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United Nations Global Compact
685 Third Avenue, FL 12
NEW YORK NY 10017

To Our Community and Stakeholders

COMMUNICATION ON ENGAGEMENT (COE) SEPTEMBER 2021 - AUGUST 2023

I am pleased to confirm that City of Newcastle (CN) reaffirms its commitment to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. With this commitment, we express our intent to support the Global Compact advancing these principles and will make a clear statement of this ongoing commitment to our community.

We also pledge to participate in and engage with the UN Global Compact in the following ways:

1. We will encourage businesses and other organisations we interact with, to participate in the UN Global Compact and act towards achieving the Sustainable Development Goals.
2. We will support businesses and other stakeholders as they implement sustainability initiatives that benefit CN and the broader community.
3. We will continue to embed Global Compact principles into our strategies and implementation plans.
4. We will continue to respect and support human rights and expect stakeholders directly linked with CN's operations to commit to the same.
5. In the absence of the Global Compact Cities Programme, we will continue to maintain our networks of best practice and sharing in order to improve our progress and that of our partners.

In this COE, we describe the actions that our organisation has taken to support the UN Global Compact and its Ten Principles as suggested for a government organisation. We also commit to proactively sharing this information with our stakeholders.

This is our COE with the United Nations Global Compact. We welcome feedback on its contents.

Kind Regards,



Jeremy Bath
CHIEF EXECUTIVE OFFICER

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How the City of Newcastle (CN) is implementing and promoting the Ten Principles of the UN Global Compact in the management and administration of the city or region.

Over the past two years City of Newcastle (CN) has considerably progressed our commitment to the Ten Principles of the UN Global Compact and the Sustainable Development Goals (SDGs). As we develop new documents under our Integrated Planning and Reporting Framework or review existing documents we have continued to engage, educate and develop strategies and plans which embed the principles and SDGs into business-as-usual organisational functions. This assists in awareness, education, capacity building and reporting and ensures a whole of community approach to contributing to and realising our goals.

CN is continuing to mainstream the Ten Principles into strategies and operations encompassing all levels of our document hierarchy from *Newcastle 2040*, our Community Strategic Plan, to our supporting Strategies and the action plans within our strategies. This documentation pathway assists in the identification and prioritisation of projects and associated allocated resourcing required to achieve these actions. Both the Ten Principles and the SDGs form an integral part of our progress to realise the shared community vision within *Newcastle 2040* and help develop the community and world we want and are proud to live in.

Aligning our documentation to the principles and communicating this to our community assists in raising awareness and community engagement in achieving the desired outcomes.

Strategies that have been developed with strong linkages and defined outcomes for advancing the UN SDGs include:

1. [Newcastle 2040 Community Strategic Plan](#)
2. [Local Strategic Planning Statement](#)
3. [Smart City Strategy](#)
4. [Economic Development Strategy](#)
5. [Climate Action Plan](#)
6. [Disability Inclusion Action Plan](#)
7. [Social Strategy](#)
8. [Our Sustainable Waste Strategy](#)
9. [Environmental Strategy](#)
10. [Community Engagement Strategy](#)
11. [Reconciliation Action Plan](#)
12. [Aboriginal Employment Strategy](#)
13. [Asset Management Strategy](#)
14. [Workforce Management Strategic Plan](#)

All new strategies and plans under development align to *Newcastle 2040* and demonstrate through the Integrated Planning and Reporting Framework how CN will contribute toward these priorities.

By embedding the principles and progress toward the SDGs, we place responsibility for the delivery of these strategies in all corporate functions and ensure transparency and accountability of progress and reporting.

Working with our partners as a part of the **Regional Taskforce for SDGs** enhances our sphere of influence and allows us to build awareness, training, and capacity building with our stakeholders. Currently, the Taskforce are meeting quarterly to determine and action robust reporting mechanisms and a suite of regionally relevant indicators. These are due to be released in a Voluntary Local Review (VLR) – Sub-Nationally within the next year.

