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Inclusive Casey Strategic Framework 2018 – 2021

'An inclusive, safe and connected community'

The City of Casey acknowledges that we are on the traditional land of the Bunurong and Wurundjeri People and pays respect to all elders past and present.

Council acknowledges the commitment and contribution from many organisations in the development of this Framework (listed Appendix A).

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Message from the Mayor

The City of Casey is committed to making Casey an inclusive place.

Through our *2017-2021 Council Plan* and long-term Council vision, we're working to create Australia's most liveable city.

One of the key strategic objectives of our Council Plan is to create an inclusive, safe and connected community and the *Inclusive Casey Strategic Framework 2018-2021* will play an integral role in helping us to achieve that.

The Framework will guide the work of Council and its partners over the next three years to make Casey a more inclusive place.

We want the City of Casey to be a welcoming and friendly place for everyone from all walks of life. We also want to provide meaningful opportunities for every member of our community to be involved, included and valued for their unique contributions.

We will work together to make Casey a more inclusive place for everyone.

Cr Geoff Ablett

Mayor

City of Casey

June 2018

Purpose

The purpose of the Inclusive Casey Strategic Framework 2018-2021 (The Framework) is to provide a roadmap for creating a safe, inclusive and connected community – one of the City of Casey's (Council) key strategic objectives. Meeting this objective is integral to achieving Council's vision of creating Australia's most liveable city.

The Framework promotes respect for all individuals in their personal beliefs, identity and choice of expression, aligned with legislation. The Framework applies a non-judgmental approach to everyone. To be an inclusive place we need to foster respect and acknowledge that everyone has the right and choice to express their personal beliefs and identity, in ways that do not impinge on the rights of others.

Introduction

The Framework sets out the City of Casey's aspirations for a more inclusive Casey. The Framework is a roadmap which will guide Council, with our partners, on our journey to becoming a more inclusive place. A more inclusive Casey is one which is safe, connected, equitable, and shows respect for differences. This is an important and challenging ambition for a large, richly diverse, growing municipality.

By working in partnership with community members, community organisations, networks, and agencies, as well as council staff and Councillors, the Framework captures the shared vision of inclusion for the municipality. This partnership approach fosters shared responsibility, which is crucial to successful implementation.

This framework details the background and process used to develop the Framework, provides a set of guiding principles matched to Council's legislative obligations, as well as definitions of key terms. It explains why inclusion is important, why we need such a framework and what it will look like when we are an inclusive Casey. This Framework also describes our community and details common experiences which influence exclusion, which is an important understanding for the development of meaningful goals and strategic objectives. This Framework identifies five goals and associated strategic objectives that Council commits to implementing over the next three years.

In developing the goals and strategic objectives, consideration has been given to the many tangible ways Council, with our partners, can effectively work towards embedding the guiding principles of inclusion. No single person, entity or group can make Casey a more inclusive place, however together we can make positive changes. Individuals can choose their actions, so can Council, schools, workplaces, organisations, associations, clubs and groups. Acts of inclusion may be introducing yourself to your neighbour, who may have recently arrived in Australia from another country, or standing up when witnessing discrimination. There are many ways we can demonstrate that everyone who calls Casey home will feel welcomed, respected and valued for who they are, and how they choose to express themselves.

This Framework is a commitment from Council to embed inclusion across all areas of business including; decision making, communication and advocacy, service design provision and delivery, employment practices, physical and built environments, workforce and community development. The Framework is also a call to action for our partners to join Council in creating a more inclusive, safe and connected community for everyone.

How the Inclusive Casey Strategic Framework was developed

The Access and Inclusion Advisory Committee and a leadership group have overseen the development and endorsement of the Framework.

The Access and Inclusion Advisory Committee (AIAC) provided strategic advice and direction at all stages in the development of the Framework. This Council Committee provides strategic advice and advocacy to the City of Casey on access and inclusion issues of relevance to the municipality, in line with the Council Plan and Council's Diversity, Access and Inclusion Policy. Membership of the AIAC includes four elected Councillors and twelve community representatives.

In addition to the AIAC, a leadership group of key internal Council staff and three external organisations provided strategic advice and direction at pivotal stages in the Framework's development. External stakeholders in the leadership group included Monash Health, enliven and the Department of Health and Human Services.

Extensive community, stakeholder and Council engagement was undertaken in developing the Framework. Efforts in all community engagement activities focused on ensuring consultation was reflective of Casey's diverse community. This resulted in 816 individuals participating directly in the development and a further 4,500 people involved in broader community consultations which helped inform its direction (Casey Next and consultation for Council's draft Child, Youth and Family Plan). The engagement activities included:

- Internal Council staff consultation via pop ups held in August 2017
- The Inclusive Casey Community Forum held in November 2017 with over 100 community representatives in attendance
- A phone survey with parents and children from the Leapin' Lizards program (a sensory based program to assist kindergarten children to develop and extend their play and social skills) in November/December 2017
- An Inclusive Casey Strategic Framework workshop held in December 2017
- A follow-up Inclusive Casey Strategic Framework workshop held in February 2018
- A Casey Conversations community wide online survey in February 2018 (344 responses).

Casey Conversations is a consultation website that has been utilised across several other Council engagement activities. The response rate received to the online survey was higher than most, with 344 individual responses. This, combined with other extensive consultation activities, has provided Council with solid evidence on the direction our community would like Council to take in relation to creating an inclusive, safe and connected community and how the community would like Council and its partners to respond.

Finally, as this framework is a first for Council, extensive benchmarking against other Local Government areas and State and Federal Government departments (including both within Australia and internationally) was undertaken to identify key considerations in the development of The Framework.

Guiding Principles and Legislative Obligations

The Framework is underpinned by six guiding principles and their corresponding legislative obligations. Together these provide the backbone for what the Framework aims to and needs to achieve. The guiding principles and legislative obligations are also a key reference point to consider when actions are being developed. The guiding principles are outlined below, aligned with the legislative requirements that Council must meet.

Principle 1: Upholding human rights

Human rights recognise the inherent value of each person, regardless of background, where we live, what we look like, what we think or what we believe [1]. Commitment to, and upholding of, human rights requires adopting an inclusive attitude to individuals and groups of people. It builds a sense of belonging for everyone through eliminating discrimination based on age, gender identity, sexuality, race, religious/faith beliefs, political beliefs, ethnicity, physical/intellectual/sensory ability and socio-economic status.

