

# Youth Advisory Board Annual Report

2020/21



*Inspiring the next generation.*



## BACKGROUND

A youth shadow board is a group of non-executive employees that work with senior executives on strategic initiatives. Its purpose is to leverage the insights of younger employees and to diversify the perspectives executives are exposed to. Millennials, the generation born between the early 1980's and early 2000's, currently occupy 37 per cent of the Australian workforce, and are predicted to comprise almost three quarters of the Australian workforce by 2025. As this generation grows in both its workforce participation and consumer significance, it is critical that all organisations reflect this generation in their broader board diversity. The concept of a youth shadow board is nothing new for companies, however it has gained more traction in recent years as companies grapple with two major challenges. The first is having disengaged younger workers and secondly, a weak response to changing market conditions. The shadow board supports a 'bottom-up' approach to management, where 'the youths are thought to be able to teach the older staff members a thing or two'.

## SVHNS YOUTH ADVISORY BOARD

In 2019, the Senior Leadership Team and CEO of St Vincent's Health Network Sydney (SVHNS) endorsed the establishment of the SVHNS Youth Advisory Board (YAB). The SVHNS YAB is an Australian first for a healthcare network and is an important initiative of SVHNS commitment to inclusivity & diversity in the Network's workforce.

This youth led initiative is intended to give younger staff members the opportunity to share their experiences, insights and ideas directly with the CEO and Senior Leadership Team (SLT).

The YAB consists of staff members between the ages of 18-35 years old who come from a variety of different professions including clinical and non-clinical roles. As well as representatives from facilities across the network.

The YAB formally commenced in February 2020.



## 2020/21 MEMBERS

### CO-CHAIRS

- Emmanuel Vinoya** – Acute Care Executive Officer
- Carrie Jewitt** – Manager, Strategy, Planning and Partnerships
- Natalie Albores** – Disability Network Manager
- Conor Honeywill** – Physiotherapist and Assistant in Medicine
- Kezia Tieck** – Occupational Therapist

### MEMBERS

- Anya Gunewardhane** – Registered Nurse, Operating Theatres
- Ashley Richardson** – Corporate Partnerships Manager, St Vincent's Curran Foundation
- Christopher Lemon** – Registrar
- Damien Davis Frank** – ED Nurse Unit Manager
- Domenica Alvaro** – Graduate Accountant, Finance
- Dr. Robert May** – Registrar
- Ella Parfitt** – Podiatrist
- Elly Willis** – Driver, Patient Transport
- John Ng** – Research Funding and Grants Administrator
- Dr. Kenneth Cho** – Junior Medical Officer
- Kylie Dunn** – People Systems Senior Consultant – People & Culture
- Dr. Lucy McGrath-Cadell** – Junior Medical Officer, Cardiology
- Lydia Soon** – Administration Officer, Day Procedures Centre
- Marcellinus Ogbogu** – Pastoral Care
- Nicholas Neale** – Clinical Psychologist, Mental Health
- Nicolette Vorlow** – Support Officer, Patient Safety & Patient Experience
- Precious Freeman** – Pharmacist, St Vincent's Correctional Health
- Stephanie Raizenburg** – Residential Support Worker, Tierney House
- Ty Simpson** – Registered Nurse, Xavier 10 South

**With special thanks to Sokly Nhek, Hannah Gardiner and Nikki Potent** in enabling us to launch the YAB.

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"It's not often we get a regular opportunity to sit opposite our CEO and be genuinely heard and have the voice to make change in our organisation. The YAB has been a brilliant experience. I feel privileged to be part of such a bright, energetic group of colleagues who I can now also call friends. Finding driven individuals who share a similar passion for sustainability, inclusivity, and change for our hospital has been fantastic. I look forward to what's to come for the group".

**Kezia Tieck, 2020/21 YAB Member and Co-Chair**

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# MOMENTS THAT MADE US.

## TOPICS AND GUESTS

The YAB thanks all guests who presented, contributed and listened to the young staff members of our organisation during the inaugural term.