How is CN contributing to the Ten Principles?

Human Rights

We continue to be committed to supporting all basic human rights and work to ensure equity and equality for all throughout our city. We will continue to comply with all applicable laws and respect internationally recognised human rights in Australia. Our actions are enshrined throughout our policies and practices, across our supply chain and we are continuing to support our community to identify and address issues across the region. In March 2021, CN's elected Council unanimously resolved to support the #RacismNotWelcome campaign which acknowledges the existence of racism in the community and encourages anti-racist behaviour. To convey the message, street signs have been installed in key locations across Newcastle, to proclaim loudly, publicly, and visibly that the community is united against division and discrimination.

CN is in the process of developing a formal policy in regard to Sister City Partnerships to further expand the development of relationships worldwide in regard to economic, trade, cultural, educational and other benefits.

On 25 October 2022, CN unanimously supported a Lord Mayoral Minute - Solidarity with Women of Iran. CN stands firmly in solidarity with our local Iranian community members, their friends, families and loved ones reaffirming our staunch commitment to promoting gender equality and women's human rights, empowerment and ending violence against women and girls worldwide.

CN were the first Australian Council to fly the Aboriginal flag in 1977, we were the first Australian Council to popularly elect a female Lord Mayor in 1974 and almost 75% of the Newcastle electorate voted "yes" in the Federal Government Survey on marriage equality in 2017, the highest of any non-capital city in Australia and well above the state and national averages.

We will continue to respect and support human rights and expect stakeholders directly linked with CN's operations to commit to the same. We have established the sub-group on procurement in order to support local organisations to improve supply chain impacts. CN's total local procurement expenditure has increased from 58.8% (\$118.3m) in 2020/21 to 61.8% (154.9%) in 2022/23.

CN reaffirms its commitment to leading a just, inclusive and social cohesive Newcastle where democracy, equality, human rights and the Rule of Law underpin our progressive city.

Social Strategy (SS):

CN adopted our new Social Strategy in July 2023. CN's SS is inspired by Doughnut of Economics 'Local Social Lens' and Social Justice Principles (participation, access, rights and equity).

The SS sets out CN's aspirations for a socially just and inclusive city – "a place for everyone". It is informed by participatory community engagement, with a focus on vulnerable communities.

The SS is about treating all people with respect, addressing the barriers to inclusion and equal opportunity, encouraging community participation, and strengthening community wellbeing. The global language of the SDGs has been applied, not just at the goal level but embedded as targets and indicators throughout this strategy, with a focus on SDGs 1, 2, 3, 4, 5, 8, 10, 11, 16 and 17.

Disability Inclusion Action Plan (DIAP)

Our new DIAP 2022-2026 was adopted in February 2022. Through the DIAP and other actions, CN commits to:

- Advocate for the equal rights of all
- Improve the accessibility and inclusion of our city and community
- Collaborate with business, government and community groups to make Newcastle a more disability-confident city
- Improve employment opportunities for people with disabilities
- Provide services, programs, events and facilities that are respectful and inclusive of people with disabilities, their families, carers and significant others.

We performed extensive consultation with key stakeholders and our community to shape the new plan. Our previous DIAP had 57 actions and we have significantly progressed or completed 55 actions of these actions. The actions identified in this DIAP should not be seen as the only actions CN is undertaking to promote a more inclusive community. The plan indicates identified focus areas and actions formulated in response to research, internal and community consultation. This includes 35 updated actions within the new plan.

Feedback from our community told us that by undertaking the actions within our previous DIAP we have improved many of our services and made a real difference to how people get around their local community and participate in programs. Our staff are crucial to creating a welcoming and inclusive city and we have provided annual training to promote positive attitudes and behaviours and enhance our skills related to disability inclusion. Customer-facing staff have become more disability confident and aware due to a better understanding of the diversity of disabilities within our community. We have continued to regularly offer Auslan training for staff. Other training has included inclusive design, creating inclusive events, how to produce inclusive content for web and media, and guide dog etiquette.