This principle relates to our legislative obligations (refer to Appendix B for more details):

- » *Charter of Human Rights and Responsibilities Act 2006 (Vic)*
- » *Australian Human Rights Commission Act 1986 (Cth)*
- » *Racial Discrimination Act 1975 (Cth) [2]*
- » *Workplace Gender Equality Act 2012 (Cth)*
- » *Equal Opportunity Act 2010 (Vic)*
- » *Sex Discrimination Act 1984 (Cth)*
- » *Age Discrimination Act 2004 (Cth)*
- » *Draft Local Government Bill 2018 (Vic)*
- » *Multicultural Victoria Act 2011 (Vic)*
- » *Racial and Religious Tolerance Act 2001 (Vic)*
- » *Fair Work Act 2009 (Cth)*
- » *Disability Discrimination Act 1992 (Cth)*

Principle 2: Embracing diversity

Embracing diversity is about moving beyond tolerance and acceptance of difference to recognising and appreciating the benefits and contributions a diverse community brings. It is about sharing knowledge across different backgrounds and beliefs, to celebrate the differences we all have that make us unique and the things that unite us.

This principle relates to our legislative obligations (refer to Appendix B for more details):

- » *Racial Discrimination Act 1975 (Cth)*
- » *Workplace Gender Equality Act 2012 (Cth)*
- » *Equal Opportunity Act 2010 (Vic)*
- » *Sex Discrimination Act 1984 (Cth)*
- » *Age Discrimination Act 2004 (Cth)*
- » *Draft Local Government Bill 2018 (Vic)*
- » *Multicultural Victoria Act 2011 (Vic)*
- » *Racial and Religious Tolerance Act 2001 (Vic)*

Principle 3: Equity of access

Equity of access recognises that to be inclusive there is no 'one size fits all' approach when it comes to accessibility and inclusion. Equity of access strives to reduce, and ideally to remove, any barriers, physical or otherwise placed on people who live, work, learn or visit the City of Casey, so that everyone can participate in all aspects of community life.

This principle relates to our legislative obligations (refer to Appendix B for more details):

- » *Racial Discrimination Act 1975 (Cth)*
- » *Workplace Gender Equality Act 2012 (Cth)*
- » *Equal Opportunity Act 2010 (Vic)*
- » *Sex Discrimination Act 1984 (Cth)*
- » *Age Discrimination Act 2004 (Cth)*
- » *Local Government Act 1989 (Vic)*
- » *Draft Local Government Bill 2018 (Vic)*
- » *Racial and Religious Tolerance Act 2001 (Vic)*
- » *Fair Work Act 2009 (Cth)*
- » *Disability Discrimination Act 1992 (Cth)*

Principle 4: Shared responsibility

To make Casey an inclusive, safe and connected community, everyone will need to play a role. Council recognises the important leadership role we must play in making Casey a more inclusive place, however, Council also recognises that it must be undertaken in partnership. This principle recognises that we all have a responsibility and a part to play in making Casey a more inclusive place and no effort is too small. This involves partnerships with individuals, families, community, education, recreation, businesses, organisations and agencies within and outside of Casey.

This principle relates to our legislative obligations (refer to Appendix B for more details):

- » *Workplace Gender Equality Act 2012 (Cth)*
- » *Equal Opportunity Act 2010 (Vic)*
- » *Sex Discrimination Act 1984 (Cth)*
- » *Age Discrimination Act 2004 (Cth)*
- » *Draft Local Government Bill 2018 (Vic)*
- » *Multicultural Victoria Act 2011 (Vic)*

Principle 5: The importance of belonging

Everyone feeling welcomed and valued is fundamental to making Casey a more inclusive place. Feeling included and a part of the community, regardless of how it is defined, is a key indicator of mental health and wellbeing. A sense of belonging to place, people and the wider community enables participation in all aspects of home, family and community life.

This principle relates to our legislative obligations (refer to Appendix B for more details):

- » *Workplace Gender Equality Act 2012 (Cth)*
- » *Equal Opportunity Act 2010 (Vic)*
- » *Sex Discrimination Act 1984 (Cth)*
- » *Age Discrimination Act 2004 (Cth)*
- » *Local Government Act 1989 (Vic)*

- » *Multicultural Victoria Act 2011 (Vic)*
- » *Racial and Religious Tolerance Act 2001 (Vic)*
- » *Fair Work Act 2009 (Cth)*

Principle 6: Evidence informed

Actions undertaken to make Casey a more inclusive place need to be informed by effective consultation and evidence to ensure they are most likely to make a positive difference, particularly to those experiencing exclusion.

This principle relates to our legislative obligations (refer to Appendix B for more details):

- » *Workplace Gender Equality Act 2012 (Cth)*
- » *Equal Opportunity Act 2010 (Vic)*
- » Draft Local Government Bill 2018 (Vic)

In addition, the following international human rights instruments, all of which have been ratified by Australia, also relate to the legislative context underpinning the Framework. These are:

- » The International Convention on the Elimination of All Forms of Racial Discrimination
- » The International Covenant on Civil and Political Rights (ICCPR)
- » The International Covenant on Economic, Social and Cultural Rights (ICESCR)
- » The Convention on the Elimination of All Forms of Discrimination against Women
- » The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)
- » The Convention on the Rights of the Child (CRC)
- » The Convention on the Rights of Persons with Disabilities (CRPD)
- » The United Nations Declaration on the Rights of Indigenous Peoples.

Definitions of inclusion

We have adopted the following definitions and understandings of inclusion, diversity and equity:

Inclusion occurs when all people feel valued and respected, have access to opportunities and resources and can contribute to their community. An inclusive approach recognises that people have different needs, characteristics and life experiences and, although there are similarities within groups, no one person's experience is the same and therefore stereotypes should be avoided.

Diversity recognises the differences between people and how they identify themselves. This could be in relation to an individual's age, caring responsibilities, cultural background, disability, gender, Indigenous background, sexual orientation, beliefs and socio-economic background. These and other differences often overlap as people identify with more than one characteristic, so no two people's lived experiences are the same.

Equity is an approach which recognises and addresses the unfair and avoidable differences across health, education, employment and other social outcomes among vulnerable groups, with an aim of achieving more equal outcomes for everyone [3].

Why we need an Inclusive Casey Strategic Framework

Embedding inclusion across Casey is important as it leads to enhanced health and wellbeing, improved resilience, social cohesion and safety. The Inclusive Casey Strategic Framework will deliver these benefits to everyone in making Casey an inclusive, safe and connected community, helping to 'Create Australia's most liveable city'. These benefits are detailed below.

Achieving Council's vision

To achieve the Council vision of 'Create Australia's most liveable city', a focus on inclusion is imperative [4]. Inclusion requires a whole of community effort as it brings together aspects such as urban design, transport, housing, health, education, employment, services, open space, friendly neighbours and access to services, support and infrastructure. Essentially, for a place to be liveable, it also needs to be safe and inclusive in all aspects of the community.

