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**12 RELEASED Confidential Reports****12.1 Notice of Rescission - 2026/2027 Whitehorse Sport and Recreation Advisory Committee Recruitment**

*Submitted by Cr Stennett*

**Department** Governance and Integrity  
Director Corporate Services

**Confidential** **This report has been prepared for consideration by Council in a closed meeting, pursuant to Section 66 (1) and 66 (2) (a) of the *Local Government Act 2020*. This report and information contained in it and any attachment is designated as confidential information pursuant to section 3 (1) (f) as it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.**

**This ground applies because the matter concerns disclosure of personal information**

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## 12.1 (cont)

*Submitted by Cr Stennett*

**NOTICE OF RESCISSION**

It is the intention of Councillor Stennett to move at the first possible meeting of Council to be scheduled for 30 March 2026 that the motion of Council passed on 16 March 2026:

That Council:

1. Appoints [REDACTED] and [REDACTED], to the Whitehorse Sport and Recreation Advisory Committee for a period of two years (2026 and 2027).
2. Advises all successful and unsuccessful individuals of Council's decision.
3. Resolve that unreleased aspects of the report, attachments and discussion relating to it remain confidential, except to the extent that the Director Community Services (or delegate) must disclose aspects of it to give effect to these resolutions.
4. Upon resolution of this item authorise the release of the confidential minutes to be incorporated in the Open Minutes and a redacted version (names removed) of the rescission be uploaded on Council's website on the Transparency Hub.

Be rescinded and subject to that motion being carried in its place, Councillor Stennett proposes to move the following Notice of Motion at 12.2.

## 12.2 Notice of Motion - 2026/2027 Whitehorse Sport and Recreation Advisory Committee Recruitment

Submitted by Cr Stennett

**Department** Governance and Integrity  
Director Corporate Services

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**This ground applies because the matter concerns disclosure of personal information.**

**TAKE NOTICE** that it is my intention to move:

That Council:

1. Appoints [REDACTED] and [REDACTED] to the Whitehorse Sport and Recreation Advisory Committee for a period of two years (2026 and 2027).
2. Advises all successful and unsuccessful individuals of Council's decision.
3. Resolve that unreleased aspects of the report, attachments and discussion relating to it remain confidential, except to the extent that the Director Community Services (or delegate) must disclose aspects of it to give effect to these resolutions.
4. Upon resolution of this item authorise the release of the confidential minutes to be incorporated in the Open Minutes and a redacted version of the notice of motion (names removed) be uploaded on Council's website on the Transparency Hub.

### 12.3 Multicultural Advisory Committee - Membership Endorsement

**Department** Communities, Engagement and Integrated Planning  
Director Community Services

**Confidential** **This report has been prepared for consideration by Council in a closed meeting, pursuant to Section 66 (1) and 66 (2) (a) of the *Local Government Act 2020*. This report and information contained in it and any attachment is designated as confidential information pursuant to section 3 (1) (f) as it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.**

**This ground applies because the matter concerns disclosure of personal information.**

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Attachment

#### **SUMMARY**

This report seeks endorsement from Council to appoint 15 nominees to the new Multicultural Advisory Committee (MAC) for a two-year term (2026 to 2028). The MAC also includes two Councillors, Cr Andrew Davenport (Chair) and Cr Kirsten Langford.

Through the expression of interest process 37 applications were received, 17 progressed to interview and 15 candidates are recommended to join the MAC.

Following Council adoption, volunteer induction will be undertaken in April, with the first MAC meeting to be held in May 2026.

## 12.3 (cont)

**RECOMMENDATION**

That Council:

1. Appoints [REDACTED] and [REDACTED] to the Multicultural Advisory Committee for a period of two years (2026 to 2028).
2. Advises all successful and unsuccessful individuals of Council's decision.
3. Resolve that unreleased aspects of the report, attachments and discussion relating to it remain confidential, except to the extent that the Director Community Services (or delegate) must disclose aspects of it to give effect to these resolutions.
4. Upon resolution of this item authorise the release of the confidential minutes to be incorporated in the Open Minutes and a redacted version of the report (names removed other than the resolution) be uploaded on Council's website on the Transparency Hub.

**KEY MATTERS**

Councils are required to engage with their communities (*Local Government Act 2020*), and the MAC provides opportunities to engage with the City of Whitehorse's multicultural communities. A November 2023 resolution of Council has led to the research and establishment of the MAC to identify enablers of social and cultural inclusion and provide solutions to reduce barriers for multicultural communities.

Council undertook a broad review of Council's advisory committees which concluded October 2025 alongside the endorsement of the MAC Terms of Reference.

**DISCUSSION, OPTIONS AND ANALYSIS**

Criteria for the MAC membership contained in the Terms of Reference has been utilised in the selection of candidates. Membership reflects the cultural, gender, age and geographic diversity of the Whitehorse community.

Recruitment for the MAC members commenced with an Expression of Interest (EOI) from July to September 2025. This volunteer opportunity was publicised on Council's website channels, the Community Connect newsletter, Whitehorse News and through community networks.

