banner hire fee waiver to the value of \$4,900 | Nil |
| Mudgin-Gal Aboriginal Corporation | Mudgin-Gal 100 Women Dancing Festival | A festival and workshop series in Redfern, providing a space for celebration and healing for Aboriginal and Torres Strait Islander women and their families, taking place during the global '16 days of activism against gender-based violence'. | \$92,400 | Nil | \$30,000 | Nil | Applicant to provide revised budget, including VIK and project plan. Applicant to work with Safe City team. |
| Refugee Council of Australia Inc | Refugee Week | A week-long annual celebration with both digital and face to face events across Sydney, highlighting the positive contributions of refugees, to coincide with World Refugee Day. | \$15,000 | Nil | \$9,000 | Nil | Applicant to provide revised budget. |

Festivals and Events Sponsorship (Village and Community) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--|--|---|---------------------|---------------|-----------------------|-----------------|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Surry Hills Neighbourhood Centre Incorporated | Surry Hills Festival - Re-Vitalised and Re-Imagined | A festival in Surry Hills to celebrate the vibrant community, featuring music, picnics, history and cultural tours, art installations, performances and workshops. | \$30,000 | Nil | \$20,000 | Nil | Nil |
| Sydney Street Choir Foundation | Sydney Street Choir Corporate Challenge 2021 | An annual event bringing together members of the corporate community and the Sydney Street Choir for a feel-good massed choir event, taking place online in 2021 due to Covid-19 restrictions. | \$16,800 | Nil | \$10,000 | Nil | Nil |
| The Red Rattler Theatre Incorporated as auspice for Dyan Tai | Worship Cabaret - Live Showcase and Online Streaming | A series of cabaret parties, performed in Redfern and streamed online, to showcase queer emerging artists from diverse cultural backgrounds, connecting the LGBTQIA+ community. | \$13,800 | Nil | \$10,000 | Nil | Nil |
| The Surry Hills Creative Precinct Incorporated | The Surry Hills Summer Picnic | An experiential picnic event across four green public spaces in Surry Hills, bringing together local residents, workers, visitors and businesses following light rail construction and Covid-19 recovery. | \$30,000 | Nil | \$20,000 | Nil | Nil |

Festivals and Events Sponsorship (Village and Community) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--------------------------------------|-----------------------------------|--|---|---------------|--|-----------------|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Weave Youth & Community Services Inc | Woolloomooloo NAIDOC Celebrations | A one-day festival and outdoor movie night in Woolloomooloo to celebrate NAIDOC week, bringing together community members and showcasing local Aboriginal and Torres Strait Islander talent. | Year 1 - \$20,000 Year 2 - \$20,000 Year 3 - \$20,000 | Nil | Year 1 - \$19,000 Year 2 - \$19,000 Year 3 - \$19,000 | Nil | Nil |

Attachment B

**Not Recommended for Funding
Round Two 2020/21 Festivals and Events
Sponsorship Program (Village and
Community)**

Festivals and Events Sponsorship (Village and Community)

Not Recommended for Funding

| Festivals and Events Sponsorship (Village and Community) 2020/21 Round 2 | | | | |
|--|--|---|---------------------|---|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
| NOT RECOMMENDED FOR FUNDING | | | | |
| Australasian Art & Stageworks Incorporated as auspice for Joyce Hopwood | Lunar New Year Rhapsody of Love Launch | A one-day Lunar New Year celebration in Chippendale with a free live Chinese Opera performance followed by a screening of the first Asian Australian romantic comedy, Rhapsody of Love. | \$8,571 | Nil |
| Counterpoint Community Services Incorporated | Volunteer Awards 2021 | An awards ceremony in the Redfern and Waterloo area to acknowledge the contributions of volunteers, community groups, social housing tenant representatives and service providers, in conjunction with National Volunteer Week. | \$2,600 | Nil |
| Electrofringe Ltd | Electrosocial Art & Music Festival | A two week festival in Erskineville with a strong focus on public art and online interactivity through Virtual Reality experiences to encourage exchange between artists and audiences. | \$20,000 | Nil |
| ISEAA International Student Education Agents Association Limited as auspice for Melanie Macfarlane Migration Pty Ltd | Connect Summit | An interactive event at Town Hall for migrants and international students to celebrate diversity, inclusivity and courage in adversity, featuring performances, stalls and information sessions. | \$20,000 | Landmark venue hire fee waiver to the value of \$16,500 |
| Little Dreamers Australia Co Ltd. | Sydney Young Carers Festival | An event in the Entertainment Quarter for young people in caring roles, designed to provide respite, reduce social isolation and celebrate young carers during National Carers Week. | \$15,100 | Nil |

Festivals and Events Sponsorship (Village and Community) 2020/21 Round 2

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--|---|--|---------------------|--|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Miracle Babies Foundation Ltd | Miracle Moon Walk | A family-friendly 10km night walk around Sydney's CBD and harbourfront to raise awareness and support families of premature and critically ill newborns. | \$20,000 | Nil |
| Newtown Neighbourhood Centre Incorporated | Newtown Festival Backyard Bash | A weekend event in Newtown encouraging community members to host a BBQ in their backyard and celebrate the uniqueness and creativity of the area. | \$30,000 | Nil |
| Peruvian Music and Dance Association Incorporated | Andenes Peru | An event in Darlinghurst bringing together local artists and professionals to celebrate Peruvian culture, featuring traditional performances, art exhibitions, stalls, music and dance competitions. | \$10,000 | Nil |
| Sydney Improvised Music Association Incorporated | The Music Hub: Community Program for Joynton Avenue Creative Centre | A community program of 20 cultural events in Zetland to activate the Joynton Avenue Creative Precinct and connect the neighbourhoods of Green Square through engagement in the arts. | \$20,000 | Nil |
| The Non-Resident Nepali Association Australia Limited | Nepal Festival Sydney 2021 | A festival in Darling Harbour to promote Nepalese food, culture, heritage, customs and music to the broader community with stallholders and performances. | \$20,000 | Street banner hire fee waiver to the value of \$5,000 |
| United Nations Association of Australia NSW Incorporated | UN75 Exhibition | An exhibition and Town Hall and the Opera House celebrating Australia's contribution to peace, human rights, sustainable development and global citizenship, to mark the UN's 75th anniversary. | \$20,000 | Landmark venue hire and street banner hire fee waiver to the value of \$48,804 |
| Xstatic Sunsets Limited | Xstatic Wonderland | An all-ages family friendly festival in Haymarket with dance party, roving performers and games to encourage the local community to reconnect and celebrate. | \$30,000 | Nil |