Health and wellbeing

It is widely accepted that feeling included assists people to achieve their optimal personal mental health and wellbeing [2] [5] [6]. Developing an inclusive place has benefits which impact each person and flow through to create a community that is resourceful, resilient and reports higher wellbeing. An inclusive community is developed through actions which encourage: community support, participation in community activities, a sense of belonging, trust, and the opportunity for everyone to reach their potential [7] [2] [8]. This links to Council's *Municipal Public Health and Wellbeing Plan 2017-2021* which has a goal to improve mental wellbeing.

Benefits everyone

An inclusive community supports everyone to reach their own potential and is not afraid to speak out against discrimination in all its forms [7]. Diagram 1 shows how benefits from inclusion flow through from each individual to their wider community, family, workplace, friends, colleagues, teachers and various support networks, and vice versa. For example, positive changes in cultural values and norms influence public policy, organisations, social networks and individual's knowledge, attitudes and skills.

Diagram 1



[9]

Social cohesion and safety

An important aspect of creating an inclusive community involves building social cohesion. Social cohesion occurs when the community shares common values, respects one another and has a shared vision. Communities with high levels of social cohesion are safer and report less crime. Developing a

inclusive Casey is one which is safe, connected, equitable, shows respect for differences and of

The below word cloud (Diagram 2) highlights key words and phrases from when community members

Our Community

The City of Casey is a large and rapidly growing municipality on the outskirts of Melbourne. It covers 410 square kilometers with a diversity of coastal and foothills, growth and established areas.

The City of Casey is described as an Interface Council as it incorporates both the green wedge and the urban growth boundary and bridges the gap between metropolitan Melbourne and rural Victoria, sharing characteristics of both urban and rural communities [11].

The current population is 327,380 and is forecast to grow to 514,800 by 2041 [12]. This makes Casey one of the largest municipalities in Victoria. With such a large population, Casey is also rich in diversity.

Casey is home to the largest number of Aboriginal and Torres Strait Islander residents in the Southern region of Melbourne [12]. Of the Aboriginal and Torres Strait Islander people that call Casey home, 55% are under the age of 25 years. This is higher than, but reflective of the high number of young people in Casey more broadly with over one third of residents (36.5%) below the age of 25 years.

Casey is a culturally diverse municipality, with overseas-born residents from more than 179 countries, representing 520 distinct ethnic groups (different cultures, languages and religions). Overseas born residents constitute well over a third of the population (41%), with 38% speaking languages other than English [12]. Afghanistan, Sri Lanka and India are the countries of origin with the highest populations in the City of Casey. Casey is also home to a relatively large, and growing refugee and asylum-seeker population.

Further adding to the picture of our community is that 14.8% of the population are aged 60 years and over; 5% (1 in 20) of residents have a disability; approximately 1,285 people were homeless in 2016; 1 in 5 residents have reported experiencing high or very high levels of psychological distress and up to 11% of the population may have a diverse sexual orientation, sex or gender identity [13][2][12]. Casey residents reported the highest levels of financial distress compared to other growth area municipalities, with 47% of home owners experiencing mortgage stress and 54% of renters in rental stress.

Our community in Casey is large and growing. The diversity of the population is also growing. There are unique challenges faced by people who call Casey home including adapting to life in a new country, accessing services and supports for daily living, finding affordable housing and obtaining suitable employment. This leads in some cases to experiences of exclusion, which are explored in the next section. The Framework will respond to the needs of the diverse population and vulnerable groups who are experiencing exclusion. The guiding principles of upholding human rights, embracing diversity, equity of access and the importance of belonging are relevant to these considerations.

Experiences which influence exclusion

'Rapid social change, particularly in growth areas, can result in disharmony between newly arrived groups and established communities. Social tensions in the wider community can also play out at the local level' [7].

There are a range of factors which impact on how included people feel and how actively involved they are in the community. As inclusion relates to individuals feeling valued and respected, having access to opportunities, services and resources can increase their capacity to contribute to their community; conversely exclusion is when these factors are limited or prevented in some way. Discrimination, violence, harassment and bullying undermine feelings of value and respect. Unemployment, limited access to education and training and low income reduce access to opportunities, resources and ability to contribute to the community

Discrimination

Discrimination is a cause of exclusion for many people and can take many forms. Discrimination is against the law in Australia.

Discrimination includes direct and indirect discrimination. Direct discrimination involves treating a person less favourably than a person of a different age, gender, race, ethnicity, ability, sexual

orientation, belief or socio-economic status, in the same or similar circumstances. For instance, when compared with people who did not have a disability, people with a disability were more likely to experience some form of discrimination and more likely to assess their health as poor [2]. Additionally, people with a mental health condition are almost twice as likely as those without to have experienced some form of discrimination, and twice as likely to have experienced two or more incidents of crime in the past 12 months [2].

Indirect discrimination occurs when there is a rule or policy that is the same for everyone but has an unfair effect on people of a particular age, gender, race, ethnicity, ability, sexual orientation, belief or socio-economic status [14]. Discrimination is not always experienced because of one attribute such as age, disability, gender, sexual orientation or race. Sometimes it is the intersection of attributes that leads to the experience of discrimination [15]. An example of indirect discrimination is that often children and young people's voices are rarely heard when decisions are made about the issues that affect their lives [16]. Also, even though Australia ranks number one for educational attainment for women, it ranks a low 46th compared to other countries of similar prosperity for overall gender equality due to low levels of economic participation and political empowerment for women [15].

Systemic discrimination occurs when institutions such as public and private organisations, educational institutions and others operate with normalised beliefs, values, presumptions, structures and processes which disadvantage people from different backgrounds. Systemic discrimination can negatively affect equal access to goods, services and opportunities [17]. For instance, Aboriginal Victorians experience ongoing race discrimination in several areas of public life, including in access to accommodation, employment and services, and confront systemic barriers to the enjoyment of human rights without discrimination [18].

Violence, harassment and bullying

Exposure to violence, harassment and bullying is another significant impact on wellbeing and the quality of life for people who experience it [19]. Overall life satisfaction for Australia is higher than the Organisation for Economic Co-operation and Development (OECD) average, however, it is reported as lower for some groups including: people with a mental health condition, people with a disability, recent and settled migrants, people living in one parent families, and those with different sexual orientations [2].

An important note, given the high number of young families in Casey, is that violence against women is a serious and widespread problem in Australia, with on average, one woman each week being murdered by her current or former partner. Children and young people who are exposed to violence experience profound psychological harm [20].

