The Sydney Equality Indicators framework

Measures for a just city

Sydney Policy Lab
Report for the
City of Sydney

THE UNIVERSITY OF SYDNEY

Acknowledgement of Country

We acknowledge the tradition of custodianship and law of the Country on which the University of Sydney campuses stand. We pay our respects to those who have cared and continue to care for Country.

About Sydney Policy Lab

The Sydney Policy Lab is a multidisciplinary research institute at the University of Sydney and a nonpartisan space where people from all walks of life can meet and develop plans collectively for the future.

We exist to help forge collaborative relationships between researchers, civil society, industry, politicians and policymakers that are capable of driving change that would shape an Australia which is more equal, where power is in the hands of ordinary people and where more people feel a secure sense of belonging in their own society.

We develop original and far-reaching research projects that serve the public good. The Lab places equality at the very heart of our mission and is therefore delighted to provide research to identify equality indicators for the City.

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1. Executive summary

1.1 Project aim

Inequality is one of the central challenges of our time.

When societies become unequal, people's lives can begin to suffer. Our health and wellbeing decline. Opportunities for secure work and affordable homes become increasingly out of reach. Looking ahead, we worry that the next generation will face tougher times that are less prosperous, less equitable and less fulfilling.

The City of Sydney, therefore, has to be able to keep track of the inequalities on its doorstep, so that it can know when to step in and when to call for change.

That is why this report presents a new way for the City of Sydney ("the City") to track, evaluate and take action on the state of inequality within the City.

It is a direct result of the community's feedback to the Council as part of its Social Sustainability Policy and Action Plan and the Council's 2050 strategy consultation. Inequality was a consistent theme in the City's consultation for the Social Sustainability Policy and Action Plan: 2018-2028.[1]

The report addresses three fundamental aims:

1. It seeks to define inequality in Sydney and asks what a just City would look like;
2. It proposes a wholly new, fit-for-purpose set of equality indicators;
3. It applies those indicators to generate initial baseline data, presenting a picture for the first time of what inequality looks like in the City today.

1.2 What is inequality?

Inequality is the state of not being equal. It involves situations where groups in society differ markedly in terms of their resources, status, rights and opportunities. It manifests in multiple different ways. It can leave some people feeling less valued than others, dampening hopes and aspirations for the future and denting the sense that the City is a common space that belongs to all.

Inequality is not an attribute of individuals or groups in society. Inequalities are a result of how we organise the economy and social, cultural and political life.

Inequality is multi-dimensional. Inequalities materialise in all aspects of life, particularly in work, housing, education, health, how transport is organised and in public life.

The drivers of inequality are substantially located in labour and housing markets, although other dimensions of inequality shape fundamental outcomes too.

1.3 Why is inequality in the City of Sydney important?

Inequality is a major problem in the City of Sydney. Like many other global cities, Sydney is becoming a city of extremes with a growing divide between the haves and have nots.

There are persistent gaps between groups in Sydney that enjoy the majority of benefits of the city's growth compared with the groups that do not.

Inequality impacts all City residents and workers. It can undermine social cohesion, overall wellbeing and create unacceptable barriers to full participation in the social, cultural, economic and political life of the city. There are clear links between inequality and poor health and other undesirable social outcomes.

Inequality is detrimental to the City's economy. Persistent inequalities drive economic instability and reduce economic growth. Dealing with the effects of inequality and disadvantage, such as through healthcare and social assistance, is a draw on the public purse.

Feedback from the community shows that inequalities are of widespread concern, particularly with regard to affordability issues, transport and access to public space.

The City has important roles to play in addressing inequality through its responsibilities for and influence on the urban planning of physical spaces, zoning and land use policies, its green space, infrastructure and social projects. The City also promotes greater equality at other scales through its policy advocacy, including internationally.

1.4 Sydney Equality Indicator framework

To know what kind of city we want to live in, we need to know what kind of city we live in today. This report outlines a new framework for measuring inequality: the Sydney Equality Indicators (SEI).

It is a framework for establishing a baseline set of measures to capture inequalities in the City and to track those inequalities across time.

The framework generates a picture of the multiple dimensions of inequality across six key domains. There are specific indicators within each domain that relate to important aspects of our lives where inequality arises. There are 43 indicators in total. The data can inform the City's strategies, policies and actions for a sustainable, diverse and equitable city.

The SEI framework design is derived from international best practice. It is derived in part from the framework used to measure inequality in New York and other US cities where Equality Indicators are used to measure inequalities between socio-economic groups across six domains.

Table 1. The Sydney Equality Indicators (SEIs)

Domain	Topic
Employment and income	Our income greatly influences our material wellbeing and opportunities in life. Most of us rely on a job or social security payments in order to subsist. Indicators in the Employment and income domain measure income levels, occupation types, the number of people living in poverty, the number of people experiencing unemployment and financial stress. **Example findings:** In the City, 15% of households are living on low incomes. Indigenous residents and people with disability are much more likely to be living on low incomes. While women and men are in high skilled jobs to similar proportions, men are nearly twice as likely to be high-income earners.

Table 1. The Sydney Equality Indicators (SEIs)

Domain	Topic
Housing and assets	Our safety and wellbeing depend on adequate and affordable housing. Having a fixed address is also essential to economic and social participation, such as looking for work. Indicators in the Housing and assets domain capture the extent of housing stress and homelessness, as well as proportions of Sydney residents who enjoy secure home ownership. Specific indicators include homelessness, crowded housing, rent and mortgage stress, outright home ownership and home internet access. **Example findings:** People with disabilities are ten times more likely to be sleeping out or in supported shelters for the homeless than those with no disabilities. Indigenous households are twice as likely to experience rental stress than non-Indigenous households. Low-income earners are ten times more likely to have no internet connection at home.
Education	Access to education is essential to many opportunities in life, particularly in work. Most high-income positions in the Australian labour market require a tertiary qualification or trade certification. Indicators in the Education domain measure levels of education attainment, satisfaction with education opportunities and university enrolment status. **Example findings:** People living on low incomes are eight times more likely to report their highest qualification as Year 11 than people on high incomes. People with disabilities are 12 times more likely to have no educational attainment and five times more likely for Year 11 to be their highest educational attainment than people with no disabilities.

Table 1. The Sydney Equality Indicators (SEIs)

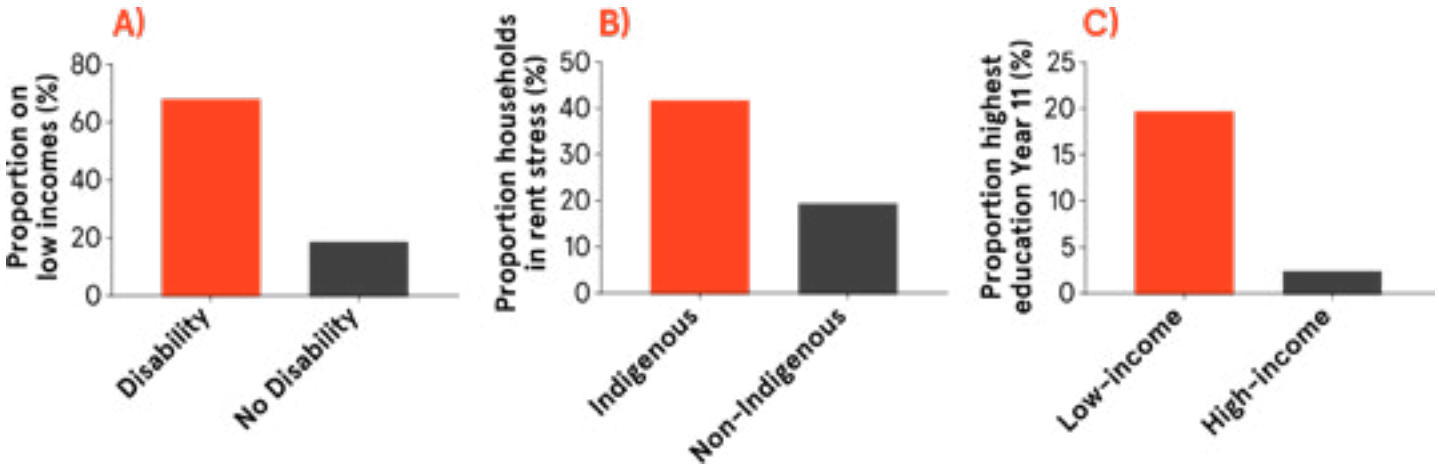
Domain	Topic
Health	Health risks and poor health outcomes are causally linked to economic inequality. Inequalities in health risks are cumulative and have material impacts across the life course, reinforcing other inequalities in wealth, power and cultural and social status. The Health domain indicators measure City residents' reported health, preventable hospitalisations, child immunisation rates, smoking and alcohol related hospitalisation. The NSW Health data for inner Sydney residents is limited. **Example findings:** Indigenous people are less likely to report having very good or excellent physical and mental health (31% and 37% respectively) than non-Indigenous people (52% and 49%). LGBTQI people are less likely to report having very good or excellent mental health (46.1%) than non-LGBTQI people (50.9%). People with disabilities are half as likely to report having good physical or mental health as people without disabilities.
Public participation	Equality of participation in public life is essential to social justice and democracy in the city. Equality of access to public space and services is crucial for cultural and political expression, wellbeing and a sense of social connectedness. Indicators in the Public Participation domain measure the participation of the City's residents in different aspects of public life such as volunteering and cultural activities, personal safety, connections with neighbours and identification with the City. **Example findings:** The greatest differences between comparator groups for public participation indicators are for Indigenous and non-Indigenous people and for people with disabilities and people with no disabilities. Indigenous people and people with disabilities are less satisfied with access to libraries and parks and are less likely to report trust in people. Language and communication are bigger barriers for these groups than for non-Indigenous people and people without disabilities.

Table 1. The Sydney Equality Indicators (SEIs)

Domain	Topic
Transport	Affordable and reliable transport is essential for full economic, cultural and social participation in the City. Transport disadvantage contributes to difficulties accessing key services and economic opportunities. This in turn breeds social exclusion. Indicators in the Transport domain measure usage of public and private transport, distance to work, use of active transport and transport accessibility within the City. **Example findings:** Indigenous people and women are more likely than non-Indigenous people and men respectively to report that public transport accessibility limited their participation in public events. Non-citizens and low-income earners are more likely to travel to work via public transport than by private vehicle compared to citizens and high-income earners.

Figure 1. Selected indicator data.

A) Proportion of people with disability vs no disability who are on low incomes (<$499 per week), B) Proportion of Indigenous vs non-Indigenous households experiencing rental stress, C) Proportion of low-income earners vs high-income earners whose highest education was Year 11 or below.



The indicator domains represent six arenas where inequality materialises. Within each domain, separate indicators are defined and measured.

These domains and indicators have been included because they are recognised to be important by residents and City of Sydney staff and have been identified as important sites of inequality in the economic and social literature. For example, within the Employment and income theme, the topics are poverty, unemployment, income and occupation and skills.

Measuring inequality involves drawing comparisons between socio-economic groups within each domain. The SEI framework allows the City to measure patterns of inequality across key domains for different groups. Comparison groups reported on in this study capture inequalities related to indigeneity, income levels, disability, citizenship, gender and sexuality. The framework design also includes a proposal for future work to extend group comparisons on the basis of age, family structure and language.

The SEI framework has been applied using the best available datasets. It draws from the Australian Bureau of Statistics (ABS) Census, NSWHealth local area data and the City of Sydney's Wellbeing Survey. Notwithstanding some data limitations, the framework offers a best practice set of measures appropriate to the local government area scale, with opportunities for comparison across different scales and dimensions of inequality and between different groups.

Table 2. Groups for comparison in Sydney Equality Indicators framework research

The first groups are those where the framework has been applied to date. Those groups shaded in grey are groups that the framework could be applied to in the future.

	Disadvantaged group	Comparator advantaged group
Indigeneity	Indigenous people	Non-Indigenous people
Income	Lower 20% of incomes	Higher 20% of incomes
Gender	Women	Men
Ability	Persons <70 requiring assistance	People with no need for assistance
Citizenship	Non-citizens	Citizens
Sexuality	Same-sex couples, LGBTQI people	Non-same-sex couples, non-LGBTQI people
Age	Older people (>65 years)	Adults <65 years
Family structure	Single parent households with children	Two parent households with children
Language	People who don't speak English well, or not at all	Fluent in English language

The methodology has been designed to produce data that is policy-relevant and scalable. The initial application of the SEI allows for the City to better understand what inequality looks like in the City and points towards key areas of intervention and influence of the City.

The indicator method design allows for comparisons between Sydney Local Government Areas and with Greater Sydney and Australian averages for key indicators. This scalable design was informed by University College of London researcher's approach to measuring prosperity at the local Borough scale in London.

1.5 Key findings from SEI baseline research

Using these indicators, we are able to establish with certainty that serious inequalities beset some social groups in all domains of City life.

These inequalities are starkest for City residents who are Indigenous, low-income, or living with disability.

The indicator research demonstrates clear inequalities for these groups with regard to: the distribution of income, unemployment, skill levels of occupations, housing status and costs, education, health, access to and involvement in public life and access to and costs around transport.

This is a major concern.

Adequate and secure income and housing, as well as educational opportunities and good health, are essential for full and equal participation in the City and the opportunities it offers.

We discover here, for example, that people with disabilities are over three times more likely to be earning a low income (<$499/ week) and to live below the poverty line than someone with no disability. They are also three times more likely to report being in financial stress.

Indigenous people in the City are 15 times more likely to be sleeping out or in supported shelters for the homeless than non-Indigenous people. They are three times less likely to own their home outright and three times more likely to not have access to the internet in their home than non-Indigenous people.

There are inequalities on the basis of citizenship, gender and sexuality in key areas of City life.

Inequalities are also evident among City residents with regard to gender, citizenship and sexuality, though inequalities measured are not uniform across domains.

Gender inequality at work is a persistent problem. There is also evidence of higher rates of assault and sexual assault for women in comparison to men. For most other identified indicators, however, there is limited evidence within our study of inequality between women and men in the City.

Non-citizens are more likely to be in low-skilled jobs and in overcrowded homes. City of Sydney strategies for housing affordability in the City are important equity measures for migrant workers.

The data available indicates that same-sex couples in the City do not experience marked disadvantages compared to heterosexual couples in most domains. LGBTQI residents are more likely to report experiences of crime. Data limitations restricted the application of the framework to LGBTQI groups and is an area of potential future development.

Inequality is about advantages for some groups in the city.

A central message from these indicators is not only that disadvantage affects certain groups of people disproportionately, but also that advantage accrues to other groups on the basis of class, race, ability, gender and citizenship.

For example, non-Indigenous Australians dominate high incomes and home ownership in the City and across Australia.

Citizens and men dominate high-skilled occupations.

People who do not have disabilities have higher education levels, incomes, housing security and greater participation in cultural activities.

The data presented here is a snapshot in time. This report provides a detailed baseline picture of the state of inequality for City residents and options for expanding the indicator framework. Ongoing measurement of the multiple dimensions of inequality for Sydney residents will allow the City to track changes over time, inform strategic plans and provide a potential reporting framework for the 2050 strategy.

Appendices to this report provide evidence of how these inequalities materialise at the greater Sydney and national scales, as well as a clear framework for ongoing tracking of indicators that will enable long-term trends to be recorded.

1.6 Inequality in Sydney: Who does it affect?

Everyone in the city experiences inequality, though we may not take notice of how it influences our lives for better or worse.

Some people in the city enjoy many of the benefits of economic growth, while others don't have enough resources for subsistence or full social citizenship. Inequalities manifest as outcomes and opportunities in life, including for decent work, education and secure housing, and for cultural, political and social participation in the city.

The Sydney Equality Indicators framework provides a tool to identify which groups are most likely to experience disadvantages and vulnerabilities from inequality because of their:

- Indigeneity
- Income
- Gender
- Sexuality
- Ability
- Citizenship status
- Age
- Family structure
- Language

1.6 Inequality in Sydney: Who does it affect?

Introduction

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2. Introduction

2.1 Purpose of this report

Identifying equality indicators for the City of Sydney is a vital task.

Modern economic practices have left people behind in Sydney and across Australia. Like many other large cities, the benefits of Sydney's rapid urban growth are unevenly distributed. Affordable and secure housing, quality education, healthcare and secure and properly remunerated work remain inaccessible to some.

Urban inequality around the world has drawn attention to the ways in which cities can heighten and diminish inequalities of all kinds. Against this backdrop, equality is becoming more and more important as a policy agenda for Sydney and other global cities.

Before the City can begin to remedy inequalities, it needs to be able to paint a complete picture of inequality in Sydney.

The City commissioned the Sydney Policy Lab (SPL) to develop a framework for conceptualising and measuring inequality with indicators that can be tracked over time.

The proposed Sydney Equality Indicators (SEI) draw upon existing data from the City, including the Wellbeing Survey and key government agencies, including the Australian Bureau of Statistics (ABS).

The indicators are intended to help the City explore and define how it talks about inequality, as well as understand the trends in inequalities in Sydney going forward. These trends inform the directions the City can take to promote a more equitable city.

The Council of the City of Sydney is committed to ensuring a green, global and connected city through to 2030 and is building a new strategic plan to realise this goal out to 2050.

The issue of inequality has arisen as a challenge in all of the City's strategic directions established as part of the 2030 Sustainable Sydney Community Plan. Inequality was a consistent theme in the City's consultation for the Social Sustainability Policy and Action Plan: 2018–2028.[1]

The City's strategy to build an equitable city cuts across all ten of its strategic agendas including innovation, environment, transport, healthy living, culture, entertainment, inclusivity, housing, sustainable development and governance.

2.2 What is inequality?

The following concepts and terms are often used in discussions about inequality.

Inequality refers to the state of not being equal, particularly differences of individual or group resources, status, rights and opportunities. It is helpful to distinguish between economic, political and social inequality.

Economic inequality means unequal access to material resources, especially income and wealth. The most common definitions of economic inequality refer to inequality of outcomes and opportunities in life.

Political, or democratic, inequality often refers to unequal civic and political rights and/or access to political institutions, such as the right to vote, participate in parliament and access public goods like welfare and social services. Full political equality implies meeting as equals, regardless of where you were coming from or going to, and as a result, being taken seriously in political processes.

Social inequality refers to hierarchy and stratification in the organisation of our social lives that shape who we know and the types of associations and connections we have with one another, including through friendships, organisations and public life. Assessing social inequality demands that we ask the question "who knows whom?"

Inequality of outcomes most often refers to differences in achieved material wealth or living conditions. Here, researchers tend to focus on inequalities of wealth and income, education, health and nutrition.

Inequality of opportunity refers to a distortion in the process that allocates rewards and resources in a society.

Equal opportunity refers to a situation where all individuals experience outcomes that can be attributed to factors within their personal responsibility.

Equality, or the lack of it, is usually judged by comparing individuals or groups on dimensions of income, wealth, happiness and life satisfaction, rights or opportunities. But we can miss important issues if our focus is in the wrong direction or too narrow. The diversity among us in terms of social experience and locations means that having one variable as a focus can obscure other important inequalities.

Equity focuses on providing conditions for people to flourish. Equity therefore is not equal treatment. It means fairness and justice in provision of benefits and resources in society that are appropriate to the circumstances of individuals and groups.

In order to capture the essence of the issue, we need a multi-dimensional understanding of inequality. Even within single communities, inequality is realised and experienced in different ways across domains such as health, environment and technology that all need to be managed in tackling it.

The many interrelated aspects of inequality are also illustrated by responses of the City's residents to both the 2030 and 2050 strategy consultations.

2.3 City of Sydney resident concerns about inequality

Inequality was a consistent theme in the City's community consultation for the Social Sustainability Policy and Action Plan: 2018-2028.[1] Discussions covered a broad range of issues including: housing affordability, access to quality public services and spaces, social cohesion and public participation. These kinds of discussions are ongoing in the 2050 community consultation process underway.

The City of Sydney Social Strategy team has identified the following concerns from resident feedback in key domains of economic and social life in the City:[2]

1. **The economy:** While many residents report that the City enables the majority to prosper, there is recognition it has been harder for minority groups to historically benefit from growth. Community concerns focused on visible poverty and disadvantage for groups whose economic participation is limited.
2. **Housing:** Residents shared deep concerns about the impact of declining housing affordability in our city and how this is undermining social diversity and forcing people to leave communities where they have always lived.
3. **Education:** Residents see education not only as the pathway to shared economic prosperity, but also as the pathway to equal participation and influence in local decision-making.
4. **Health and wellbeing:** Residents see the link between their health and wellbeing and how the design of the City and its services prioritise accessibility for all, particularly those most in need.
5. **Transport:** Residents have expressed the importance of public transport in activating cities and making them more accessible and connected. Transport is the gateway to enabling all to participate in and access the economic, cultural and social life of the City.
6. **Public participation:** Residents shared their desires for the community to be equitable and inclusive. They want the City to be a place where differences are celebrated.

In response to this feedback, the City of Sydney has embedded the goal of social justice in its four strategic directions toward an inclusive, connected, liveable and engaged city within its Social Sustainability Policy and Action Plan: 2018-2028.

2.4 Why inequality matters

Australia is living through the longest continuous period of prosperity since Federation. As Australia's financial centre, Sydney has been a clear winner in the process of global economic restructuring. The business district of inner Sydney has been a driving force in national economic development.

Yet despite long-run growth in the Australian economy, the benefits of prosperity since the 1990s have not been shared equally.[3,4] Social inequalities have persisted, and for some groups across the city, issues of poverty and deprivation have increased.[5]

Unequal societies make for less happy, less healthy and less peaceful people.
In their book *The Spirit Level,* British social scientists Kate Pickett and Richard Wilkinson draw on multiple international datasets to show that inequality is associated with ill health, illiteracy, unhappiness, increased drug reliance, obesity, violence and environmental degradation.6 Inequalities in access to decent work, essential services and social networks also undermine social cohesion and stability.

Inequalities disconnect us from each other.
Wilkinson and Pickett's more recent book, *The Inner Level,* shows that in more unequal societies, people tend to define their own and others' value in terms of inferiority and superiority.[7] These hierarchical ways of relating to one another lead to elevated levels of stress, anxiety and depression. In Sydney, the material deprivation and indignities experienced by those living in poverty have been well-documented.

Inequalities create and reinforce social segregation.[8] In unequal societies, knowledge and opportunities accrue to particular socio-economic groups, who live largely disconnected from those unlike them. On the other hand, when a society is connected, with diverse social ties across cleavages of race, class and experience, knowledge and opportunities circulate faster across difference.[9]

Too much inequality is bad for the economy.
If people are too impoverished to participate to their full potential in the workforce and consumer markets, economic growth can be diminished. Economists increasingly agree that inequality can reduce growth and drive economic instability.[10–13]

Since the 1970s, there has been a redistribution of overall income away from workers to business in Australia.[4,14] The share of total national income paid in wages, salaries and superannuation (i.e. compensation to employees) has declined dramatically compared to profits accrued by owners of capital. Between 2000 and 2017, labour productivity rose by 26.2% but real wages grew only 13.7% in the same period.[15]

These trends are a major national economic and social problem. Combined with rising household costs and debt, stagnating wages are intensifying financial insecurity across the Australian economy. In response, the Reserve Bank governor has raised concerns that record-low wage growth is threatening social cohesion.[16]

Inequalities influence how much of a say we have in politics.
Democratic, or political, equality relies on basic political rights like voting. But in practice it requires much more. Meeting as political equals requires full **social and political citizenship.**

From an early age, disparities in socio-economic background create differences among us in terms of our sense of political agency and efficacy.[17] As we move through life, these disparities are exacerbated by disadvantage or advantage in education, employment and other arenas, creating "political haves and have nots."[18]

In an era of growing distrust of institutions in Australia and liberal democracies the world over, political equality is becoming more and more important.

Global cities like Sydney are key sites of inequality.
What is called **spatial inequality** is highly visible in Sydney, showing that inequality takes form in ways that profoundly influence our experience of space and place.[19] In the 21st century, Sydney and other Australian cities have become defined by high rates of home ownership, car dependency, middle-suburb decline, outer suburb mobility and inner-city gentrification.

It is now common to talk about 'two Sydneys' or the 'latte line', dividing affluent metropolitan inner Sydney and the West and Southwest concentrations of low to moderate income households.[20] What was a North/South divide in 1978-89 had become an East/West divide by 1992-93. Dramatic changes in markets for land, labour and capital have driven the uneven spatial distribution of people across Greater Sydney according to income, occupation, wealth and status.[21]

The **polarisation** of Sydney has involved the migration of high status residents to the inner city, displacement of low-income residents over time, rising property values, transformation of the built environment and concentrations of people with a shared culture and class position.[22,23] In other words, a bird's eye view of Sydney shows different pockets where people live together with others like themselves, limiting the mixing of cultures and classes that Sydney-siders experience in their neighbourhoods every day.

Another common way to describe these changes is the **suburbanisation of disadvantage**.[24] The growth of Sydney's suburbs has occurred with increasing inequalities of opportunity and quality of life. Higher levels of unemployment and private rental housing and lower educational outcomes are key indicators of growing disadvantage concentrated in the western suburbs of Sydney.

These economic and social changes are important. They remind us that inequality in the city is structural and spatial, with multiple implications for Sydney-siders within and beyond the City of Sydney local government area.

Change toward a more equitable and inclusive City is entirely possible.
The City plays an important role in the public debate over inequality and policies that could help create a more equal society. However, it is important to recognise that the drivers of inequality operate at different scales. Strategies for equality will be needed within and beyond the inner city local government area.

2.5 What causes inequality and what can be done?

Economic forces, particularly in labour markets and housing markets, are enormously significant in driving inequality. Non-economic aspects of social life are also essential to the appearance, reproduction and impacts of inequalities over time.

Our positions in (or outside) labour markets and in (or outside) housing and financial markets, are hugely significant for the distribution of income and wealth in Australia. This in turn shapes life chances and opportunities.

Inequality is a matter of social **class**, which refers to the inequalities among our roles in economic production as well as our position in other areas in social, cultural and political life.[25] For example, in a typical office in the City of Sydney the average solicitor earns between $104,000–$155,999, while the average commercial cleaner $26,000–$33,799.[26] This difference in income shows how income inequality links to different occupations.

While most adult members of society participate in the collective work of producing and circulating goods and services in the Australian economy, the flow of benefits is increasingly unequal. Wage stagnation[27] and the crisis of housing affordability[28] in Australia demonstrate that inequalities are driven by how private wealth is accrued and distributed through markets.

Global economic change is a major contributor to inequality in the city. For affluent nations like Australia, an expanded service sector and decline in manufacturing employment has been a hallmark of change.[a] De-industrialisation and financialisation have also played significant roles.[29,30] In addition to macroeconomic reforms, a more restrictive social welfare regime, cuts to public housing and other services and privatisation of public assets have been a factor too.[31]

The most significant economic decisions that can influence the distribution of income and wealth in Australia lie in the hands of Federal and State governments. Tax and welfare systems, for instance, are hugely important in ensuring that proceeds of economic growth do not accumulate in the hands of a few and are shared broadly.[32]

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a Australian manufacturing was significant, but small (20% of national employment at its peak) compared to the industrialised nations of Europe and North America. The Australian political economy is distinctive because export income from un- or semi-processed mining and agricultural commodities has always been a larger contributor to national wealth.

Similarly, public goods and services that are key to economic opportunities, such as education, are mostly under state government jurisdictions.

Local governments like the City have a more limited direct role. There are, however, important things local governments can do to influence distributive patterns in housing, public infrastructure, childcare, community education, transport and more.