A significant action from our first plan was to act to ensure people with disabilities were more engaged within CN processes. We established our Access Inclusion Advisory Committee so that it can advise on the development, implementation and monitoring of the DIAP. The Committee consists of people with disabilities, carers and significant others of people with disabilities and advocates/allies and/or people working within the disability services sector. This has resulted in not only participation via the regular meetings but broader engagement on pre-design of public domain improvements, opportunities for representation on other advisory groups and opportunities to participate in organisational training, enhancing the skills of the committee members.

Within our organisation CN has engaged a diversity and inclusion expert who has launched an internal Inclusion, Diversity & Equity Strategy to enhance our ability to create a more inclusive workplace. This work has begun improving our baseline knowledge of the prevalence of disability across our business, gathering a better understanding of the experiences of our employees and the level of maturity from which our organisation is currently operating.

Our Community Development and Planning Team has hosted an annual "Count Us In" Grant Program since 2019 to highlight disability across Newcastle. This year's program included a Count Us In Business and Industry Lunch featuring 2022 Australian of the Year, Dylan Alcott AO which included the promotion of the mantra "inclusion is everyone's business".

The internal focus of our human resource development/roadmap and the external focus of our DIAP bode well for CN continuing the process of delivering in partnership with other stakeholders a more inclusive and just community where people are respected for their abilities and not discriminated against based on others' opinions and judgements.

Reconciliation Action Plan (RAP)

CN's third RAP continues our commitment to the principles and actions outlined in our 1998 Commitment for Aboriginal and Torres Strait Islander People of Newcastle. The Commitment, based on respect, forms the foundation upon which we have built relationships within our local communities and will continue to build stronger ties.

In June 2012, our Guraki Committee recommended that CN develop a RAP, based on the program provided by Reconciliation Australia, to ensure that Council's reconciliation intentions are translated into measurable actions. Our first RAP was launched during National Reconciliation Week in 2013. Our second Innovate RAP August 2016- 2018 had several major achievements: led to the adoption of our Aboriginal Employment Strategy 2018-2021, the implementation of corporate cultural awareness training, and several collaborative creative projects, and included the addition of songlines in the CN Administration Centre fit-out, where the Aboriginal and Torres Strait Island flags fly permanently. In this third RAP, we are seeking to build on the work of the previous RAPs towards reconciliation outcomes under the pillars of relationships, respect, opportunities, and governance.

Labour

City of Newcastle Supply Chain Review

CN are in process of reviewing our supply chains for opportunities to reduce any negative impacts on our broader communities and to identify better opportunities to improve our circular economy. The work includes a review of the diversity and inclusion practices of our suppliers as well as the amount that leaves our region. Analysis shows that CN is continuing to invest expenditure on local suppliers.

City of Newcastle as an Employer

CN complies with a number of Acts regarding **non-discrimination**, including but not limited to:

- [Premier's Priorities for creating a world-class public service](#)
- [Anti-Discrimination Act 1977 \(NSW\)](#)
- [NSW Disability Inclusion Act 2014](#)
- [Disability Discrimination Act 1992 \(CWTH\)](#)
- [Age Discrimination Act 2004 \(CWTH\)](#)
- [Sex Discrimination Act 1984 \(CWTH\)](#)
- [Racial Discrimination Act 1975 \(CWTH\)](#)
- [Equal Employment Opportunities Act 1987 \(CWTH\)](#)

CN is committed to the provision of **equal employment opportunities** as outlined in our Equal Employment Opportunity Policy and recognises the potential negative impact of harassment, bullying, discrimination and victimisation on those within the workplace. CN is dedicated to providing a working environment that is fair, safe, challenging and rewarding. This applies to all aspects of employment, including recruitment, induction, employment conditions, remuneration and career development.