Attachment C

**Recommended for Funding
Round Two 2020/21 – Matching Grants**

Matching Grants

Recommended for Funding

| Matching Grants 2020/21 Round Two | | | | | | | |
|---|--|---|---------------------|---------------|-----------------------|-----------------|---|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
| RECOMMENDED FOR FUNDING | | | | | | | |
| Apocalypse Theatre Company Incorporated | TransLab | The creative development of a new live theatre/performance work in the local area created by and featuring a group of transgender and gender diverse performers and artistic collaborators. | \$7,000 | Nil | \$7,000 | Nil | Applicant to provide letters of support |
| Bobby Goldsmith Foundation | Healing through movement: Online Zen Movement program for people living with HIV | A series of online workshops over two 10-week periods to get people living with HIV up and active in the comfort of their own home. | \$3,500 | Nil | \$3,500 | Nil | Nil |
| Catholic Healthcare Limited | Connecting with Care | A program providing the confidence, skills and means to enable older, vulnerable clients of Waterloo Wellness Centre to overcome isolation and stay connected. | \$4,308 | Nil | \$4,308 | Nil | Nil |
| Centennial Parklands Foundation Limited | The Guriwal Trail Artwork | The installation of a new public artwork in Fearnley Grounds at the Centennial Parklands, inspired by Aboriginal and Torres Strait Islander storytelling it to capture the significance of the area's history, flora and incorporate welcome messages in the D'harawal language.. | \$10,000 | Nil | \$10,000 | Nil | Applicant to work with the City's Indigenous Leadership & Engagement team and consider Reconciliation Action Plan. Applicant to work with the City's Access & Inclusion team. |

Matching Grants 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--------------------------------|--------------------------|--|---------------------|---------------|-----------------------|-----------------|--|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Fishburners Limited | Make It Great | A series of inner city events to educate and develop the creative confidence of the community to innovate new products or start their own business. | \$10,000 | Nil | \$5,000 | Nil | Applicant to submit project plan. |
| Jacqueline Ann McCarthy | Running Tap Book Project | A project documenting a non-curatorial artist-run organisation, Tap Gallery, (1990-2015). Part reportage, part memoir of artists from minority communities including CALD groups, LGBTQI+ and people living with disabilities. | \$10,000 | Nil | \$10,000 | Nil | Applicant to work with the City's Culture & Creativity Team. |
| Jamie Andrei | www.finavenue.io | To scale up and promote a phone app that allows for real time tracking of foot traffic / venue occupancy in the local area with an easy to use traffic light system. | \$10,000 | Nil | \$10,000 | Nil | Nil |
| Jodie Ann Choolburra | Brolga Dance Academy | The establishment of a dance company in Redfern that provides weekly classes for Aboriginal and Torres Strait Islander people in contemporary and traditional dance, specialising in storytelling through body movement. | \$10,000 | Nil | \$10,000 | Nil | Applicant to submit business plan. Applicant to work with the City's Culture & Creativity Team. |
| Julia-Rose Lunam-Whitmore | Undressing Hollywood | A production of six variety shows at Marys Underground in the inner city celebrating Australian costumier Oscar winner Orry Kelly's somewhat forgotten works. | \$7,310 | Nil | \$7,310 | Nil | Nil |
| Kevin Bathman | Stories of Filial Piety | A project developing three storytelling videos, with short essays and poems, depicting three CALD Sydneysiders from Asian ancestry and their ageing parents, exploring respect for one's elders and ancestors from a cross-cultural perspective. | \$10,000 | Nil | \$10,000 | Nil | Nil |

Matching Grants 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|---|--|--|---------------------|---------------|-----------------------|-----------------|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Kings Cross Community Garden Incorporated | Kings Cross Community Garden Support Project | An upgrade to the garden's capacity for recycling by providing more composting bins and worm farms to convert organic waste into plant food, with surplus provided to other community gardeners and local residents. | \$7,500 | Nil | \$7,500 | Nil | Nil |
| Last Ramen Pty Ltd | RaRa Natsu Series 2021 | A series of events in Redfern to bring the community out onto the streets of with entertainment, Japanese street food and drink. | \$9,100 | Nil | \$7,380 | Nil | Nil |
| Malaparte Group Pty Ltd | The Infra-Paranormal Experiments of Utz Richter | A multimedia exhibition in Darlinghurst which chronicles the experimental imaging work of imaginary inventor and photographer, Utz Richter. | \$8,000 | Nil | \$8,000 | Nil | Nil |
| Milk Crate Theatre | Tiny Universe: A presentation of new Australian Theatre by Milk Crate Theatre and Shopfront Arts Co-op | A two week intergenerational performance work in Erskineville looking into what is happening to people in the little corners of their lives behind closed doors. | \$10,000 | Nil | \$10,000 | Nil | Nil |
| Millers Point Community Garden | Millers Point Community Garden 1.1 | To establish three community garden beds at the Millers Point Community Centre for growing organic edible fruits and vegetables, based on principles of minimal water use, bio-diversity, sustainability and community engagement. | \$7,280 | Nil | \$7,280 | Nil | Nil |
| National Trust of Australia (NSW) | Trust Talks - Podcast Ideas Series | A five-part podcast series with featured guests, which will provide a forum for debate, discussion and highlight issues around heritage and preservation of our natural environment. | \$4,500 | Nil | \$4,500 | Nil | Nil |

Matching Grants 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|-------------------------------------|---|---|---------------------|---|-----------------------|-----------------|---|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Our Race Pty. Ltd. | Ethical Storytelling Leadership Program | A series of online workshops for anti-racism advocates in the local area to lead conversations on ethical storytelling, anti-racism and how to put it into practice. | \$10,000 | Nil | \$10,000 | Nil | Applicant to work with the City's Social Programs Team. |
| Pymont Ultimo Landcare Incorporated | Pymont Ultimo Community Compost Trial | Trialling tumbler composters at two of our gardening sites - Wentworth Park light rail and Quarry Master Drive - to recycle green and food waste for composting our community gardens. | \$3,600 | Nil | \$3,600 | Nil | Applicant to work with the City's Community Garden and Volunteer Coordinator. |
| Serendib Social Group Pty Ltd | Ability Social | A 20-week commercial cookery program which provides skills and paid experience to address root causes of disadvantage, at the Tranby National Indigenous Adult Education & Training centre. | \$10,000 | Nil | \$10,000 | Nil | Applicant to submit revised budget. |
| Sharon Jane Billinge | The Library of Life | A series of workshops on urban biodiversity held in Camperdown and Ultimo. Ideas gathered from these workshops will inform a painted mural at 128 Mallett Street, Camperdown. | \$10,000 | Nil | \$10,000 | Nil | Applicant to submit project plan. Applicant to work with the City's Urban Ecology Coordinator. |
| Spanish Community Care Association | Story telling around table talks | A series of intimate talks in the inner city about migrant life from community members who arrived in Australia from war torn Europe more than 60 years ago. | \$4,335 | Community venue hire fee waiver to the value of \$675 | \$4,335 | \$675 | Nil |