Recruitment of MAC member halted between July and October 2025 whilst Council's Review of Advisory Committees was finalised. All candidates were advised of the delay between the Expression of Interest and Application phases.

**Recruitment and selection process**

### 12.3 (cont)

A total of 37 people lodged an EOI. Of these, 20 withdrew their applications; some due to delays, and others after gaining a clearer understanding of the committee's commitment and governing policies.

Officers reviewed expressions of interest to ensure applicants met the membership criteria before issuing application forms. As such, all remaining candidates (17) advanced to the interview phase.

Three one-hour group interview sessions were held with candidates during January and February 2026.

A selection matrix for the MAC interviews was developed to evaluate candidates against the Terms of Reference.

Interview sessions utilised scenario based interactive activities requiring candidates to:

- demonstrate their expertise,
- communication skills,
- collaborative abilities, and
- capacity to represent diverse multicultural voices.

The following table depicts the assessment criteria and notes for scoring utilised in the interviews.

#### **Referee, Police and Working with Children's Check.**

In line with Council's Volunteer Recruitment process, officers completed referee checks for the recommended MAC candidates along with Police and Working with Children Checks. **Successful candidates**

Fifteen successful candidates were selected based on their interview outcome. Two candidates did not score higher than fifty percent on the interview and were not recommended for the MAC.

Successful candidates reflect the following demographic criteria outlined in the Terms of Reference (TOR):

- **Age:** Candidates range from 26 to 75 years.
- **Gender:** The group comprises seven females and eight males.
- **Residency:** Candidates reside in the Whitehorse suburbs of Blackburn, Blackburn South, Box Hill, Box Hill South, Burwood, Burwood East, Forest Hill, Mont Albert and Vermont South. One candidate resides outside of Whitehorse but has a strong connection to Whitehorse through employment.
- **Cultural background:** Candidates identify as representing Chinese (n=6), Indian (n=6), German (n=1), Malaysian (n=1) and Cambodian (n=1) communities. The Chinese and Indian candidates represent

12.3 (cont)

diverse regional backgrounds and languages, further contributing to the overall diversity of the group.

## 12.3 (cont)

**Overarching Governance Principles and Supporting Report Details**

<b>Strategic Alignment</b>	Community, We aim to foster a connected, inclusive, safe and active community where everyone feels a sense of belonging.
<b>Financial and Resource Implications</b>	<p>Council supports the MAC through a small funding allocation within the operational budget. In addition, Council Officers will provide secretariat support to this Committee.</p> <p>There are no further financial or resource implications arising from the recommendation contained in this report.</p>
<b>Legislative and Risk Implications</b>	<p>There is no legislative requirement to have a Multicultural Advisory Committee, however the MAC will support the following legislation:</p> <p><i>Local Government Act 2020:</i></p> <p>Section 106 – Service performance principles</p> <p>Diverse needs: Councils must consider the specific cultural, linguistic and health needs of their community when planning services and infrastructure.</p> <p><i>Multicultural Victoria Act 2011</i></p> <p>Requires public authorities, including local councils, to:</p> <ul style="list-style-type: none"> <li>• Promote full participation of all Victorians.</li> <li>• Ensure equitable access to services.</li> <li>• Support community harmony and inclusion.</li> </ul>
<b>Equity, Inclusion, and Human Rights Considerations</b>	<p><i>Charter of Human Rights and Responsibilities Act 2006 (Vic)</i></p> <p>Protects equality, freedom of expression, cultural rights, and freedom of religion. Councils must act compatibly with these rights, including supporting culturally diverse communities.</p> <p><i>Racial Discrimination Act 1975</i></p> <p>Prohibits discrimination on the basis of race, colour, descent, national or ethnic origin. Applies to public authorities, including local government, and protects multicultural communities from discriminatory practices.</p> <p><i>International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), 1965</i></p>

## 12.3 (cont)

	Obligates signatories, including Australia, to eliminate racial discrimination and promote equality regardless of race, ethnicity, or national origin.
<b>Community Engagement</b>	No direct community engagement activities were conducted to recruit members for the MAC. However, a comprehensive communications plan was implemented to promote the opportunity widely across diverse communities within the municipality.
<b>Innovation and Continuous Improvement</b>	This is the first MAC to be established. Over time, the MAC will strengthen its advice to Council on matters impacting culturally and linguistically diverse communities.  MAC activities will be documented through Council's internal reporting processes.
<b>Collaboration</b>	To ensure compliance with all relevant Council policies and maintain transparency in decision-making, ongoing collaboration occurred between Governance and Integrity, Communication Advocacy and Investment, People and Culture, and Community Strengthening Teams throughout the process.
<b>Conflict of Interest</b>	Council officers involved in the preparation of this report have no conflict of interest in this matter.

**ATTACHMENT**

- 1 Multicultural Advisory Committee Candidate Confidential Appendix  
**Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns personal details of the applicants.**

**13 Close Meeting**