Research has consistently identified higher than average rates of violence, harassment and bullying towards LGBTI people in Australia [19]. The increased rates of violence, harassment and bullying is witnessed also through LGBTI population health status in Australia which indicates higher than average rates of substance abuse and poorer mental health, especially depression, anxiety and suicidality [21].

Unemployment

Exclusion can be experienced because of unemployment and limited access to employment pathways e.g. training and education. Groups who experience higher rates of unemployment include: women, particularly those with families and caring responsibilities, single parents, people with disabilities, older workers, people with low educational attainment, indigenous populations and recent migrants [22].

It is estimated that over a third (36%) of migrant's struggle to gain employment in Australia due to discrimination, lack of functional English, lack of experience in Australia and qualifications not being recognised [17]. Furthermore, 27% of Australians aged 50 years and over have indicated that they have experienced some form of age discrimination on at least one occasion in the workplace in the past two years [14].

Poverty

Poverty is not just related to income but can be experienced across a range of factors. Often stemming from unemployment and low levels of education, poverty impacts individuals and families through health and wellbeing factors including access to affordable housing, healthy and nutritious food, education and transport [23] [4] [24]. People with lower levels of education are less likely to engage in forms of community support, to feel they could have a say, and to participate in social activities [2]. Nearly half of unemployed people live in a household with at least one cash flow problem (unable to pay bills on time or seeking help from family or friends) [2].

Employment is one avenue to increase social participation, however it is recognised that for some people there are significant barriers to entering or re-entering the workforce e.g. people experiencing chronic homelessness [25]. For people experiencing homelessness, all other aspirations of inclusion such as social or economic participation are unlikely to be achieved until their housing situation is addressed [26].

Vulnerable groups

Exclusion can be experienced at higher rates for some groups of the population. These experiences of exclusion can be amplified when an individual identifies with multiple vulnerable groups. For instance, young people from refugee families have relatively poor employment and educational outcomes compared to other culturally and linguistically diverse (CALD) youth and to Australian youth as a whole [6]. Aspects of identity such as race, ethnicity, physical ability, socio-economic status, age, religious/faith beliefs, political beliefs, gender identity and sexual orientation are acknowledged in Council's Diversity Access and Inclusion Policy as being important considerations.

Vulnerable groups commonly identified through evidence of their experiences of isolation and exclusion and whose human rights are protected through legislation include: Aboriginal and/or Torres Strait Islander people; people from Culturally and Linguistically Diverse (CALD) backgrounds, including newly arrived refugees and migrants; people who identify as Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI); older people, children and young people; people with a disability; people experiencing homelessness; people experiencing mental illness; people who are socio-economically disadvantaged and people experiencing gender inequality.

It is critical to recognise that while there are significant barriers which need to be overcome, there are also significant protective factors which can be built on. Protective factors are experiences or environments which support inclusion. Examples of protective factors include:

- » Aboriginal and Torres Strait Islander peoples retain their cultural identity whether they live in urban, regional or remote areas of Australia [17]
- » A majority of Australians support immigration (63%) and believe that multiculturalism is good for Australia (85%) [10]
- » People in same-sex couples tend to be more highly educated, more likely to work in highly skilled occupations and more likely to have higher incomes [13], and
- » In the 2015 VicHealth Indicators Survey, Casey residents reported relatively positive perceptions of their local neighbourhoods with over 60% finding that their neighbourhood was close knit and contained people who could be trusted (64.8%) or were willing to help each other out (69.8%) [27].

Strategic Directions

Council has identified five goals and associated strategic objectives that it commits to implementing, over the next three years. This will occur in partnership with community organisations, agencies, businesses, education, government agencies, not for profits, clubs, associations and anyone with an interest in making Casey a more inclusive place.

The goals represent the long-term changes that the community, Council and its partners seek to influence over the life of the Framework.

The following section outlines for each goal:

- » The strategic objectives
- » The community's aspirations
- » What the evidence says about the importance of the goal and actions to achieve the goal
- » Council policies and strategies that are relevant to achieving the strategic objectives.

The five goals are:

1. Celebrate Casey's diversity
2. Increase awareness and understanding to promote inclusion
3. Build leadership for a more inclusive Casey
4. Increase participation and engagement
5. Increase the diversity of the workforce.

Goal 1: Celebrate Casey's Diversity

Strategic Objectives

- 1.1 Ensure all Council events and activities are inclusive, accessible and celebrate diversity; and seek new opportunities to actively celebrate diversity.
- 1.2 Ensure all Council communications are respectful and reflective of the diversity of the Casey community.

The community's aspirations

Based on feedback from the Casey Conversations survey and community forum, Council and its partners need to move beyond acceptance, to celebration of differences. This involves celebrating what makes each of us unique and what brings us together.

57% of Casey Conversations survey respondents would like to see more events and activities which celebrate diversity:

'community events to meet other people in the community and network, such as dad groups, playgroups and tree planting days, free and ticketed events'

'having events for young and senior citizens to reduce the generation gap'

'celebrating diversity and the Casey community'

'talking about and promoting inclusion, through social media using positive media'

'education and awareness day to learn about cultures'

'popups with specific topics to provide lots of examples of diversity'

'photos of diversity to show who we are, let people know there are diverse and accepting programs'

'communication between Council and the community using a variety of channels including opportunities to ask questions in community forum settings'

What the evidence says about why this is an important goal

This goal is important because providing opportunities to participate in events and activities enables connection with others. Connection is critical for social inclusion which impacts immensely on individual's mental health and wellbeing. Events and activities can contribute to creating and maintaining connections with cultural traditions, creative outlets, recreation, physical activity and/or extend social networks, all of which are enabling factors for inclusion [7] [8] [2].

Evidence informed actions to achieve this goal

Through undertaking actions which contribute to the goal of celebrating Casey's diversity there will be opportunities which involve respecting differences and identifying similarities. This contributes to building social cohesion. The outcome of social cohesion occurs when there are shared values, mutual respect and common aspirations or identity [10] [8]. Socially cohesive communities work towards the wellbeing of all its members [7].

Other Council Policies and Strategies

- » Accessibility Framework for Action 2018 – 2021
- » Arts Development Plan

- » Community Engagement Strategy
- » Communications Policy
- » Continuous Improvement Framework
- » Digital Casey Strategy
- » Diversity, Access and Inclusion Policy
- » Events Policy
- » *Municipal Public Health and Wellbeing Plan 2017-2021.*

Goal 2: Increase awareness and understanding to promote inclusion

Strategic Objectives

- 2.1 Build awareness and understanding of all aspects of diversity, access and inclusion for Council, community organisations, community groups and the wider community.
- 2.2 Create, provide and review accessible information about the availability of services and programs which promote inclusion.