The **Code of Conduct** for staff represents the highest level of CN policy and is a key component of our Governance Framework. The Code is based on the OLG Model Code and provides advice and direction on how to deal with a range of work situations encountered as part of our day-to-day activities. The Code is made in accordance with the Local Government Act 1993 and the Local Government (General) Regulation 2005.

The CN **Enterprise Agreement (EA)** 2023 commenced in January 2023 after extensive consultation with staff and Unions. This agreement is about providing industry-leading benefits and arrangements which offer flexibility, choice and future opportunities. Key improvements included providing increased flexibility options, pay increases, additional leave options such as domestic violence leave and leave for cultural and religious events.

CN acknowledges the importance of working together with the **Unions** in a cooperative relationship to improve efficiency and productivity, along with increasing career prospects and the quality of working life. The United Services Union (USU), Local Government Engineers Association of NSW (LGEA) and the Development and Environmental Professionals' Association (Depa) are the relevant Unions for our organisation.

Freedom to express workplace concerns

CN conducts regular Employee Engagement surveys to find out how our people feel about their role, their workplace and what they value. By giving our people a more regular voice, we aim to make our workplace the best it can be and create a culture that people choose to engage with.

The Employee Engagement survey outcomes assist CN's evidence-based decision-making such as improvements to employee employment conditions.

Disability

Our Disability and Inclusion Action Plan's (DIAP) actions are focused on how we will act as an organisation internally over the next four years, and on what we hope to achieve in the wider community. CN will undertake a range of roles in delivering positive outcomes for the community, including collaboration, advocacy, provision of facilities, grants, services and programs, act as a capacity builder, mentor and encourage innovation. We will build more liveable places and spaces, accessible buildings, amenities, and other infrastructure that caters to an ageing and diverse population.

Women in the workplace

Female representation in management / leadership roles at CN is high and reflects the policies and programs within CN that ensure flexibility and support. These conditions are maintained throughout our Enterprise Agreement. Currently our Lord Mayor, 40% of Directors, 60% of Managers and 47% of our workforce identify as female.

Older Workers

Our changing workforce is supported with initiatives aimed at addressing the natural attrition rates of older workers and succession planning for our young workers. We provide part-time and flexible working conditions along with a Phased Retirement Agreement that allows participants to use Long Service Leave as they transition.

Youth

CN has an established Newcastle Youth Council to guide the implementation of youth strategies for CN and to raise awareness of youth issues. The advisory committee includes youth members (up to fifteen in total) aged 15-25 on a voluntary basis who are given voting rights.

CN is committed to attracting and retaining high-quality staff by providing them with the skills and training necessary to progress and advance through their career. CN continued investing in our future workforce with the offer of nine new trainee and apprenticeship positions in October 2023. Career positions include roles across various sectors including: environment, horticulture, civil construction, painting and decorating, business administration and customer experience. Two positions have been identified for Aboriginal and Torres Strait islander people.

Aboriginal & Torres Strait Islander Staff

Our Aboriginal and Torres Strait Islander staff numbers are increasing and have moved from 3% of staff identifying to 4% of CN staff identifying as Aboriginal or Torres Strait Islander or both. This indicator may reflect an increase in either the number of new Indigenous staff hires or an increase in the number of people who feel comfortable to identify, either increase is a source of pride for CN as we have now reached parity of Indigenous representation within CN and our broader community. CN continues to provide

opportunities for Aboriginal and Torres Strait Island peoples to work at our organisation including two identified positions in our Trainee and Apprentice program.

Inclusion, Diversity & Equity (IDE)

CN's new Inclusion, Diversity & Equity Strategy 2023-2027 was developed internally in late 2022 for launch in 2023 and includes three pillars: Inclusive and welcoming workplace culture; inclusive leadership; and diverse and representative workforce. CN recognizes that an inclusive workplace with a diverse workforce provides the best possible outcomes for our people and our city.