Matching Grants 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|---|--|--|---------------------|---------------|-----------------------|-----------------|---|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Spineless Wonders Publishing Pty Ltd | 2021 Microflix Festival | A series of free events as part of the Microflix Film Festival at the Green Square Library, including film screenings, awards night, symposium and workshops with filmmakers. | \$5,000 | Nil | \$5,000 | Nil | No recurrent funding through this program. |
| Sport for Jove Theatre Company Limited | Sport for Jove's Universal Access to Youth Education Program | To offer high school students from low socio-economic status and Aboriginal and Torres Strait Islander backgrounds subsidised access to a arts-education program, including performances and symposiums on the HSC Syllabus. | \$10,000 | Nil | \$10,000 | Nil | No recurrent funding through this program. Applicant to work with participants from local area. |
| St Vincent De Paul Society NSW | Woolloomooloo Community Public Art Project | A community-led public art project in Woolloomooloo, bringing together artists experiencing homelessness or marginalisation with established artists to engage the broader community and celebrate local stories. | \$9,393 | Nil | \$9,393 | Nil | Nil |
| Strata Plan 94717 | Communal Garden | Transforming an overgrown space in the shared courtyard in an apartment building in Redfern into a shared communal vegetable garden. | \$5,449 | Nil | \$5,449 | Nil | Nil |
| Surry Hills Neighbourhood Centre Incorporated | Connecting Communities | A series of workshops in Surry Hills for the elderly to address access to digital devices, gaining confidence to use them and inner city locations for free wifi. | \$3,000 | Nil | \$3,000 | Nil | Applicant to provide project plan. |
| The Red Room Company Ltd | City Libraries Poets in Residence | Poets in Residence with COS Library Network Libraries (Green Square, Customs House, Darling Square) to write and perform poetry, while showcasing library programs and collections. | \$10,000 | Nil | \$10,000 | Nil | Subject to venue availability. Applicant to work with Manager Libraries Network |

Matching Grants 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|---------------------------------|---|--|---------------------|---------------|-----------------------|-----------------|--|
| RECOMMENDED FOR FUNDING | | | | | | | |
| The Rolling Fix Pty. Ltd. | Cycleway Rider | A project to showcase the cycle routes around the local area, allowing riders to gain confidence riding and to discover new routes by following their route via point of view videos, | \$5,024 | Nil | \$5,024 | Nil | Applicant to work with the City's Cycling team. |
| UCA - Wayside Chapel | Wingspan - March 2020 Cohort | A person-centred employment pathways program in Kings Cross that allow marginalised young people to build their confidence and become work-ready in the practical and supportive workplaces of social enterprises. | \$10,000 | Nil | \$10,000 | Nil | Applicant to work with the City's Community Development team. |
| University of Technology Sydney | The Green Square Atlas of Civic Ecologies | A project aimed at mapping and documenting several grassroots initiatives bringing together existing and emerging civic and ecological values in the Zetland village. | \$9,600 | Nil | \$9,600 | Nil | Applicant to work with the City's Community Development Coordinator. |

Attachment D

**Not Recommended for Funding
Round Two 2020/21 – Matching Grants**

Matching Grants 2020/21 - Round Two

Not Recommended for Funding

| Matching Grants | | | | |
|---|---|---|---------------------|---------------|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
| NOT RECOMMENDED FOR FUNDING | | | | |
| Australian Centre for Photography Limited | Intersections: Ian Strange Exhibition | An exhibition of Ian Strange's photography in Darlinghurst, based on the artist's site-specific projects that transform urban architecture into immersive light sculptures. | \$8,000 | Nil |
| Australian Computer Society Incorporated | Essential Skills for the Innovation Community | A workshop program that will bring together the innovation sector to explore and up-skill on emerging technologies and support the professional development of the local workforce. | \$10,000 | Nil |
| Australian Nutrition Foundation Inc. (New South Wales Division) | Indigenous Sustainable Bites | A series of workshop which will showcase native Australian ingredients and sustainable Aboriginal and Torres Strait Islander practices to inspire primary school students to adopt sustainable practices at home. | \$2,922 | Nil |
| Barnabas Michael Hodgson | 4 Doe Dee Vinyl Record Releases | Periodic release, distribution and promotion of four limited edition Vinyl records featuring original music from Sydney artists with cover designs from Sydney visual, all whom have been impacted by Covid-19. | \$10,000 | Nil |
| Barnaby Winfield Bennett | Making Housing Affordable | An accessible book about affordable housing, engaging with multiple academics and designers, to identify key changes that need to happen for housing to become more affordable and more liveable in Australia. | \$10,000 | Nil |

Matching Grants

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--------------------------------------|--------------------------------------|---|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Communteer Pty Ltd | The International Students Network | A program of online activities focusing on social connectedness, giving international students the experience of Australian multiculturalism, and increasing employability via skill-based volunteering. | \$10,000 | Nil |
| Feitelberg & Co Pty Ltd | Glebe TV | Connecting and informing our local community through stories on people who live and work in the local community, to build even stronger connections and uplift the community. | \$10,000 | Nil |
| Flare Access Pty Ltd | Access and Inclusion Platform | A project creating a platform/app for people with disabilities within the local area, providing information regarding what venues, destinations, lifestyle activities and services are accessible. | \$10,000 | Nil |
| Hindu Council of Australia Limited | Service to the Needy During Covid-19 | Volunteers purchasing and preparing food and grocery packages that are then distributed to international students, temporary visa holders, senior citizens, unemployed and socially isolated people in the inner city.. | \$10,000 | Nil |
| Just Gold Digital Agency Pty Ltd | The Greeklsh Project | A a series of events featuring Greek-Australian ethnolects running stand-up comedy and games in the local area and online on an interactive platform including on social media. | \$10,000 | Nil |
| Opportunities Australia Incorporated | Training Opportunities | Aiding the unemployed by hiring industry leaders, including life coaches and psychologists, to assist in upskilling people and connecting them to job opportunities. | \$10,000 | Nil |
| Paramount Recreation Club Pty Ltd | PRC Summer Markets | A weekly market in Surry Hills to showcase locally made products, on the rooftop at Paramount Recreation Club. | \$10,000 | Nil |

Matching Grants

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|------------------------------------|----------------|--|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Simply Save Australia Pty Ltd | Removalist App | An application that connects local service providers with community members while moving house, potentially recycling assets and reducing waste. | \$10,000 | Nil |

Item 6.