The City of Sydney's Social Sustainability Policy and Action Plan: 2018–2028 aims to ensure equality of access to key public goods in the city, with particular attention to accessibility for social groups experiencing disadvantage, such as new migrants and people with disability.

Strategies for equality also must address issues of social, political and cultural participation, empowerment and recognition.

Recognition is the term sometimes used to refer to equality for all expressions of identity and difference along lines of race, gender, sexuality, ability and other forms of social difference. This agenda has emerged in part because of the limitations of purely economic strategies in addressing forms of social stigma and discrimination experienced by many minority groups.

Race, ethnicity, gender, sexuality, ability, age and other social differences are important markers of inequality. Indigenous rights, feminist, refugee and migrant community advocates have established that discrimination and denial of full political rights have historically driven unequal outcomes for marginal social groups.[33–35]

Social and cultural differences do not float free; they are woven through economic life, including class relationships.[36] The compounded issues for Indigenous Australians who experience unacceptably high levels of unemployment and poverty starkly demonstrate this.[37]

The employment patterns in Australia's labour market also show this. The average solicitor in the City is an Australian citizen with a bachelor-level degree who travels eight kilometres home to the North Sydney or Hornsby area, while the average cleaner is a non-citizen whose highest education is Year 12 and travels twelve kilometres home to the Bankstown and Hurstville area.[26]

Crucially, getting equality for these groups requires both distributive strategies and wide-ranging campaigns to connect us to each other and value our differences, regardless of where we've come from or are going.[38] In everyday life, strategies for equality are needed to address social exclusion and alienation. Political theorist Danielle Allen argues that social connectivity is crucial to the search for political equality, social justice and an equitable society.[39]

A connected society is one where different people interact and connect with each other often and in meaningful ways. Danielle Allen refers to three kinds of social ties that foster equality: bonding ties (based on kinship, friendship, social similarity); bridging ties (that connect people across forms of social difference, such as race, age, class); and linking ties (that

link people of different social status 'vertically,' such as between employers and employees).39 All of these ties are needed to achieve a connected society, defined by equality in belonging and social connection. Connected societies are key to achieving political, or democratic, equality.

Summary: Inequality spans economic and social issues

- Strategies to foster equality should be informed by an understanding of the drivers and manifestations of inequality.
- Inequality is multi-dimensional and part of the structure of class relations.
- Class inequality combines with other social differences including gender, race and disability.
- Federal and State government decisions about industrial structure, property and labour have potential to exacerbate or attenuate inequalities in Australia and globally.
- Local governments have limited direct control over distribution of resources and life chances in Australian society. But they play a key role in some distributional issues, in facilitating social and cultural connectivity and in influencing change in other jurisdictions.

2.6 Defining a just and inclusive city

The City of Sydney's vision for an inclusive city speaks directly to key themes in the academic literature: redistribution, recognition and social connection. The City has defined its goal of creating a socially just and resilient Sydney in its Social Sustainability Policy and Action Plan: 2018-2028.[1] The City's definition of an inclusive city is based on the following principles:

An inclusive city offers everyone an equal chance in life through social justice and opportunity, a guiding principle for city governance. All residents see the benefits of economic growth in their own lives and have access to diverse education, training and job opportunities. There are affordable housing choices for people on a range of incomes along with essential services and facilities to support wellbeing and quality of life. There are also affordable opportunities for all people to participate in recreational and cultural activities. Institutions and communities work in genuine partnership to build on communities' strengths and enable them to thrive in good times and grow stronger through tough times.[1]

This vision for the future of Sydney is focused on both opportunities and outcomes, with key performance measures attached to goals on inclusive economic growth, housing, community participation, food security, climate change and digital literacy.

The public goods provided by the City are relevant to many of the interwoven economic, political and social dimensions of inequality.

The core levers at the disposal for the City centre on the **public realm** through direct infrastructure and service provision, including libraries, cycle ways, waste management, childcare, community services and cultural activities and through roles in planning the uses for public space, including public transport, commercial and housing.

There is no silver bullet that can free Sydney of inequalities.

Strategies for a just city will require action in multiple domains of economic, social and cultural life. City strategies reflect the unique roles local government can play in shaping redistribution, recognition and social connectedness.[40]

Different social justice strategies for Sydney will involve some tensions when put into practice.[40] For instance, libraries play an important redistributive function through provision of services like internet access and encouragement of interaction between different groups in the City. Division of library space, such as computer areas and group discussion rooms, can sometimes reduce these interactions.[41]

Similarly, 'social mix' housing developments that combine public and private dwellings tend to improve the physical environment and may encourage interactions across social class. But it can fail to lead to meaningful new social connections or improved opportunities such as employment for people who are most disadvantaged.[42] There is ongoing discussion about how best to achieve housing tenure diversity through planning and consultation.

Beyond direct service and infrastructure provision, the City has progressive revenue policies such as rate rebates for residents receiving pensions. The City also has an advocacy role, promoting equality among its residents and workers.[43]

Summary: Towards a just City of Sydney

- Inequality in the city spans economic and non-economic arenas of life.
- Strategies for just cities must seek redistribution, recognition and strong relationships between diverse community members as goals simultaneously.
- These goals may stand in tension with one another, depending on the situation and issue.
- These tensions reflect choices available to different levels of government, including the City, about whether the provision of collective goods and services will be organised as private or public.

A framework for Sydney Equality Indicators

3

3. A framework for Sydney Equality Indicators

The framework for Sydney Equality Indicators (SEI) has been designed according to principles proposed by leading experts in the study of poverty, inequality and social exclusion adapted to render them appropriate for the local government area and Greater Sydney scales.

3.1 Why measure inequality? What is an indicator?

Before we can act on inequality, we need to know how to measure it. And before we can measure it, we need to know precisely how to do so.

Indicators primarily serve the purpose of filtering information in order to help us grasp broad trends. They do this by framing our focus on 'key' lines of evidence and information.[44,45]

Quantified, replicable data is prioritised in indicator measurements. This allows for comparison between groups, locality or nations on key issues like inequality, poverty and social exclusion.

Good indicators are fit-for-purpose. The SEI framework developed here is designed for policy planning, monitoring, reporting and evaluation. The indicators balance providing an overview of policy-relevant areas with providing exploratory analysis and insights as a launching point for more detailed research on inequalities in the City.

Equality indicators encourage policy evaluation that moves beyond population averages for base-policy assessment and begins to look at the distributional dimensions of policies. The SEI framework therefore provides the City with an opportunity to develop better evaluative mechanisms for their strategies.

The SEI framework allows the City to take a look at key patterns of inequality at the local government area level. This may provide important contextual information that can be used to map out priority issues of inequality, some of which might be within the direct influence of the Council and others that are not.

Many indicators in the SEI framework gauge phenomena that are beyond the Council's direct and indirect sphere of influence, such as resident incomes. This is to be expected given the structural nature of inequality across Sydney and Australia.

Overall, the goal of the proposed inequality measurement framework is to **clarify the nature and extent of inequality in the City** and what can be done about it within the City's sphere of direct and indirect influence, as well as what might be advocated for beyond the local government area.

3.2 How can we best measure inequality in the City?

British economists Tony Atkinson and Erik Malier have outlined a set of principles for best practice in designing poverty and social inclusion indicators, which also apply to measuring inequality.[46] We have drawn on these best-practice principles in developing the SEI framework. These key principles include agreement on key dimensions, scale of measurements and data reliability and availability (Table 3).

Table 3. Principles for robust Sydney Equality Indicators

Principle	SEI
Identify the essence of the problem and have an agreed interpretation	The SEI framework is based on an understanding of inequalities as multi-dimensional and as structural features of economic, social and cultural life and work in the City. The measure is relevant to the Sydney context, City of Sydney policies and the City's 2050 strategy engagement. The measure captures phenomena that are within the City's direct control, sphere of influence or set of concerns.
Be robust and statistically validated	The SEI framework relies on ABS Census, NSW Health and City of Sydney Wellbeing Survey data. Overall the 2016 Census is considered fit-for-purpose as a snapshot of the national population.[47] Some issues to consider include scale, units of analysis and compatibility across data sets.
Be interpretable in an international context	The SEI framework adapts the method of measurement used by the City University of New York (CUNY) in its work for New York City, St Louis, Boston and other American states.[48] This connection will allow for international dialogue and comparison.
Reflect the direction of change and be susceptible to revision as improved methods become available	The baseline data generated will, where possible, incorporate historical data to establish trends or enable future trend analysis.
Be as transparent and accessible to citizens as possible	The SEI framework intends to report data in the most straightforward way possible. There is the opportunity to produce ratio comparisons between most and least disadvantaged groups to make the SEI policy-relevant.

Consultations with City staff and stakeholders established that the Council is interested in inequality at multiple levels across a number of key arenas: employment and income; housing; education; health; transport; and public participation.

A number of measures exist to capture the extent and nature of **socio-economic advantages and disadvantages** across city, national and international scales. The best measures are **multi-dimensional,** involving a composite of measurements.[46,49]

There are many existing inequality measures that allow for comparisons of inequality between local government areas across Sydney. These measures provide useful insights. The City of Sydney SEI framework, however, needs to be more fine-grained. Not all approaches allow us to measure distinct dimensions of inequality within a local government area. In order to do this, comparisons across both key dimensions of inequality and between socio-economic groups is necessary.

Income measures are an important place to start, such as rates of people living below a defined 'poverty line' and proportions of people in a local area in the top income bracket. Most of us are reliant on wages or public assistance. When these payments fail to provide for our subsistence needs, we are more likely to experience housing stress, homelessness, health issues and other problems.

British sociologist Peter Townsend developed the concept of **relative deprivation** to capture how lack of resources can stop someone obtaining the living conditions, lifestyle, diet and participation in social life that is widely accepted and encouraged in a society.[50] Common indicators of deprivation include household and individual income levels, levels of unemployment and labour force participation and potentially housing conditions and consumption as well.

One common approach to reporting inequality and other complex data sets is to use an index score. Index scores use different mathematical functions to combine multiple datapoints into a single numerical score (often between 0-1 or 0-100). The Socio-Economic Indexes for Areas (SEIFA) is an example of scoring systems developed by the ABS that are a function of up 23 different indicators to present advantage or disadvantage as a single score. This can be useful to quickly compare between different spatial scales or communicate a coarse trend. However, it does not serve the purpose of explaining in which areas of life inequality may arise and which groups of people may experience inequality.

3.3 Measuring inequality involves calculating differences

Indicators measuring levels of relative equality or inequality are different from other social and economic indicators such as income and wellbeing measures. Equality indicators focus on comparison between the most and least advantaged groups in society.[51] We can measure this unequal relation with decile comparisons, ratios, rates and scores.[32]

Equality measures complement other measurement frameworks that capture levels of community wellbeing and social exclusion or inclusion.

Wellbeing surveys have been developed internationally in order to 'go beyond GDP' as a measure of prosperity.[52] Importantly, not all wellbeing surveys measure or report on economic inequality and related distributional differences among groups (ibid.). In the case of the City of Sydney's Wellbeing Survey, there is an opportunity to develop equality indicators in a way that complements existing Wellbeing Survey data exploring differences between socio-economic groups in the local government area.

Measurement of **social exclusion** is a focal point in the United Kingdom. The British government's Social Exclusion Unit (SEU) defined social exclusion as a summary term to describe situations 'when people or areas suffer from a combination of linked problems such as unemployment, poor skills, high crime environment, bad health and family breakdown'.[53]

The Australian Federal Government has adopted a social inclusion agenda.[54] The measure of social inclusion includes measures associated with entrenched disadvantage, persistent low economic resources, housing affordability, participation in civic engagement activities and subjective quality of life. Data from the ABS General Social Survey and the Melbourne Institute's Household, Income and Labour Dynamics in Australia (HILDA) survey is used.

The national social inclusion measure can point to state-level differences only. It has similar design logic to the composite SEIFA. Australia's national social inclusion survey is important for Australia-wide measurement of how society is tracking against the goal of an inclusive society. This data provides important background, but not City-level information that can serve the direct goals of the City to take measures that build a socially just, inclusive Sydney.

The easiest to understand and most common way to measure inequality is through comparisons with **rates** or a **percentile-ratio.** For instance, we can compare the rates of unemployment between a disadvantaged group such as Indigenous people and an advantaged group such as non-Indigenous people. Or, we can calculate a ratio between the income of the top 10% of income earners and the lowest 10% of income earners or reveal how these groups differ on a key outcome, like how likely high-income earners are to own a home or how much less likely they are to report rent or mortgage stress.

3.4 The Sydney Equality Indicators (SEI) framework

The **Sydney Equality Indicators** consist of 43 specific indicators that are spread across six domains of economic and social life. Between six and 11 indicators are included in each domain to represent issue areas where inequality arises and that are of importance to the City of Sydney. These indicators are applied to comparator groups of residents of the City who are likely to experience advantage or disadvantage in different areas of life.

The SEI framework offers a relational measure of inequality that can be applied in a modified form using ratios. The SEI framework complements existing analysis and data collection for the City's Wellbeing Survey. The SEI framework provides a measure of difference between key groups of interest within the local government area.

The **framework design** involved identifying a method and set of priorities to focus inequality measurements on. The following three elements of our research led to the final result:

1. We conducted a **systematic literature** review of the economic and social science scholarship on inequality in Sydney. This established the state of knowledge about key drivers and expressions of inequality in Sydney.
2. We **consulted experts** in inequality and in socio-economic indicators in New York and London and through the University of Sydney Research Advisory Panel.
3. We **consulted City of Sydney staff and other expert colleagues** through interviews and a feedback workshop in order to gauge their priorities for inequality measurement.

The SEI framework design draws upon an approach taken by scholars at the City University of New York (CUNY) Institute for State and Local Governance.[51] The overall purpose of the approach, as described by the CUNY researchers is "to capture progress toward the betterment of the lives of the subgroups of the NYC population who are mostly likely to experience inequalities on a specific issue."[55]

CUNY researchers first developed their framework for New York City, and it has been developed for other US cities. The design process was iterative, involving producing initial technical documents, as well as expert and stakeholder consultation over a number of months.

The CUNY Equality Indicator domains for New York were economy, education, health, housing, justice and services. Domains for indicators developed for other cities by the CUNY team are similar with some modifications in response to stakeholder feedback. The SEI framework has similar domains and has been adapted to include greater emphasis on public participation and transport in response to City staff feedback.

We have also drawn upon insights from the University College London (UCL) Prosperity Institute's framework for measuring prosperity in the 32 boroughs of London. This measurement was developed from qualitative research program involving interviews with residents about how they understood prosperity. This research revealed that Londoners identified 1) good quality and secure jobs, 2) household affordability and security and 3) social inclusion and fairness and the foundations of prosperity.[56] These priorities then informed UCL researcher decisions on what forms of quantitative data they would measure over time, such as Real Household Disposable Income.

The SEI domains cover similar issue areas in quantitative measures drawing on public datasets. Like the UCL Prosperity indicator framework, the SEI framework allows for comparisons between local government area level inequalities with Greater Sydney and national-level inequalities.

Like the CUNY Equality Framework, the SEI framework measures rely on administrative data and public survey data. The data drawn on for the framework is sourced from ABS, NSW Health and City of Sydney Wellbeing Survey data. For each of the 43 indicators, a description of data used and other notes are provided in Appendix 1.

Table 4. The proposed Sydney Equality Indicator (SEI) domains and topics

Domain	Topics
Employment and income	Employment; income; occupation and skills
Housing and assets	Homelessness; rent/mortgage stress; housing quality
Education	Access; attainment; opportunities
Health	Illness; health risks; reported health
Transport	Transport type; hours travel; active transport
Public participation	Participation in public life; safety; community connection

Applying the SEI framework involves comparing socio-economic groups against each topic measure. The measure calculates proportions of a given group that report a personal situation associated with disadvantage or with advantage in society.

The SEI ratio calculated for each indicator illustrates the degree of inequality between groups. For example, the **Unemployment indicator** in the Income and employment domain involved creating a ratio from 2016 ABS Census data. **Ratios** in our study are always calculated as a proportion of a disadvantaged group, such as people with disabilities that require daily assistance, compared to an advantaged group, such as people who report no disability. Ninety-one out of the 648 City of Sydney residents with disability said they are unemployed (**14%**). For people with no disability, 7,337 out of 122,776 City residents, reported being unemployed (**6%**). The resulting SEI ratio is **2.3,** meaning people with disability are a little over two times more likely to be unemployed than those without disability.

The indicators cannot cover every important theme and topic. Because of the need to measure patterns of inequality with replicable data, it was necessary to restrict the proposed measures to areas where replicable data exists. For all domains proposed for measurement we have made considerations about what is practicable, what is of interest and value to the City and what the research norms and best practice in the inequality literature are.

We considered developing more **aggregated indexes**; that is, representation of all results for a group comparison in a single index number. However, we found that this was not appropriate for inclusion in the SEI framework. We also note that the City of Sydney staff and stakeholders we spoke to in developing this report felt an aggregate index would be of limited value at this stage but could be something the City may pursue at a later stage if there was an opportunity to align with other indexes.

The reasons for this are useful to identify for the future City team working on the SEI.

One argument for developing standardised scores across dimensions of inequality is that a single score provides a short hand assessment of the overall extent of inequality and direction of change. This is how New York City and St Louis City Council in the USA have approached their advocacy work on inequality with CUNY researchers.

While this approach could be useful for comparing inequality between broad regions, however, it is likely to obscure and oversimplify how inequality arises at the City of Sydney scale and is not fit for purpose in regard to the specific planning, monitoring, reporting and evaluation roles that the SEI framework can play for the City of Sydney.

3.5 Which groups experience the disadvantages and advantages of inequality?

Six key demographic groups were identified for comparison in this report (Table 5). The framework consists of three additional comparator groups. An in-depth analysis for these three groups was beyond the scope of this report. In any future use of the SEI framework it will be important to include data for these groups in order to further develop a comprehensive analysis of inequality across the City. For all of these groups there is a range of data available across domains in the ABS 2016 Census, NSW Health and the City's Wellbeing Survey. However, there are limitations for a number of measures (see section 3.6).

Analysis of inequalities among non-residents who visit the City for work, leisure and using services was not possible in this study. There is no existing evidence to suggest that people who visit the City but live outside of the City local government area are more disadvantaged than City residents. Non-resident versus resident comparisons is reported here with the Greater Sydney data in each domain chapter. This can provide some indication of the differences between people who may visit the City from various locations in Greater Sydney and City residents. A focused study of inequalities experienced by City visitors and non-resident workers would ideally involve a new survey.

Table 5. Groups for comparison in SEI research

The first groups are those where the framework has been applied to date. Those groups shaded in grey are groups that the framework could be applied to in the future.

	Disadvantaged group	Comparator advantaged group
Indigeneity	Indigenous people	Non-Indigenous people
Income	Lower 20% of incomes	Higher 20% of incomes
Gender	Women	Men
Ability	Persons <70 requiring assistance	People with no need for assistance
Citizenship	Non-citizens	Citizens
Sexuality	Same-sex couples, LGBTQI people	Non-same-sex couples, non LGBTQI people
Age	Older people (>65 years)	Adults <65 years
Family structure	Single parent households with children	Two parent households with children
Language	People who don't speak English well, or not at all	Fluent in English language

Approximately 240,000 people live in the City of Sydney as of June 2018.[57] The population has grown markedly in the past decade, up from approximately 173,000 residents. On an average weekday, 1.3 million people – studying, shopping, sight-seeing, attending business meetings, going to work, at home and so on – are estimated to be in the City of Sydney local government area.

The City estimates that 1.7 million people will be in the local government area on an average weekday by 2036 to work, shop, visit and more. Up to 2.1 million people will be in or visit the City on an average day by 2056. In this report we have provided comparative data for residents in the City versus Greater Sydney where it was available. This is reported in the 'context' sections of the domain chapters for income, housing, education and transport. Otherwise, all indicator results refer to City residents. The following demographics provide background information relevant to understanding key groups residing in the City of Sydney.

Indigenous and Torres Strait Islander residents
Indigenous people make up only 1.5% of the population of the City or Sydney, the same as in Greater Sydney, but less than the 3% nationally. 1.8% of Indigenous people in the City speak an Indigenous language, compared to 10.4% nationally.

Migration and ethnicity
There is high turnover of residents in the City. Of residents in 2016, only 44.4% lived in the City in 2011. 29% of residents lived overseas 5 years ago. 36% of City residents are not Australian citizens. The most common countries of birth for those not born in Australia are China (11.2% of residents) and England (5.2%), followed by Thailand, New Zealand, Indonesia and South Korea. 42.3% of City residents speak a language other than English at home. 7% of residents do not speak English well or at all. The other most common languages spoken at home are Mandarin, Thai, Cantonese, Indonesian and Spanish.

Gender and sexuality
There are slightly more men than women in the City, 51.8% men compared to 49.2% women. There is currently little reliable data for gender diversity. Results from the City's Wellbeing Survey estimated that 24.5% of residents identify as LGBTQI. For couples in households, 10.4% identified as same-sex in the 2016 Census in the City of Sydney, which is much higher than Greater Sydney or the nation at 1.3% and 0.9% respectively.

Disability and need for assistance
In the City 2.8% of residents identified as needing assistance with core activities, compared to 5.2% in Greater Sydney and 5.5% nationally. The City's Wellbeing Survey asked about having a disability rather than needing assistance, with 6.0% of residents indicating they identify as having a disability.

Age and household types
City residents are relatively young. People in the 20-40 year age bracket are most prevalent in the local government area, with relatively fewer children or people more than 50 years old compared to Greater Sydney and the rest of Australia. Of families in the City, 63% are couples without children, compared to 33.4% for Greater Sydney and 37.8% nationally. Of families that do have children, 30.3% are single-parent families, compared to 23.5% for Greater Sydney and 26.1% nationally.

3.6 Data availability and reliability

Core data for this report relies on the ABS Census of Population and Housing. Overall the 2016 Census is considered fit-for-purpose as a snapshot of the national population.[47] There are some issues to consider when using Census data to account for those experiencing inequality.

Like all surveys of its kind, ABS Census data is reliant on self-reporting and successful comprehensive coverage of the population. The Census undercounts certain groups, the largest being Indigenous populations – estimated to be undercounted by 17% in the 2016 Census. This undercount is less pronounced in eastern states.[58] Those with disabilities or needing some level of assistance may not be as well represented either.

Data for gender diverse populations is limited. The Census generally does not account for LGBQTI persons, with the exception of same-sex-coupled households. The 2016 Census was the first to attempt to capture sex and/or gender diverse persons, but the data is not considered accurate due to limitations around special procedures and willingness to complete and has not been included here.[59]

There are lots of ways inequalities arise that may not be easily captured with available data. For example: the number of shops that are accessible for those who use wheelchairs as opposed to those who do not, or ownership of air-conditioners to combat extreme heat between low- and high-income earners.

Area coding of data also raises some issues. For example, local government area data has changed depending on the redrawn bordering of governance areas, which occurs relatively frequently. This can make data comparison across ABS Census periods difficult.

Census data does not track individuals across the lifespan of City residents and workers. The major Australian data collection of longitudinal data is the HILDA survey of 13,000 people funded by the Department of Social Services and designed and managed by the Melbourne Institute. However, HILDA data does not have an area component or survey size that can be studied reliably at a city level.

The City of Sydney Wellbeing Survey (2018) was also used as a core dataset.[b] The survey sample is lower than the coverage of the Census but provides a good representation for key groups. For indicators using the Wellbeing Survey data for Indigenous population, the sample size is relatively small, and a higher level of uncertainty should be considered when interpreting these results.

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b Many thanks to Mari Jaervis for her expert guidance in analysing the City's Wellbeing Survey dataset.

Data for the health domain was drawn from NSW Health Statistics database (for years 2016–2017). Analysis within the health domain is limited by the data available for different demographic groups. NSW Health data is also reported largely at different spatial scales; the smallest scale available for report was the Central and Eastern Sydney Primary Health District which encompasses suburbs as far west as Homebush and Punchbowl and as far south as Menai and Waterfall.

The final section of this report (10) includes recommendations on knowledge needs that could be incorporated into future surveys and other work.

Detailed technical descriptions of data sources and calculation for each indicator are provided in Appendix 1.

The following sections (sections 4–10) provide analysis of the SEI framework applied to select group comparisons at the City of Sydney scale for each domain. Data comparing groups and domains at the Greater Sydney and national scales, as well as an example of the SEI framework applied at different time scales is provided in Appendices 2 and 3.

Employment and income

Income levels, occupation types, number of people experiencing unemployment and financial stress

4

4. Employment and income

The following indicators measure inequalities related to employment and income in the City of Sydney, with comparisons drawn to Greater Sydney and Australia-wide averages.

The Employment and income domain indicators are calculated from information in the 2016 ABS Census and the 2018 City of Sydney Wellbeing Survey datasets. For detailed information about data sources used for each indicator please refer to Appendix 1.

Table 6. Indicators for the Employment and income domain

Indicator	Definition
1. Living on a low income	Low personal income ($1-$499/week)
2. Unemployment	Unemployed
3. 'Low skill' employment	Working in 'low skill' professions (e.g. little formal training or experience required)
4. Food insecurity	Reporting financial stress (couldn't afford food at any time in the last year)
5. Financial stress	Reporting financial stress (can't raise $2000)
6. 'High skill' employment	Working in 'high skill' professions (e.g. degree required)
7. Living on a high income	High personal income (more than $1500/week)

Summary: Employment and income inequalities in the City

Our income greatly influences our material wellbeing and opportunities in life. Most of us rely on a job or social security payments in order to subsist.

Indicators in the Employment and income domain measure income levels, occupation types, the number of people experiencing unemployment and financial stress.

Context:

Overall income inequality has been on the rise in Australia. Labour market and other policy changes associated with this change include wage stagnation, increasing casual and contingent employment and changes to social security payments.

Since the 1970s, major economic changes have transformed work across Sydney. The highest paid employment opportunities have concentrated in the inner city, as well as in North Sydney and Parramatta.

Indicator findings:

- Indigenous people and people with disability experience the starkest forms of income inequality in the City, reflecting national trends. Both of these groups are more likely to be living on low incomes and less likely to be in high-skilled, high-income employment. As a result, they are more likely to experience food insecurity and financial stress in greater numbers.
- Gender inequality at work is visible in the City. While women and men are in high-skilled jobs to similar proportions, men are nearly twice as likely to be high-income earners.
- Citizenship status is associated with inequalities in labour market participation in the City. Migrant workers in the City are more likely to be employed in low-skilled work compared to Australian citizens who are more likely to be employed in high-skilled professions.

4.1 Why equality in employment and income is important

Income distribution, occupations and rates of employment are important measures of relative equality or inequality.

Access to a wage or another form of income is essential for most Australians to meet subsistence needs. Without employment or considerable personal wealth, the social security system is the main income source available to individuals. Approximately two thirds of the lowest 20% of Australian households mainly rely on social security payments.[60]

Three key developments in the Australian economy in recent years have impacted low-income workers and people reliant on social security payments. Real wages have stagnated since 2013.[61] Underemployment and precarious employment is on the

rise.[31,62] Conditions of access to unemployment payments and other pensions have tightened, and the rate of welfare payments has lagged behind average living standards in Australia.[63]

Overall income inequality rose between 2000 and 2008 in Australia due to unequal wage and investment income growth, as well as income tax cuts.[60] Since the global financial crisis, declining unemployment and investment returns in the housing market have reduced inequality. However, changes to social security payments have further disadvantaged some groups including single parents, most of whom are women and people no longer eligible for disability pensions.