The community's aspirations

Based on feedback from the Casey Conversations survey and community forum Council and its partners need to build awareness and understanding through informal and formal learning opportunities. 47% of survey respondents would like to have more opportunities to learn about different cultures and life experiences.

53% of survey respondents identified a lack of information about services and programs as something which stops Casey from being a welcoming place. Additionally, a very high proportion of respondents (69%) felt that support, services and programs for everyone to reach their potential were important for creating a more inclusive Casey.

'training courses and education, such as English lessons, workshops and seminars'

'build community capacity e.g. develop a template invite and guidelines for 'how to throw a street party, how to create a community Facebook page'

'access to information, e.g. brochures at shopping centres and parks'

'utilise Council grants and incentives to support others to provide training'

'information in a range of languages and in simple English'

What the evidence says about why this is an important goal

Raising awareness and understanding leads to better outcomes for everyone. Treating everyone fairly and with respect will measurably improve experiences when interacting with Council, business or other services for customers [28]. It also makes good business sense, with research indicating that when businesses and organisations go out of their way to meet the needs of their diverse community, they are rewarded with strong supporters who actively campaign with their community on behalf of the organisation [28].

Conversely, a lack of awareness and understanding of all aspects of diversity, access and inclusion contributes to unconscious bias¹ and unintentional discrimination [28].

Evidence informed actions to achieve this goal

In working to achieve this goal it is recommended to focus on training and education from a strengths-based approach as well as awareness raising activities [29] [8]. Embedding an inclusive culture across

¹ Our background, personal experiences, stereotypes and culture all impact on our decisions and actions. This is known as our personal bias'. Sometimes this impacts our decisions and actions without our full awareness. This has been evidenced particularly in recruitment and selection decisions. In several research studies comparisons have been made between recruitment for positions whereby some resumes have removed personal details such as gender, age and names and others have kept those details in place [36].

Council and the broader community, through increased knowledge and skills, will lead to fairer decisions and outcomes for everyone [18] [29].

Other Council Policies and Strategies

- » Accessibility Framework for Action 2018 – 2021
- » Aboriginal Strategic Framework 2018 – 2021
- » Community Engagement Strategy
- » Communications Policy
- » Continuous Improvement Framework
- » Customer Focus Strategy
- » Diversity, Access and Inclusion Policy
- » Homelessness Principle
- » *Municipal Public Health and Wellbeing Plan 2017-2021.*

Goal 3: Build leadership for a more inclusive Casey

Strategic Objectives

3.1 Council role models inclusive leadership to eliminate discrimination.

3.2 Create and maintain strong partnerships for an inclusive, safe and connected community.

The community's aspirations

Based on feedback from the Casey Conversations survey and community forum, Council and its partners need to eliminate discrimination. This relates to feeling safe from harm or discrimination and confidence to speak up against discrimination or behaviour that is not inclusive. Also, recognising that this is everyone's responsibility, we all need to reach out to others and actively work towards reducing social isolation.

Experiencing discrimination (64%) and not feeling safe, experiencing violence and/or abuse (84%) were the highest responses to what stops Casey from being a welcoming place.

50% of respondents want to see leadership uphold human rights and stop discrimination.

'We all have a role to play in making Casey more inclusive'

'reconciliation of Aboriginal and Torres Strait Islander peoples.'

'Council leading by example'

'build youth leadership, develop youth to become leaders in the community'

'advocacy for the community'

'partnerships between Council and services or organisation's, such as a Centrelink partnership'

'services and opportunities for new arrivals, including migrants and refugees, for example, mentoring for newly arrived communities'

What the evidence says about why this is an important goal

Leadership plays a critical role in eliminating discrimination, particularly systemic forms of discrimination. Inclusive leaders also improve performance, productivity and innovation, through their ability to relate to a diversity of people and perspectives, be open and flexible, and focus on personal, team, and organisational growth [30].

A key outcome of inclusive leadership is improved accessibility and equity of access through identifying and removing systemic forms of discrimination and creating a welcoming and friendly environment for everyone [28] [31] [32]. Inclusive leaders in businesses and organisations also deliver benefits such as improved productivity, staff retention and decision-making [29]. Additionally, seeing and learning from diverse and inclusive leaders enables others to aspire to be leaders and find ways to demonstrate these skills in their own networks and communities [29].

Evidence informed actions to achieve this goal

In working to achieve this goal Council will consider how leadership can better represent the diversity of the Casey community² [29]. Furthermore, it is recognised that a whole of community approach through partnerships is required. Individuals feel a sense of inclusion when there are both informal networks with neighbours, family and friends and formal networks with groups and organisations [8].

Other Council Policies and Strategies

- » Aboriginal Strategic Framework 2018 – 2021
- » Community Safety Strategy
- » Code of Conduct for Employees
- » Code of Conduct for Volunteers
- » Councillor Code of Conduct Policy
- » Diversity, Access and Inclusion Policy
- » Family Violence Prevention Strategy
- » People Strategy.

² The Draft Local Government Bill 2018 (Vic) requires councils to develop a workforce plan to improve gender equity, diversity and inclusiveness following its implementation in 2019

Goal 4: Increase participation and engagement

Strategic Objectives

- 4.1 Ensure diverse groups are included in the design of programs, services, spaces, buildings and facilities so they are accessible for everyone.
- 4.2 Community engagement processes are tailored to the diversity of the community.
- 4.3 Reduce barriers to participation in events, activities, services and programs.

The community's aspirations

Based on feedback from the Casey Conversations survey and community forum, Council and its partners need to ensure all interest groups are represented in decisions which affect them. The forum participants commented that the approach to engagement should be 'with us – not for us', meaning that engagement processes should be meaningful and responsive to their needs, rather than informing groups about decisions already made. A total of 60% of the survey respondents want to have a say on community issues and 64% would like to see accessible buildings, facilities and public facilities.

'making sure that resources are equally distributed across all segments of the diverse community'

'being listened to and being respected by others'

'more engagement and reflection'

'more integrated public transport system servicing remote areas'

'make internet access more affordable and reliable for all'

What the evidence says about why this is an important goal

Increased participation and engagement in the community through use of facilities and/or involvement with groups, clubs and associations increases a range of important skills and capabilities for everyone. These include: self-confidence, communication skills, self-discipline, trust and conflict resolution skills. Participation and engagement in the community also assists in facilitating the expansion of social networks and intercultural engagement.