Grants and Sponsorship - Round Two 2020/21 - Knowledge Exchange Sponsorships

File No: S117676

Summary

The City of Sydney's Grants and Sponsorship Program supports initiatives and projects that build the social, cultural, environmental and economic life of the City and assist in the recovery from the Covid-19 pandemic. To achieve the objectives of the Community Recovery Plan and Sustainable Sydney 2030, genuine partnership between government, business and the community is required.

The provision of grants and sponsorships is a mechanism to further the aims identified in the City's social, cultural, economic and environmental policies. Applications are assessed against these policies and against broad City objectives and plans. In this way, the City and the community act collaboratively to achieve the goals of the Community Recovery Plan and Sustainable Sydney 2030.

The City advertised the Knowledge Exchange Sponsorship program as part of Round Two of the annual Grants and Sponsorship Program for 2020/21.

Seventy eligible applications were received. This report recommends 19 grants to a total value of \$646,086 in cash and \$4,137 revenue foregone/value-in-kind for the 2020/21 financial year.

On 11 December 2017, Council adopted a revised Grants and Sponsorship Policy. In response to the Covid-19 pandemic, the Grants and Sponsorship Guidelines that support the Policy were revised to include priority areas of support informed by the Community Recover Plan. All grants in this report were assessed in accordance with the Grants and Sponsorship Policy, the Grants and Sponsorship Guidelines, the priorities set out in the Community Recovery Plan and various other relevant City strategies and action plans.

All grant recipients will be required to sign a contract, meet specific performance outcomes and acquit their grant. All figures in this report exclude GST.

Recommendation

It is resolved that:

- (A) Council approve the cash and revenue foregone/value-in-kind recommendations for the Knowledge Exchange Sponsorship Program as per Attachment A to the subject report;
- (B) Council note the applicants who were not successful in obtaining a cash grant for the Knowledge Exchange Sponsorship Program as per Attachment B to the subject report;
- (C) Council note that expenditure for the Knowledge Exchange Sponsorship program approved in this report exceeds the nominated budgets for the 2020/21 financial year outlined in the Operational Plan, however any overspend will be offset in full by savings in the overall Grants and Sponsorship Program budget, so that the total amount of expenditure under the overall Grants and Sponsorship Program budget will not be exceeded.
- (D) Council approve the altering of the 2020/21 budget for the Knowledge Exchange Sponsorship Program from \$772,000 to \$822,586;
- (E) Council note that all grant amounts are exclusive of GST and all value-in-kind offered is subject to availability;
- (F) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy; and
- (G) authority be delegated to the Chief Executive Officer to correct minor errors to the matters set out in this report, noting that the identity of the recipient will not change, and a CEO Update will be provided to Council advising of any changes made in accordance with this resolution.

Attachments

- Attachment A.** Recommended for Funding - Round Two 2020/21 Knowledge Exchange Sponsorships
- Attachment B.** Not Recommended for Funding - Round Two 2020/21 Knowledge Exchange Sponsorships

Background

1. The City of Sydney's Grants and Sponsorship Program supports residents, businesses and not-for-profit organisations to undertake initiatives and projects that build the social, cultural, environmental and economic life of the City.
2. On 24 August 2020, the City announced the Knowledge Exchange Sponsorship grants program for 2020/2021 as being open for applications on the City's website, with grant applications closing on 21 September 2020.
3. In June 2020, the Council adopted the Community Recovery Plan, a strategic plan for economic, cultural and social recovery from the COVID-19 pandemic.
4. All grants approved for funding in this report that contribute to the AI Fresco City recovery program, as adopted by Council in October 2020, will be considered and engaged as part of this program of work.
5. Information about the Knowledge Exchange Sponsorship program (such as application dates, guidelines, eligibility criteria and sample applications) was made available on the City's website. The City actively promoted the program through Facebook, Twitter, What's On, postcard distribution, an ArtsHub publication and affiliated website and Facebook promotion. Email campaigns were also utilised to target interested parties who have applied previously for grants at the City or who have expressed an interest in the City's programs.
6. Following adoption of the revised Grants and Sponsorship Policy on 11 December 2017, the Knowledge Exchange Sponsorship program is open to for-profit organisations.
7. Thirty-six applications were received in the Knowledge Exchange Sponsorship program round from for-profit organisations and nine for-profit organisations are recommended in this report:
 - (a) ACN 643074506 Pty Ltd trading as VillageHub;
 - (b) Decode Pty Ltd;
 - (c) Edge Environment Pty Ltd;
 - (d) Inspiring Rare Birds Pty Ltd;
 - (e) Intersective Pty Ltd;
 - (f) Michelle Tabet Pty Ltd;
 - (g) Q-ctrl Pty Ltd;
 - (h) Strata Answers Pty Ltd; and
 - (i) VibeLab Asia Pacific.
8. These applications meet the Knowledge Exchange Sponsorship for-profit eligibility criteria.

9. Park hire requests are not listed in the table for recommendations, as not-for-profit organisations are eligible for free park hire. However, these organisations must pay the \$100 application fee and other related fees and charges, such as electricity and water. Individuals or unincorporated community groups are required to be auspiced by a not-for-profit organisation to be eligible for free park hire. All park hire is subject to availability. For-profit organisations are required to pay park hire fees.
10. It is expected that all successful applicants will work co-operatively with relevant City staff throughout the project for which they have received funding. Contact details for the relevant City staff are provided to all successful grant recipients.
11. All grants and sponsorships are recommended on the condition that any required approvals, permits and development consents are obtained by the applicant. In the current environment this includes but is not limited to, requirements associated with the service of alcohol or food services, consent from the respective landowner(s), NSW Planning Legislation and NSW Government health requirements. The City approves Development Applications and outdoor temporary event activities.
12. The City's Grants and Sponsorship Program is highly competitive. Applications not recommended have either not scored as highly against the assessment criteria as the recommended applications, or have incomplete or insufficient information. The City's Grants and Sponsorship team provides feedback and support to unsuccessful applicants.
13. The assessment process includes advice and recommendations from the key stakeholders on the assessment panel, depending upon the nature of each submission. The integrity of the proposed budget, project plan, contributions and partnerships are assessed, scored and ranked against defined criteria. Once recommended applications are approved by Council, a contract is developed, which includes conditions that must be adhered to, and acquitted against.
14. In assessing the grant applications, the assessment panels included in their considerations and recommendations:
 - (a) Community Recovery Plan 2020;
 - (b) Sustainable Sydney 2030;
 - (c) Grants and Sponsorship Policy; and
 - (d) alignment with other core City strategic policies and action plans.
15. Applicants are requested to list their project's community partners, confirmed funding sources and the contribution the organisation is making to the project (cash or in-kind) to demonstrate their contribution.