45% of our workforce participated in a survey to help us understand IDE at CN to provide an indication of who our people are and how they experience inclusion and how we can make progress towards a more inclusive workplace culture for everyone. A snapshot of the responses of our employees identifies:

- 46% of us are women, 52% of us are men, and 2% identify with a different gender identity
- 4% of us identify as Aboriginal and/or Torres Strait Islander
- 47% of us have caring responsibilities, which includes both people who look after a person with a disability and those looking after children (with and without disability)
- 8% of us identify as having a disability
- 79% work flexibly
- 11% of us are multilingual, and we speak 34 different languages
- 12% of us were born overseas, and we come from 59 different cultural backgrounds
- 12% of us identify as LGBTIQ+.

Environment

CN hosts a beautiful natural environment, from the beaches to the creeks, from the bush to our local parks. However, our environment is under threat from a range of pressures including climate change, biodiversity loss, population growth and overuse of resources. CN continues to manage these risks through planning, undertaking initiatives and embracing innovation. Our strategic documents are underpinned by the SDGs.

Specifically, CN has developed a new ten-year Newcastle Environment Strategy which was adopted by the Elected Council in October 2023, following an extensive consultation and public exhibition period. The strategy is CN's overarching environmental document, defining priority actions over the next decade. The strategy has three interconnected pillars including; action on climate, harnessing nature-based solutions, and driving a circular economy. This structure has been informed by extensive external and internal engagement, and places environmental thinking and sustainability priorities, including inclusive climate action, at the center of urban decision-making in creating thriving and equitable communities.

CN notes that 5th June 2022 was World Environment Day and also marked the 25th Anniversary of the Newcastle Declaration which was subsequently presented to the United Nations 1997 Rio +5 conference in New York. CN recognises both those organisations and individuals who contributed to the Newcastle Declaration in 1997, including its signatories at the Pathways to Sustainability International Conference including former Lord Mayor of Newcastle, Councillor Greg Heys. CN acknowledges CN's ongoing commitment to environmental sustainability and equitable communities, evidenced by the following:

- a as a long-standing member of the International Council for Local Environmental Initiatives (ICLEI) and committing to the requirements of the Global Covenant of Mayors for Climate & Energy
- b taking the Cities Race to Zero Pledge
- c acknowledgement that there is a climate emergency

- d integration of United Nations Sustainable Development Goals (SDGs) in the Community Strategic Plan, with the SDG underpinning the strategic direction of the organisation and community
- e commitment to reach Net Zero for City of Newcastle operations by no later than 2030, and for the community by 2040
- f recent endorsement of The Malmo Commitment
- g adoption of the Newcastle Climate Action Plan 2021-25
- h construction of a 5-megawatt solar farm to power the city's operations and provide a foundation for a new circular economy precinct
- i first local government in NSW to switch to 100% renewable electricity supply for operations through onsite and offsite renewables
- j creation of a new resource recovery facility, diverting up to 30,000 tonnes of community recyclable waste away from landfill each year
- k development of a zero emissions vehicles fleet transition plan
- l supporting public transport electrification through installing a network of EV fast charges throughout the city
- m installing more than 800 kilowatts of rooftop solar PV on key council sites
- n planting more than 1200 street and park trees through our Living Streets program, which are resilient to climate change
- o roll out of smart pole network with LED lighting and smart lighting controls as part of the Hunter Innovation Project
- p formally committing to the principles and targets of the Paris Climate Agreement.

Continuing this work in 2021, CN adopted the Newcastle Climate Action Plan 2021-2025 (CAP), that sets out a roadmap for increasing clean energy, continuing resource efficiency, reducing emissions in our supply chain, supporting sustainable transport, setting targets for net zero emissions and building a vision for a low carbon economy. Specifically, the plan commits that by no later than 2030, CN will reach Net Zero Emissions for its operations and by 2025 CN will aim for:

- A 20% reduction in electricity use, based on FY2019/20 consumption
- 100% of all installed lighting to be LED or best practice equivalent
- A 50% reduction in liquid fuel use, based on FY2019/20 consumption
- A 50% reduction in carbon emissions for operations.