The outcomes of improved participation and engagement are a greater sense of belonging for everyone in the local community and a reduction in experiences of exclusion [8].

Evidence informed actions to achieve this goal

In working to achieving this goal, Council will undertake meaningful and effective community engagement to enable Council and its partners to challenge assumptions made regarding accessibility,

participation and engagement³. Without ensuring there is a depth of diversity in consultation, the end results may inadvertently limit some people's activities and their participation, by creating barriers, both physical and social [5].

It will be essential in working to achieve this goal to consider the principle of equity of access, which recognises that disadvantaged groups may need more support or resources to participate and engage in activities, events, services and programs to achieve the same outcomes as more advantaged groups [3].

Other Council Policies and Strategies

- » Community Engagement Strategy
- » Communications Policy
- » Community Facilities Access Policy
- » Community Facilities Development Strategy (currently being developed)
- » Digital Casey Strategy
- » Diversity, Access and Inclusion Policy
- » Homelessness Principle
- » *Municipal Public Health and Wellbeing Plan 2017-2021*
- » Sports Development and Physical Activity Plan.

³ The Draft Local Government Bill 2018 (Vic) requires the development of a community engagement strategy which must adhere to measures of inclusiveness.

Goal 5: Increase the diversity of the workforce

Strategic Objectives

- 5.1 Increase inclusive practices to build the diversity of the Council workforce.
- 5.2 Work with local industries and education providers to create employment pathways and opportunities for our diverse community.

The community's aspirations

Based on feedback from the Casey Conversations survey and community forum: 59% of survey respondents would like to see more opportunities such as education and employment to make Casey a more welcoming place. Additionally, 51% feel that workplaces that encourage and support people from all walks of life to be employed is a good approach to making Casey a more welcoming place.

'acknowledgement of overseas qualifications'

'job opportunities'

'ensure that there is workplace diversity in councils, schools, libraries, police etc.'

What the evidence says about why this is an important goal

Inclusion in the workplace and in the wider community is good for everyone - not just people from historically under-represented groups. Everyone benefits from inclusive workplaces [33].

Diversity in our workforce is not just a 'nice to have', it is a business imperative and is everyone's responsibility [34]. When workplaces value diversity and inclusion there are tangible benefits such as: higher employee engagement, improved performance, greater innovation, retention of talent, improved employee wellbeing and lower levels of unlawful behaviour such as harassment and discrimination [34] [35].

Significant social and structural barriers to inclusion and equality in the workplace remain in both the public and private sectors. This is particularly true for women, people with a disability, LGBTI people, Aboriginal people and people from a culturally or linguistically diverse background. Increasingly, older people are also experiencing discrimination in the employment market [18].

There are many benefits to come from working towards achieving this goal. Outcomes such as better decision-making and better overall organisational performance through increased workforce diversity will deliver outcomes for the whole community. Conversely, not working on achieving this goal could result in considerable costs, through decreased productivity, a higher level of staff turnover and absenteeism and reduced job satisfaction among staff. Furthermore, there is a risk of reputational damage that can be caused by discrimination [29].

Evidence informed actions to achieve this goal

To achieve this goal Council and its partners need to review and adopt inclusive practices to support greater workforce diversity and create pathways to employment. Commitment from Council to improve the diversity of the workforce compliments the requirement to develop a workforce plan to promote gender equity, diversity and inclusiveness⁴.

Other Council Policies and Strategies

- » Diversity, Access and Inclusion Policy
- » Gender Equity Plan (currently being developed)
- » People Strategy.

Implementation

Action Plan

An action planning process will be led by Council, commencing in mid-2018. Council's Inclusion and Wellbeing Unit and supporting partners will be central to developing and implementing this plan. This will be completed in conjunction with the community.

Actions and associated measures of success will be identified to deliver on the goals and strategic objectives of The Framework.

A range of stakeholders from different sectors and community representatives will be included in the development of the Action Plan. These stakeholders include: Council services, community service providers, health services, State Government, community organisations, Victoria Police, community sports clubs, leagues and associations, local business, schools, early childhood services, education providers, culturally specific service providers, community, social, arts and cultural groups, faith-based groups, organisations and networks, libraries, the Municipal Association of Victoria and other municipalities.

Monitoring and Evaluation

Making Casey an inclusive place is a long-term ambition. Many of the factors impacting on exclusion are complex, inter-related issues and are not solely in the domain of local government to influence.

The five goals in the Strategic Framework represent the specific outcomes that Council will seek to influence, in partnership, over the life of the Framework and beyond. Each of these outcomes will be measured by a set of indicators that will be reviewed every three years to provide alignment between action at the local level, reflect any relevant state or federal strategic directions and to inform ongoing strategic planning.

Additionally, a set of measures will be developed to assess progress toward the strategic objectives of The Framework. It is important that the collective efforts of Council and its partners are monitored to identify the level of positive change being achieved.

The Action Plan will be reviewed annually, and a progress report presented to the Access and Inclusion Advisory Committee, Council and the community.

⁴ A workforce development plan with these considerations is a requirement in the Draft Local Government Bill 2018 (Vic)

COUNCIL PLAN

Strategy 2.1: Enhance the health and wellbeing of all residents



INCLUSIVE CASEY STRATEGIC FRAMEWORK

Short Term	Medium Term	Long Term
<i>Actions</i>	<i>Strategic Objectives</i>	<i>Goals</i>
Measures process (what and how)	Measures progress	Measures inclusion outcomes
Annual Review	Mid-Framework review	3-year review
Council Report Community Report	Council Report Community Report	Council Report Community Report

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Appendix A

We are grateful for the support the following organisations have provided in the development of the Framework:

- » Blairlogie
- » Casey Cardinia Library Corporation
- » Casey Multifaith Network
- » Centre for Multicultural Youth
- » Darebin City Council
- » Department of Education and Training
- » Department of Health and Human Services
- » Ethnic Communities Council of Victoria (ECCV)
- » Enliven
- » ermha
- » Foundation House
- » Headspace
- » Connections (Komak program)
- » Municipal Association of Victoria
- » Monash Health
- » Parents of Gender Diverse Children
- » Polish Community Care Service
- » Proud 2 Play
- » Red Cross
- » Scope
- » South East Local Learning & Employment Network (SELLEN)
- » Southern Migrant and Refugee Centre
- » South East Community Links
- » Wallara
- » WAYSS Ltd.
- » Women's Health in the South East (WHISE)
- » YMCA
- » Yooralla

Appendix B

The following section details which specific aspects of the legislation relate to the Framework's guiding principles.