Inequality in the Australian labour market impacts men and women differently. The gender pay gap between men and women engaged in full-time employment is currently 14.1% economy-wide, and the superannuation gap between women and men was 38.8% in 2015-16.[64,65] The superannuation gap reflects the financial effects for women of time spent out of the labour market for parenting, higher levels of part-time employment, as well as the gender pay gap.

Major economic changes have shaped the distribution of work in Sydney.

Since the 1970s, economic deregulation, including the removal of tariffs, floating the dollar and loosened capital controls internationalised the city economy. Reflecting other globalising cities, service sector employment rose in Sydney in the 1980s. International banks and finance companies set up in the City, and there was a flow of foreign investment into Sydney (and Melbourne) markets.

At the same time, the Australian manufacturing sector declined, and a process of deindustrialisation set in train. Manufacturing jobs in Sydney fell by 25.7% between 1981-1991.[30] The unemployment rate for Sydney residents was 8.6% in 1986 and 10.3% in 1991 (in 2016 unemployment was 6% for Greater Sydney). The effects of this for workers are huge, given how expensive rents and housing prices were.[66] Through the 1990s, Fairfield, Blacktown, Canterbury, Bankstown, Penrith, Campbelltown, Parramatta and Liverpool had the highest levels of unemployment.

The new economy has not offered equal opportunities for all Sydney residents.

Residents of Western Sydney have been considerably disadvantaged.[67] For instance, the Indochinese community concentrated in Fairfield, Bankstown and industrial Auburn are low-income, with the highest concentrations of unemployment within an ethnic community.[68] In the inner city, international student-workers and other temporary migrant workers (for example, on working holiday visas) concentrate in casual, shift and night work. Underpayment of wages in informal employment is a problem for this group,[69] as well as racial discrimination and stigma associated with being 'temporary.'[70]

Unequal labour market experiences in Sydney are part of broader trends. The most recent national unemployment figures are relatively stable at 5.2%. However, part-time and casual work is increasing as a proportion of the new work being created.[71,72]

The drivers of income and employment inequalities are beyond the direct influence of the City, with the exception of the Council's workforce.

Measures to narrow the gap between top and bottom income brackets would require shifts in the taxation system governed by Federal and State departments.[32] Government expenditure on public goods like health care, education, childcare, transport and housing can play a role in mitigating the effects of income inequalities. Here, the City of Sydney local government area may have some influence. The City also has a role to play in promoting diversity and gender equity among its staff.

How does income inequality in Australia and the City compare?

Australia's income inequality is more marked than the average for developed nations in the OECD, but less so than other Anglo-European nations.

Australia's Gini coefficient is 0.33, while the OECD average is 0.34. New Zealand and United Kingdom Gini coefficients are 0.35. The United States' Gini coefficient is 0.39.[73]

The Gini Coefficient is the most common measure of income inequality at the national scale. It allows for national comparisons and measures the distribution of wealth or income of citizens in a country. It is reported as a score out of one, where one represents full equality.

Like most affluent global cities, Sydney is also the most unequal of major cities in Australia in income terms.[74] The ABS has produced estimates of the distribution of private income in Australia, derived from employment, business and investment. It does not include pensions or benefits. The data is drawn from the Australian Taxation Office and only applies to tax returns.[c]

On this basis, Sydney has an individual private income Gini Coefficient of 0.503 for 2015-16, making it the only city to exceed 0.5.

Within Sydney, the equivalent economic inequality amongst the City of Sydney's residents is 0.546. This ranks ninth highest among Sydney LGAs. The top 10% receive 40% of total income received in the City.[d]

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c Note this coverage gap is likely to include many individuals who earned below the tax-free threshold and many Government benefit recipients, thereby providing an incomplete picture of low-income earners. This result cannot be compared to the estimate provided for Australia above. The equivalent Australian Gini Coefficient for private individual income is 0.484.

d Thanks to Phil Raskall from the City of Sydney for contributing analysis to this text box.

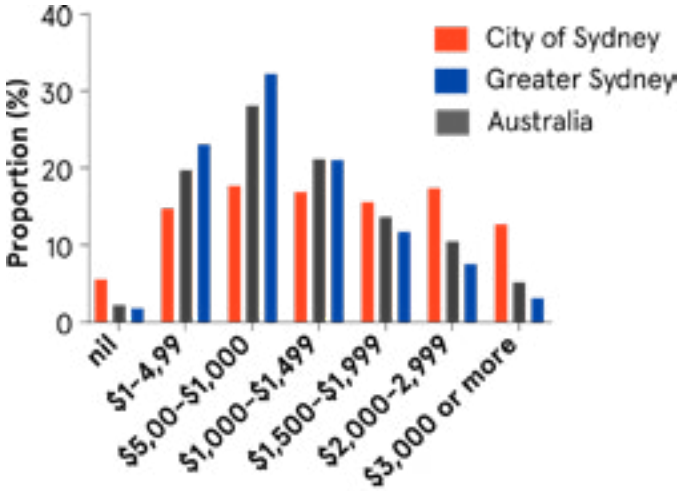
4.2 Distribution of employment and income: The City of Sydney in context

The City of Sydney is a relatively affluent area of the city and nation.

2016 ABS Census data records median weekly household income for the City at $1340, which is considerably higher than the median of $1002 for Greater Sydney and the national median of $876.[e75]

In the City, 15% of households are on low incomes (defined by the ABS as $1-$499 per week equivalised household income), compared to 20% in Greater Sydney and 23% nationally. The City also hosts a proportionally larger number of high-income earners. 46% of City households are on higher incomes (>$1500 per week) compared to 29% in Greater Sydney and 22% nationally in the same income range (Figure 2).

Figure 2. Distribution of equivalised weekly household income for the City of Sydney, Greater Sydney and Australia.



The City had a much higher proportion of residents in high-skilled jobs (the two highest categories defined by the ABS) at 61.6%, compared to 47.4% in Greater Sydney and 42.7% nationally. The City also had fewer people in low-skilled jobs (the two lowest categories) at 22.7%, compared to 32% and 35% at the Greater Sydney and national scale respectively. The most common job at all scales was Sales assistant (the middle skill level 3).

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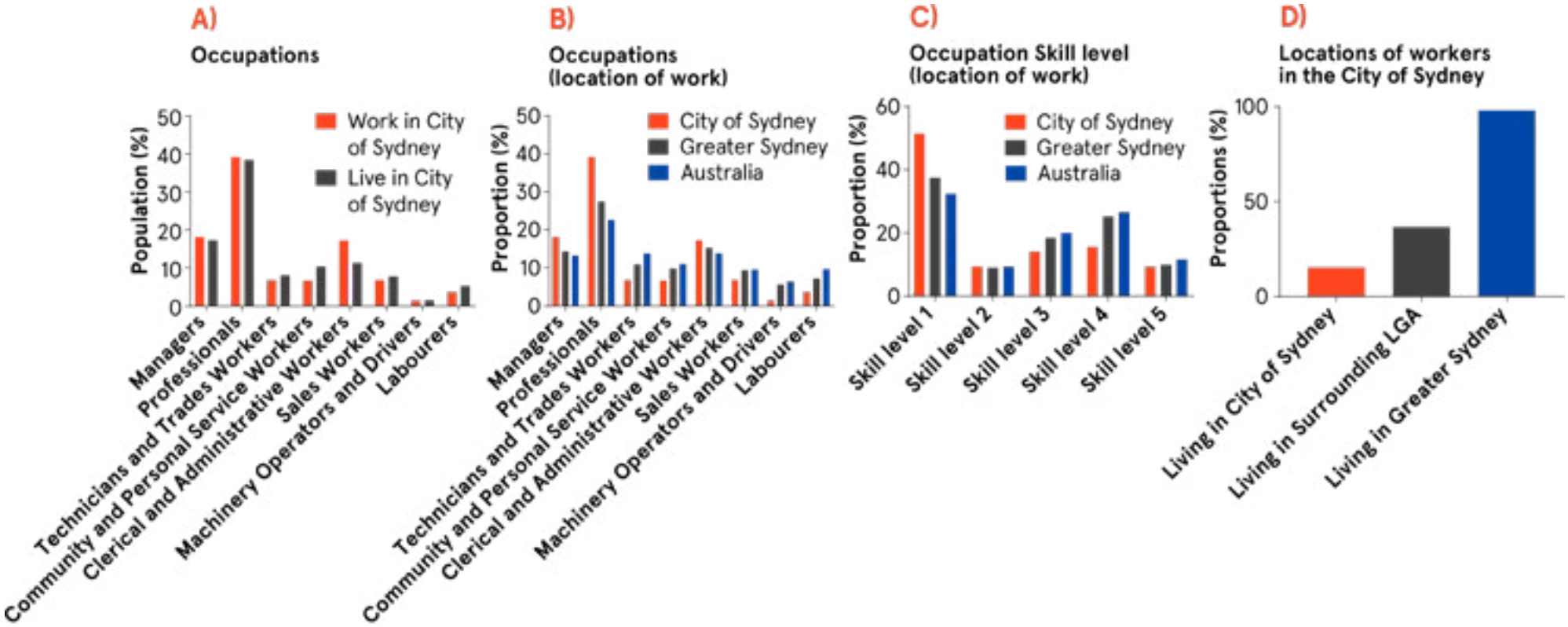
e References to household income presented here, unless otherwise stated, are equivalised household income. Equivalised income is a measure that takes into account the costs of different households, i.e. the number of adults and children who live in a house. Equivalised household income has been converted to a number comparable to a household of a sole adult. For more information see the Australian Bureau of Statistics page on equivalised income.

Figure 3. Occupation and work statistics for City of Sydney, Greater Sydney and nationally for 2016.
A) Comparison of the occupational classes for people who are residents of the City of Sydney and people who work in the City of Sydney, B) Occupational classes for the location of where people work, C) Occupational skill levels based on the location of where people work, where Skill level 1 is the most skilled (usually requiring bachelor degree or five years of experience) and Skill level 5 the least skilled (usually requiring secondary education or one year of experience), D) The residential locations of people who work within the City of Sydney.

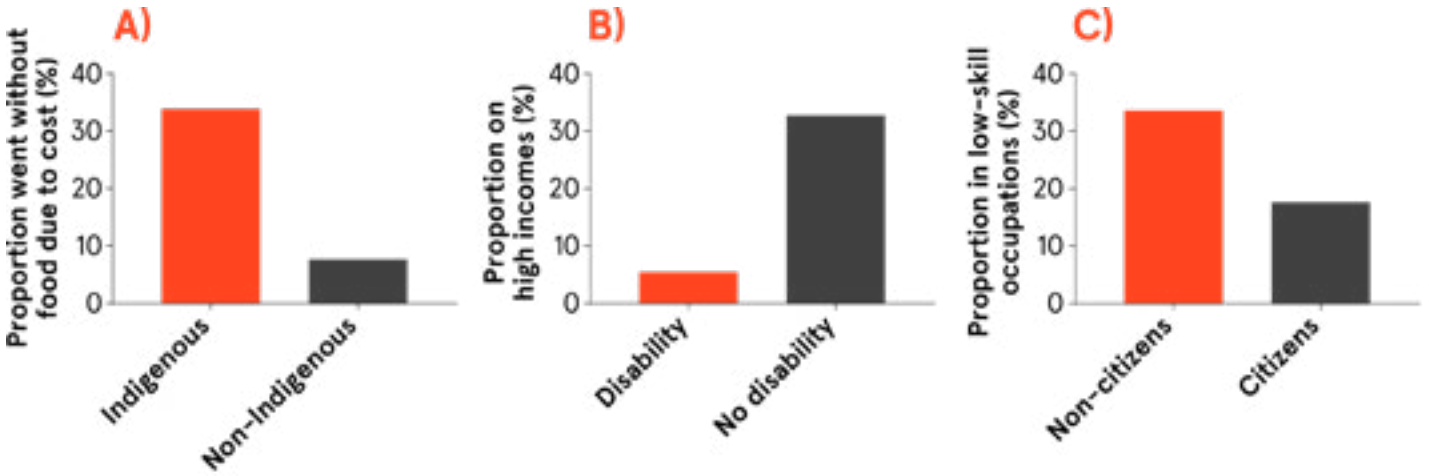


While patterns of employment and income point to relative affluence for City residents overall, it is important to ask: is everyone within the local government area equally likely to be in a strong position in labour markets? Or are there socio-economic groups that are disadvantaged in, or outside, paid employment?

The evidence suggests that Indigenous people, people with disability and women are more likely to fall into low-income brackets.

4.3 Indicators: Employment and income in the City of Sydney

Figure 4. Selected indicator data for the Employment and income domain.
A) Proportion of Indigenous vs non-Indigenous people who reported running out of food and not being able to afford to buy more in the last 12 months, B) Proportion of people with disability vs no disability on high incomes (>$1500 per week), C) Proportion of non-citizens vs citizens who are in low-skilled occupations.



Indigeneity
Indigenous people are more than twice as likely to be in low-income employment and be unemployed and less likely to be in high skill occupations and on high incomes than non-Indigenous people. Across Greater Sydney and nationally, Indigenous and non-Indigenous people were in the low-income category in similar proportions. Non-Indigenous people are twice as likely to be in high-income categories. At the national level non-Indigenous people were three times more likely to be in the high-income category. The City level patterns were similar in the Census years 2011 and 2006.

The median income range for Indigenous residents was $500-649/week. The median range for non-Indigenous residents was $800-999/week (including nil and negative incomes).

Disability
People with disabilities are three times more likely to report being in financial stress. They are also over three times more likely to be earning a low-income (<$499/week) and six times less likely to be on a high-income (>$1500/week) than someone with no disability. This measure of inequality in the City of Sydney was similar to Greater Sydney and nationally.

The median income range for City residents with disability was $300-399/week. The median range for residents with disability was $800-999/week (including nil and negative incomes).

People with disability requiring daily assistance are much more likely to not be participating in the workforce. For this group, 74.0% in the City are unemployed and 78.0% nationally, compared to 18.6% for those without disabilities (all for the age group 15-64 years).

Gender
While women and men are in high-skilled jobs in similar proportions, men are nearly twice as likely to be high-income earners.

The median income range for women was $650-799/week. The median range for men was $1000-1249/week (including nil and negative incomes).

Women and men are more likely to concentrate in different professions. In the City, nurses (77.4%) and primary school teachers (70.6%) are much more likely to be women, while the more highly paid jobs such as managing directors (73.8%) and software programmers (86.4%) are much more likely to be men.

Citizenship
Non-citizens are twice as likely to be unemployed or in low-skilled occupations and half as likely to be in high-skilled occupations compared to citizens. A similar pattern is present at Greater Sydney and national scales.

The median income range for non-citizens residing in the City was $500-649/week. The median range for non-Indigenous residents was $1000-1249/week (including nil and negative incomes).

While many non-citizens in City are students, most students are not in the labour force. When excluding full and part-time students from unemployment statistics non-citizens are around 1.5 times more likely to be unemployed.

Sexuality and gender diversity
Same-sex couples are generally half as likely to have low incomes and be unemployed and more likely to have high incomes.

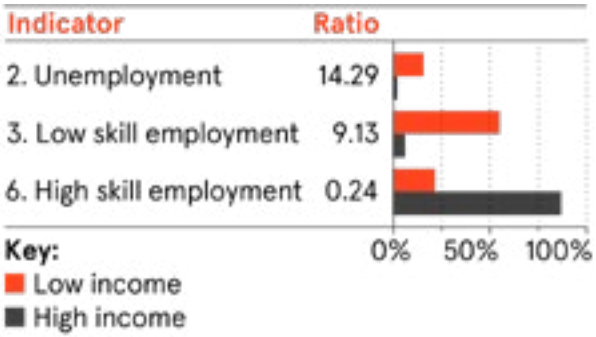
The median income range for people in same-sex couples residing in the City was $1500-1749/week. The median range for residents in heterosexual couples was $1250-1499/week (including nil and negative incomes).

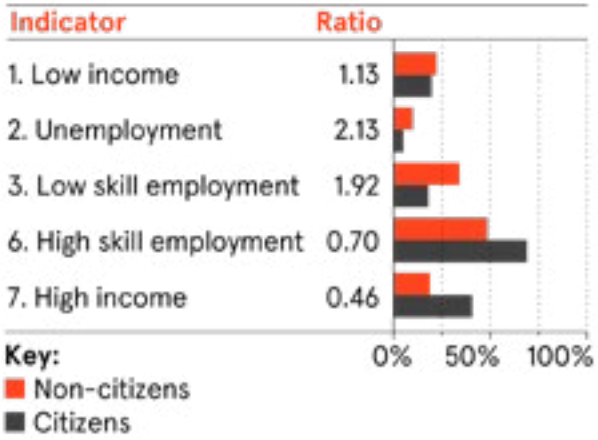
The data available indicates that same sex couples who live in the City are not disadvantaged in labour markets. However, it should be noted that the data does not tell us anything about the broader spectrum of LGBTQI experiences of the labour market.

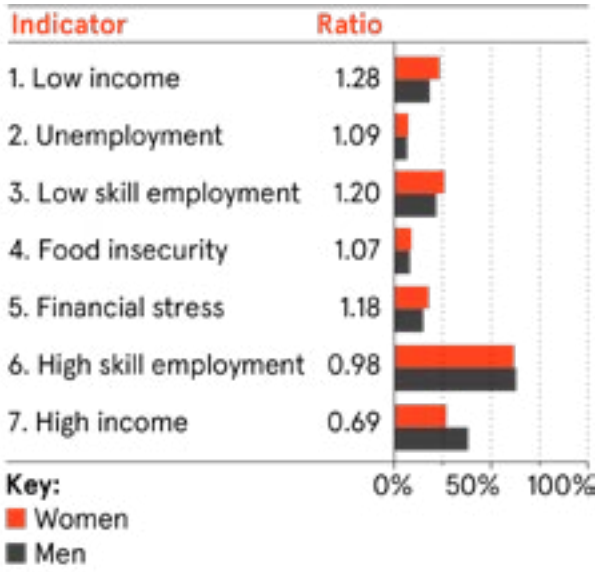
The baseline SEI data provides a limited picture of the economic situation for LGBTQI residents in the City. The Wellbeing Survey data shows that LGBTQI residents are nearly twice as likely to report experiences of food insecurity in the last year.

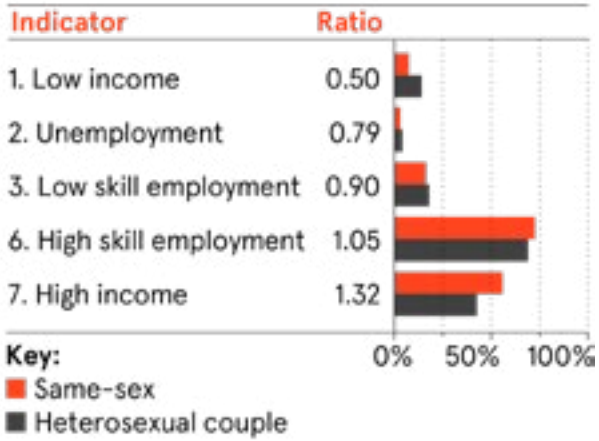
Employment and income domain: Indicator results

Figure 5. SEI results for the Employment and income domain.









Housing and Assets

Homelessness, crowded housing, rent or mortgage stress, outright home ownership and home internet access

5

5. Housing and assets

The following indicators measure inequalities related to housing and assets in the City of Sydney, with comparisons drawn to Greater Sydney and national averages.

The Housing and assets domain indicators are calculated from information in the 2016 ABS Census and the 2018 City of Sydney Wellbeing Survey datasets. For detailed information about data sources used for each indicator please refer to Appendix 1.

Table 7. Indicators for the Housing and assets domain

Indicator	Definition
8. Homelessness	Living in 'improvised dwellings, tents, sleeping out' or supported shelters for homeless people
9. Overcrowded housing	Living in overcrowded or very overcrowded dwelling (short of at least three rooms)
10. Mortgage stress	Paying more than 30% of income on mortgage with income in lower 40% household income
11. Rent stress	Paying more than 30% of income on rent with income in lower 40% household income
12. No internet	No internet connection or no use of internet
13. Home ownership	Owning dwelling without a mortgage
14. Unaffordable housing	Unsatisfied or very unsatisfied with access to affordable housing for renting or buying

Summary: Housing and asset inequalities in the City

Our safety and wellbeing depend on adequate and affordable housing. Having a fixed address is also essential to economic and social participation, for example, looking for work.

Indicators in the Housing and assets domain capture the extent of housing stress, homelessness, as well as proportions of Sydney residents who enjoy housing security. Specific indicators include homelessness, crowded housing, rent or mortgage stress, outright home ownership and home internet access.

Context:
Australia is in the midst of a housing affordability crisis. Median house prices have risen by more than eight-fold in Sydney since the 1990s.[76] Low-income households have always paid more rent as a proportion of income, but rent stress tends to be higher and increasing faster for this group.[77]

Concentration of private wealth in housing and other assets, as opposed to income, is an increasingly important driver of inequality in Australia and internationally.[28,78]

Wealth inequality in relation to housing and other assets is important because of how it contributes to inter-generational inequality resulting from inheritance, and in turn, because wealth inequalities create an uneven playing field. The goal of 'equality of opportunity' is impossible when wealth inequality is extreme.

Indicator findings:
- Indigenous people, people living on low incomes and people with disability experience the most serious forms of housing stress in the City and across Australia. These three groups are more likely to be homeless and to have no home internet connection.
- LGBTQI people residing in the City are less likely to own a home outright and more likely to be dissatisfied with the cost of housing than non-LGBTQI people.
- Migrant workers, students and other visitors in the City of Sydney are more likely to be living in crowded dwellings.

5.1 Why housing and wealth equality is important

Housing in Australia is among the least affordable in the developed world. Sydney is Australia's most expensive land economy, with significant upward trends since the 1970s. Sydney residents are currently experiencing a housing affordability crisis.[79,80]

Labour and property markets are key drivers of the problem, with 'co-causal' roles in the production of inequality across generations.[31] Land value increases have concentrated in inner Sydney compared with the middle and outer suburbs over decades.

This has resulted in an unequal share of capital gains flowing to high-income inner-city property holders, who have enjoyed the majority benefits of land appreciation.[81] The relative advantage afforded to landholders in prime urban residential areas is cumulative, as they and their children benefit from the boom in land and housing markets. In comparison, non-owners bear the cost of these inflationary processes through rising rents and ballooning entry level housing prices.[21,82]

The uneven impacts of Australia's housing stress are multi-dimensional.[28] Precarious housing and employment generate compounding risks for particular groups. Individuals and lone parents with children under 15 are the most likely to experience household precarity.[28] Meanwhile, high-income groups, who were already land owning, were likely to gain the most from housing booms since the 1980s, compared with other groups.

Many Australians have their housing publicly subsidised. Some state assistance, however, is focused on individual assets and is wealth-creating (for example, first home-buyers scheme, negative gearing and capital gains taxation exemptions), while other assistance is subsistence support (for example, Centrelink rent assistance and public housing), which does less to improve life chances.[83]

Across Sydney, shifts in private housing subsidisation have created a spatial redistribution of wealth in the form of housing assets. Disadvantage has shifted away from inner suburbs of Sydney to the middle suburbs.[24] Residents of new housing developments benefit more from suburban developments than those in older localities in Sydney.[84]

Housing inequalities disproportionately impact Indigenous people. Sydney's Aboriginal homeless population tends to concentrate in the Redfern community, which offers hope for better resources, kinship recognition and spirituality. Many in this group experience overcrowded temporary accommodation like private boarding houses, along with problems associated with alcohol and substance abuse.[85]

Citizenship status and other sources of precarity for vulnerable migrant groups, such as their experience in labour markets, are also associated with inadequate housing arrangements. For instance, in a comparative study of informal housing in inner Sydney, Waverley and Fairfield, urban planning specialists Nicole Gurran and colleagues found that recent migrants and international students were among those likely to experience housing affordability pressures and inadequate housing.[86]

Equality in housing security and affordability can only be realised by multi-level reforms to the taxation, public housing and planning systems.[77] At the local government level, the City of Sydney plays a role in local housing initiatives, though these are constrained by state planning laws.[87,88]

5.2 Distribution of housing and assets: The City of Sydney in context

In the City of Sydney 14.5% of homes are owned outright and 20% are owned with a mortgage. In Greater Sydney and Australia more homes are owned, respectively 29.9% and 31.8% outright and 34.1% and 35.3% with a mortgage. 7.1% of home owners with mortgages are under mortgage stress in the City, compared to 19.2% and 22.9% in Greater Sydney and at the national scale respectively.

Nearly twice as many households are renters in the City (63.3%) than in Greater Sydney (34.3%) or nationally (30.8%). The City also has a higher proportion of residents in public housing, 7.6% compared to 4.2% in Greater Sydney and 3.6% nationally.

Figure 6. Proportion of households who own their house outright, own their house with a mortgage, or rent in the City of Sydney, Greater Sydney and Australia.

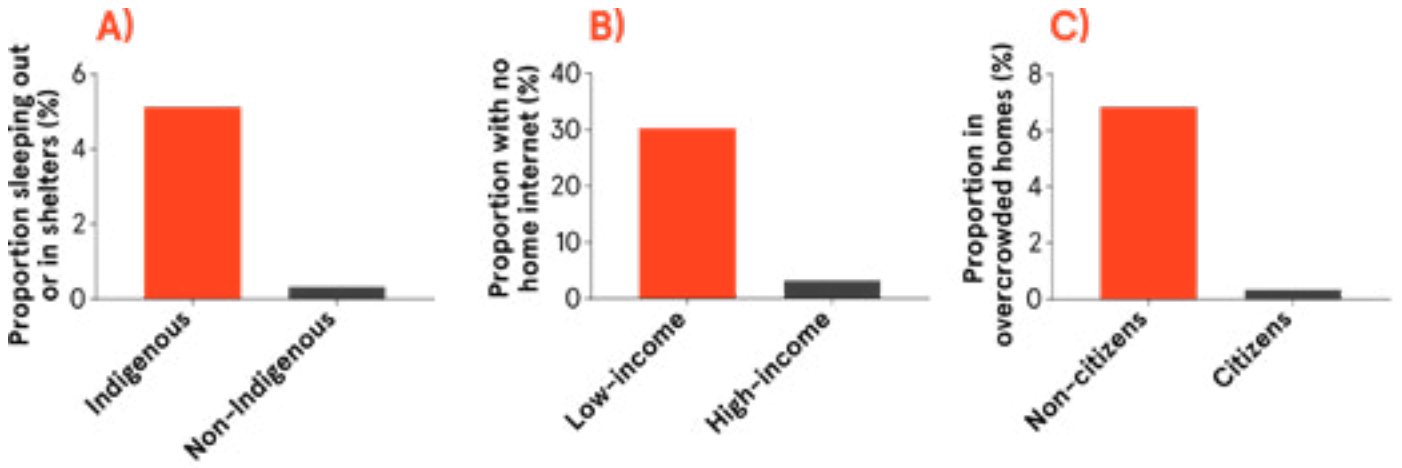
Housing stress indicators for rent stress and mortgage stress are calculated according to the ABS methodology: the lower 40% of household incomes (equivalised to account for different numbers of adults and children in a home) that pay more than 30% of their total household income. In the City 19.6% of all renters are under rental stress. The number of people in rental stress was lower in the City than at the Greater Sydney and national scales with 29.7% an 31.3% of lower income households paying more than 30% of their income on rent.