Knowledge Exchange Sponsorship program

16. The Knowledge Exchange Sponsorship program funding supports showcasing local expertise and encourages dialogue on local and global issues.

17. Sponsorship includes support for research, strategic initiatives, programs or events that promote the sustainable development of cities; mentorship and networking events that bring people together to learn from each other; tools or guides to communicate best practice; and build skills and expertise within social, cultural, green and business industry sectors.
18. The assessment panel for the Knowledge Exchange Sponsorship program consisted of members from City’s Culture and Creativity, Economic Programs, Economic Strategy, Major Events, Sustainability Programs, Social Programs and Services and Social Strategy teams, with additional specialist input from the City’s Cultural Strategy, Cycling Strategy and Indigenous Leadership teams.
19. Overview of 2020/21 Knowledge Exchange Sponsorship Program:

| | |
|---|-------------|
| Total cash budget for 2020/21 | \$772,000 |
| Total already committed to previously approved applications | \$176,500 |
| Total amount available for 2020/21 | \$595,500 |
| Total number of eligible applications this round | 70 |
| Total cash requested from applications | \$2,273,120 |
| Total value-in-kind support requested from applications | \$45,271 |
| Total number of applications recommended for cash and/or value-in-kind support | 19 |
| Total amount of cash funding recommended 2020/21 | \$646,086 |
| Total amount of value-in-kind support recommended 2020/2021 | \$4,137 |
| Total cash overspend to be absorbed in the overall Grants and Sponsorship Program budget cash amount remaining in 2020/21 (see below for source of funds for overrun) | \$-50,586 |

Key Implications

Strategic Alignment - Sustainable Sydney 2030

20. Sustainable Sydney 2030 is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. This program is aligned with the following strategic directions and objectives:
- (a) Direction 2 provides a road map for the City to become A Leading Environmental Performer - the grant projects recommended in this report will support the City's endeavours to work with our business and residential communities to reduce greenhouse emissions and potable water use and encourage diversion of waste from landfill across the local government area.
 - (b) Direction 6 - Vibrant Local Communities and Economies - the recommended grant projects in this report contribute to fostering strong and sustainable local economies.
 - (c) Direction 7 - A Cultural and Creative City - the grant projects recommended in this report will provide opportunities for creative participation, enhance creativity in the public domain and strengthen the sustainability and capacity of the City's cultural and creative industries.

Organisational Impact

21. The grants and sponsorships contract management process will involve key staff across the City of Sydney. Identified staff set contract conditions and performance measures for each approved project and review project acquittals, which include both narrative and financial reports.

Social / Cultural / Community/ Environmental and Economic

22. The City's Grants and Sponsorship Program provides the City with a platform to support cultural, economic, environmental and social initiatives from the communities, and community organisations, within the local area. The anticipated outcomes of this grant program include:
- (a) adoption and implementation of best-practice approaches by organisations and individuals;
 - (b) strong networks where participants share resources and acquire new knowledge and skills;
 - (c) increased recognition of Sydney as an innovative and creative city;
 - (d) improved capacity in organisations and individuals to develop socially just, inclusive and resilient communities; and
 - (e) improved capacity in organisations and individuals to develop and maintain sustainable sectors.

Financial Implications

23. A combined total of \$646,086 in cash and \$4,137 in revenue foregone/value-in-kind is recommended in this report which exceeds the 2020/21 Knowledge Exchange Sponsorship program budget, as noted in the financial table above.
24. All expenditure that exceeds the nominated budgets for the 2020/21 financial year outlined in the Operational Plan will be offset in full by savings in the overall Grants and Sponsorship Program budget. These savings have occurred as a result of general savings in the Cultural and Creative Grants and Sponsorship Program and the Environmental Performance Grants Program as well as some Grantees returning funds to the City, as a result of the Covid-19 pandemic through major contracts for the Commercial Creative and Business Events Sponsorship Program, some out of policy grants and the Covid-19 Relief Programs.

Relevant Legislation

25. Section 356 of the Local Government Act 1993 provides that a council may, in accordance with a resolution of the council, contribute money or otherwise grant financial assistance to persons for the purpose of exercising its functions.
26. Section 356(3)(a) - (d) is satisfied for the purpose of providing grant funding to for-profit organisations because:
 - (a) the funding is part of the Knowledge Exchange Sponsorship program;
 - (b) the details of the program has been included in Council's draft operational plan for financial year 2020/21;
 - (c) the program's proposed budget does not exceed five per cent of Council's proposed income from ordinary rates for financial year 2020/21; and
 - (d) the program applies to a significant group of persons within the local government area.

Critical Dates / Time Frames

27. The funding period for Round Two of the Grants and Sponsorship Program for 2020/21 is for activity taking place from 1 January 2021 to 31 December 2021. Contracts will be developed for all successful applications after Council approval to ensure their funding is released in time for projects starting in January 2021.

Public Consultation

28. An online briefing session was held over Zoom to inform the community about the grant program and to assist potential applicants with their applications on Wednesday 2 September 2020, 12pm to 1.30pm. 160 community members attended.
29. Four separate meetings specifically for social, environmental, cultural and economic projects were held during the session where prospective applicants sought advice from City staff about their project proposals and the application process.
30. This new process proved to be an effective way for the community to understand the objectives of the program and have their questions answered directly.