Principle 1: Upholding human rights

» *Charter of Human Rights and Responsibilities Act 2006 (Vic)*

Section 38(1) it is unlawful for a public authority to act in a way that is incompatible with a human right or, in making a decision, to fail to give proper consideration to a relevant human right.

» *Australian Human Rights Commission Act 1986 (Cth)*

Discrimination is defined as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin that has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

» *Racial Discrimination Act 1975 (Cth)*

section 9(1) It is unlawful for a person to do any act involving a distinction, exclusion, restriction or preference based on race, colour, descent or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of any human right or fundamental freedom in the political, economic, social, cultural or any other field of public life.

Section 10 (1) If, by reason of, or of a provision of, a law of the Commonwealth or of a State or Territory, persons of a particular race, colour or national or ethnic origin do not enjoy a right that is enjoyed by persons of another race, colour or national or ethnic origin, or enjoy a right to a more limited extent than persons of another race, colour or national or ethnic origin, then, notwithstanding anything in that law, persons of the first-mentioned race, colour or national or ethnic origin shall, by force of this section, enjoy that right to the same extent as persons of that other race, colour or national or ethnic origin.

» *Workplace Gender Equality Act 2012 (Cth)*

Section 2A (a) to promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace; and (b) to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters; and (c) to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities)

» *Equal Opportunity Act 2010 (Vic)*

Under the Act, it is against the law to discriminate against a person on the basis of: age, breastfeeding, carer status, disability, employment activity, gender identity, industrial activity, lawful sexual activity, marital status, parental status, physical features, political belief or activity, pregnancy, race (including colour, nationality, ethnicity and ethnic origin), religious belief or activity, sex, sexual orientation, expunged homosexual conviction, personal association with someone who has, or is assumed to have, any of these personal characteristics.

The Act covers discrimination in employment, education, accommodation, clubs, sport, goods and services, land sales and transfers, and local government, as well as sexual harassment.

The Act makes discrimination – or unfavourable treatment on the basis of a personal characteristic – unlawful in various areas of public life. The law covers situations when a person is treated unfavourably, and also situations when a practice or condition might appear neutral but has the effect of disadvantaging people with a protected personal characteristic.

The Act prohibits discrimination in a range of settings, including at work, in education, when a person provides goods and services or accommodation, sport and clubs, and local government.

There is an obligation on organisations covered by the law to take proactive, reasonable and proportionate steps to eliminate discrimination, sexual harassment and victimization.

There is a duty to provide reasonable adjustments for people with disabilities in employment, education and when providing goods and services, to help the person with a disability to perform the job or access education and goods and services.

There is an obligation for employers to accommodate the responsibilities of a parent or carer, unless refusing to do so would be reasonable.

» *Sex Discrimination Act 1984 (Cth)*

Section 3 (b) to eliminate, so far as is possible, discrimination against persons on the ground of sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy or potential pregnancy or breastfeeding in the areas of work, accommodation, education, the provision of goods, facilities and services, the disposal of land, the activities of clubs and the administration of Commonwealth laws and programs; and (ba) to eliminate, so far as possible, discrimination on the ground of family responsibilities in the area of work; and (c) to eliminate, so far as is possible, discrimination involving sexual harassment in the workplace in educational institutions and in other areas of public activity; and (d) to promote recognition and acceptance within the community of the principle of the equality of men and women.

» *Age Discrimination Act 2004 (Cth)*

Section 3 (a) to eliminate, as far as possible, discrimination against persons on the ground of age in the areas of work, education, access to premises, the provision of goods, services and facilities, accommodation, the disposal of land, the administration of Commonwealth laws and programs and requests for information; and (b) to ensure, as far as practicable, that everyone has the same rights to equality before the law, regardless of age, as the rest of the community; and (c) to allow appropriate benefits and other assistance to be given to people of a certain age, particularly younger and older persons, in recognition of their particular circumstances; and (d) to promote recognition and acceptance within the community of the principle that people of all ages have the same fundamental rights; and (e) to respond to demographic change by: (i) removing barriers to older people participating in society, particularly in the workforce; and (ii) changing negative stereotypes about older people; bearing in mind the international commitment to eliminate age discrimination reflected in the Political Declaration adopted in Madrid, Spain on 12 April 2002 by the Second World Assembly on Ageing.

» *Draft Local Government Bill 2018 (Vic)*

Part 2, 10. Council CEOs will adopt workforce plans and a Code of Conduct for staff. The workforce plan will promote gender equity, diversity and inclusiveness. CEOs must specify gender equity targets for the employment of all senior staff in their workforce plans.

Part 3, 10. New arrangements spell out more clearly how councils must exercise local law making powers. To comply, a council must obtain a certificate from a legally qualified person stating that

each proposed law is consistent with the requirements. This includes compliance with the Victorian Charter of Human Rights and Responsibilities.

For community engagement to be inclusive: make every reasonable effort to include the stakeholder groups and members of the public affected by the pending decision, be aware and take account of the needs of diverse communities to be able to participate in a meaningful way, make reasonable adjustments when necessary to remove barriers to participation and ensure an inclusive approach.

» *Multicultural Victoria Act 2011 (Vic)*

Preamble (3) The Parliament wishes to promote Victoria as a united community with shared laws, values, aspirations and responsibilities within which people from a diversity of backgrounds have – (a) the freedom and opportunity to preserve and express their cultural heritage; and (b) the freedom and opportunity to participate and contribute to the social, cultural, economic and political life of Victoria; and (c) equal rights and responsibilities under the laws of Victoria

» *Racial and Religious Tolerance Act 2001 (Vic)*

Section 4 (1) The objects of this Act are – (a) to promote the full and equal participation of every person in a society that values freedom of expression and is an open and multicultural democracy; (b) to maintain the right of all Victorians to engage in robust discussion of any matter of public interest or to engage in, or comment on, any form of artistic expression, discussion of religious issues or academic debate where such discussion, expression, debate or comment does not vilify or marginalize any person or class of persons; (c) to promote dispute resolution and resolve tensions between persons who (as a result of their ignorance of the attributes of others and the effect that their conduct may have on others) vilify others on the ground of race or religious belief or activity and those who are vilified.

» *Fair Work Act 2009 (Cth)*

Section 3 (e) enabling fairness and representation at work and the prevention of discrimination by recognising the right to freedom of association and the right to be represented, protecting against unfair treatment and discrimination, providing accessible and effective procedures to resolve grievances and disputes and providing effective compliance mechanisms.