The rent and mortgage stress indicators will provide an opportunity to track the number of people living on low incomes struggling in the housing market over time. This is important because rising housing costs may be pushing low income people out of the inner city.

Some higher income households pay significant proportions of their income on rent. If we consider households in the upper 60% of incomes, there is an additional 29.8% of renters paying more than 30% of their total income on rent. Higher rental and mortgage costs for people on higher incomes may be contributing to their movement out of the inner city as they look for more affordable properties for purchase.

5.3 Indicators: Housing and assets in the City of Sydney

Figure 7. Selected indicator data for the Housing domain. A) Proportion of Indigenous vs non-Indigenous people who are sleeping out, living in improvised dwelling, tents, or who are in supported shelters for the homeless, B) Proportion of low-income households vs high-income households who have a home internet connection, C) Proportion of non-citizens vs citizens who live in crowded or severely crowded homes (requiring two or more rooms).



Indigeneity
Indigenous people in the City are 15 times more likely to be sleeping out or in supported shelters for the homeless than non-Indigenous people. In both Greater Sydney and nationally, Indigenous people are 9.5 times more likely to be sleeping out or in shelters.

Indigenous people are three times less likely to own their home outright and three times more likely to not have access to the internet in their home than non-Indigenous people. Indigenous people are more likely to be in rent stress than non-Indigenous people. No low-income Indigenous households are owned with mortgages.

Income
Low-income earners are far more likely to be sleeping out or in supported shelters and to live in overcrowded homes than high-income earners. The number of those sleeping out and in crowded dwellings was higher in the City of Sydney than in Greater Sydney or nationally.

Low-income earners are ten times more likely to have no internet connection at home and half as likely to own a motor vehicle.

Gender
Women and men are equally dissatisfied, 47-48%, with the affordability of housing in the City. Men are three times more likely to be sleeping out or in shelters than women. Men and women are equally as likely to be temporarily staying with other households. Men are twice as likely to be staying in boarding houses.

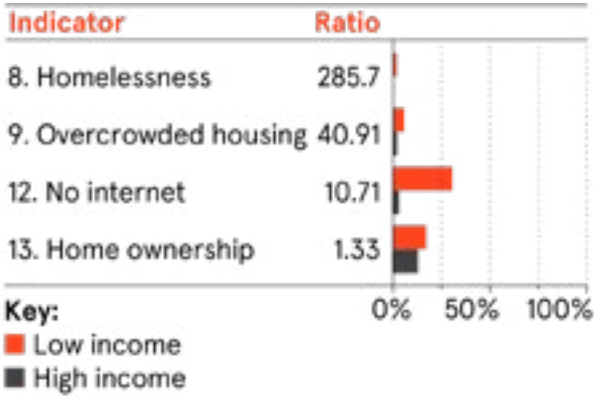
Citizenship
Non-citizens are much less likely to be sleeping out or in shelters than citizens. Non-citizens are however 20 times more likely to live in crowded homes than citizens. The proportion of non-citizens in crowded accommodation was much higher in the City than in Greater Sydney or nationally.

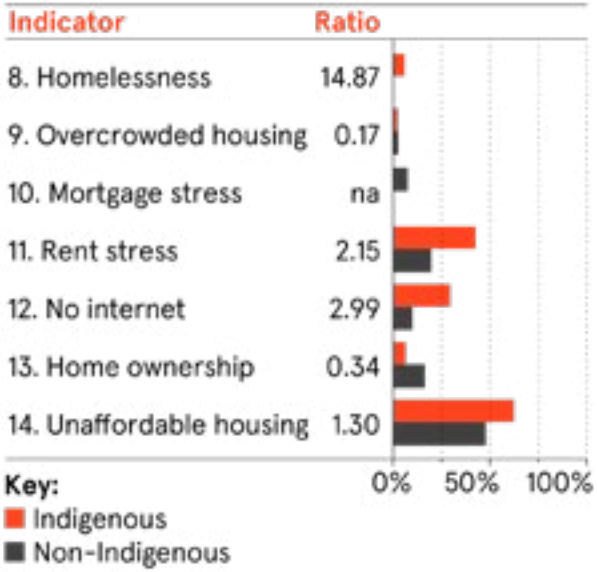
Sexuality and gender diversity
Same-sex couples are less likely to live in crowded dwellings than heterosexual couples. LGBTQI people are less likely to own a home outright and more likely to be dissatisfied with the cost of housing than non-LGBTQI.

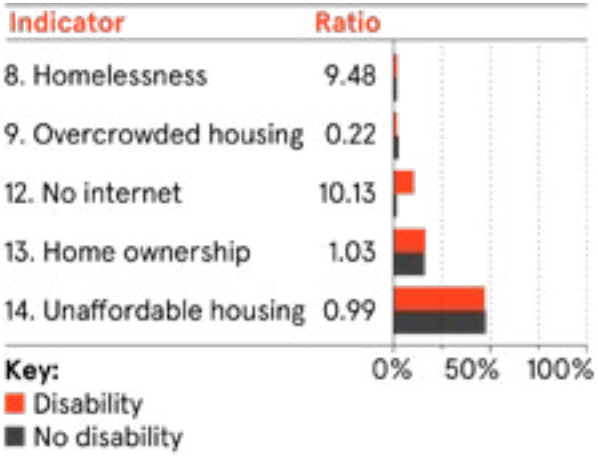
Disability
People with disabilities are ten times more likely to be sleeping out or in supported shelters for the homeless than those with no disabilities. Those with disabilities are ten times more likely to not have a home internet connection.

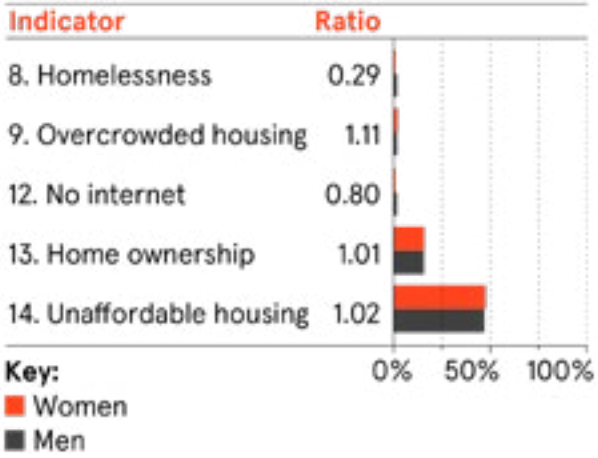
Housing and assets domain: Indicator results

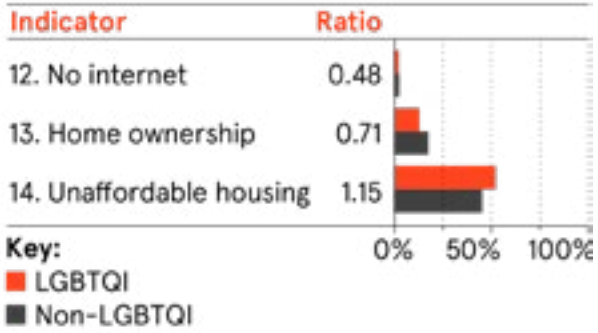
Figure 8. SEI results for the Housing and assets domain.











Education

Levels of educational attainment, satisfaction with education opportunities and university enrolment status

6

6. Education

The following indicators measure inequalities in education in the City of Sydney with comparisons drawn to Greater Sydney and Australia-wide averages.

The Education domain indicators are calculated from information in the 2016 ABS Census and the 2018 City of Sydney Wellbeing Survey datasets. For detailed information about data sources used for each indicator please refer to Appendix 1.

Table 8. Indicators for the Education domain

Indicator	Definition
15. Education opportunities	Satisfied or very satisfied with access to learning and education opportunities
16. No education attainment	People who did not go to school, including primary school or high school.
17. Year 11 or lower	Highest level of education is Year 11 or lower
18. Undergraduate degree	Highest level of education attainment is a bachelor's degree
19. Postgraduate degree	Highest level of education attainment is a postgraduate degree
20. Tertiary education enrolled	Enrolled at university or other tertiary institution

Summary: Education inequalities in the City

Access to education is essential to many opportunities in life, particularly in work. Most high-income positions in the Australian labour market require a tertiary qualification or trade certification. Education systems can work for or against the goal of equality.

Indicators in the Education domain measure levels of education attainment, satisfaction with education opportunities and university enrolment status.

Context:
Sydney's education system reflects common spatial and institutional inequalities across the country. The development of 'public' and 'private' schools across the suburbs of Greater Sydney since the 1800s contributes to class-related differences in employment and housing in the City.89 Inequalities between public and private school students continue today.

Spatial inequalities in education are prominent across Sydney. Inner city gentrification has changed the demographic make-up of City schools, in some instances reducing diversity.

University expansion since reforms in the 1990s has not enhanced access to low-income students. The growth of international degree offerings in universities has brought thousands of international students to the inner city, and many experience difficulties in housing and work and in feeling socially connected.

Indicator findings:

- Indigenous residents, people living on low incomes and people with disability are much more likely to report their highest qualification as Year 11 or lower.
- Women in the City are slightly more likely to hold university educational attainment than men, matching the national pattern.
- Non-citizens in the City are more likely to be enrolled in university and less likely to have educational attainment at Year 11 or lower.

6.1 Why education equality is important

As well as being a public good in its own right, access to education is essential to many opportunities in life, particularly in work. Most high-income positions in the Australian labour market require a tertiary qualification or trade certification. Education systems also do much more to create opportunities in life, due to their broader role in socialising children and adults. When we look at the operations of education institutions, it becomes clear they do not always work according to principles of social justice and equity.

School and university education systems can work for and against equality.[90,91] Since the nineteenth century, schools and universities have been instruments of segregation – between the elite and working class, between boys and girls, between Indigenous children and white settlers and so on.[92] The divides between schools and between students across Sydney's unequal geography reflect this history, though the nature of educational inequalities is changing.

Unequal educational opportunities and outcomes are spatial. Socio-economic measures such as the ABS' SEIFA indicators for school postcodes predict their scores for the national primary school literacy test. Overall, students in schools in relatively disadvantaged suburbs of Western Sydney score below average, and students at schools in advantaged suburbs of the Northern beaches and Eastern suburbs score above average.[93]

Some of the most striking expressions of inequality in the Australian secondary education system can be found in comparisons between elite inner Sydney schools with those located in the west and southwest. Sydney's private schools tend to serve their populations extremely well, fostering learning beyond the curricula, through social networks, sporting and other recreational activities that are essential to the acquisition of social and cultural capital.[94] Selective schools in the public system also reinforce class inequalities in Sydney and nationally.[95,96]

Gentrification and urban renewal in inner Sydney have reduced diversity in schools. For instance, in a study of two inner Sydney gentrifying suburbs, Christina Ho and colleagues found that as high-income families moved in, the demographics of the schools became more Anglo-European. Proportions of students with a language other than English spoken at home dropped.[90]

Since the 1990s, high school choice has been privileged, with 'de-zoned' access to the most successful schools. This shift coincided with significant increases in public subsidies to private schools. These choices have intensified inequalities within the secondary school system. For instance, Sydney's north shore private schools have a much higher proportion of Anglo-European students compared to both selective and non-selective public schools in the area.[97]

Universities also have mixed results on the question of educational equality. The university system has undergone major expansions since the 1970s. However, this has not shifted the proportion of students from low socio-economic backgrounds entering tertiary studies.[91]

There are also institutional inequalities within the system. The 'sandstone' universities like the University of Sydney have proportionally fewer students from low socio-economic backgrounds compared with new universities like University of Technology Sydney. Both universities are in the City of Sydney.

The massive growth in international enrolments has changed the makeup of higher education again. Higher education is now Australia's third largest export industry, behind iron ore and coal. As well as exploitation in housing and labour markets, international students face challenges feeling socially connected.[98,99]

Like labour and property markets, education systems sit beyond the direct control of the City. However, the City has a role to play in providing childcare to residents and workers. And City of Sydney social strategy and housing initiatives greatly impact students, especially international tertiary students.

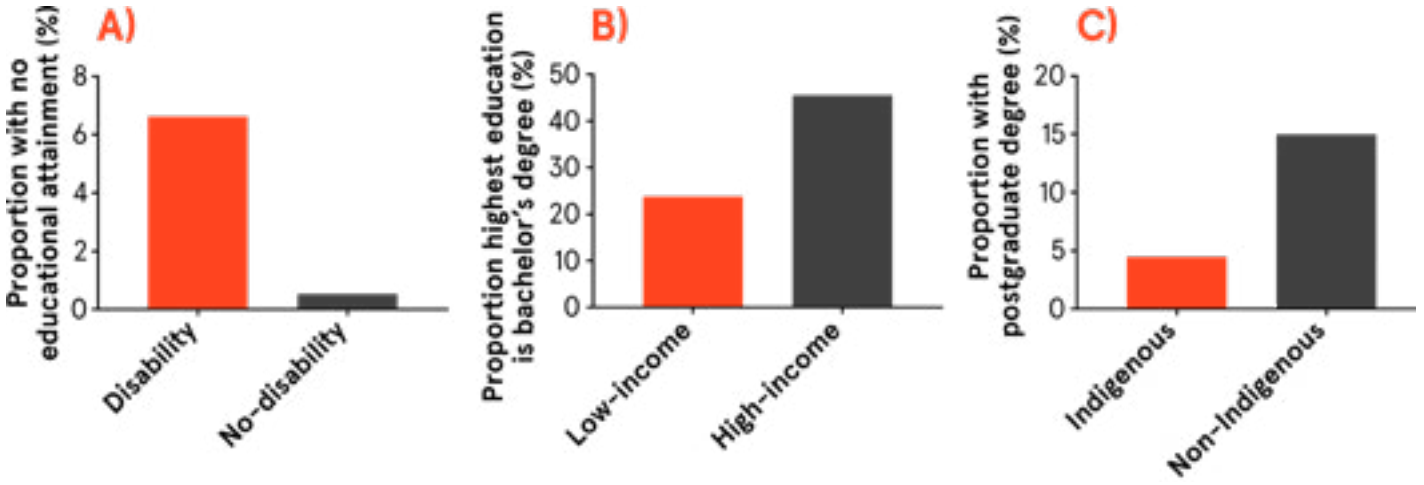
6.2 Distribution of educational outcomes: The City of Sydney in context

The overall City of Sydney educational attainment statistics are positive. Half of all City residents have completed bachelor's degrees or higher (52.9%) compared to 32.3% in Greater Sydney and 25.3% nationally. The City has a high number of current students in tertiary education with the University of Sydney and University of Technology Sydney within its boundaries.

16.1% of City residents are currently enrolled at university or another tertiary institute – more than double the figures for Greater Sydney and nationally, 6.5% and 5.6% respectively. Of those in the City, 60% are non-citizens compared to 28.1% in Greater Sydney and 23.6% nationally.

6.3 Indicators: Education in the City of Sydney

Figure 9. Selected indicator data for the Education domain.
A) Proportion of people with disability vs no disability who have no education attainment (did not go to school), B) Proportion of people on low incomes vs high incomes who hold a bachelor's degree, C) Proportion of Indigenous vs non-Indigenous people who have completed a postgraduate degree.



Indigeneity
Indigenous people in the City are four times more likely to have a highest educational attainment of Year 11 or lower than non-Indigenous people. Indigenous people are half as likely to be currently enrolled in University or to have a bachelor's degree or postgraduate degree than non-Indigenous people. This was similar in Greater Sydney and nationally.

Disability
People with disabilities have a similar pattern to the Indigenous population of the City. People with disabilities are 12 times more likely to have no educational attainment and five times more likely for Year 11 to be their highest educational attainment than people with no disabilities. People with disabilities are ten times less likely to be enrolled at university, half as likely to hold bachelor's degrees and four times less likely to hold a postgraduate degree. These trends are consistent across all spatial scales.

Income
People on low incomes are 59 times more likely to have no educational attainment than people on high incomes. Similarly, low-income earners are eight times more likely to have a highest educational attainment of Year 11 or below than high-income earners. Low-income earners are half as likely to have a bachelor's degree as their highest educational attainment and four times less likely to have a postgraduate degree. There was a similar pattern at all spatial scales.

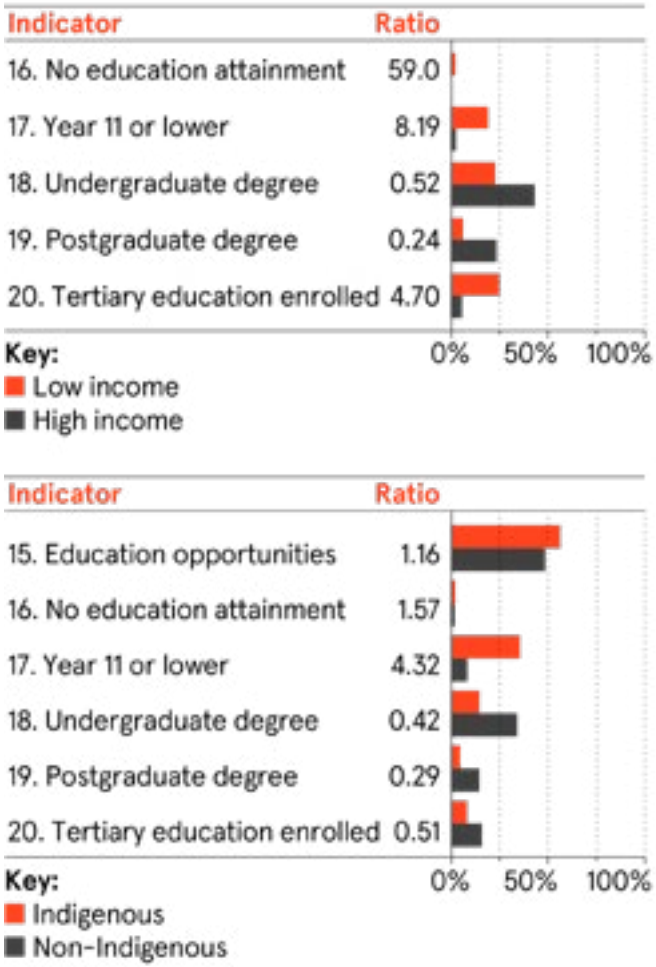
Gender
Women are more likely than men to have no educational attainment, though are slightly more likely to hold a bachelor's degree or be currently enrolled in university.

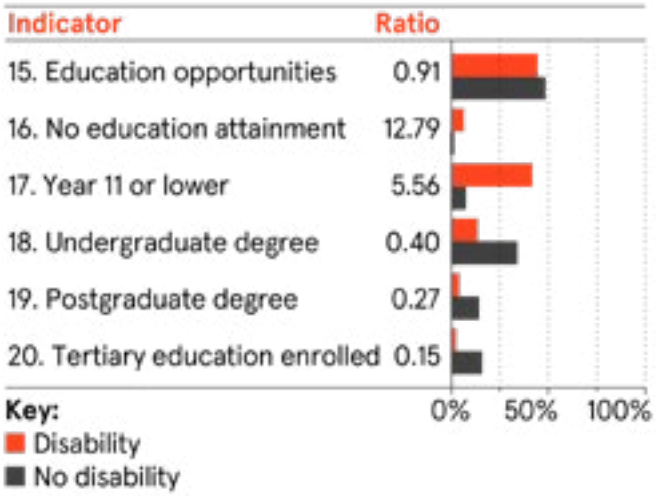
Citizenship
Non-citizens in the city are nearly three times more likely to be enrolled at university and are half as likely to have a highest educational attainment of no more than Year 11. Nationally and in Greater Sydney, non-citizens are both more likely to have no educational attainment and also to hold a bachelor's or postgraduate degree.

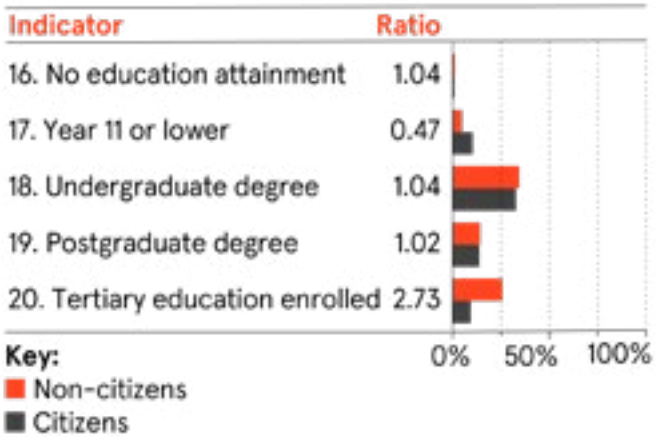
Sexuality
Same-sex couples had similar statistics for education as heterosexual couples.

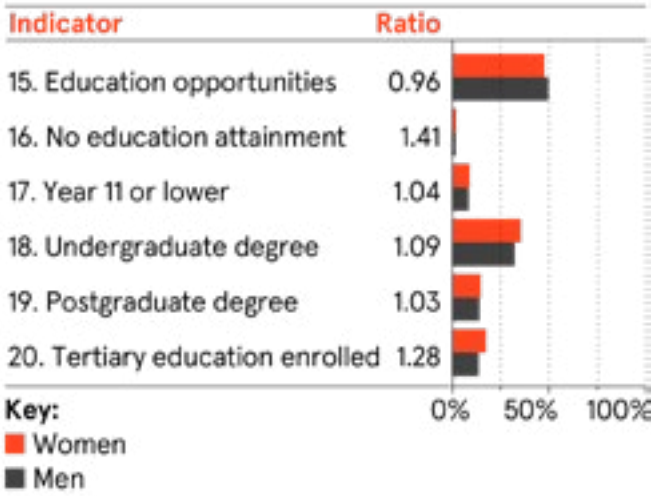
Education domain: Indicator results

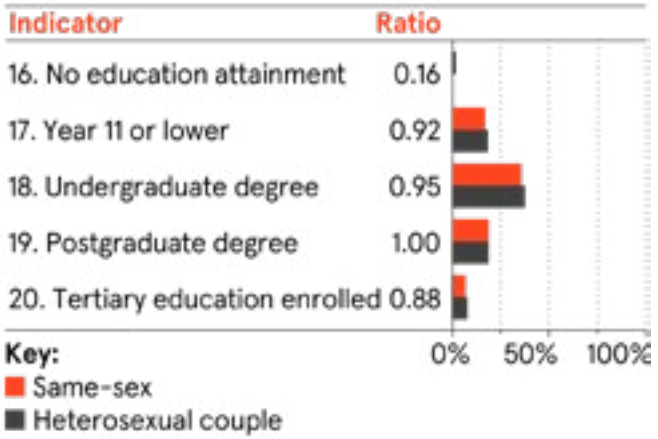
Figure 10. SEI results for the Education domain.

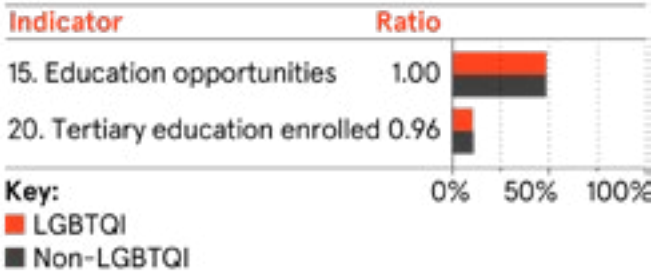








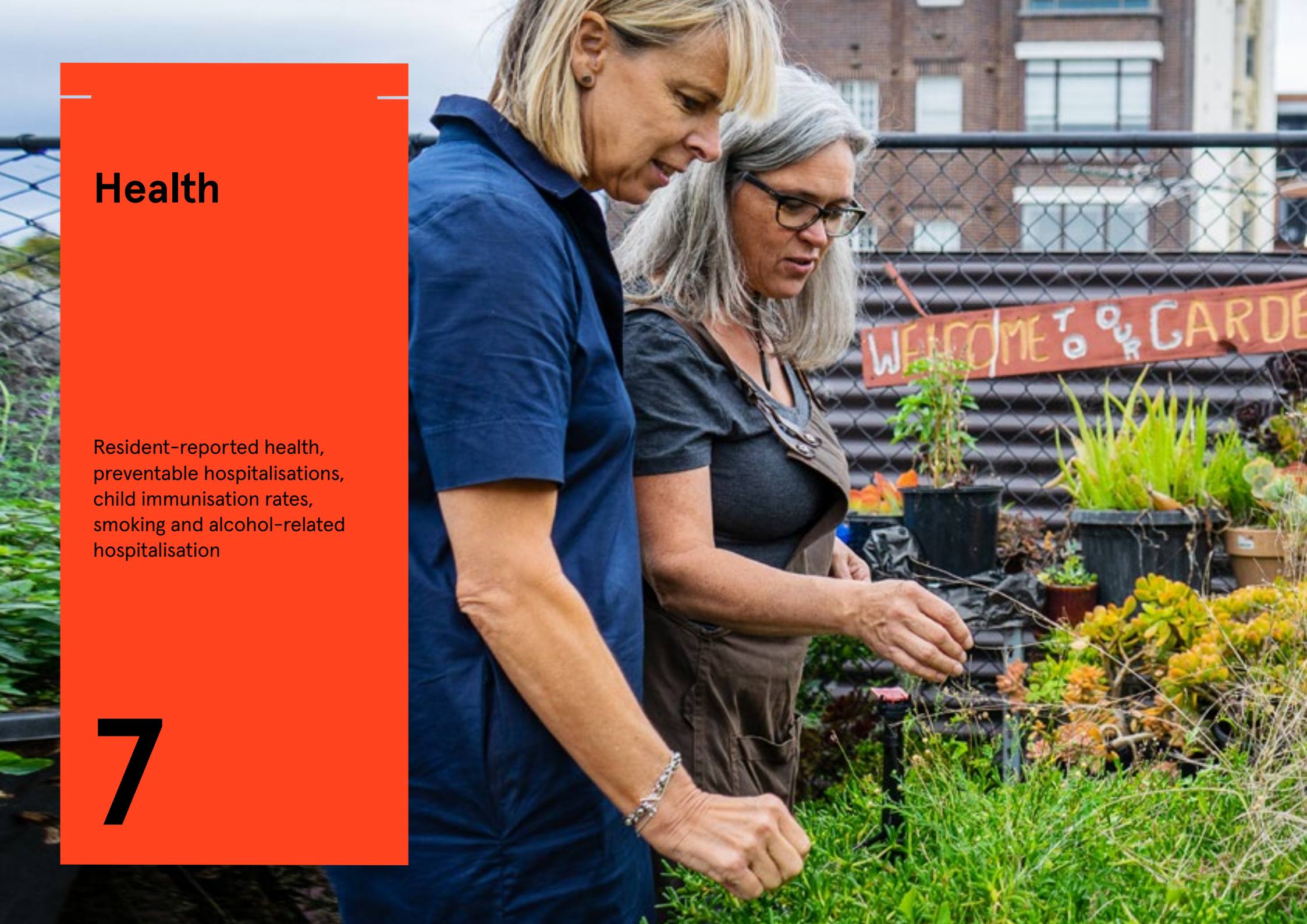




Health

Resident-reported health, preventable hospitalisations, child immunisation rates, smoking and alcohol-related hospitalisation

7



7. Health

The following indicators measure inequalities in health in the City of Sydney. Data for health outcomes and risks are limited.

Two City of Sydney 2018 Wellbeing Survey questions illustrate group differences in terms of reported health. We use 2016-17 NSW Health Service data for other indicators in this domain. Indicator percentages and ratios are calculated as averages for two larger health service areas, within which the City is located. The data is also limited to a narrow set of health risks and outcomes, where only a small number of group comparisons were possible. Further information about the Health data is available in Appendix 1.