EMMA RIGNEY

Director City Life

Phoebe Arthur, Grants Coordinator

Attachment A

**Recommended for Funding
Round Two 2020/21 Knowledge Exchange
Sponsorships**

Knowledge Exchange Sponsorship Program

Recommended for Funding

| Knowledge Exchange Sponsorship Program 2020/21 Round Two | | | | | | | |
|--|---|--|---------------------|---------------|-----------------------|-----------------|--|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
| RECOMMENDED FOR FUNDING | | | | | | | |
| A.C.N. 643 074 506 Pty Ltd trading as VillageHub | Launch of VillageHub and Artist Program | The development of an online platform to open up under-utilised spaces in the City of Sydney area and make it easier for businesses to deliver unique events and experiences for their local communities. | \$40,000 | Nil | \$40,000 | Nil | Nil |
| Australian Fashion Council Ltd | AFC FashTech Lab | A program delivered digitally and through several events to match Australian fashion brands with innovative companies whose technologies transform their value chain by making them more resilient, profitable, sustainable and customer oriented. | \$40,000 | Nil | \$40,000 | Nil | Applicant to submit a revised budget. Applicant to provide confirmation of technology partners. |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|---|---|---|---------------------|---------------|-----------------------|-----------------|--|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Decode Pty Ltd | Future Proofing Community Radio - innovating community radio hubs to build resilience in Sydney's creative economies through more connected communities | The development of a bespoke marketing and fundraising platform to build capacity for Sydney's five community radio stations. | \$30,000 | Nil | \$30,000 | Nil | Nil |
| Edge Environment Pty Ltd | E-learning Modules: Operational Waste Auditing and Improvement Planning | The development of a series of e-learning modules that will be supported by short-form educational video demonstrations on best practice waste and recycling. | \$19,893 | Nil | \$19,893 | Nil | Applicant to provide a content development plan that addresses how the applicant will source and develop content including best practice from City's own programs. |
| Good Environmental Choice - Australia Limited | Developing a verification process for strip out waste claims | A research and development project of best practice criteria for sustainable waste to help businesses reduce waste and enhance waste data management. | \$20,000 | Nil | \$20,000 | Nil | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--------------------------------|--|---|---------------------|--|-----------------------|---|---|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Inspiring Rare Birds Pty Ltd | Helping women who have lost work due to COVID regain economic security through launching their own sustainable business | A series of live online fortnightly workshops for women, to equip them with the skills, knowledge and mindset required to build and grow a sustainable business, including one-on-one mentoring for fifteen participants. | \$40,000 | Nil | \$40,000 | Nil | Nil |
| Intersective Pty Ltd | City of Sydney Youth Innovation Challenge | An online 6-week challenge for over 1,000 students to develop a high potential business, start-up or social innovation concept for positive impact in Sydney. | \$36,560 | Venue hire fee waiver up to the value of \$3,440 | \$36,560 | Venue hire fee waiver up to the value of \$3,440 | Applicant to provide letters of support. Applicant to provide evidence of child safety checks. |
| Michelle Tabet Pty Ltd | Making Space for Culture Incubation Program: upskilling Sydney's cultural organisations and property owners/developers to solve the city's creative space shortage | A series of workshops, networking events and one-on-one mentoring to develop the capabilities and connections between Sydney's cultural organisations and property owners and developers in the delivery of secure and affordable space for culture and creativity. | \$38,625 | Venue hire fee waiver up to the value of \$697 | \$38,625 | Venue hire fee waiver up to the value of \$697 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--------------------------------|--------------------------------------|--|---------------------|---------------|-----------------------|-----------------|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Music NSW Incorporated | Live Music Venue Accessibility Pilot | A pilot program devised to support music venues through the process of improving accessibility and inclusion so that more people with disability can engage in music, as audience members, participants and artists. | \$40,000 | Nil | \$40,000 | Nil | Nil |
| NSW Government Schools | Jarjums Learning Centre | A project to develop inclusive learning spaces and support whole-school integration of Aboriginal cultural awareness and enhance knowledge of culture, self-worth, identity, and mutual respect among Aboriginal students and families in Glebe. | \$32,000 | Nil | \$32,000 | Nil | Nil |
| Q-ctrl Pty Ltd | Quantum Readiness Roadshow | An education program in Pymont for Sydney's technology community consisting of a series of sessions on quantum computing and the potential impact on local industries. | \$11,281 | Nil | \$11,281 | Nil | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--|---|--|---------------------|---------------|-----------------------|-----------------|---|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Royal Botanic Gardens and Domain Trust | Camperdown Community Food System (working concept formerly referred to as 'Food Forest') | A project partnership driven by the community of Camperdown social housing tenants to transform unused space into a sustainable community-based food garden, training and cultural hub, and a grocery enterprise selling produce grown onsite. | \$40,000 | Nil | \$40,000 | Nil | Nil |
| Sport For Jove Theatre Company Limited | Sport for Jove's Mentorship Program for BIPOC, First Nations and CALD background Youth, Teachers, Arts Managers and Creatives | A program offering professional training and long term mentorship for culturally diverse artists, producers, arts managers, directors, teachers and youth to be held in Chippendale. | \$39,000 | Nil | \$39,000 | Nil | Funding subject to confirmed support from Create NSW. |
| Strata Answers Pty Ltd | Strata Skills 101 Development | The production of educational short videos providing the fundamentals for understanding strata living for new and existing residents and encouraging participation in strata communities, including social media platforms for interactive discussion. | \$40,000 | Nil | \$40,000 | Nil | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|---------------------------------|---|---|---------------------|---------------|-----------------------|-----------------|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| The Co-operative Federation Ltd | Bicycle Food Delivery Co-op | The creation of a new rider-owned delivery service focused on the City of Sydney delivering secure employment and profits to riders and reduced costs for local businesses. | \$40,000 | Nil | \$40,000 | Nil | Nil |
| University of Sydney | Online Guide to Understanding and Reporting Hate Crime and Hate Incidents | An online resource to assist vulnerable communities by strengthening understanding and reporting of hate crime among residents and the broader community. | \$39,127 | Nil | \$39,127 | Nil | Nil |
| University of Technology Sydney | Digital Mentoring Program | A 16 week program for people over 55 to offer one-to-one mentoring on digital devices, tackling issues of isolation and access to services and information, conducted in locations across Glebe, Forest Lodge, Pyrmont, and Ultimo. | \$29,600 | Nil | \$29,600 | Nil | Nil |
| University Of Technology Sydney | UTS Public Space for Entrepreneurship | A new public space on Harris street dedicated to showcasing inspiring entrepreneurship and supporting new entrepreneurs on their journey. | \$40,000 | Nil | \$30,000 | Nil | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested | \$ Amount Recommended | VIK Recommended | Conditions |
|--------------------------------|--------------------------------------|---|---------------------|---------------|-----------------------|-----------------|------------|
| RECOMMENDED FOR FUNDING | | | | | | | |
| Vibelab Asia Pacific Pty Ltd | Global Cities After Dark Sydney 2021 | A resilience focused program of keynotes, sector-specific workshops, think-tanks and a 'Celebrate Local' closing event co-designed with local Night Time Economy sector leaders and held at Surry Hills and Ultimo. | \$40,000 | Nil | \$40,000 | Nil | Nil |