**Digital and Technology** - Ken Gallacher - SVHA Chief Information Officer



**People & Culture** - Sandra Clubb - SVHNS Director of People & Culture



**Innovation & Improvement @ St Vincent's** - Dr Chris Robinson - SVHNS Director of Innovation & Improvement



**Plastic Recycling** - Rodrigo Fritis-Lamora - Transplant Nurse Coordinator



**Waste Management** - Jack Huang - Campus Environmental Services



**Aboriginal Health @ St Vincent's** - Scott Daley - Aboriginal Health Unit Manager



**Patient Safety & Experience** - Andrea Herring - SVHNS Director of Patient Safety & Experience



**COVID-19** - Todd McEwan - SVHNS Director of Acute Care Services.



**18th Annual CEO and Young Professionals Breakfast** - Institute of Public Administration Australia NSW

# CONTRIBUTIONS .

In 2020/21, the YAB had the pleasure of being invited to contribute to a variety of consultation sessions which help shape the future of our health service.



## DRAFT NSW LGBTIQ+ HEALTH STRATEGY CONSULTATION

" I look back at when it was Mardi Gras and St Vincent's had a float, I have never felt so proud to say I am gay at work. There were pride flags around and I felt safe and included because of this small visual representation. The same inclusion and sensitivity needs to be given to Queer people, when delivering sensitive care"

**Ty Simpson, 2020/21 YAB Member**



## YAB REFLECTION

"I work as a Clinical Psychologist at St Vincent's Hospital Sydney across addiction treatment services. I joined the Youth Advisory Board because I wanted to collaborate with young professionals who have a vision for the hospital. I am passionate about providing environmentally sustainable healthcare and also creating a work place culture that is positive, exciting and dynamic. In my work on the board I've advocated for how our hospital can move closer to the goal of being a sustainable green hospital and advising on how I think this process could be pushed forward and implemented. It's been pretty awesome having the opportunity to speak directly with Anthony and the senior leadership team to openly express our thoughts and perspectives on what we value most."

**Nicholas Neale, 2020/21 YAB Member**



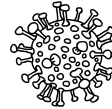
Virtual Care Consultation Sessions



NSW Ministry of Health LGBTIQ+ Health Strategy



NSW Ministry of Health Future Health Strategy Consultations



SVHNS COVID-19 Response



# INSIGHTS.

## WHAT DO OUR YOUNG PEOPLE VALUE MOST?

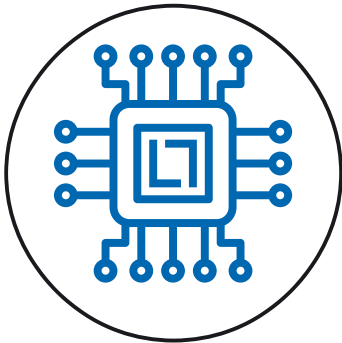
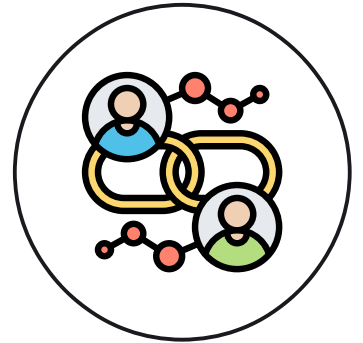


Environmental Action and Sustainability

**70%**

Workplace Culture and Wellbeing

**65%**



Innovation & Technology

**45%**

Diversity & Inclusion

**35%**



Social Responsibility, Impact & Mission

**45%**





## LOOKING AHEAD.

### FUTURE DIRECTIONS

Looking to the future of the YAB, the aim is to increase the profile of the board throughout the St Vincent's Health Network and build on the initial first term of the board. Areas of future focus include improvement in essential learning throughout the hospital, input in the development of the St Vincent's LGBTIQ+ Pride Network, areas of sustainability improvement throughout the hospital sites and also continuing to work for a positive change in workplace culture at SVHNS.

The YAB is a very unique platform, providing support for young, ambitious employees to have a voice at St Vincent's and the opportunity to have direct access to our CEO and Senior Leadership Team, as well as the support of the board's Co-Chairs.

The board would like to be a guiding example for other hospitals and networks to create Youth Advisory Boards as an innovative avenue to include younger staff in future directives of services.

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I am the Kronos consultant for SVHNS and have been part of the People and Culture team for 2 years. The YAB has allowed me to connect with fellow peers in different disciplines, provided insight into some remarkable individuals and initiatives within the SVHA network. Being a founding member of the YAB has offered some unique experiences, whilst the board is still developing, I'm excited to have had the opportunity to input to the YAB.

**Kylie Dunn, 2020/21 YAB Member**

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**YOUTH ADVISORY BOARD**  
INSPIRING THE NEXT GENERATION

***SVHNS Youth Advisory Board***  
***SVHN.YOUTHADVISORY@SVHA.ORG.AU***