Table 9. Indicators for the Health domain

Indicator	Definition
21. Good physical health	Good or very good self-reported physical health
22. Good mental health	Good or very good self-reported mental health
23. Preventable hospitalisation	Hospitalisations from chronic, acute or vaccine preventable diseases (e.g. pharyngitis, measles, diabetes complications)
24. Immunisation	Child immunisation (at one year old)
25. Smoking	Smoke daily
26. Alcohol-attributable hospitalisations	Hospitalisations from alcohol dependence, falls or injuries, or alcohol abuse.

Summary: Health inequalities in the City

Health risks and poor health outcomes are causally linked to economic inequality. Inequalities in health risks are cumulative and have material impacts across the life course, reinforcing other inequalities in wealth, power, cultural and social status.

The Health domain indicators measure City of Sydney resident reported health, preventable hospitalisations, child immunisation rates, smoking and alcohol-related hospitalisation. The NSW Health data for inner Sydney residents is limited.

Context:
Health inequalities are on the rise in Australia and globally. Income is closely tied to health outcomes including mortality rates, levels of chronic and preventable diseases, mental illness and more. In short, if we are living on a low income we are more likely to have poor health outcomes.

People experiencing other forms of socio-economic disadvantage are also at greater risk of ill health, and this reinforces other negative effects of inequality.

As climate change impacts increase, health inequalities are likely to intensify in Sydney.

Indicator findings:

- Both Indigenous people and people with disability in the City are less likely to report having good physical and mental health than non-Indigenous people and people with no disability.
- LGBTQI people are less likely to report having good mental health than non-LGBTQI residents.
- Women are less likely to report having very good health than men. Men are more likely to be smokers and be admitted to hospital for alcohol-related reasons.

7.1 Why health equality is important

Health risks and poor health outcomes are causally linked to economic inequality. International evidence shows that large differences in income lead to negative health and social problems and that health inequality is increasing in many countries across the world.[100] Inequalities in health risks and outcomes are cumulative. Poor health and low income reinforce each other over the life course, and this process is reinforced by other inequalities of wealth, power, cultural and social status.[101]

Across Australia, low socio-economic status has been linked to poor outcomes in oral health, obesity and chronic illness.[102-104] Health inequalities of these kinds are visible in Sydney. For instance, mortality rates for men and women living on low incomes increased between 1970-74 to 1990-94.[105] People experiencing homelessness have higher than average rates of diabetes, mental illness, chronic respiratory disease and drug and alcohol dependency.[106]

Availability of affordable nutritious and fresh food is a key measure of health inequality across different socio-economic areas. However, availability does not necessarily mean accessibility. In a food basket survey of Sydney residents, fresh food was found to be cheaper in low-income local government areas.[107] But buying healthy food is often out of reach for low-income households, who would need to spend up to half of their weekly household income on fresh and healthy food baskets. High-income households were estimated to be paying less than 10% of their weekly household income on food.[107]

Households in the lowest 20% of incomes are estimated to spend between 33-44% of their income for a standard food basket and between 40-48% for the 'ideal' basket. Households in the highest income bracket spend considerably less (9%).[107] Beyond food costs, other factors come into play such as availability of affordable transport.

As the impacts of climate change increase in the city of Sydney, health inequalities will be exacerbated. Because cities have concentrations of people in the built environment, they are vulnerable to increased health impacts of climate change such as mortality from heat stress, bacterial gastroenteritis, vector-borne disease and air pollution.[108] Vulnerable groups such as older Australians and people in disadvantaged socio-economic groups will be more affected.

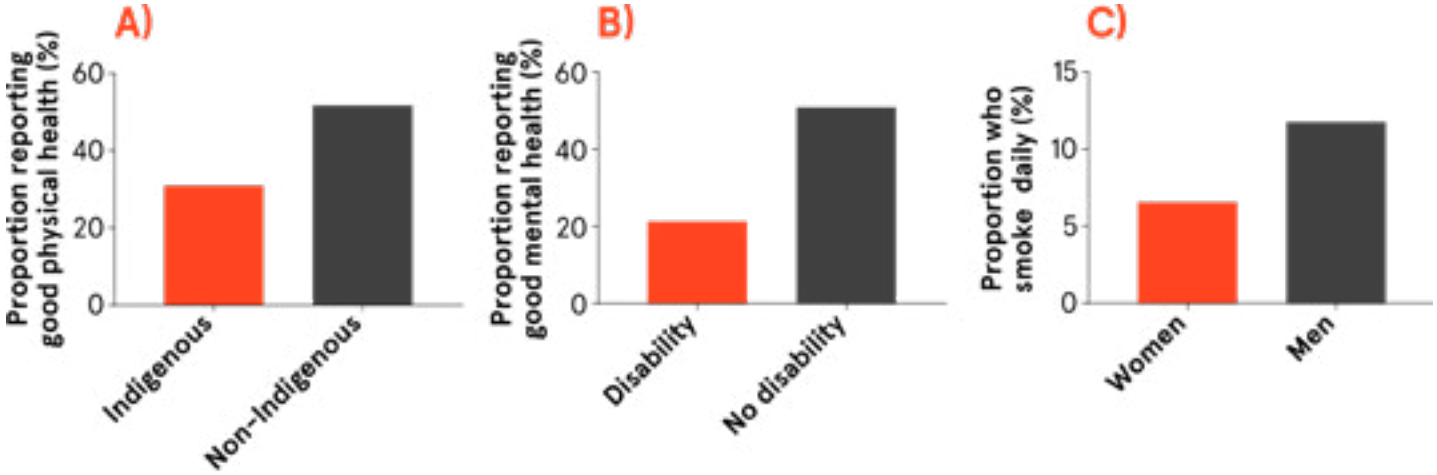
Health inequalities are driven by income inequalities, with other social and transport factors playing important roles. The City of Sydney has a role to play in encouraging healthy activities and choices, including through active transport such as walking and cycling, sport and leisure facilities. There are co-benefits for health and climate change mitigation through reducing reliance on fossil fuel-based transport from these measures.[108,109]

7.2 Indicators: Health in the City of Sydney

Residents' self-reported health may be slightly lower in the City of Sydney than Greater Sydney or nationally. Responding to the City's Wellbeing Survey questions on physical health, 51.3% of residents report having excellent or very good health and 17.3% report having fair or poor health. Similarly for mental health, 48.8% of City residents report excellent or good health and 21.9% report fair and poor health.

The ABS National Health Survey asks respondents to rate their general health, with 57.2% and 56.4% responding excellent or good at the Greater Sydney and national levels and 14% and 14.7% responding fair or poor for Greater Sydney and nationally respectively.

Figure 11. Selected indicator data for the Health domain.
A) Proportion of Indigenous vs non-Indigenous people who report having good or very good physical health, B) Proportion of people with disability vs no disability who report having good or very good mental health, C) Proportion of women vs men who are daily smokers.



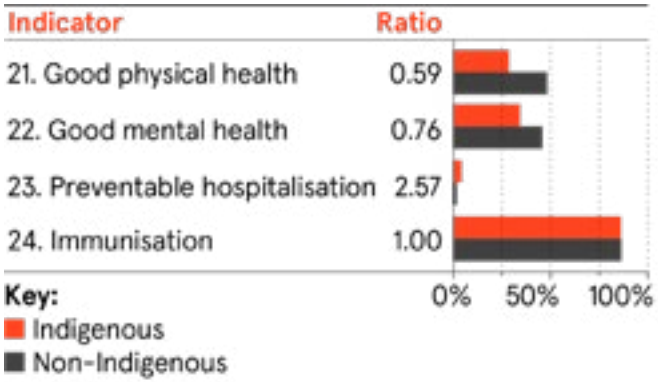
Indigeneity
Indigenous people are less likely to report having very good or excellent physical and mental health (31% and 37% respectively) than non-Indigenous people (52% and 49%). Women are less likely to report having very good or excellent mental health than men.

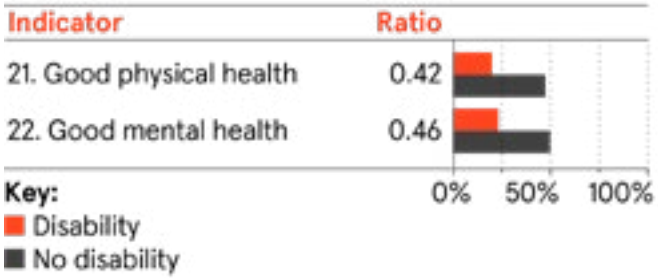
LGBTQI
LGBTQI people are less likely to report having very good or excellent mental health than non-LGBTQI people.

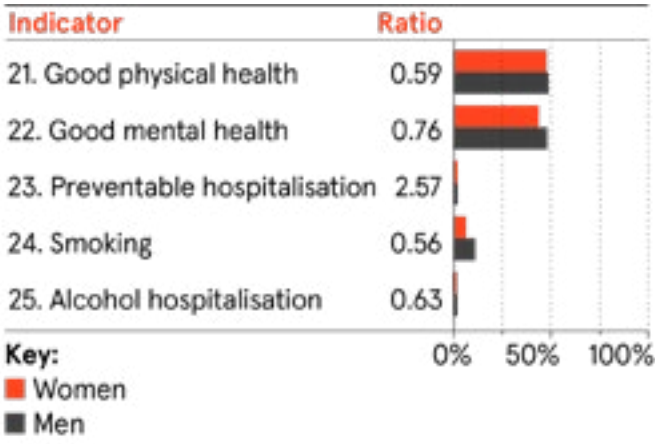
Disability
People with disabilities are half as likely to report having good physical or mental health as people without disabilities.

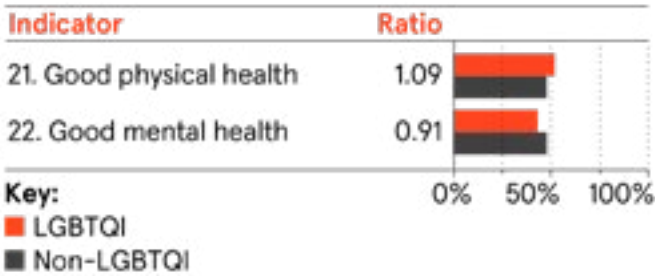
Gender
Men are more likely to report having very good or excellent health compared to women. Men are also more likely to be smokers and be admitted to hospital for alcohol-related reasons.

Health domain: Indicator Results
Figure 12. SEI results for the Health domain.









Public participation

City residents' engagement in different aspects of public life, such as volunteering and cultural activities, personal safety, connections with neighbours, identification with Sydney and sense of having a say in decision-making

8

8. Public participation

The following indicators measure inequalities related to the public sphere in the City of Sydney.

Only one comparison was possible for Greater Sydney and Australia-wide averages because most data in this section is derived from the City of Sydney's 2018 Wellbeing Survey rather than the ABS 2016 Census. For detailed information about datasets used for these indicators, see Appendix 1.

Table 10. Indicators for the Public participation domain

Indicator	Definition
27. Victim of assault	Reported being a victim of physical or sexual assault in past 12 months
28. Victim of harassment	Reported being harassed or insulted in last 12 months
29. Feel unsafe at night	Feels unsafe in the places where socialising at night
30. Social isolation	Sometimes or never have direct face-to-face contact with friends or neighbours (less than once a month)
31. Trust	Can trust most people
32. Access to green space	Very satisfied or satisfied with access to parks and open space
33. Access to libraries	Very satisfied or satisfied with access to libraries
34. Cultural participation	Participation in cultural life (performance, art, etc.)
35. Language and communication barriers	Language barrier or communication limited participation in cultural activities
36. Volunteering	Conducted unpaid volunteering
37. Having a say	Agrees there are enough opportunities to have a say

Summary: Public participation and inequalities in the City

Equality of access to public space and services is a crucial baseline for cultural and political expression, wellbeing and a sense of social connectedness.

The public sphere of the City is simultaneously social, cultural and political. Our relationships in public life tell us a lot about who holds power in political processes and who feels a strong sense of safety and belonging in Sydney. When residents report they have fewer connections and relationships with others in the public sphere, this gives us an indication of the extent of disengagement and exclusion in the City.

Indicators in the Public participation domain measure City residents' engagement in different aspects of public life, such as volunteering and cultural activities, personal safety, connections with neighbours, identification with Sydney and sense of having a say in decision-making.

Context:
The public sphere is made up of the spaces we inhabit as citizens together and the ways we interact in those spaces. For instance, footpaths, parklands, libraries, arcades and cultural institutions are places where we engage in the public life of the City.

Major developments are massively changing public spaces in the City of Sydney. In recent history, gentrification, new infrastructure and housing developments and growing commercial functions of public space have transformed public spaces. These changes have led to inequalities of access and some residents experiencing exclusion and disconnection.

Many different social groups use the City's spaces for cultural, social and political expression. The City of Sydney plays an important role in shaping public space to foster greater equality in social, cultural and political participation and deeper democratic exchange.

Indicator findings:

- The greatest differences in experiences of public life are for Indigenous as opposed to non-Indigenous people and for people with disabilities as opposed to people with no disabilities.
- Indigenous people and people with disabilities are less satisfied with access to libraries and parks, less likely to report trust in people and less likely to feel like they could have a say on important issues.
- People with disabilities and Indigenous people are more likely to be a victim of both assaults and harassment or insult than people with no disability or non-Indigenous residents.
- Language and communication are bigger barriers for these groups than for non-Indigenous people and people without disabilities.
- LGBTQI people are more likely to be a victim of physical and sexual assault and harassment or insult than non-LGBTQI people.
- Women report feeling unsafe at night and having experienced physical or sexual assault at more than twice the rate of men.
- Men are more likely to find communication a barrier to participating in the community.

8.1 Why equal participation in public life is important

Equality of participation in public life is essential to social justice and democracy in the city. The **public sphere** refers to interactions we have as citizens in public space and the ways we interact in those spaces. These include everyday conversations we have with one another while being in public space (such as parks, public transport, neighbourhood streets and shopping arcades), representational politics (such as social movement protests and political forums) and different forms of cultural productions and religious events (e weddings, public art installations and film festivals).

The public sphere is a space where individuals may come together to express themselves and debate issues of shared concern.[110] It is also crucial for cultural participation. For instance, public space is essential to practicing Indigenous culture and political identity in the City of Sydney,[111,112] for migrant communities,[113] young people[114,115] and many other groups and types of expression.

Inequalities in the public life of Sydney are well-documented.[84,116] Gentrification, new developments and growing commercial functions of public space have transformed public spaces in Sydney in recent decades. For instance, the redevelopment of Pyrmont, a former working class neighbourhood, has involved transition from stable place-based communities with long histories, to new and mobile communities who value the area for its accessibility as a space for travelling through.[117,118]

These are distributional inequalities as well as social and cultural inequalities. Distributional inequalities relate to whether personal wealth and location determine one's access and participation in public life. Distributional justice is a matter of affordability. If access to public space requires being able to afford to spend money in private businesses, then those who can't afford to do so in a neighbourhood may feel excluded or find themselves 'moved on' by private security guards.[119] Public spaces such as parks and libraries are important given they operate on the principle of 'access for all'. Tensions can arise when public spaces are leased for commercial or entry-fee events.[41]

Fair strategies to enable access, participation and empowerment in different parts of public life require attention to diverse identities, goals and constituencies involved. For instance, sometimes exclusions are warranted in public space. Designated spaces like women's baths exclude men in order to meet gender equality goals.[120] For over 100 years, the Block in Redfern has been a refuge for Indigenous people in the city. It is a designated place for connecting with family and networks.[121]

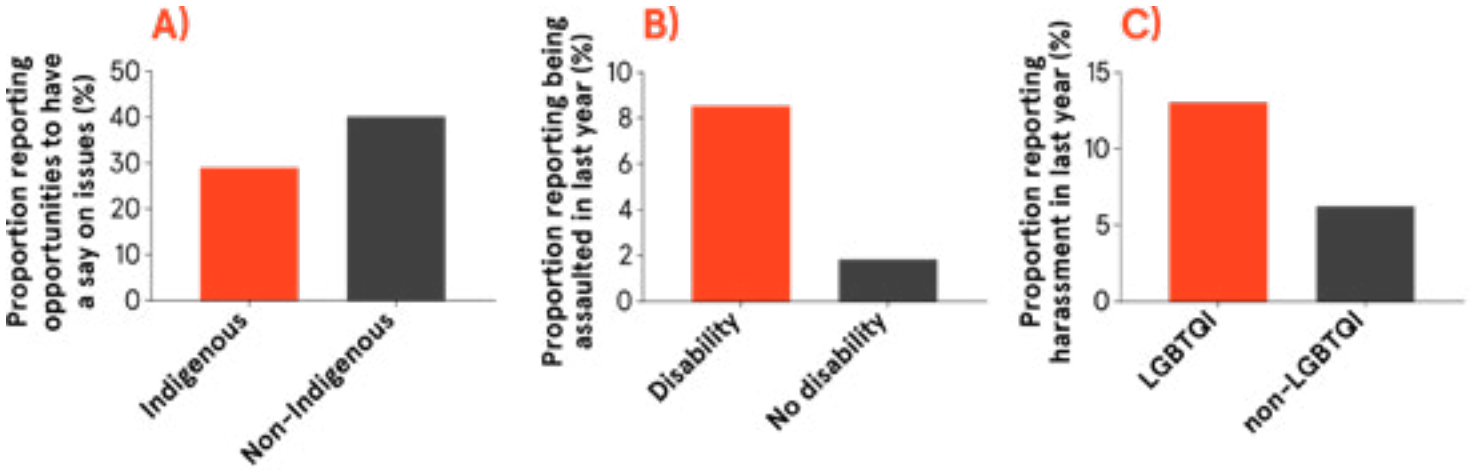
The City of Sydney plays direct roles in shaping public life in the city through its provision of services, social and cultural initiatives, as well as through distributive initiatives aimed at tackling affordability issues. The City of Sydney can also model novel ways of empowering people to have a say in the political decisions that affect them. Larger-scale economic developments that are behind key distributive inequalities in public space are beyond the City's direct control.

8.2 Indicators: Public participation in the City of Sydney

City residents typically participate (i.e. as an organiser, performer for payment or for a hobby) in arts and cultural activities at a high rate, with 40.5% of residents recording some participation (as a hobby or professional) in the City's Wellbeing Survey. In the ABS Cultural Activity Survey (2017-2018) people in Greater Sydney and Australia more broadly reported lower levels of participation in cultural events, at 33% and 31.3% respectively. The 2018 Wellbeing Survey reports that 40% of residents agree or strongly agree there are enough opportunities to have a say on important issues, 35% are neutral on the issue and 25% disagreed or strongly disagreed.

Rates of volunteering as reported in the ABS Census are similar between residents of the City, Greater Sydney and Australia, with 18.6%, 18% and 20.1% participating in the last 12 months. Rates of crime are similar in the City and nationally. Around 2% of City residents report being a victim of physical or sexual assault over a 12 month period, which is similar to national rates.[122]

Figure 13. Selected indicator data for the Public participation domain.
A) Proportion of Indigenous vs non-Indigenous people who agree they have opportunities to have a say on issues important to them, B) Proportion of people with disability vs no disability that report having been physically or sexually assaulted in the last 12 months, C) Proportion of LGBTQI vs non-LGBTQI people who report being insulted or harassed in the last 12 months.



The greatest differences between tested groups for public participation indicators are for Indigenous as opposed to non-Indigenous people and for people with disabilities as opposed to people with no disabilities.

Indigeneity
Indigenous people are less satisfied with access to libraries and parks and are less likely to report trust in people than non-Indigenous people. Indigenous people are around twice as likely to never or only sometimes have face-to-face contact with friends or neighbours outside their homes. Indigenous people are eight times more likely to be a victim of assault and three times more likely to be a victim of harassment. Language and communication is a bigger barrier for participation in the community for Indigenous people compared to non-Indigenous people. Indigenous people are also less likely to report feeling like they had opportunities to have a say on issues that are important to them.

Disability
People with disability are nearly five times more likely to be a victim of assault and twice as likely to be a victim of harassment. More people with disabilities reported communication as a barrier to participating in the community compared to people with no disabilities.

Gender
Women are twice as likely to feel unsafe when out at night socialising and twice as likely to be victims of physical or sexual assault compared to men. Men are more likely to find communication a barrier to participating in the community.

Sexuality and gender diversity
LGBTQI people are twice as likely to be a victim of physical or sexual assault, harassment or insult than non-LGBTQI people.

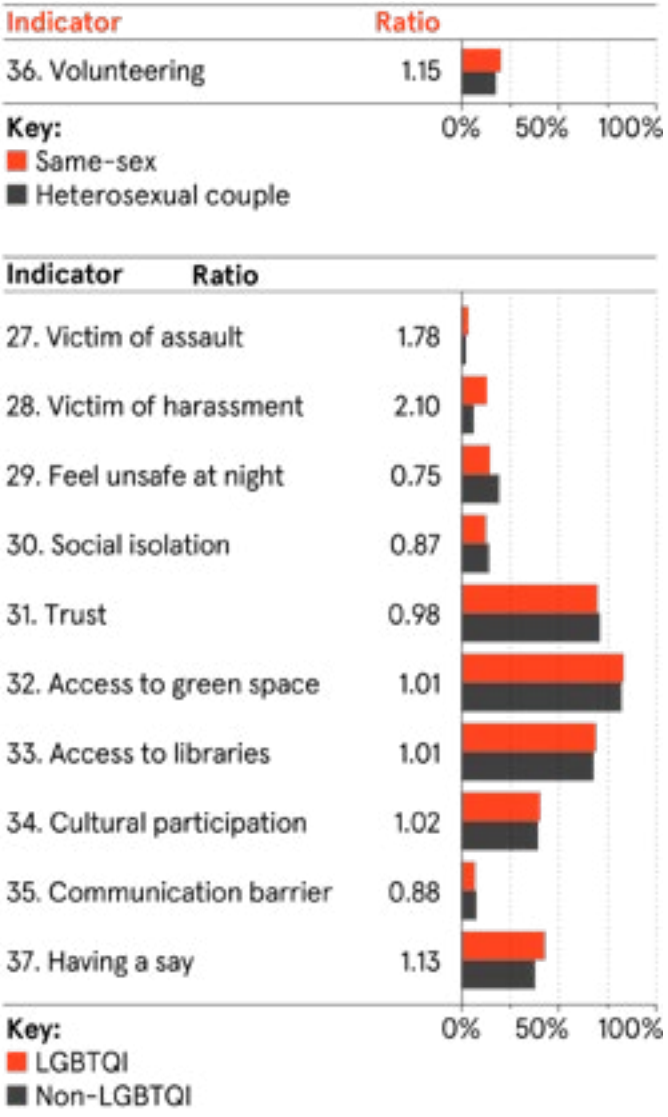
Citizenship
Non-citizens and those on low incomes are less likely to participate in voluntary work than citizens and those on high incomes.

Public participation domain: Indicator results

Figure 14. SEI results for the Public participation domain.

Public participation domain: Indicator results (continued)

Figure 14. SEI results for the Public participation domain.



Transport

Usage of public and private transport, distance to work, use of active transport and transport accessibility within the City

9

9. Transport

The following indicators measure inequalities related to transport in the City of Sydney, with comparisons drawn to Greater Sydney and Australia-wide averages.

The Transport domain indicators are calculated from information in the 2016 ABS Census and the 2018 City of Sydney Wellbeing Survey datasets. For detailed information about data sources used for each indicator please refer to Appendix 1.

Table 11. Indicators for the Transport domain

Indicator	Definition
38. Short commute	Less than four kilometres travel distance to work
39. Public transport commute	Public transport to work
40. Private transport commute	Private transport to work
41. Active transport commute	Active transport to work
42. Transport accessibility	Transport accessibility limits participation in community
43. Transport cost	Transport costs limits participation in community

Summary: Transport inequalities in the City

Affordable and reliable transport is essential for full economic and social participation in the city. Transport disadvantage contributes to difficulties accessing key services, economic opportunities and other aspects of public life. This in turn breeds social exclusion.

Indicators in the Transport domain measure usage of public and private transport, distance to work, use of active transport and transport accessibility within the City.

Context:
Increasing mobility through private car transport has occurred as part of other major economic and social changes across Sydney. Transport inequalities are part of the 'suburbanisation of disadvantage' since the 1980s.[24]

Growing private car transport has not developed alongside equal scale expansion of public transport. While there is broader public transport coverage in Sydney, frequent services are concentrated in the most affluent parts of the inner city.

Particular socio-economic groups are impacted more than others by transport poverty and other issues, such as single parents and people with disability.

Indicator findings:

- Indigenous people and women in the City are twice as likely as non-Indigenous people and men respectively to report that public transport accessibility limited their participation in public events.
- Non-citizens and low-income earners in the City are more likely to travel to work by public transport and less likely by private vehicle compared to citizens and high-income earners.

9.1 Why equality of access to public transport is important

The ease with which we can get around greatly influences the kind of life we are able to lead. Transport is essential for access to key economic opportunities such as work and education and for social and cultural participation in society such as attending public events and recreation. When socio-economic disadvantages combine with transport disadvantages, this can compound challenges for marginal groups in society and breed social exclusion.[123,124]

Increasing mobility through different forms of transport has been a hallmark of industrial and social change across Sydney.[125] In many respects, the rise of private transport has signalled prosperity and growth. In Australia and other western societies, however, the increasing dominance of private car mobility has diminished options for public transport and compounded disadvantages for those unable to afford car travel.[126]

Private car transport has grown significantly across Sydney's transport network since the post-war period. Suburban developments have contributed to dispersal and low-density building, which has created relatively segregated communities and isolation for low-income residents who are not able to afford private transport.[127]

While there is comprehensive public transport coverage across Greater Sydney, access to frequent public transport services is concentrated in the inner city.[128] The greatest transport gaps are in Western Sydney. Transport disadvantages impact some groups more than others. Single parent families with young children, people with disability and Indigenous Australians are more likely to find it difficult to get where they need and want to go.[129]

Reliance on private vehicles also contributes to environmental change through air pollution and greenhouse gas emissions contributing to climate change. There are interwoven social and environmental reasons to encourage reductions in fossil-fuelled car transport in Sydney and across Australia. Oil dependence creates vulnerabilities for Australian cities, and any future increase in petrol costs will have greater impacts on households living on low incomes.[130]

The City plays an important advocacy role in state development and planning processes involved in road and transport decisions. It also plays a direct role in providing infrastructure for active transport. Active transport strategies will have co-benefits for health and greenhouse gas emission reduction.[109]

9.2 Distribution of transport uses

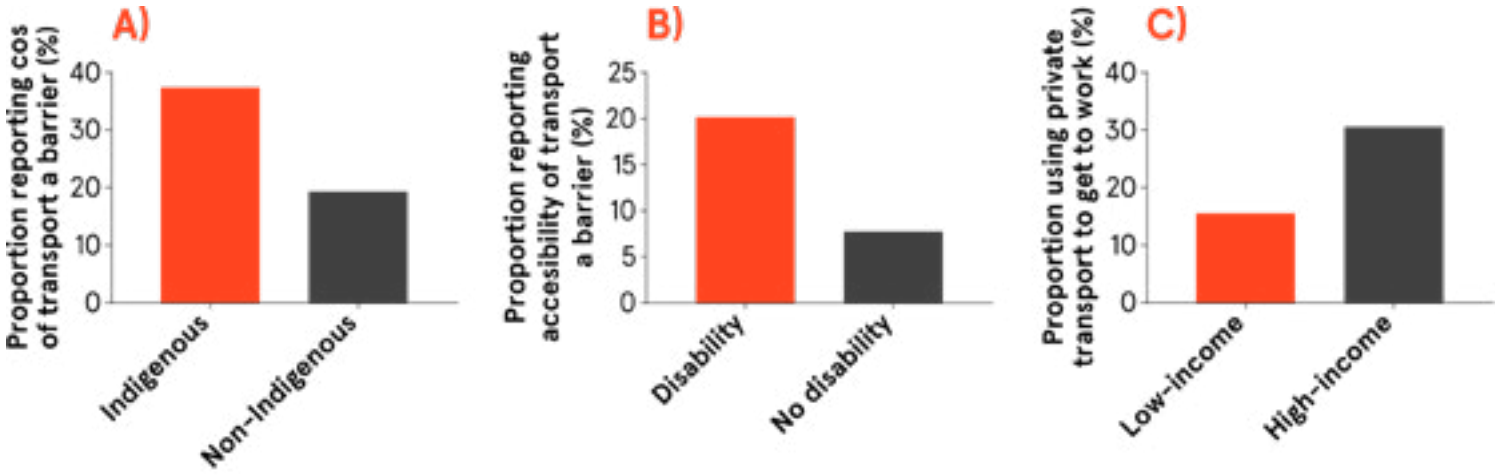
Over half of the City's residents live near their workplace, with the median distance travelled to work of four to five kilometres. In Greater Sydney and nationally the median commute is double that at ten to 11 kilometres. In Greater Sydney and nationally most people drive in a private vehicle to work, 59.1% and 68.7% respectively.