Attachment B

**Not Recommended for Funding – Round
Two 2020/21 Knowledge Exchange
Sponsorships**

Knowledge Exchange Sponsorship Program

Not Recommended for Funding

| Knowledge Exchange Sponsorship Program 2020/21 Round Two | | | | |
|--|--|--|---------------------|---|
| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
| NOT RECOMMENDED FOR FUNDING | | | | |
| 107 Projects Incorporated | Home & Discovery Pathways Project | A series of workshops and a festival in 2021 for the local community in Redfern and Green Square to harness young people's expertise and knowledge in order to vision the City's future, contributing ideas and artworks. | \$40,000 | Street banner hire fee waiver up to the value of \$7,434 |
| Aerialize Sydney Aerial Theatre Incorporated | Common Praxis | An ongoing artist led infrastructure project to introduce, support and cultivate a range of alternative business models specifically designed for the arts and culture sector. | \$19,100 | Nil |
| The Trustee for Agency Projects Trust | UNTOLD X ARTBANK | Two public forums in Waterloo curated by Wardandi (Nyoongar) woman Clothilde Bullen that connects six Indigenous artists with their work in Artbank's collection. | \$32,000 | Nil |
| Agenda Pacific Pty Ltd | Sydney Safari | An event held over two days in the inner City allowing the public the opportunity to explore the backstage of 20 cultural locations, designed to build a strong community around cultural institutions, artists and residents. | \$40,000 | Street banner hire fee waiver up to the value of \$16,200 |
| M Castro & G Fantini & S.C Gray | Artisans Nest - Showcasing the work of local artisans and makers | An accessible retail venue in Newtown offering a curated space to run business workshops for the local handmade micro-business community and to sell products. | \$16,780 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--|--|--|---------------------|---|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Assureme Pty. Ltd. | City Business Mums - Knowledge Exchange Project by Mums & Co, The City of Sydney and Yarnly.AI | The production of digital business programs, self-paced to suit women and mothers managing multiple demands addressing early business challenges. | \$30,050 | Venue hire fee waiver up to the value of \$5,000 Street banner hire fee waiver up to the value of \$10,000 |
| Australia Asia Executive Centre Pty Ltd | International Talent Accelerator Program - Are You Ready to Take Off Your Career From Australia? | An online and onsite tailored coaching project consisting of four stages for international students to enhance their employability with a focus on developing digital and entrepreneurial skills. | \$40,000 | Nil |
| Australian Theatre For Young People | Impact Evaluation: Research into the Delivery of Digital Performing Arts Programs in Australia | A study across multiple youth arts organisations that will capture and share the lessons learned through the rapid evolution in digital engagement and to identify what is required to maximise digital engagement in the future. | \$34,475 | Nil |
| Boomerang Labs Limited | The Circular Economy Report: The Current Landscape and Opportunities Ahead | A research survey to take a snapshot of the circular economy landscape in Sydney at present with the findings to be published in a comprehensive report. | \$12,600 | Nil |
| Charles Sturt University | Mapping Urban-Driven Innovations for Sustainable Food Systems | A mapping project that will examine food system innovations across the domains of Governance, Food Security, Environment, Nutrition, Social-Cultural and Economic influences, through community engagement and participatory workshops. | \$39,194 | Venue hire fee waiver up to the value of \$2,500 |
| Darlinghurst Business Partnership Incorporated | Hearts for Hospo | A four month pilot scheme initially in Surry Hills and Darlinghurst to improve the mental health and well-being of hospitality workers, through a targeted educational campaign and the development of a support network in the workplace. | \$23,850 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|------------------------------------|--|--|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Deakin University | Envisioning the post-COVID future of urban logistics | A series of workshops to assist stakeholders in Sydney and across Australia to prepare for future challenges and opportunities concerning the storage, movement and delivery of goods in urban areas. | \$40,000 | Nil |
| Digital Storytellers Limited | Recreate Sydney: Growing Community Through Story | A pilot program using the collaborative culture of storytelling to weave a collective narrative to activate the City's creative and social enterprise communities including a program for students, First Nations entrepreneurs and social/creative entrepreneurs. | \$39,800 | Nil |
| Diversified Communication Pty Ltd | Australasian Waste & Recycling Expo 2021 | A free industry event to be held at the International Convention Centre Sydney comprising a trade exhibition showcasing the latest equipment, services, and technology solutions for waste, recycling and circular economy, a summit, seminars and innovation. | \$20,000 | Nil |
| Diversity Arts Australia | Culture Shift: equity, inclusion and Sydney's creative sectors | A three-month training and capacity building program on systemic change in the area of cultural and linguistic diversity, open to small-to-medium creative organisations across the local area. | \$40,000 | Nil |
| Edge Environment Pty Ltd | Circular Economy Innovation Project: Hospitality | The delivery of workshops, an action planning session, associated educational resources and mentoring to support the transition of the City's hospitality sector to a more circular business model. | \$15,795 | Nil |
| Evenly Pty Ltd | PayPredict Outreach | Free access for small business owners and their advisors to tools and a community manager to assist in improving cashflow issues and to grow sustainably out of the Covid-19 downturn and beyond. | \$25,000 | Nil |
| Fire Up Solutions Pty Ltd | Fire up City of Sydney | A proposal to assist the City of Sydney extend the existing concierge service to support business recovery, with online self-help, a needs assessment, access to specialist services and ways to collaborate with others. | \$40,000 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--|---|--|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Fit Mamma Australia Pty Ltd | Fit Mamma Online Website 2.0 launch and potential for new City of Sydney location | The launch of an online program of fitness, nutrition, mindfulness, physiotherapy, yoga, and Pilates to connect isolated mums in Sydney. | \$30,000 | Nil |
| Flare Access Pty Ltd | Innovate Through Access and Inclusion Online Workshop Series | An educational series supporting small businesses to innovate by increasing the accessibility of their service and develop a post pandemic recovery plan, creating customers and cash flow. | \$7,708 | Nil |
| Holdsworth Community Ltd | Holdsworth e-Connect | A program that combats the increasing impact of social isolation by connecting people with family, friends and online services from the safety of their own homes by introducing them to smart technology. | \$20,000 | Nil |
| Hue Consulting Pty Ltd | Resilience, Strength and Tackling Racism | A series of workshops to provide skills and knowledge for people of colour and their peers to manage the compounding impacts of racism in Australia through the emergence of Covid19. | \$35,000 | Nil |
| Incollaboration Pty Ltd | Together Sydney: Collaborating for communities building wealth | A project to build relationships and strengthen ecosystems to support the sharing of resources, skills and knowledge, leading to community participation, inclusion, ownership, access to essential needs and wealth building. | \$40,000 | Nil |
| Iseaa International Student Education Agents Association Limited | Unite and Recover Education Agent Sector | A research project on the impact of Covid-19 on education agents and the international education sector, its contribution to the economy and how to recover. | \$40,000 | Nil |
| Just Gold Digital Agency Pty Ltd | #FindYourHashtag: Sydney Impact Incubator | A program consisting of workshops to assist organisations in the social sector create their social impact roadmap that their business needs to achieve, according to vision, mission, values. | \$39,000 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|---|--|--|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Labour Co-operative Ltd. | LabourCo Freelance Services Creative Sector Engagement Project | A project to introduce and effectively model and evaluate an administrative, legal, WHS and financial service for professional and skilled freelancers in Sydney's creative labour market. | \$37,135 | Nil |
| Melanie Macfarlane Migration Pty Ltd | Connect Summit | An interactive event to be held at Sydney Town Hall celebrating humanity, diversity, inclusivity, unity, strength and our courage in adversity within our community, including dance, storytelling, sharing experience, pop up stalls and breakout sessions. | \$10,000 | Nil |
| Memseek Inc - Inc1900271 | Online Philanthropic Funding Access Survey | A survey to assist cultural organisations to develop new ways of thinking about their financing models and to discover the needs and barriers both patrons and cultural bodies face. | \$39,720 | Nil |
| National Online Retailers Association Limited | Ecommerce workshops and support | A project to improve the capability of Sydney residents and businesses to participate in digital trade, unlocking online markets nationally and internationally, designed and delivered for vulnerable communities and niche industry sectors. | \$40,000 | Nil |
| Neon King Kong Pty Ltd | Chatloop Referral System | The development of a referral system for a messaging app that connects language learners from refugee backgrounds to volunteer conversation partners. | \$33,750 | Nil |
| Nexgen Codecamp Pty Ltd | Nexgen UPSkill Tech Program | A program for adults to gain an introduction into the technological skills that will be needed in the future, such as coding, microcontrollers, mobile, web and the Internet of Things. | \$40,000 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--|--|---|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Night Time Industries Association Incorporated | Check Check Check Campaign. Stage Two 2021. | A consumer and trade campaign aimed at restoring consumer confidence and encouraging patrons to return to venues in a Covid-19 safe manner. | \$40,000 | Nil |
| The Treasury | International student welcome to NSW and support during COVID-19 quarantine | A project to welcome international students to NSW during Covid-19 by providing a warm welcome to those arriving by fellow students and also offers a work integrated learning experience to students currently in NSW. | \$27,682 | Nil |
| Opportunities Australia Incorporated | OA Job Link | A free program in Green Square to provide various training and employment opportunities to vulnerable people. | \$40,000 | Nil |
| The trustee for Quiip Unit Trust | B Corp Online Community | A free, accessible community forum for individuals and companies to gain the tools and knowledge on how to create a sustainable business that will deliver benefits. | \$27,250 | Nil |
| Sample Coffee Roasters Pty Ltd | A study on the environmental footprint of typical 'Sydney'sider' coffee orders | A project to produce an independent and complete life cycle assessment of Sydney'siders' common coffee orders and considering different methods, components and formats that will clearly inform on their total carbon footprint. | \$26,745 | Nil |
| Sustainable Business Australia (sba) Limited | The Good Life Goals | A personal action toolkit to help support sustainable development goals and make this relevant to business owners, their employees and customers. | \$35,000 | Nil |
| Sydney Hotel Brokers Pty Limited | Hotel Management Consultancy Services to Remote NSW Locations | The provision of hotel management consultancy services to remote locations in Central and Western NSW. | \$12,500 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|--|--|--|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| Big Issue In Australia Limited | The Big Issue Digital Volunteering Pilot Project | The development of a digital volunteering pilot-program to provide meaningful employment opportunities and social inclusion to disadvantaged Australians in Sydney whilst engaging the wider community. | \$40,000 | Nil |
| The trustee for the Fifth Estate Trust | Falling in Love Again, with the CBD | A project for businesses to stimulate the local area that is sustainable, economically strong and socially resilient through a series of podcasts, articles, webinars, and key profiles. | \$40,000 | Nil |
| The Orbispace Initiative Limited | The Orbispace Initiative | A program to build school students' entrepreneurial, leadership, and digital capabilities through programs that facilitate hands-on experience in STEM industries. | \$40,000 | Nil |
| The Studio Limited | The Studio Founders' Program | A program to support 100 founders or teams to launch or restart a start-up, and assist business owners to reimagine their existing business using start-up methodology by weekly face-to-face educational masterclasses, industry talks and workshops. | \$40,000 | Nil |
| United Nations Association of Australia NSW Incorporated | United Nations Diploma | A diploma scholarship program for participants to up-skill and gain knowledge on social justice and sustainable development. | \$40,000 | Nil |
| University of New South Wales | Improving confidence and capacity in police interactions with individuals on the autism spectrum | A project which will deliver and evaluate an online training module and workshop for police officers to increase their awareness and capacity for managing events involving individuals on the autism spectrum. | \$34,768 | Nil |
| University of Sydney | From Lab to Market | The production of videos for students and researchers as an introduction on interdisciplinary capability development and steps required to commercialise research work. | \$38,500 | Nil |