Partnerships

Partnerships are at the heart of our environmental work. The Lord Mayor is a member of the [Global Covenant of Mayors for Climate & Energy](#), who share a long-term vision to combat climate change. CN also collaborates with the [Hunter Jobs Alliance](#), which brings together community and unions to deliver a safe, prosperous future for the Hunter as well as the [Hunter Joint Organisation of Councils](#). CN is a member of the Cities Power Partnership, Australia's largest network of local governments committed to taking meaningful action on climate change, finding common goals and working together for the future of the region. In July 2023, the Hunter Joint Organisation (of which CN is a member) has partnered with the Cities Power Partnership to enable collaboration and support on clean energy initiatives in an effort to set the region up for a prosperous future. This means the Hunter became the first region in Australia to have all Councils become members of the City Power Partnership and also the first region that has committed to a Regional Partnership Agreement. CN will continue to collaborate with the New South Wales government on their [Net Zero Plan Stage 1: 2020-2030](#), which set the targets of net zero by 2050 and a 50% reduction on emissions by 2030 compared to 2005 levels.

CN is committed to the Cities Race to Zero and Cities Race to Resilience Campaigns. The campaigns are hosted by the United Nations Framework Convention on Climate Change (UNFCCC) and rally leadership from businesses, cities, regions and investors in working towards zero emissions and/or climate resilience. To participate in the campaigns CN

publicly endorsed principles on climate action, pledged to meet net-zero emissions by 2040, selected an action from each campaign and will report on progress annually.

Demonstrating our Public Commitments

Public commitment through the Global Covenant of Mayors for Climate and Energy (GCoM), the largest global alliance for city climate leadership. <https://www.gcom-oceania.org/cities>

Annual reporting for the UN Cities Race to Zero and Cities Race to Resilience Campaigns.

Anti-Corruption

The Corruption Prevention Strategy underpins CNs commitment to addressing the principles of anti-corruption.

CN utilised International Fraud Awareness Week to promote key personal fraud red flag behaviours, reporting mechanisms and our Corruption Prevention Policy.

How CN is supporting businesses and other stakeholders in establishing or implementing sustainability initiatives that are transparent and beneficial to the city, region and/or greater community

Hearing from our community

CN continues to be committed to providing genuine, meaningful opportunities for everyone in our community to have their say and participate in decisions that shape the future of our city. In August 2023, CN adopted the new Community Engagement Strategy in line with the requirements of the Integrated Planning and Reporting Framework under the Local Government Act 1993.

CN has provided an accessible PDF version, an Easy Read version and a text only version to ensure greater access to the document from a wide section of the community.

CN continues to provide opportunities for community engagement including community engagement surveys, events, public exhibition, social media and a dedicated "Have Your Say" platform on our website.

CN is a founding partner of the [Hunter Region SDG Task force](#), launched in June 2019. The Hunter Region SDG Task Force is a group of motivated businesses, not-for-profits and government bodies who are focused on collaborating to achieve the United Nations Sustainable Development Goals (SDGs) in the Hunter Region.

The role of the Hunter Region SDG Task Force is to drive the accountability, education and collaboration of the UN SDGs and to accelerate the delivery in our region.

The international Cities Race to Zero campaign is an avenue for local government to showcase climate leadership, advocate for and commit to stronger action in support of Race to Zero, a global campaign which rallies leadership and support from businesses, cities, regions, investors for a healthy, resilient, zero carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth.

Cities Race to Resilience is a sister campaign to Race to Zero which focuses on building resilience to climate change and provides an opportunity to showcase action within a local context.

Have a dedicated sustainability plan or a holistic city/regional plan that incorporates the ecological, economic, political, and cultural dimensions of the region's sustainability



Informing strategies

Informing strategies help to deliver community aspirations. They provide specific, detailed guidance on how we will achieve the objectives and priorities of Newcastle 2040.