In the City, the most common mode of transport to work is public transport (36.9%), followed by active transport (walk or cycle) (27.2%). Fewer than 5% of people in Greater Sydney or nationally get to work via active transport.

In the City, there is relative equality of travel distances to work. Distance to work was similar across all socio-economic groups. This is different from Greater Sydney and nationally, where twice as many people among low-income earners, non-citizens and people with disabilities travelled less than four kilometres than those in their respective comparator groups.

9.3 Indicators: Transport in the City of Sydney

Figure 15. Selected indicator data for the Transport domain.
A) Proportion of Indigenous vs non-Indigenous people who report the cost of transport was a barrier to participating in the community in the last month, B) Proportion of people with disability vs no disability that report accessibility on transport (for example for mobility or prams) was a barrier to participating in the community in the last month, C) Proportion of low-income vs high-income earning people who use private transport (such a car or motorbike) to travel to work.



Indigeneity
Indigenous people are twice as likely to report cost of transport and public transport accessibility as a barrier to participating in the community.

Disability
People with disabilities are more than twice as likely to report cost of transport and public transport accessibility as a barrier to them participating in the community. Public transport accessibility included both access for mobility aids and prams.

Gender
Women are also twice as likely as men to say public transport accessibility limited their participation.

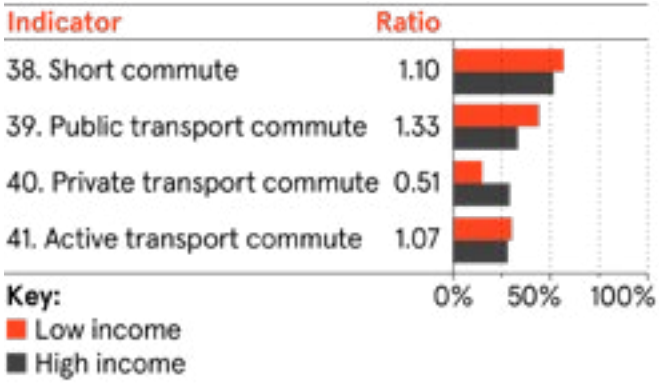
Citizenship
Non-citizens and low-income earners are more likely to travel to work via public transport and less likely by private vehicle compared to citizens and high-income earners

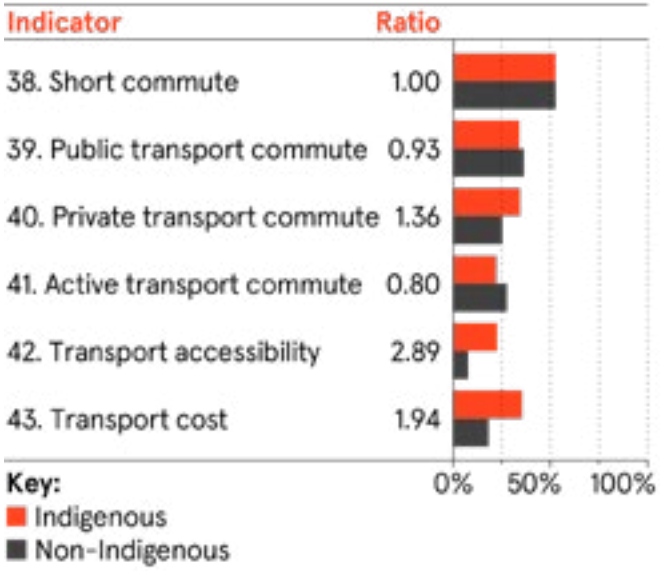
Income
Low-income earners are more likely to catch public transport to work and less likely to use private transport compared to high-income earners. Low-income workers are slightly more likely to live close to work than high-income workers living in the City.

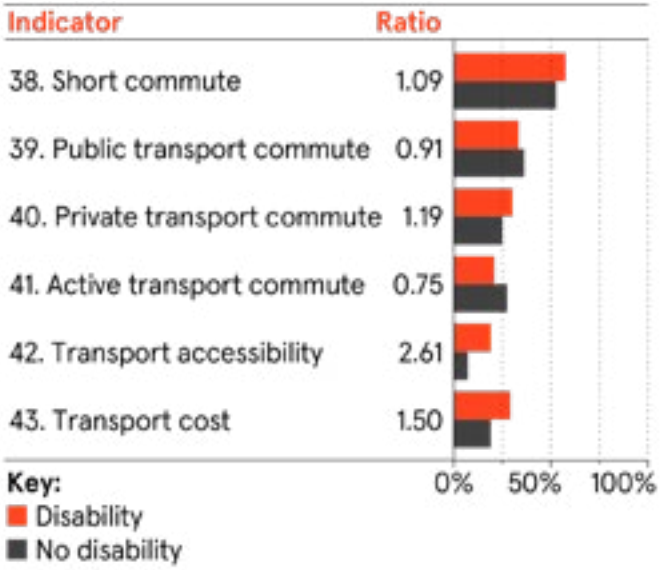
Sexuality and gender diversity
Same-sex couples and LGBTQI people reported similar use and experience of transport to heterosexual couples and non-LGBTQI people.

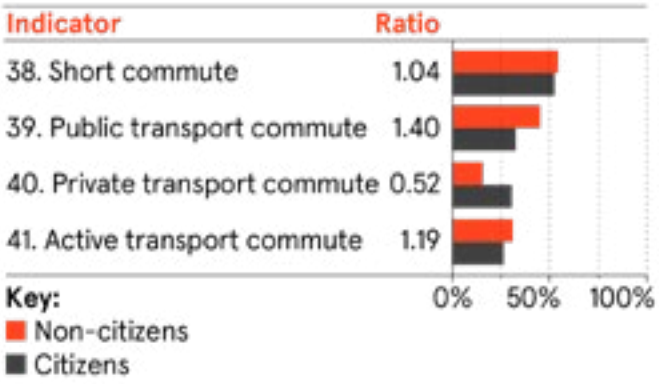
Transport domain: Indicator results

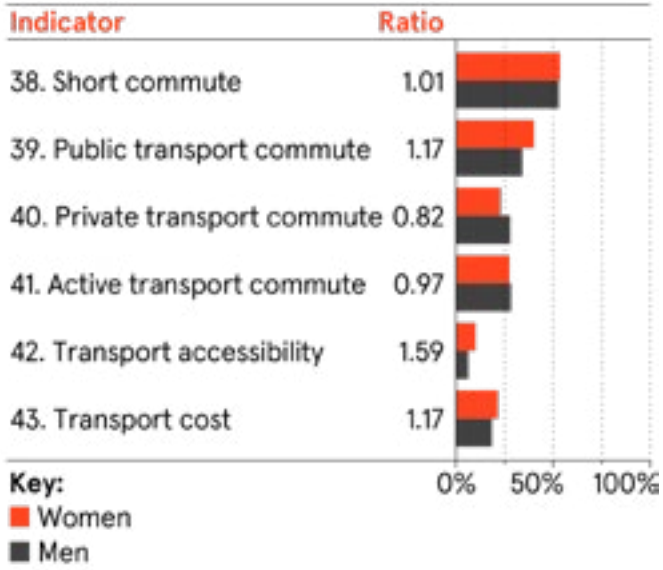
Figure 16. SEI results for the Transport domain.

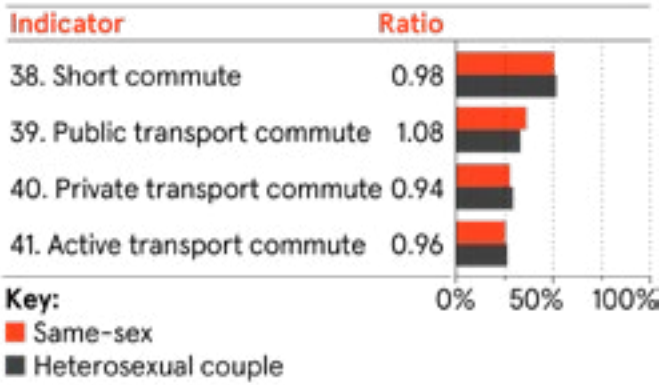












Conclusion and recommendations

10

10. Conclusion and recommendations

10.1 Key messages from initial application of the SEI framework

Three clear messages about inequality in the City of Sydney arise from our initial application of the SEI framework.

1. **Indigenous people, people with disability and people on low incomes experience the most severe and extensive inequalities in the City of Sydney.**

Inequality is pervasive among comparisons of indigeneity, ability and income. For all these comparisons there are clear differences in terms of the distribution of income, unemployment, skill levels of occupations, housing status and costs, education, health, access to and involvement in public life and access to and costs around transport.

The results paint a clear picture that in the City of Sydney, Indigenous people, people with disabilities and those on low incomes experience much more precarity and marginality compared to non-Indigenous people, high-income earners and people without disabilities.

2. **Women, non-citizens and LGBTQI people are also significantly disadvantaged in the City of Sydney.**

Gender, citizenship status and sexuality are also related to inequalities in the City. There are findings of inequality on some topics in each domain for these groups.

Women experience higher rates of assault and sexual assault in comparison to men. Women are also more likely to be on lower incomes in lower skilled jobs. They are more likely to have no educational attainment, at around 0.8% of all women spread fairly evenly across all age groups, though they are more likely to be currently enrolled at university than men. For most other indicator measurements in the SEI framework there was little evidence of inequality between women and men in the City.

Non-citizens are more likely to be unemployed, in low-skilled jobs and in overcrowded homes. The available data demonstrated that same-sex couples do not experience disadvantage compared to heterosexual couples. LGBTQI people experience nearly the twice the rate of physical or sexual assault. LGBTQI people are also more likely to experience harassment than non-LGBTQI people.

3. Non-Indigenous people, citizens, men and people with no disabilities are the most advantaged groups in the City of Sydney.

Inequality is also about socio-economic advantages. A central message from these indicators is that inequality is not merely the result of the characteristics of people experiencing disadvantages. Inequality also shapes the lives of people who are relatively advantaged by their social and economic position in life.

Non-Indigenous people dominate high incomes and home ownership. Australian citizens and men dominate high-skilled occupations. People who do not have disabilities have higher levels of education. Identifying these markers of advantage is important and gives
the City's planners, service providers and policy officers the opportunity to review policies and program options and consider both what may cause disadvantage for a particular group and what may create advantage for particular groups.

10.2 Using the SEI framework and research to understand inequality in the city

The SEI framework is a comprehensive, robust and simple tool to understand how inequality arises in the City of Sydney, track changes over time and inform policy and programmatic strategies for addressing inequalities. With its relevance across all areas of the City's direct control and influence, the SEI framework provides a straightforward way to compare key groups for important domains of economic and social life within the City.

The SEI framework collates the most reliable and accessible data available.
Accessible and reliable data exists for most measures and group comparisons. The ABS Census and City of Sydney Wellbeing Survey are the central data sources used. There are some areas where data is not available or limited. The core analysis presented here relates to the most recent data (2016 for the ABS and HealthStats NSW data and 2018 for the Wellbeing Survey data). The SEI framework was also applied to ABS Census data from 2011 and 2006; these are the only years with easily accessible Census data at present.

The SEI framework can be used to track changes in inequality between now and 2050.
In order to track progress in the City's 2050 strategy, the SEI framework could be applied and reported every five years. This research and reporting interval is appropriate because the SEI relies on data from the ABS Census, which is conducted every five years.

While it is not possible to draw meaningful conclusions on trends from only three reporting periods, initial application to Census data from 2006, 2011 and 2016 does demonstrate that the SEI framework is suitable for tracking inequality in the City of Sydney over time. We do not recommend using the SEI framework as a tool specifically for monitoring, evaluating and reporting any one policy in any particular area where inequality occurs. Rather, it will be best used to rigorously track and monitor changes in inequality in response to the City's broader 2050 strategy and suite of policies over the medium to long-term time scale.

The SEI framework can play an important role in policy development and advocacy.
The SEI framework can provide red flags for particular groups, domains or topics where inequality is an issue. Once identified by the SEI data, City staff can then move toward further analysis of related data or additional research to develop a better understanding of the causes of an issue of inequality and potential solutions.

Take for example the SEI analysis of the Housing domain. It demonstrated that non-citizens are twice as likely to experience overcrowding. A follow-up research program on this topic could involve further exploration of ABS data to establish interacting factors alongside other lines of evidence such as qualitative research into issues experienced by migrant workers and international students. Both the indicator measures and any follow-up investigations could contribute to the City's advocacy on housing affordability across Sydney.

The SEI framework complements other goals and reporting currently conducted by the City of Sydney.
The SEI framework can be used in all areas of City policy and program development that aim to enhance social inclusiveness. Inequalities undermine individual and group capacities to participate fully in economic and social life of the city. The SEI data can help many of the City's departments to identify particular ways inequality is arising in the city in order to inform policy, planning and investment responses.

10.3 Monitoring inequality in the City of Sydney: Future considerations and opportunities

There is opportunity to apply the SEI framework further to include group comparisons not reported here. Further application of the SEI could include comparison groups based on age, family structure and language. These groups were not included in the initial application and reporting of the SEI framework due to time constraints. They should, however, be considered equally as important as the other groups for understanding inequality in the city. Data is available for these groups from both the ABS 2016 Census and 2018 Wellbeing Survey.

Future expansion of the SEI framework could involve analysis of visitors and workers who are non-residents in the City. This group may experience key aspects of the City differently. For instance, the transport and public participation indicators likely capture some elements of people's experience of inequality that may be in the sphere of influence and concern for the City. This would require additional pools of data such as a new survey to capture experiences of these people.

The City of Sydney Wellbeing Survey provides crucial data that supports the SEI framework and vice versa.
The Wellbeing Survey currently does not include questions regarding personal or household income or citizenship. We recommend the inclusion of these questions in future Wellbeing Surveys in order to allow comparisons for these groups. This will be particularly important for understanding how inequality arises in the Public participation domain. Though not included in this report, other surveys conducted by City of Sydney in the future may also be able to contribute data to the SEI framework.

Wellbeing Survey changes can help address limitations in the ABS datasets.
The Health domain was the domain where data was most lacking. HealthStats NSW is the main data source of health data for state. Health data is not currently coded or accessible in a way that allows comparisons between groups experiencing inequality at different spatial scales relevant to the City. The data used from HealthStats here is for a spatial scale that captures around one third of the Sydney basin.

The City has the opportunity to consider the inclusion of any priority questions on health in the Wellbeing Survey. Key topics that could be considered include physical activity, drinking and smoking, access to health services and nutrition. We also recognise any consideration of adding or changing questions to the Wellbeing Survey would be done with regard to the pre-existing intention for that survey to service wellbeing reporting rather than inequality. The social strategy and research teams will need to consider how to best maximise results in the limited number of questions needed to maximise survey completion.

Further improvements to LGBTQI datasets are needed.
The SEI findings for gender and sexuality are currently limited by data availability and reporting. In 2016, the ABS made attempts for the first time to ask questions on whether people identify as LGBTQI. The ABS considered responses to these questions to not be statistically valid due to the small numbers of responses to these questions. The only ABS data regarding sexuality available was for same-sex couples.

The City of Sydney Wellbeing Survey on the other hand did get a relatively high level of responses to this question, which may be due to being located in an urban area or people's confidence in data security and anonymity for the Wellbeing Survey. LGBTQI people as a 'group' are incredibly diverse and it is likely that inequality will affect different groups within the LGBTQI+ grouping differently. We therefore recommend separate analysis and coding of gender and sexuality for specific groups wherever statistically sound and possible.

Environmental inequalities were not possible to measure.
We considered the environment as a separate domain but could not proceed with this approach. Currently there is little data available that would allow the inclusion of environmental indicators in the SEI framework. Further research to identify which topic areas are most appropriate and what data would be needed to appropriately consider how inequality may arise in an environment domain. CUNY researchers took a similar decision for their inequality framework for US cities.

Further research on environmental inequalities is likely to become more important as the impact of climate change is felt in the City of Sydney and Greater Sydney. Potential future indicators that could be considered include a number of areas related to environmental justice and health. Initial exploration could look at:

- Household solar installations and energy efficiency measures would provide an indication of the extent to which different socio-economic groups are able to participate in emissions reduction.

- Access to means to deal with extreme temperatures such as air conditioning and insulated houses. This may be particularly relevant for those renting and in public housing.
- Insect screening on housing to minimise mosquito borne diseases that are predicted to increase in prevalence due to climate change in Australia.
- Access to appropriate quality water for drinking, sanitation, recreation and cultural purposes. Some water quality data exists for these issues but not at the scale or in formats useful for the SEI framework. Because household, economic, social and cultural use of water varies across the city and nationally, measurement of water quality and access would be particularly important if the SEI framework was further developed for application across Greater Sydney's local government areas or nationally.

Exposure to air pollution is often related to inequality. Exposure to poor air quality can be spatially related; those on lower income often live near main roads and close to industrial point sources of pollution. Similarly, noise pollution is also an important environmental factor in cities which effects people close to main roads, industry and commercial zones, as well as those in dense housing with poor sound insulation.

As the City develops its 2050 strategy on environmental and climate change, the SEI data will be an important resource. Individual and group-level capacities to respond to risks and stressors associated with environmental changes are mediated by inequalities of every kind. For instance, a sense of belonging and social connection is essential to collective responses to environmental disasters such as flooding and storm events.

Health inequalities will be exacerbated with intensified climate change, including through the impacts of heat stress. Finally, economic security is foundational to adapting to a warming world, as it determines ability to make investments in adaptive technologies like rooftop solar and ability to manage repairs from storm damage.

Looking towards a future where the most vulnerable among us will feel climate change earliest, SEI data will provide an important tool for considering which groups in the local government area are in most need of consideration in environmental and climate adaptation policy.

10.4 Possibilities for scaling up the SEI analysis

The SEI framework can be applied at different spatial scales.
We have applied the SEI framework to the Greater Sydney and national scale. See Appendices 2 and 3. The indicators that draw on ABS Census data can be applied at a variety of scales, including neighbourhood, suburb, local government area, state and nationwide. However, indicators that draw on the Wellbeing Survey are limited to only to the City and where other local or state governments may conduct similar surveys. We recommend considering the Greater Sydney and national scale when interpreting the SEI results. This allows City staff to assess if particular occurrences of inequality in the City local government area are unique to the City or more pervasive.

The ratio measures in the SEI framework allow for inter-scale comparisons.
The SEI framework is fit for purpose for use across different spatial scales. This is because the framework is based on data outputs that are relative. For example, the proportion of women as opposed to men who have a bachelor's degree can be compared between different local government areas and between the City and the state or nation. For many indicators within the framework, comparisons could even be made between the City and other international cities. This, of course, will be limited by data availability in the location of interest. Indicators developed by CUNY researchers will be the most immediately relevant comparisons that can be made. They will likely be restricted to ratios calculated for income and employment and housing.

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Appendix 1: SEI definitions

Appendix 1 provides descriptions and data sources for each Sydney Equality Indicator.

Table A1.1 Descriptions of data sources and other information of each of the indicators. Data sourced from the Australian Bureau of Statistics (ABS) was accessed via Census Tablebuilder Pro online portal. Data from HealthStats NSW was accessed via the website http://www.healthstats.nsw.gov.au/. Data from both ABS and HealthStats NSW (HSN) was retrieved in May 2019. Data from the 2018 City of Sydney ("the City") Wellbeing Survey (WBS) was provided by the City in May 2019.

Indicator	Definition	Source	Details
Employment and income domain			
1. Living on a low income	Low personal income ($1-$499/week)	ABS	Indicator 1 (Living on low-income) was from 2016 ABS Census data. For all group comparisons INCP total personal income from the ABS Counting Persons, Usual Place of Residence dataset usual place of residence was used. We used the range, $1-$499 per week. Those reporting nil and negative income were excluded from the low-income group as these groups commonly do not share similar demographics to those on low incomes; people and households reporting nil and negative incomes often own significant financial assets. For all calculations 'not stated' and 'not applicable' data were excluded. **Definition:** Low-income is conceptualised as the lower 20% of incomes excluding those who reported nil and negative incomes. This indicator is based on the measure used by the ABS in the Socio-Economic Indexes for Areas (SEIFA) scoring system. Income distribution was calculated using national equivalised household income (sourced from the Counting Persons, Place of Usual Residence dataset of the 2016 ABS Census). Because income is reported in brackets, the bracket that included the 20th percentile was used. For 2016, the low-income indicator was defined as $1-499 per week, which translates to 15th to 40th percentile of incomes. This income bracket was equivalent to the 3rd to 25th percentiles for equivalised incomes. For 2011 and 2006 this range was $1-$399 per week.
2. Unemployment	Unemployed	ABS	Indicator 2 (Unemployment) was calculated using the 'LFSP Labour Force Status' within the Counting Persons, Usual Place of Residence dataset. For all calculations 'not stated' and 'not applicable' data were excluded.

Indicator	Definition	Source	Details
3. 'Low skill' employment	Working in 'low skill' professions (skill level 4 and 5)	ABS	Indicator 3 ('Low skill' employment) was from the 2016 ABS Census data. It was calculated from OCCP occupation variable data retrieved from the Counting Persons, Place of Usual Residence dataset. For all calculations 'not stated' and 'not applicable' data were excluded. **Definition:** Skilled professions here are based on the Australian and New Zealand Standard Classification of Occupations (Version 1.2). Skill levels for different occupations are generally determined based on the common qualifications or experience needed to gain entry to a profession. Skill level 1 is the highest and skill level 5 the lowest. Low-skilled employment is conceptualised as skill level 4 and 5.
4. Food insecurity	Reporting financial stress (couldn't afford food in last year)	WBS	Indicator 4 (Food insecurity) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered yes to Q201 of the 2018 City Wellbeing Survey - "At any point in the past year, did you run out of food and could not afford to buy more?"
5. Financial stress	Reporting financial stress (couldn't raise $2000 in an emergency)	WBS	Indicator 5 (Financial stress) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered yes to Q20 of the 2018 City Wellbeing Survey - "In an emergency, could you raise $2,000 within two days?"
6. 'High skill' employment	Working in 'high skill' professions (skill level 1 and 2)	ABS	Indicator 6 ('High skill' employment) was calculated in the same way as indicator 3 ('Low skill' employment) but for skill levels 1 and 2.
7. Living on a high income	High personal income (more than $1500/ week)	ABS	Indicator 7 (Living on a high income) was calculated in the same way as indicator 1 (Living on low-income) but those earning >$1500 per week, equivalent to 87th to 100th percentile of personal income. The >$1500 per week range was equal to the 84th to 100th percentiles for equivalent income. In 2011 and 2006 high-income was counted as those earning >$1000 per week.
Housing and assets domain			
8. Homelessness	Living in 'improvised dwellings, tents, sleeping out' and in supported shelters for homeless	ABS	Indicator 8 (Homelessness) was calculated from data retrieved from the OPGP Homelessness Operational Groups variable in the Counting Persons, Estimating Homelessness dataset. **Definition:** The indicator was calculated as the proportion of people classified as 'living in improvised dwellings, tents or sleeping out' and 'living in supported shelters for homeless'. 'Not applicable' in this dataset was used as an estimate for those who do not meet the ABS classifications for homelessness.

Indicator	Definition	Source	Details
9. Overcrowded housing	Living in overcrowded or very overcrowded dwelling	ABS	Indicator 9 (Overcrowded housing) was calculated from data retrieved from the OPGP Homelessness Operational Groups variable in the Counting Persons, Estimating Homelessness dataset. 'Not applicable' in this dataset was used as an estimate for those who do not meet the ABS classifications for homelessness. **Definition:** The ABS describe living in overcrowded conditions as people unable to maintain social relations, have personal living space, maintain privacy or have exclusive access to main facilities. Overcrowded and very overcrowded dwellings are those that are estimated to require 3 or 4 additional bedrooms.
10. Mortgage stress	Paying more than 30% of income on mortgage for lower 40% household incomes	ABS	Indicator 10 (Mortgage stress) was calculated from Counting Dwellings, Place of Enumeration dataset. The lower 40% of incomes was determined via the HIED equivalised total household income variable excluding nil incomes. Mortgage stress was then calculated using HIND total household weekly income and MRED Mortgage repayments monthly dollar values. Mortgage stress could only be calculated for Indigeneity comparison groups. Excluded data from 'not stated', 'not applicable' and data not adequately described. **Definition:** Mortgage stress is defined as households with a mortgage who earn in the lower 40% of incomes (excluding nil and negative incomes) who pay 30% of more of their income on mortgage payments. The lower 40% of incomes was determined as those earning between $1-799 per week for 2016 of equivalised income. Low income was defined at the national scale, excluding people reporting nil income. Because incomes are reported in ranges, for each range 30% of the middle total income was chosen. For example, in the range $650-$799 per week, 30% of the middle income $725 ($217.5 per week) was determined as the 30% value for that wage range. As mortgage repayments are reported as monthly values, the weekly value was converted to a monthly payment cut of $945 per month for that income range.
11. Rent stress	Paying more than 30% of income on rent for lower 40% household incomes	ABS	Indicator 11 (Rent stress) was calculated as per indicator 10 (Mortgage stress). Household equivalised income and Rent (weekly) in dollar values were retrieved from the Counting Dwellings, Place of Enumeration dataset. The variable RNTD Rent dollar values was used. Rent stress could only be calculated for Indigeneity comparison group. We excluded data from 'not stated', 'not applicable' and data not adequately described.