Knowledge Exchange Sponsorship Program 2020/21 Round Two

| Organisation Name | Project Name | Project Description | \$ Amount Requested | VIK Requested |
|---|---|---|---------------------|---------------|
| NOT RECOMMENDED FOR FUNDING | | | | |
| University of Sydney | Message Stick - weaving and sharing knowledges and cultures in contemporary Australia | An 11 month project working with low income residents in Glebe and Camperdown to support access to digital technology and enhance information communication technology skills and digital social inclusion. | \$38,930 | Nil |
| University of Technology Sydney | Mo(o)re Park: imagining a socially sustainable future in the city | A project to research and design Moore Park Golf Club, engaging with the community to create a culturally vibrant and ecologically healthy parkland. | \$40,000 | Nil |
| University of Technology Sydney | Repair.Design in Harris Street | A project to research and repair the identity of Harris Street as a village economy, post pandemic. This knowledge will be shared in a public report, including a map, pictures and a website. | \$26,892 | Nil |
| Vloggi Pty Ltd | Tourism business video review aggregator | A pilot program for tourism businesses within the local area to use a platform that sources videos from remote locations and then merge the best clips into authentic video stories for community engagement. | \$40,000 | Nil |
| Winya Indigenous Office Furniture Pty Ltd | Pride in Design Launch | An event at Sydney Town Hall to celebrate the LGBTIQ+ community within the architecture, design and building industries during Pride month. | \$10,000 | Nil |
| Words Worth Pty Ltd | Strata Sketches | The production of a series of short humorous sketches designed to appeal to a young, multicultural demographic, especially renters, to introduce them to challenges that may affect them in apartments. | \$17,810 | Nil |