1. Liveable	2. Sustainable	3. Creative	4. Achieving Together
<p>Social Strategy</p> <p>The Local Social Strategy acknowledges that some groups in Newcastle are more likely to be excluded from social, economic and political opportunities due to discrimination and other access barriers. Therefore, this strategy focuses on enabling priority communities and groups to be involved in all aspects of life in Newcastle.</p>	<p>Environment Strategy (future draft)</p> <p>Our Environment Strategy will help us regenerate our urban and natural environments so that their value, connectivity and health continue to grow.</p>	<p>Economic Development Strategy</p> <p>Our Economic Development Strategy aims to empower, retain and attract people with skills, strengthening existing economic opportunities and creating new ones.</p>	<p>Long-Term Financial Plan</p> <p>The General Purpose Financial Report contains detailed reporting on Council's audited financial position and must be prepared in accordance with Section 43 of the Local Government Act 1993.</p>
<p>Local Strategic Planning Statement</p> <p>This statement sets out our planning priorities to achieve our vision and guide our land use planning over the next 20 years.</p>	<p>Sustainable Waste Strategy</p> <p>The Sustainable Waste Strategy sets a vision for reducing waste, increasing recycling rates, strengthening the economy and creating new jobs within Newcastle over the next 20 years.</p>	<p>Destination Management Plan</p> <p>The Destination Management Plan identifies the key strategies and actions to develop Newcastle's visitor economy and tourism marketing opportunities.</p>	<p>Resourcing Newcastle 2040</p> <p>Resourcing Newcastle 2040 outlines how to best manage our assets and infrastructure, plan for replacement and ensure that adequate funding and skills are available for service delivery and operations.</p>
			<p>Workforce Development Strategic Plan 2022-2026</p> <p>This Plan drives the actions required to ensure our workforce has the right mix of capabilities and the diversity of thought and experiences to meet the needs of our community now and into the future.</p>

CN have embedded sustainability throughout Newcastle 2040 and its corresponding actions. Newcastle 2040 is the guiding document for the holistic city planning that incorporates ecological, political and cultural dimensions of the city's sustainability. By directly linking the SDGs to the objectives within this plan and publishing the plan and its associated reporting publicly, we ensure transparency and accountability for our sustainability efforts now and ongoing. Newcastle 2040 guides CN actions for ten+ years. The document will undergo a review in 2024 to ensure that it remains relevant to the community's desires.

While CN recognises the importance of all 17 SDGs, we have focused our efforts on the areas where we can have the most impact in our local communities (See Appendix A – Localising SDGs for Newcastle).

Utilise assessment tools and methodologies developed by the Global Compact Cities Programme, and sharing knowledge and innovations developed with the use of these tools. This can take the form of dedicated publications or annual reporting.

CAMMS SDG integration

CN is utilising the CAMMS Strategy Reporting tool to link all our organisational actions to the SDGs Goals and Indicators, allowing CN to monitor and track progress against the SDGs for reporting.

In the **Annual Report** of 2022/23 CN directly reported on the SDGs highlighting key projects that were completed to support progress in achieving the goals. Goals 11, 13 and 17 were the most represented goals during this financial year.

Taking action on SDG 11 Sustainable Cities and Communities. The focus of the challenge was exploring priorities for driving action through reporting and transparency. CN focused the challenge on the targets and indicators of SDG 11 and truly embedding them in our reporting framework.

Measurement of Outcomes

As a founding member of the regional SDG taskforce, CN has been a primary driver of membership to the broader SDG network. The network of this taskforce now includes commitment from 296 individuals on behalf of organisations across the region. The organisations span across business, not for profit, utilities, education, government and philanthropy.

CN leads the SDG 11 Working Group for the region and is involved in developing the 17 regional indicators that will be used for the upcoming VLR.