Indicator	Definition	Source	Details
12. No internet	No internet connection/no use of internet	ABS/WBS	Indicator 12 (No internet) was calculated in two different ways using the ABS and WBS datasets. For Indigeneity and low- vs high-income comparisons, indicator 12 was calculated from data retrieved from the NEDD Dwelling Internet Connection variable in the Counting Dwellings, Place of Enumeration dataset. We excluded data from 'not stated' and 'not applicable'. For the gender, disability and LGBTQI group comparisons, indicator 12 was calculated from the WBS dataset. The measure was determined as those who answered 'I do not use the internet' and 'never' to Q43 of the City's Well being survey "Other than for work, how often have you used the Internet at home in the past 12 months?"
13. Home ownership	Owning dwelling without a mortgage	ABS/WBS	Indicator 13 (Home ownership) was calculated in two different ways using the ABS and WBS datasets. For Indigeneity and low vs high-income comparisons, indicator 13 was calculated from data retrieved from the TEND Tenure Type variable in the Counting Dwellings, Place of Enumeration dataset. We excluded data from 'not stated' and 'not applicable'. For the gender, disability and LGBTQI group comparisons, indicator 13 was calculate from the WBS dataset. The measure was determined with reference to whether resident answered 'outright owner' to Q38 of the City's Well being survey "In relation to your current place of residence, which of the following apply to you?".
14. Unaffordable housing	Unsatisfied or very unsatisfied with access to affordable housing for renting or buying	WBS	Indicator 14 (Unaffordable housing) was calculated from the 2018 WBS. The measure was determined with reference to whether residents answered 'unsatisfied' or 'very unsatisfied' from Q14 of the City's Wellbeing Survey "Thinking about your local area, how satisfied are you with... Access to reasonable quality housing that you can afford to rent or buy?". Residents who responded 'neutral' were not included.
Education domain			
15. Education opportunities	Satisfied or very satisfied with learning and education opportunities	WBS	Indicator 15 (Education opportunities) was calculated from the WBS. The measure was determined with reference to whether or not residents answered 'unsatisfied' or 'very unsatisfied' to Q14 of the CoS Wellbeing Survey "Thinking about your local area, how satisfied are you with... Access to learning and education opportunities?". Residents who responded 'neutral' were not included.
16. No education attainment	Have no educational attainment	ABS	Indicator 16 (No education attainment) was calculated from the HEAP Level of highest educational attainment variable in the Counting Persons, Place of Usual Residence dataset. We excluded data from 'not stated' and 'not applicable'. **Definition:** No education attainment is conceptualised as people who report no school attendance, including no attendance below year 8.

Indicator	Definition	Source	Details
17. Year 11 or lower	Highest level of education is Year 11 or lower	ABS	Indicator 17 (Year 11 or lower) was calculated from the HEAP Level of highest educational attainment variable in the Counting Persons, Place of Usual Residence dataset. Excluded data from 'not stated' and 'not applicable'. **Definition:** This measure includes people who completed Year 11 and every year of schooling or qualification of a lower, as well as those with no educational attainment.
18. Undergraduate degree	Highest level of education attainment is a bachelor's degree	ABS	Indicator 18 (Undergraduate degree) was calculated from data retrieved from the HEAP Level of highest educational attainment variable in the Counting Persons, Place of Usual Residence dataset. We excluded data from 'not stated' and 'not applicable'. **Definition**: This measure refers to people with a bachelor's degree, but not including those with postgraduate degrees, or those with qualifications lower than bachelor level.
19. Postgraduate degree	Highest level of education attainment is a postgraduate degree	ABS	Indicator 19 (Postgraduate degree) was calculated from data retrieved from the HEAP Level of highest educational attainment variable in the Counting Persons, Place of Usual Residence dataset. Excluded data from 'not stated' and 'not applicable'. **Definition:** This measure refers to people with a postgraduate degree. This includes masters and PhD degree qualifications, but not graduate certificates or diplomas.
20. Tertiary education enrolled	Enrolled at university or other tertiary institution	ABS	Indicator 20 (Tertiary education enrolment) was calculated from data retrieved from the 'TYPP Type of educational institution attending' variable in the Counting Persons, Place of Usual Residence dataset. We excluded 'not stated'. Included 'not applicable' as an estimate for those not attending any educational institute.
Health domain			
21. Good physical health	Good or very good self-reported physical health	WBS	Indicator 21 (Good physical health) was calculated from 2018 WBS data. The measure was determined with reference to whether or not residents answered 'very good' and 'excellent' to Q10 of the City's Wellbeing Survey "In general, how would you rate your...Physical health?".
22. Good mental health	Good or very good self-reported mental health	WBS	Indicator 22 (Good mental health) was calculated from 2018 WBS data. The measure was determined with reference to whether or not residents answered 'very good' and 'excellent' to Q10 of the CoS Wellbeing Survey "In general, how would you rate your...Mental health?"

Indicator	Definition	Source	Details
23. Preventable hospitalisation	Hospitalisations from chronic, acute or vaccine preventable diseases (e.g. pharyngitis, measles, diabetes complications)	HSN	Indicator 23 (Preventable hospitalisation) was calculated from the HealthStats NSW for Central and Eastern Sydney Public Health Network locations. Year 2016/17.
24. Immunisation	Child immunisation (1 year)	HSN	Indicator 24 (Immunisation) was calculated from the HealthStats NSW for Sydney and South Eastern Sydney Local Health Network locations. Final data was determined by averaging rates from both local health networks. Boundaries of both Local Health Networks are equivalent to the Central and Eastern Sydney Public Health Network. Final data was determined by averaging rates from both local health networks. Year 2016/17.
25. Smoking	Smoke daily	HSN	Indicator 25 (Smoking) was calculated from the HealthStats NSW for Central and Eastern Sydney Public Health Network locations. Final data was determined by averaging rates from both local health networks. Year 2016/17.
26. Alcohol attributable hospitalisations	Hospitalisations from alcohol dependence, falls or injuries or alcohol abuse.	HSN	Indicator 26 (Alcohol attributable hospitalisations) was calculated from the HealthStats NSW for Central and Eastern Sydney Public Health Network locations. Final data was determined by averaging rates from both local health networks. Year 2016/17.
Public participation domain			
27. Victim of assault	Reported being harassed or insulted in last 12 months	WBS	Indicator 27 (Victim of assault) was calculated from the 2018 WBS dataset. It includes those who report being a victim of assault or sexual assault in the last 12 months.
28. Victim of harassment	Reported being harassed or insulted in last 12 months	WBS	Indicator 28 (Victim of harassment) was calculated from the 2018 WBS dataset. It includes those who reporting being insulted or harassed in the last 12 months.
29. Feeling unsafe at night	Feel unsafe in the places where socialising at night	WBS	Indicator 29 (Feeling unsafe at night) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered ‘unsafe’ and ‘very unsafe’ to Q23 of the City’s Wellbeing Survey “How safe or unsafe do you feel... Late at night in the places where you go out/socialise?”

Indicator	Definition	Source	Details
30. Social isolation	Sometimes or Never have direct face-to-face contact with friends or neighbours	WBS	Indicator 30 (Neighbour connection) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered 'never' and 'sometimes' to Q28 of the CoS Wellbeing Survey "On average, how often do you have direct face-to-face contact with the following people living outside your household?.... Any of your friends or neighbours". Sometimes was considered to be less than once a month, as the other options include "1-3 times a month", "...once a week" and "every day...".
31. Trust	Can trust most people	WBS	Indicator 31 (Trust) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered yes to Q9 of the City's Wellbeing Survey "Do you agree that "most people can be trusted?"
32. Access to green space	Very Satisfied or Satisfied with parks and open space	WBS	Indicator 32 (Access to green space) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City resident answered 'unsatisfied' or 'very unsatisfied' from Q14 of the City's Wellbeing Survey "Thinking about your local area, how satisfied are you with... Access to parks and open space?". Residents responding 'neutral' were excluded.
33. Access to libraries	Very Satisfied or Satisfied with libraries	WBS	Indicator 33 (Access to libraries) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered 'unsatisfied' or 'very unsatisfied' from Q14 of the City's Wellbeing Survey "Thinking about your local area, how satisfied are you with... Access to libraries?". Residents responding 'neutral' were excluded.
34. Cultural participation	Participation in cultural life (performance, art etc.)	WBS	Indicator 34 (Cultural participation) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered **'as a hobby' or 'for payment' or 'as an organizer'** to any of the options listed in Q45 of the City's Wellbeing Survey "In the last 12 months, how did you engage with each of the following?". Survey answer options included: Acting, dancing or other performance; Live music and/or singing performance; Visual arts and crafts/galleries; Creative writing; Aboriginal and Torres Strait Islander performances and arts; Gaming or coding/programming; Museums and collecting. It does not include those who only attended an event.
35. Communication barrier	Language barrier or communication limited participation in cultural activities	WBS	Indicator 35 (Communication barrier) was calculated from the 2018 WBS datasets. The measure was determined with reference to whether or not City resident answered 'once or twice' or 'yes, often' to Q30 of the City's Wellbeing Survey "In the last month, did any of the following limit your participation in the community, including arts and cultural activities... Language difficulties or other barriers to communication".

Indicator	Definition	Source	Details
36. Volunteering	Conducted unpaid volunteering	ABS	Indicator 36 (Volunteering) was calculated from data retrieved from the 'VOLWP Voluntary Work for an Organisation or Group' variable in the Counting Persons, Place of Usual Residence dataset.
37. Having a say	Agrees there are enough opportunities to have a say on issues	WBS	Indicator 28 (Having a say) was calculated from the 2018 WBS dataset. The measure was determined with reference to whether or not City residents answered 'Strongly agree 'or 'agree' to Q25 of the City's Wellbeing Survey "Agree or disagree... There are enough opportunities for me to have a say on issues that are important to me".
Transport domain			
38. Short commute	Less than 4km distance travel to work	ABS	Indicator 38 (Short commute) was calculated from data retrieved from the 'DTWP Distance to work' variable in the Counting Employed Persons, Place of Work dataset. We excluded 'not applicable' responses.
39. Public transport commute	Public transport to work	ABS	Indicator 39 (Public transport commute) was calculated from the 'MTW06P Method of travel to work' variable from the Counting Employed Persons, Place of Work dataset. We excluded 'not applicable' and 'mode not stated'. **Definition:** Public transport includes anyone who travelled on a train, bus, ferry, tram and/or taxi during their journey to work.
40. Private transport commute	Private transport to work	ABS	Indicator 40 (Private transport commute) was calculated from the 'MTW06P Method of travel to work' variable in the Counting employed Persons, Place of Work dataset. We excluded 'not applicable' and 'mode not stated'. **Definition:** Private transport includes anyone whose travel to work included traveling as a passenger or driver via a car, truck, motorbike, or scooter.
41. Active transport commute	Active transport to work	ABS	Indicator 41 (Active transport to work) was calculated from data retrieved from the 'MTW06P Method of travel to work' variable in the Counting Employed Persons, Place of Work dataset. We excluded 'not applicable' and 'mode not stated'. **Definition:** Active transport includes anyone who travel to work included walking and cycling.
42. Transport accessibility	Transport accessibility limited participation in community	WBS	Indicator 42 (Transport accessibility) was calculated from the 2018 WBS dataset. The measure was determined with regard to whether or not City residents answered 'once or twice' or 'yes, often' to Q30 of the City's Wellbeing Survey "In the last month, did any of the following limit your participation in the community, including arts and cultural activities... Transport design, such as accessibility for mobility aids or prams".

Indicator	Definition	Source	Details
43. Transport cost	Transport costs limited participation in community	WBS	Indicator 43 (Transport costs) was calculated from the 2018 WBS dataset. The measure was determined with regard to whether or not City residents answered 'once or twice' or 'yes, often' to Q30 of the City's Wellbeing Survey "In the last month, did any of the following limit your participation in the community, including arts and cultural activities... Transport costs, such as running a car or public transport fares".
Other sources of data			
Spatial scales			The **City of Sydney** spatial scale was set via Geographic Areas, Local Government Areas (2016 Boundaries), Sydney. The **Greater Sydney** spatial scale was set via Geographic Areas, Greater Capital City Statistical Areas, NSW, Greater Sydney The **national** (Australia) spatial scale was set via Geographic Areas, Australia. The exception was Indicators 8 and 9 from the Estimating Homelessness dataset where the local government area (LGA) level was not available. Instead the spatial scale was set via Geographical areas, place of enumeration, Main Statistical Area Structure (Main ASGS), Sydney – City and Inner South, Sydney Inner City. For Health domain indicators 24, 25, 26 and 27 the spatial scale reported is Central and Eastern Sydney Public Health Network locations.
Group comparisons from ABS Census			**Indigenous and non-Indigenous**: was determined from the INGP Indigenous Status variable for Counting persons, Counting employed person and estimating homelessness datasets. Indigenous included Aboriginal, Torres Strait Islander and Both Aboriginal and Torres Strait Islander. When using the Counting Dwellings data set the INGDWTD Indigenous Household Indicator was used. **Low-income and high-income:** was determined as per indicators 1 and 7. The exception was for data from the Counting Dwellings dataset where HIED Equivalised Total Household Income was used. The same income thresholds ($1–$499, and >$1500 per week) were used. **Disability and no disability**: was determined from the ASSNP core activity need for assistance variable. **Citizen and non-citizen:** was determined from the CITP Australian Citizenship variable. **Gender**: was determined from the SEXP Sex variable. **Same-sex couple and heterosexual couple**: was determined from RLCP Relationship as reported for couples.

Appendix 2: Indicator findings by domain for the City, Greater Sydney and Australia

Table A2.1 Work and income domain: SEI data for City of Sydney local government area (LGA)

		1. Living on a low income	2. Unemployed	3. 'Low skill' employment	4. Food insecurity	5. Financial stress	6. 'High skill' employment	7. Living on a high income
		Low-income employment (or household)	Unemployed	In 'low skill' professions (Skill level 4 and 5)	Reporting financial stress (went without food in the last year)	Reporting financial stress (couldn't raise $2000 in an emergency)	In 'high skill' professions (Skill level 1 and 2)	In high-income employment
	Source	**ABS**	**ABS**	**ABS**	**WBS**	**WBS**	**ABS**	**ABS**
Indigenous vs non-Indigenous	% INDIG	41.6%	13.1%	31.0%	33.7%	56.1%	50.7%	17.1%
	% NON-INDIG	19.8%	5.9%	22.6%	7.5%	15.8%	61.7%	32.0%
	Ratio	2.09	2.21	1.37	4.51	3.55	0.82	0.53
Low- vs high-income	% LOW INC	-	14.8%	54.7%	-	-	20.7%	-
	% HIGH INC	-	1.0%	6.0%	-	-	86.6%	-
	Ratio	-	14.29	9.13	-	-	0.24	-
Female vs male	% F	22.6%	6.3%	25.0%	7.9%	17.5%	61.0%	25.9%
	% M	17.6%	5.8%	20.8%	7.4%	14.8%	62.0%	37.4%
	Ratio	1.28	1.09	1.20	1.07	1.18	0.98	0.69
Non-citizen vs citizen	% NON-CIT	21.5%	9.3%	33.4%	-	-	47.9%	18.2%
	% CIT	19.1%	4.4%	17.4%	-	-	68.3%	39.9%
	Ratio	1.13	2.13	1.92	-	-	0.70	0.46
Same-sex vs hetero couples	% SSC	6.8%	2.8%	15.6%	-	-	71.8%	55.2%
	% HC	13.5%	3.6%	17.4%	-	-	68.5%	41.9%
	Ratio	0.50	0.79	0.90	-	-	1.05	1.32
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	11.1%	15.3%	-	-
	% NON	-	-	-	6.1%	17.6%	-	-
	Ratio	-	-	-	1.82	0.87	-	-
Disability vs no disability	% DIS	68.0%	14.0%	33.0%	27.6%	42.9%	46.8%	5.3%
	% NO DIS	18.6%	6.0%	22.6%	6.5%	14.7%	61.7%	32.6%
	Ratio	3.65	2.35	1.46	4.25	2.92	0.76	0.16

Table A2.2 Work and income domain: SEI data for Greater Sydney

		1. Living on a low income	2. Unemployed	3. 'Low skill' employment	4. Food insecurity	5. Financial stress	6. 'High skill' employment	7. Living on a high income
		Low-income employment (or household)	Unemployed	In 'low skill' professions (Skill level 4 and 5)	Reporting financial stress (went without food in the last year)	Reporting financial stress (couldn't raise $2000 in an emergency)	In 'high skill' professions (Skill level 1 and 2)	In high-income employment
	Source	**ABS**	**ABS**	**ABS**	**WBS**	**WBS**	**ABS**	**ABS**
Indigenous vs non-Indigenous	% INDIG	34.9%	11.8%	43.3%	-	-	32.2%	12.1%
	% NON-INDIG	27%	6.0%	31.8%	-	-	47.5%	21.7%
	Ratio	1.29	1.98	1.36	-	-	0.68	0.56
Low- vs high-income	% LOW INC	-	14.1%	51.7%	-	-	17.5%	-
	% HIGH INC	-	0.9%	10.6%	-	-	78.8%	-
	Ratio	-	16.50	4.90	-	-	0.22	-
Female vs male	% F	31.5%	6.2%	34.0%	-	-	48.7%	15.3%
	% M	22.3%	5.9%	30.2%	-	-	46.1%	27.9%
	Ratio	1.42	1.05	1.12	-	-	1.05	0.55
Non-citizen vs citizen	% NON-CIT	23.7%	9.6%	37.6%	-		43.1%	15.6%
	% CIT	27.7%	5.3%	30.9%	-		48.1%	22.6%
	Ratio	0.86	1.80	1.22	-		0.89	0.69
Same-sex vs hetero couples	% SSC	9.0%	3.0%	20.2%	-		65.5%	45.1%
	% HC	22.3%	3.8%	28.5%	-		53.0%	28.2%
	Ratio	0.40	0.80	0.71	-		1.24	1.60
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-	-
	% NON	-	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-	-
Disability vs no disability	% DIS	66.8%	15.7%	50.1%	-		30.8%	3.0%
	% NO DIS	24.7%	6.0%	31.8%	-		47.5%	22.5%
	Ratio	2.71	2.63	1.58	-		0.65	0.13

Table A2.3 Work and income domain: SEI data for Australia

		1. Living on a low income	2. Unemployed	3. 'Low skill' employment	4. Food insecurity	5. Financial stress	6. 'High skill' employment	7. Living on a high income
		Low-income employment (or household)	Unemployed	In 'low skill' professions (Skill level 4 and 5)	Reporting financial stress (went without food in the last year)	Reporting financial stress (couldn't raise $2000 in an emergency)	In 'high skill' professions (Skill level 1 and 2)	In high-income employment
	Source	**ABS**	**ABS**	**ABS**	**WBS**	**WBS**	**ABS**	**ABS**
Indigenous vs non-Indigenous	% INDIG	44.0%	18.2%	48.0%	-	-	29.1%	8.9%
	% NON-INDIG	30.5%	6.6%	34.8%	-	-	42.9%	18.4%
	Ratio	1.45	2.74	1.38	-	-	0.68	0.48
Low- vs high-income	% LOW INC	-	16.4%	52.8%	-	-	17.1%	-
	% HIGH INC	-	0.9%	13.3%	-	-	73.3%	-
	Ratio	-	17.61	3.978988	-	-	0.23	-
Female vs male	% F	35.6%	6.7%	37.3%	-	-	44.6%	11.8%
	% M	25.5%	7.0%	32.9%	-	-	40.9%	24.5%
	Ratio	1.40	0.96	1.13	-	-	1.09	0.48
Non-citizen vs citizen	% NON-CIT	25.6%	10.3%	41.0%	-	-	38.8%	14.0%
	% CIT	31.4%	6.4%	34.2%	-	-	43.2%	18.6%
	Ratio	0.82	1.61	1.20	-	-	0.90	0.75
Same-sex vs hetero couples	% SSC	12.5%	3.6%	24.0%	-	-	60.4%	35.2%
	% HC	25.6%	3.9%	31.3%	-	-	48.4%	23.6%
	Ratio	0.49	0.91	0.77	-	-	1.25	1.49
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-	-
	% NON	-	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-	-
Disability vs no disability	% DIS	68.0%	16.4%	50.4%	-	-	29.9%	2.6%
	% NO DIS	28.3%	6.8%	34.9%	-	-	42.8%	19.0%
	Ratio	2.40	2.42	1.45	-	-	0.70	0.14

Table A2.4 Housing and assets domain: SEI data for the City of Sydney LGA

		8. Homelessness	9. Overcrowded housing	10. Mortgage stress	11. Rent stress	12. No internet	13. Home ownership	14. Unaffordable housing
		Living in 'improvised dwellings, tents, sleeping out' and shelters for homeless	Living in overcrowded or very overcrowded dwelling	Paying >30% of income on mortgage with income in lower 40% household income	Paying >30% of income on rent in lower 40% household income	No internet connection/no use of internet	Owning dwelling without a mortgage	Unsatisfied or very unsatisfied with access to affordable housing for renting or buying
	Source	**ABS**	**ABS**	**ABS**	**ABS**	**ABS and WBS***	**ABS and WBS***	**ABS**
Indigenous vs non-Indigenous	% INDIG	5.1%	0.4%	-	41.7	28.7%	5.5%	61.6%
	% NON-INDIG	0.3%	2.5%	7.1%	19.4	9.6%	16.0%	47.5%
	Ratio	14.87	0.17	-	2.15	2.99	0.34	1.30
Low- vs high-income	% LOW INC	1.5%	5.7%	-	-	30.3%	16.6%	-
	% HIGH INC	0.01%	0.1%	-	-	2.8%	12.5%	-
	Ratio	285.71	40.91	-	-	10.71	1.33	-
Female vs male	% F	0.2%	2.3%	-	-	1.3%*	16.0%*	47.9%
	% M	0.8%	2.0%	-	-	1.6%*	15.8%*	47.2%
	Ratio	0.29	1.11	-	-	0.80*	1.01*	1.02
Non-citizen vs citizen	% NON-CIT	0.1%	6.8%	-	-	-	-	-
	% CIT	0.2%	0.3%	-	-	-	-	-
	Ratio	0.22	21.56	-	-	-	-	-
Same-sex vs hetero couples	% SSC	0.0%	0.1%	-	-	-	-	-
	% HC	0.01%	0.6%	-	-	-	-	-
	Ratio	0.00	0.21	-	-	-	-	-
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	0.8%*	12.4%*	52.0%
	% NON	-	-	-	-	1.7%*	17.3%*	45.3%
	Ratio	-	-	-	-	0.48*	0.71*	1.15
Disability vs no disability	% DIS	1.3%	0.6%	-	-	10.4%*	16.5%*	47.2%
	% NO DIS	0.1%	2.6%	-	-	1.0%*	16.1%*	47.8%
	Ratio	9.48	0.22	-	-	10.13*	1.03*	0.99

*Denotes data from WBS.

Table A2.5 Housing and assets domain: SEI data for Greater Sydney

		8. Homelessness	9. Overcrowded housing	10. Mortgage stress	11. Rent stress	12. No internet	13. Home ownership	14. Unaffordable housing
		Living in 'improvised dwellings, tents, sleeping out' and shelters for homeless	Living in overcrowded or very overcrowded dwelling	Paying >30% of income on mortgage with income in lower 40% household income	Paying >30% of income on rent in lower 40% household income	No internet connection/no use of internet	Owning dwelling without a mortgage	Unsatisfied or very unsatisfied with access to affordable housing for renting or buying
	Source	**ABS**	**ABS**	**ABS**	**ABS**	**ABS/WBS**	**ABS/WBS**	**ABS**
Indigenous vs non-Indigenous	% INDIG	0.7%	0.7%	18.9%	39.0%	17.4%	14.2%	-
	% NON-INDIG	0.1%	0.9%	19.2%	29.4%	11.9%	30.2%	-
	Ratio	9.50	0.77	0.98	1.33	1.45	0.47	-
Low- vs high-income	% LOW INC	0.2%	1.3%	-	-	30.1%	39.7%	-
	% HIGH INC	0.0%	0.2%	-	-	3.0%	23.0%	-
	Ratio	26.92	8.13	-	-	10.16	1.73	-
Female vs male	% F	0.1%	0.8%	-	-	-	-	-
	% M	0.1%	1.0%	-	-	-	-	-
	Ratio	0.74	0.80	-	-	-	-	-
Non-citizen vs citizen	% NON-CIT	0.1%	3.3%	-	-	-	-	-
	% CIT	0.1%	0.5%	-	-	-	-	-
	Ratio	1.00	6.31	-	-	-	-	-
Same-sex vs hetero couples	% SSC	0.0%	0.2%	-	-	-	-	-
	% HC	0.0%	0.4%	-	-	-	-	-
	Ratio	2.34	0.52	-	-	-	-	-
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-	-
	% NON	-	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-	-
Disability vs no disability	% DIS	0.2%	0.6%	-	-	-	-	-
	% NO DIS	0.1%	1.0%	-	-	-	-	-
	Ratio	3.18	0.65	-	-	-	-	-

Table A2.6 Housing and assets domain: SEI data for Australia

		8. Homelessness	9. Overcrowded housing	10. Mortgage stress	11. Rent stress	12. No internet	13. Home ownership	14. Unaffordable housing
		Living in 'improvised dwellings, tents, sleeping out' and shelters for homeless	Living in overcrowded or very overcrowded dwelling	Paying >30% of income on mortgage with income in lower 40% household income	Paying >30% of income on rent in lower 40% household income	No internet connection/no use of internet	Owning dwelling without a mortgage	Unsatisfied or very unsatisfied with access to affordable housing for renting or buying
	Source	**ABS**	**ABS**	**ABS**	**ABS**	**ABS/WBS**	**ABS/WBS**	**ABS**
Indigenous vs non-Indigenous	% INDIG	0.8%	4.2%	30.8%	35.8%	24.7%	12.7%	-
	% NON-INDIG	0.1%	0.5%	22.8%	31.3%	14.2%	32.4%	-
	Ratio	9.50	8.60	1.35	1.14	1.74	0.39	-
Low- vs high-income	% LOW INC	0.2%	0.8%	-	-	31.8%	43.5%	-
	% HIGH INC	0.0%	0.1%	-	-	3.8%	23.6%	-
	Ratio	21.91	8.67	-	-	8.44	1.84	-
Female vs male	% F	0.1%	0.5%	-	-	-	-	-
	% M	0.1%	0.6%	-	-	-	-	-
	Ratio	0.79	0.85	-	-	-	-	-
Non-citizen vs citizen	% NON-CIT	0.1%	2.0%	-	-	-	-	-
	% CIT	0.1%	0.4%	-	-	-	-	-
	Ratio	1.01	4.88	-	-	-	-	-
Same-sex vs hetero couples	% SSC	0.0%	0.1%	-	-	-	-	-
	% HC	0.0%	0.3%	-	-	-	-	-
	Ratio	0.84	0.57	-	-	-	-	-
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-	-
	% NON	-	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-	-
Disability vs no disability	% DIS	0.2%	0.4%	-	-	-	-	-
	% NO DIS	0.1%	1%	-	-	-	-	-
	Ratio	2.22	0.67	-	-	-	-	-

Table A2.7 Education domain: SEI data for the City of Sydney LGA

		15. Education opportunities	16. No education attainment	17. Year 11 or lower	18. Undergraduate degree	19. Postgraduate degree	20. Tertiary education enrolled
		Satisfied or very satisfied with learning and education opportunities	Did not go to primary or high school	Highest level of education is Year 11 or lower	Highest level of education attainment is a bachelor's degree	Highest level of education attainment is a postgraduate degree	Enrolled at university or other tertiary institution
	Source	**WBS**	**ABS**	**ABS**	**ABS**	**ABS**	**ABS/WBS**
Indigenous vs non-Indigenous	% INDIG	59.0%	1.0%	36.9%	14.9%	4.4%	8.3%
	% NON-INDIG	50.9%	0.7%	8.5%	35.6%	14.9%	16.3%
	Ratio	1.16	1.57	4.32	0.42	0.29	0.51
Low- vs high-income	% LOW INC	-	1.9%	19.7%	23.7%	6.0%	25.8%
	% HIGH INC	-	0.0%	2.4%	45.4%	24.5%	5.5%
	Ratio	-	59.00	8.19	0.52	0.24	4.70
Female vs male	% F	49.9%	0.8%	9.1%	36.9%	15.1%	18.1%
	% M	52.2%	0.6%	8.7%	33.8%	14.6%	14.2%
	Ratio	0.96	1.41	1.04	1.09	1.03	1.28
Non-citizen vs citizen	% NON-CIT	-	0.7%	5.2%	36.3%	15.0%	27.3%
	% CIT	-	0.7%	11.0%	34.7%	14.7%	10.0%
	Ratio	-	1.04	0.47	1.04	1.02	2.73
Same-sex vs hetero couples	% SSC	-	0.2%	17.8%	37.5%	19.7%	7.2%
	% HC	-	1.3%	19.4%	39.6%	19.7%	8.2%
	Ratio	-	0.16	0.92	0.95	1.00	0.88
LGBTQI vs non-LGBTQI	% LGBTQI	51.3%	-	-	-	-	10.9%*
	% NON	51.1%	-	-	-	-	11.3%*
	Ratio	1.00	-	-	-	-	0.96*
Disability vs no disability	% DIS	46.7%	6.6%	43.9%	14.2%	4.1%	2.4%
	% NO DIS	51.3%	0.5%	7.9%	35.9%	15.1%	16.6%
	Ratio	0.91	12.83	5.56	0.40	0.27	0.15

*Denotes data from WBS.

Table A2.8 Education domain: SEI data for Greater Sydney

		15. Education opportunities	16. No education attainment	17. Year 11 or lower	18. Undergraduate degree	19. Postgraduate degree	20. Tertiary education enrolled
		Satisfied or very satisfied with learning and education opportunities	Did not go to primary or high school	Highest level of education is Year 11 or lower	Highest level of education attainment is a bachelor's degree	Highest level of education attainment is a postgraduate degree	Enrolled at university or other tertiary institution
	Source	**WBS**	**ABS**	**ABS**	**ABS**	**ABS**	**ABS**
Indigenous vs non-Indigenous	% INDIG	-	0.7%	43.8%	7.6%	2.0%	3.9%
	% NON-INDIG	-	1.4%	23.3%	22.1%	8.5%	6.6%
	Ratio	-	0.47	1.88	0.35	0.23	0.59
Low- vs high-income	% LOW INC	-	2.9%	38.0%	11.8%	3.1%	13.1%
	% HIGH INC	-	0.1%	5.4%	38.1%	18.8%	3.4%
	Ratio	-	26.55	7.02	0.31	0.17	3.87
Female vs male	% F	-	1.6%	26.0%	23.3%	8.1%	6.9%
	% M	-	1.1%	21.3%	20.4%	8.7%	6.1%
	Ratio	-	1.40	1.22	1.15	0.93	1.13
Non-citizen vs citizen	% NON-CIT	-	1.9%	15.7%	28.4%	13.5%	12.2%
	% CIT	-	1.3%	25.2%	20.5%	7.3%	5.5%
	Ratio	-	1.49	0.62	1.38	1.84	2.21
Same-sex vs hetero couples	% SSC	-	0.2%	7.3%	32.6%	16.9%	7.2%
	% HC	-	1.2%	18.7%	25.2%	10.7%	3.1%
	Ratio	-	0.16	0.39	1.29	1.58	2.33
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-
	% NON	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-
Disability vs no disability	% DIS	-	8.5%	56.9%	7.5%	1.9%	0.9%
	% NO DIS	-	1.0%	21.7%	22.7%	8.8%	6.9%
	Ratio	-	8.70	2.62	0.33	0.22	0.13

Table A2.9 Education domain: SEI data for Australia

		15. Education opportunities	16. No education attainment	17. Year 11 or lower	18. Undergraduate degree	19. Postgraduate degree	20. Tertiary education enrolled
		Satisfied or very satisfied with learning and education opportunities	Did not go to primary or high school	Highest level of education is Year 11 or lower	Highest level of education attainment is a bachelor's degree	Highest level of education attainment is a postgraduate degree	Enrolled at university or other tertiary institution
	Source	**WBS**	**ABS**	**ABS**	**ABS**	**ABS**	**ABS**
Indigenous vs non-Indigenous	% INDIG	-	1.2%	50.4%	5.0%	1.0%	2.6%
	% NON-INDIG	-	0.9%	27.8%	17.8%	5.7%	5.5%
	Ratio	-	1.35	1.82	0.28	0.18	0.47
Low- vs high-income	% LOW INC	-	1.7%	42.6%	9.3%	2.1%	10.1%
	% HIGH INC	-	0.1%	8.0%	33.3%	14.3%	3.3%
	Ratio	-	18.10	5.35	0.28	0.15	3.06
Female vs male	% F	-	1.0%	30.8%	19.4%	5.4%	5.9%
	% M	-	0.8%	25.8%	15.4%	5.7%	4.7%
	Ratio	-	1.27	1.19	1.26	0.95	1.25
Non-citizen vs citizen	% NON-CIT	-	1.7%	18.6%	24.6%	11.0%	11.0%
	% CIT	-	0.8%	29.7%	16.4%	4.8%	4.6%
	Ratio	-	2.32	0.62	1.50	2.31	2.37
Same-sex vs hetero couples	% SSC	-	0.2%	10.0%	28.4%	12.8%	7.7%
	% HC	-	0.7%	23.4%	20.3%	7.1%	2.9%
	Ratio	-	0.28	0.43	1.40	1.80	2.64
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-
	% NON	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-
Disability vs no disability	% DIS	-	5.2%	58.4%	6.1%	1.4%	0.8%
	% NO DIS	-	0.6%	26.5%	18.1%	5.8%	5.6%
	Ratio	-	8.44	2.21	0.34	0.24	0.15

Table A2.10 Health domain: SEI data for the City of Sydney LGA

		21. Good physical health	22. Good mental health	23. Preventable hospitalisation	24. Immunisation	25. Smoking	26. Alcohol attributable hospitalisations
		Good or very good self-reported physical health	Good or very good self-reported mental health	Hospitalisations from chronic, acute or vaccine preventable diseases	Child immunisation (1 year)	Smoke daily	Hospitalisations from alcohol dependence, falls or injuries, or alcohol abuse
	Source	**WBS**	**WBS**	**NHS**	**NHS**	**NHS**	**NHS**
Indigenous vs non-Indigenous	% INDIG	30.7%	37.0%	4.5%	92.5%	-	-
	% NON-INDIG	51.6%	49.0%	1.7%	92.6%	-	-
	Ratio	0.59	0.76	2.57	1.00	-	-
Low- vs high-income	% LOW INC	-	-	-	-	-	-
	% HIGH INC	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-
Female vs male	% F	50.9%	46.7%	1.7%	-	6.5%	0.5%
	% M	52.3%	51.4%	1.9%	-	11.7%	0.8%
	Ratio	0.97	0.91	0.89	-	0.55	0.70
Non-citizen vs citizen	% NON-CIT	-	-	-	-	-	-
	% CIT	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-
Same-sex vs hetero couples	% SSC	-	-	-	-	-	-
	% HC	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-
LGBTQI vs non-LGBTQI	% LGBTQI	55.3%	46.1%	-	-	-	-
	% NON	50.8%	50.9%	-	-	-	-
	Ratio	1.09	0.91	-	-	-	-
Disability vs no disability	% DIS	24.5%	21.1%	-	-	-	-
	% NO DIS	53.2%	50.7%	-	-	-	-
	Ratio	0.46	0.42	-	-	-	-

Table A2.11 Public participation domain: SEI data for the City of Sydney LGA

		27. Victim of assault	28. Victim of harassment	29. Feel unsafe at night	30. Social isolation	31. Trust	32. Access to green space	33. Access to libraries	34. Cultural participation	35. Communication barrier	36. Volunteering	37. Having a say
		Reported being a victim of physical and/or sexual assault in past 12 months	Reported being harassed or insulted in last 12 months	Feel unsafe in the places where socialising at night	Sometimes or never have face-to-face contact with friends or neighbours	Can trust most people	Very Satisfied or Satisfied with parks and open space	Very Satisfied or Satisfied with libraries	Participation in cultural life (performance, art etc)	Language or communication limited participation in cultural activities	Conducted unpaid volunteering	Agree there are enough opportunities to have a say on issues
	Source			**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**ABS**	**WBS**
Indigenous vs non-Indigenous	% INDIG	17.0%	22.8%	31.2%	33.1%	49.3%	74.0%	50.1%	29.7%	29.7%	21.8%	28.9%
	% NON-INDIG	2.0%	7.7%	18.4%	13.8%	72.5%	85.1%	70.4%	40.6%	7.1%	18.6%	40.0%
	Ratio	8.50	2.96	1.70	2.40	0.68	0.87	0.71	0.73	4.18	1.17	0.72
Low- vs high-income	% LOW INC			-	-	-	-	-	-		18.1%	-
	% HIGH INC			-	-	-	-	-	-		22.5%	-
	Ratio			-	-	-	-	-	-		0.81	-
Female vs male	% F	2.6%	7.5%	25.2%	13.7%	73.0%	84.6%	72.3%	41.1%	6.5%	20.5%	40.4%
	% M	1.4%	7.7%	11.9%	14.0%	72.1%	85.5%	68.6%	40.0%	8.1%	16.9%	39.7%
	Ratio	1.86	0.97	2.13	0.98	1.01	0.99	1.05	1.03	0.80	1.22	1.02
Non-citizen vs citizen	% NON-CIT			-	-	-	-	-	-		13.4%	-
	% CIT			-	-	-	-	-	-		21.8%	-
	Ratio			-	-	-	-	-	-		0.61	-
Same-sex vs hetero couples	% SSC			-	-	-	-	-	-		20.5%	-
	% HC			-	-	-	-	-	-		17.9%	-
	Ratio			-	-	-	-	-	-		1.15	-
LGBTQI vs non-LGBTQI	% LGBTQI	3.2%	13.0%	14.7%	12.5%	72.2%	86.2%	71.3%	41.4%	6.6%	-	44.1%
	% NON	1.8%	6.2%	19.6%	14.3%	73.6%	85.2%	70.3%	40.5%	7.5%	-	39.0%
	Ratio	1.78	2.10	0.75	0.87	0.98	1.01	1.01	1.02	0.88	-	1.13
Disability vs no disability	% DIS	8.5%	16.6%	32.9%	23.5%	59.8%	77.8%	61.6%	41.3%	16.2%	10.9%	36.5%
	% NO DIS	1.8%	7.4%	17.7%	13.3%	73.0%	85.5%	70.6%	40.3%	6.8%	18.9%	40.0%
	Ratio	4.72	2.24	1.86	1.76	0.82	0.91	0.87	1.02	2.38	0.58	0.91

Table A2.12 Public participation domain: SEI data for Greater Sydney

		27. Victim of assault	28. Victim of harass-ment	29. Feel unsafe at night	30. Social isolation	31. Trust	32. Access to green space	33. Access to libraries	34. Cultural participa-tion	35. Commu-nication barrier	36. Volun-teering	37. Having a say
		Reported being a victim of physical and/ or sexual as-sault in past 12 months	Report-ed being harassed or insulted in last 12 months	Feel unsafe in the plac-es where socialising at night	Sometimes or never have face-to-face contact with friends or neighbours	Can trust most people	Very Satisfied or Satisfied with parks and open space	Very Satisfied or Satisfied with libraries	Partici-pation in cultural life (perfor-mance, art etc)	Language or com-munication limited par-ticipation in cultural activities	Conduct-ed unpaid volunteer-ing	Agree there are enough opportu-nities to have a say on issues
	Source	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**ABS**	**WBS**
Indigenous vs non-Indigenous	% INDIG	–	–	–	–	–	–	–	–	–	16.9%	–
	% NON-INDIG	–	–	–	–	–	–	–	–	–	18.0%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.94	–
Low- vs high-income	% LOW INC	–	–	–	–	–	–	–	–	–	16.9%	–
	% HIGH INC	–	–	–	–	–	–	–	–	–	23.7%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.71	–
Female vs male	% F	–	–	–	–	–	–	–	–	–	19.6%	–
	% M	–	–	–	–	–	–	–	–	–	16.3%	–
	Ratio	–	–	–	–	–	–	–	–	–	1.20	–
Non-citizen vs citizen	% NON-CIT	–	–	–	–	–	–	–	–	–	13.0%	–
	% CIT	–	–	–	–	–	–	–	–	–	19.0%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.68	–
Same-sex vs hetero couples	% SSC	–	–	–	–	–	–	–	–	–	19.4%	–
	% HC	–	–	–	–	–	–	–	–	–	19.0%	–
	Ratio	–	–	–	–	–	–	–	–	–	1.02	–

Table A2.13 Public participation domain: SEI data for Australia

		27. Victim of assault	28. Victim of harass-ment	29. Feel unsafe at night	30. Social isolation	31. Trust	32. Access to green space	33. Access to libraries	34. Cultural participa-tion	35. Commu-nication barrier	36. Volun-teering	37. Having a say
		Reported being a victim of physical and/ or sexual as-sault in past 12 months	Report-ed being harassed or insulted in last 12 months	Feel unsafe in the plac-es where socialising at night	Sometimes or never have face-to-face contact with friends or neighbours	Can trust most people	Very Satisfied or Satisfied with parks and open space	Very Satisfied or Satisfied with libraries	Partici-pation in cultural life (perfor-mance, art etc)	Language or com-munication limited par-ticipation in cultural activities	Conduct-ed unpaid volunteer-ing	Agree there are enough opportu-nities to have a say on issues
	Source	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**ABS**	**WBS**
Indigenous vs non-Indigenous	% INDIG	–	–	–	–	–	–	–	–	–	16.2%	–
	% NON-INDIG	–	–	–	–	–	–	–	–	–	20.8%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.78	–
Low- vs high-income	% LOW INC	–	–	–	–	–	–	–	–	–	20.6%	–
	% HIGH INC	–	–	–	–	–	–	–	–	–	25.5%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.81	–
Female vs male	% F	–	–	–	–	–	–	–	–	–	22.6%	–
	% M	–	–	–	–	–	–	–	–	–	18.7%	–
	Ratio	–	–	–	–	–	–	–	–	–	1.21	–
Non-citizen vs citizen	% NON-CIT	–	–	–	–	–	–	–	–	–	14.8%	–
	% CIT	–	–	–	–	–	–	–	–	–	21.6%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.68	–
Same-sex vs hetero couples	% SSC	–	–	–	–	–	–	–	–	–	21.1%	–
	% HC	–	–	–	–	–	–	–	–	–	22.4%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.95	–

Table A2.14 Transport domain: SEI data for the City of Sydney LGA

		38. Short commute	39. Public transport commute	40. Private transport commute	41. Active transport commute	42. Transport accessibility	43. Transport cost
		<4km distance travel to work	Public transport to work	Private transport to work	Active transport to work	Transport accessibility limited participation in community	Transport costs limited participation in community
	Source	**ABS**	**ABS**	**ABS**	**ABS**	**WBS**	**WBS**
Indigenous vs non-Indigenous	% INDIG	55.7%	35.7%	36.2%	23.4%	23.7%	37.3%
	% NON-INDIG	55.8%	38.5%	26.7%	29.2%	8.2%	19.2%
	Ratio	1.0	0.9	1.4	0.8	2.9	1.9
Low- vs high-income	% LOW INC	59.6%	46.3%	15.4%	31.6%	-	-
	% HIGH INC	54.3%	34.8%	30.4%	29.4%	-	-
	Ratio	1.1	1.3	0.5	1.1	-	-
Female vs male	% F	56.1%	41.9%	23.9%	28.7%	10.2%	22.5%
	% M	55.5%	35.7%	29.2%	29.6%	6.4%	19.2%
	Ratio	1.0	1.2	0.8	1.0	1.6	1.2
Non-citizen vs citizen	% NON-CIT	57.4%	47.5%	16.4%	32.7%	-	-
	% CIT	55.0%	34.0%	31.8%	27.5%	-	-
	Ratio	1.0	1.4	0.5	1.2	-	-
Same-sex vs hetero couples	% SSC	53.3%	38.0%	29.1%	26.6%	-	-
	% HC	54.5%	35.1%	30.9%	27.7%	-	-
	Ratio	0.98	1.08	0.94	0.96	-	-
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	6.2%	22.2%
	% NON	-	-	-	-	9.2%	20.6%
	Ratio	-	-	-	-	0.67	1.08
Disability vs no disability	% DIS	60.6%	35.1%	31.8%	21.9%	20.1%	30.5%
	% NO DIS	55.8%	38.5%	26.7%	29.2%	7.7%	20.4%
	Ratio	1.09	0.91	1.19	0.75	2.61	1.50

Table A2.15 Transport domain: SEI data for Greater Sydney

		38. Short commute	39. Public transport commute	40. Private transport commute	41. Active transport commute	42. Transport accessibility	43. Transport cost
		<4km distance travel to work	Public transport to work	Private transport to work	Active transport to work	Transport accessibility limited participation in community	Transport costs limited participation in community
	Source	**ABS**	**ABS**	**ABS**	**ABS**	**WBS**	**WBS**
Indigenous vs non-Indigenous	% INDIG	20.6%	17.3%	75.3%	4.3%	-	-
	% NON-INDIG	23.0%	25.1%	64.3%	5.2%	-	-
	Ratio	0.9	0.7	1.2	0.8	-	-
Low- vs high-income	% LOW INC	36.5%	23.8%	60.0%	7.7%	-	-
	% HIGH INC	17.4%	29.7%	60.0%	5.2%	-	-
	Ratio	2.1	0.8	1.0	1.5	-	-
Female vs male	% F	27.2%	27.2%	60.9%	5.4%	-	-
	% M	23.8%	23.2%	67.4%	5.1%	-	-
	Ratio	1.1	1.2	0.9	1.1	-	-
Non-citizen vs citizen	% NON-CIT	24.8%	41.3%	45.7%	8.9%	-	
	% CIT	22.7%	21.8%	68.1%	4.5%	-	-
	Ratio	1.1	1.9	0.7	2.0	-	-
Same-sex vs hetero couples	% SSC	29.9%	35.3%	47.1%	11.8%	-	-
	% HC	22.2%	22.1%	67.2%	4.0%	-	-
	Ratio	1.35	1.59	0.70	2.96	-	-
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-
	% NON	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-
Disability vs no disability	% DIS	28.2%	24.6%	61.2%	4.6%	-	-
	% NO DIS	23.0%	25.0%	64.4%	5.2%	-	-
	Ratio	1.23	0.98	0.95	0.89	-	-

Table A2.16 Transport domain: SEI data for Australia

		39. Short commute	40. Public transport commute	41. Private transport commute	42. Active transport commute	43. Transport accessibility	44. Transport cost
		<4km distance travel to work	Public transport to work	Private transport to work	Active transport to work	Transport accessibility limited participation in community	Transport costs limited participation in community
	Source	**ABS**	**ABS**	**ABS**	**ABS**	**WBS**	**WBS**
Indigenous vs non-Indigenous	% INDIG	31.6%	8.3%	80.1%	8.2%	-	-
	% NON-INDIG	25.4%	12.9%	76.1%	4.9%	-	-
	Ratio	1.2	0.6	1.1	1.7	-	-
Low- vs high-income	% LOW INC	37.3%	12.2%	71.2%	7.1%	-	-
	% HIGH INC	19.1%	17.0%	72.3%	5.0%	-	-
	Ratio	2.0	0.7	1.0	1.4	-	-
Female vs male	% F	27.2%	13.7%	74.5%	4.8%	-	-
	% M	23.8%	12.0%	77.6%	5.2%	-	-
	Ratio	1.1	1.1	1.0	0.9	-	-
Non-citizen vs citizen	% NON-CIT	25.5%	24.6%	62.9%	7.7%	-	-
	% CIT	25.5%	11.1%	78.1%	4.6%	-	-
	Ratio	1.0	2.2	0.8	1.7	-	-
Same-sex vs hetero couples	% SSC	25.9%	21.7%	63.9%	8.6%	-	-
	% HC	24.8%	10.9%	77.9%	3.9%	-	-
	Ratio	1.04	2.00	0.82	2.23	-	-
LGBTQI vs non-LGBTQI	% LGBTQI	-	-	-	-	-	-
	% NON	-	-	-	-	-	-
	Ratio	-	-	-	-	-	-
Disability vs no disability	% DIS	32.0%	15.4%	66.9%	5.8%	-	-
	% NO DIS	25.4%	12.8%	76.2%	5.0%	-	-
	Ratio	1.26	1.20	0.88	1.16	-	-

Appendix 3: Indicator findings for indigeneity 2006, 2011 and 2016

Comparisons of Indicators for years 2006, 2011 and 2016 for Indigenous vs non-Indigenous people.

The following Tables contain data comparing Indigenous vs non-Indigenous people for the years 2006, 2011 and 2016. Only data from ABS Census is used for these comparisons.

Data for health is not included due to a lack available data at different scales.

Data for transport is not included as the geography for place of residence is not available within the datasets needed to determine indicators. Indicators that use data from the City of Sydney Wellbeing Survey have not been included here, but can be considered where data is available.

Table A3.1 Work and income domain: SEI data for the City of Sydney, Indigenous vs non-Indigenous comparisons for 2006, 2011 and 2016

		1. **Living on a low income**	2. **Unemployed**	3. **'Low skill' employment**	4. **Food insecurity**	5. **Financial stress**	6. **'High skill' employment**	7. **Living on a high income**
		Low-income employment (or household)	Unemployed	In 'low skill' professions (Skill level 4 and 5)	Reporting financial stress (went without food in the last year)	Reporting financial stress (couldn't raise $2000 in an emergency)	In 'high skill' professions (Skill level 1 and 2)	In high-income employment
	Source	**ABS**	**ABS**	**ABS**	**WBS**	**WBS**	**ABS**	**ABS**
Indigenous vs non-Indigenous 2016	% INDIG	-	13.1%	31.0%	-	-	50.7%	-
	% NON-INDIG	-	5.9%	22.6%	-	-	61.7%	-
	Ratio	-	2.21	1.37	-	-	0.82	-
Indigenous vs non-Indigenous 2011	% INDIG	50.8%	13.96%	34.31%	-	-	47.55%	22.5%
	% NON-INDIG	19.3%	5.94%	21.97%	-	-	62.71%	46.13%
	Ratio	2.64	2.35	1.56	-	-	0.76	0.49
Indigenous vs non-Indigenous 2006	% INDIG	58.8%	15.53%	40.51%	-	-	42.86%	14.7%
	% NON-INDIG	33.2%	5.16%	23.66%	-	-	60.06%	36.6%
	Ratio	1.77	3.01	1.71	-	-	0.71	0.40

Table A3.2 Housing and assets domain: SEI data for City of Sydney, Indigenous vs non-Indigenous comparisons 2006, 2011 and 2016

		8. Homelessness	9. Overcrowded housing	10. Mortgage stress	11. Rent stress	12. No internet	13. Home ownership	14. Unaffordable housing
		Living in 'improvised dwellings, tents, sleeping out' and shelters for homeless	Living in overcrowded or very overcrowded dwelling	Paying >30% of income on mortgage with income in lower 40% household income	Paying >30% of income on rent in lower 40% household income	No internet connection/no use of internet	Owning dwelling without a mortgage	Unsatisfied or very unsatisfied with access to affordable housing for renting or buying
	Source	**ABS**	**ABS**	**ABS**	**ABS**	**ABS/WBS**	**ABS/WBS**	**ABS**
Indigenous vs non-Indigenous 2016	% INDIG	5.1%	0.4%	-	41.7	28.7%	5.5%	61.6%
	% NON-INDIG	0.3%	2.5%	7.1%	19.4	9.6%	16.0%	47.5%
	Ratio	14.87	0.17	-	2.15	2.99	0.34	1.30
Indigenous vs non-Indigenous 2011	% INDIG	-	-	-	-	33.6%	5.8%	-
	% NON-INDIG	-	-	-	-	12.7%	14.5%	-
	Ratio	-	-	-	-	2.65	0.4	-
Indigenous vs non-Indigenous 2006	% INDIG	-	-	-	-	54.9%	6.5%	-
	% NON-INDIG	-	-	-	-	26.6%	14.4%	-
	Ratio	-	-	-	-	2.06	0.45	-

Table A3.3 Education domain: SEI data for the City of Sydney, Indigenous vs non-Indigenous comparisons 2006, 2011 and 2016

		15. Education opportunities	16. No education attainment	17. Year 11 or lower	18. Undergraduate degree	19. Postgraduate degree	20. Tertiary education enrolled
		Satisfied or very satisfied with learning and education opportunities	Have no educational attainment	Highest level of education is Year 11 or lower	Highest level of education attainment is a bachelor's degree	Highest level of education attainment is a postgraduate degree	Enrolled at university or other tertiary institution
	Source	**WBS**	**ABS**	**ABS**	**ABS**	**ABS**	**ABS**
Indigenous vs non-Indigenous 2016	% INDIG	-	1.0%	36.9%	14.9%	4.4%	8.3%
	% NON-INDIG	-	0.7%	8.5%	35.6%	14.9%	16.3%
	Ratio	-	1.57	4.32	0.42	0.29	0.51
Indigenous vs non-Indigenous 2011	% INDIG	-	-	-	-	-	5.8%
	% NON-INDIG	-	-	-	-	-	13.5%
	Ratio	-	-	-	-	-	0.43
Indigenous vs non-Indigenous 2006	% INDIG	-	-	-	-	-	5.7%
	% NON-INDIG	-	-	-	-	-	13.6%
	Ratio	-	-	-	-	-	0.42

Table A3.4 Public participation domain: SEI data for the City of Sydney, Indigenous vs non-Indigenous comparisons 2006, 2011 and 2016

		27. Victim of assault	28. Victim of harassment	29. Feel unsafe at night	30. Social isolation	31. Trust	32. Access to green space	33. Access to libraries	34. Cultural participation	35. Communication barrier	36. Volunteering	37. Having a say
		Reported being a victim of physical and/or sexual assault in past 12 months	Reported being harassed or insulted in last 12 months	Feel unsafe in the places where socialising at night	Sometimes or never have face-to-face contact with friends or neighbours	Can trust most people	Very Satisfied or Satisfied with parks and open space	Very Satisfied or Satisfied with libraries	Participation in cultural life (performance, art etc)	Language or communication limited participation in cultural activities	Conducted unpaid volunteering	Agree there are enough opportunities to have a say on issues
	Source	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**WBS**	**ABS**	**WBS**
Indigenous vs non-Indigenous 2016	% INDIG	–	–	–	–	–	–	–	–	–	49.3%	–
	% NON-INDIG	–	–	–	–	–	–	–	–	–	72.5%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.68	–
Indigenous vs non-Indigenous 2011	% INDIG	–	–	–	–	–	–	–	–	–	19.1%	–
	% NON-INDIG	–	–	–	–	–	–	–	–	–	17.7%	–
	Ratio	–	–	–	–	–	–	–	–	–	1.08	–
Indigenous vs non-Indigenous 2006	% INDIG	–	–	–	–	–	–	–	–	–	15.1%	–
	% NON-INDIG	–	–	–	–	–	–	–	–	–	19.9%	–
	Ratio	–	–	–	–	–	–	–	–	–	0.76	–

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