Appendix A: Localising SDGs for Newcastle

SDG	Goal and how it is addressed by CN
4. Quality Education	<p>Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>CN supports opportunities and initiatives that help to build the educational basis for lifelong learning. Within our operations and in partnership, we create and promote skill development and aspiration towards educational achievement. From early childhood programs at the library through to vocational education and training support for workers, we are focused on improving the inclusivity and equity of education and training to support whole-of-community outcomes.</p>
5. Gender Equality	<p>Goal 5. Achieve gender equality and empower all women and girls</p> <p>Our gender equality practices reflect our commitment to ensuring empowerment of women and girls far beyond a reduction of discrimination and exploitation. We seek to identify and rectify the inherent and active barriers faced by women and girls, while also promoting opportunities to recognise and celebrate their rights and full participation across the spectrum of political, economic and public life. We enable and empower women through our own employment practices and by supporting information and communications technology programs and advocacy. We support organisations and charities that actively focus on the unique experiences of women and girls.</p>
8. Decent Work Economic	<p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>We proactively identify decent work opportunities that embrace the diversity of our community. We encourage equal opportunities for all by actively considering inclusivity across our program design. Our strategies and programs support innovative, productive enterprises that provide decent job creation and promote local culture, economy and products.</p>
9. Industry, Innovation	<p>Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> <p>Through our diversity of investment in industries and our recognition of the need for innovative solutions to the climate emergency, we are taking action to build the resilience of our city's infrastructure. We are consistently identifying and promoting inclusive, sustainable solutions to modern challenges in new and responsive ways.</p>
10. Reduce Inequalities	<p>Goal 10. Reduce inequality within and among countries</p> <p>CN is progressively achieving greater equality by identifying and eliminating inequalities of outcomes through appropriate legislation and policies, and through the way we operate and interact in our community and beyond. We provide direct investment and promote the social, economic and political inclusion of all through deliberate procurement action and initiatives. We also seek active participation and representation, reflective of our community makeup, in development of all our guiding strategies.</p>

11. Sustainable Cities	<p>Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable SDG 11 is considered the local government-driven goal and our work in creating a sustainable city is extensive. We commit to building a sustainable city through initiatives and advocacy in housing; transport and natural heritage; waste, green and public space; and the deliberate planning of our city using local materials.</p>
12. Responsible Consumption	<p>Goal 12. Ensure sustainable consumption and production patterns CN aims to move towards more sustainable patterns of consumption and production, including reviewing and improving on waste and natural resource use.</p>
13. Climate Action	<p>Goal 13. Take urgent action to combat climate change and its impacts CN is leading in many aspects of climate change policy, strategy and planning. We are working to mobilise and improve our capacity and that of our community through education, awareness-raising and strategies for climate change mitigation, adaptation, impact reduction and early warning. We are building and transitioning to green jobs and encouraging sustainable, inclusive growth of climate-aware enterprise.</p>
14. Below Water	<p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development With some of the best beaches in the world, Newcastle values its coastline, and CN recognises our responsibility to ensure its conservation, resilience and restoration. The need to sustainably manage marine resources for the use of our community is integral to our future, as is the positioning of Newcastle as an international tourist destination.</p>
15. Life on Land	<p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss Protecting the natural assets, green space and biodiversity of our region is an important part of CN's work. We have mobilised resources toward management, conservation and planning to ensure our decisions conserve and sustainably use biodiversity and ecosystems.</p>
16. Peace, Justice & Strong Institutions	<p>Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels We seek to be inclusive, participatory and representative in all our decision-making. Our continuous improvement processes focus on our effectiveness, accountability and transparency with public access to information. We work with local authorities to reduce violence and abuse and seek justice in our community. Our initiatives focus on how our work impacts the community and how we can best ensure safety and security for all, especially the most vulnerable members of our community.</p>
17. Partnerships	<p>Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development – Finance CN has a strong focus on building and maintaining partnerships for the progress of the SDGs. Through formal and informal partnerships, we are able to best effect change on behalf of our community and to mobilise resources and expertise for the good of Newcastle. In building partnerships, we build our community.</p>