» *Disability Discrimination Act 1992 (Cth)*

Section 7 of the DDA makes it unlawful to discriminate against a person because of a disability or the disability of an associate, such as friend, partner, carer or family member of the person

Principle 2: Embracing diversity

» *Racial Discrimination Act 1975 (Cth)*

Section 18C (1) It is unlawful for a person to do an act, otherwise than in private, if: (a) the act is reasonably likely, in all the circumstances, to offend, insult, humiliate or intimidate another person or a group of people; and (b) the act is done because of the race, colour or national or ethnic origin of the other person or of some or all of the people in the group.

» *Workplace Gender Equality Act 2012 (Cth)*

Section 2A (a) to promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace; and (b) to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters.

» *Equal Opportunity Act 2010 (Vic)*

The Act makes discrimination – or unfavourable treatment on the basis of a personal characteristic – unlawful in various areas of public life. The law covers situations when a person is treated unfavourably, and also situations when a practice or condition might appear neutral but has the effect of disadvantaging people with a protected personal characteristic.

The Act prohibits discrimination in a range of settings, including at work, in education, when a person provides goods and services or accommodation, sport and clubs, and local government.

There is an obligation on organisations covered by the law to take proactive, reasonable and proportionate steps to eliminate discrimination, sexual harassment and victimization.

There is a duty to provide reasonable adjustments for people with disabilities in employment, education and when providing goods and services, to help the person with a disability to perform the job or access education and goods and services.

There is an obligation for employers to accommodate the responsibilities of a parent or carer, unless refusing to do so would be reasonable.

» *Sex Discrimination Act 1984 (Cth)*

Part 1, 3(d) to promote recognition and acceptance within the community of the principle of the equality of men and women.

» *Age Discrimination Act 2004 (Cth)*

Part 1, 3 (b) to ensure, as far as practicable, that everyone has the same rights to equality before the law, regardless of age, as the rest of the community

Part 1, 3 (d) to promote recognition and acceptance within the community of the principle that people of all ages have the same fundamental rights;

Part 1, 3 (e)(ii) changing negative stereotypes about older people; bearing in mind the international commitment to eliminate age discrimination reflected in the Political Declaration adopted in Madrid, Spain on 12 April 2002 by the Second World Assembly on Ageing.

» *Draft Local Government Bill 2018 (Vic)*

Part 2, 10. Council CEOs will adopt workforce plans and a Code of Conduct for staff. The workforce plan will promote gender equity, diversity and inclusiveness. CEOs must specify gender equity targets for the employment of all senior staff in their workforce plans

For community engagement to be inclusive: make every reasonable effort to include the stakeholder groups and members of the public affected by the pending decision, be aware and take account of the needs of diverse communities to be able to participate in a meaningful way, make reasonable adjustments when necessary to remove barriers to participation and ensure an inclusive approach.

» *Multicultural Victoria Act 2011 (Vic)*

Preamble (1) The Parliament recognises and values the cultural, religious, racial and linguistic diversity of the people of Victoria. (2) The Parliament further recognises that one of the central tenets of multiculturalism is citizenship and that the expression of citizenship is not limited to formal Australian citizenship but refers to the rights and responsibilities of all people in a multicultural society. (3) The Parliament wishes to promote Victoria as a united community with shared laws, values, aspirations and responsibilities within which people from a diversity of backgrounds have – (a) the freedom and opportunity to preserve and express their cultural heritage; and (b) the freedom and opportunity to participate and contribute to the social, cultural,

economic and political life of Victoria; and (c) equal rights and responsibilities under the laws of Victoria

» *Racial and Religious Tolerance Act 2001 (Vic)*

Section 4 (1) The objects of this Act are – (a) to promote the full and equal participation of every person in a society that values freedom of expression and is an open and multicultural democracy; (b) to maintain the right of all Victorians to engage in robust discussion of any matter of public interest or to engage in, or comment on, any form of artistic expression, discussion of religious issues or academic debate where such discussion, expression, debate or comment does not vilify or marginalize any person or class of persons; (c) to promote dispute resolution and resolve tensions between persons who (as a result of their ignorance of the attributes of others and the effect that their conduct may have on others) vilify others on the ground of race or religious belief or activity and those who are vilified.

Principle 3: Equity of access

» *Racial Discrimination Act 1975 (Cth)*

Section 11 It is unlawful for a person: (a) to refuse to allow another person access to or use of any place or vehicle that members of the public are, or a section of the public is, entitled or allowed to enter or use, or to refuse to allow another person access to or use of any such place or vehicle except on less favourable terms or conditions than those upon or subject to which he or she would otherwise allow access to or use of that place or vehicle; (b) to refuse to allow another person use of any facilities in any such place or vehicle that are available to members of the public or to a section of the public, or to refuse to allow another person use of any such facilities except on less favourable terms or conditions than those upon or subject to which he or she would otherwise allow use of those facilities; or (c) to require another person to leave or cease to use any such place or vehicle or any such facilities; by reason of the race, colour or national or ethnic origin of that other person or of any relative or associate of that other person.

» *Workplace Gender Equality Act 2012 (Cth)*

Section 2A (b) to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters; and (c) to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities); and (d) to foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace; and (e) to improve the productivity and competitiveness of Australian business through the advancement of gender equality in employment and in the workplace.

» *Equal Opportunity Act 2010 (Vic)*

Under the Act, it is against the law to discriminate against a person on the basis of: age, breastfeeding, carer status, disability, employment activity, gender identity, industrial activity, lawful sexual activity, marital status, parental status, physical features, political belief or activity, pregnancy, race (including colour, nationality, ethnicity and ethnic origin), religious belief or activity, sex, sexual orientation, expunged homosexual conviction, personal association with someone who has, or is assumed to have, any of these personal characteristics.

The Act covers discrimination in employment, education, accommodation, clubs, sport, goods and services, land sales and transfers, and local government, as well as sexual harassment.

The Act makes discrimination – or unfavourable treatment on the basis of a personal characteristic – unlawful in various areas of public life. The law covers situations when a person is treated

unfavourably, and also situations when a practice or condition might appear neutral but has the effect of disadvantaging people with a protected personal characteristic.

The Act prohibits discrimination in a range of settings, including at work, in education, when a person provides goods and services or accommodation, sport and clubs, and local government.

There is an obligation on organisations covered by the law to take proactive, reasonable and proportionate steps to eliminate discrimination, sexual harassment and victimization.

There is a duty to provide reasonable adjustments for people with disabilities in employment, education and when providing goods and services, to help the person with a disability to perform the job or access education and goods and services.

There is an obligation for employers to accommodate the responsibilities of a parent or carer, unless refusing to do so would be reasonable.

» *Sex Discrimination Act 1984 (Cth)*

Part 1, 3(b) to eliminate, so far as is possible, discrimination against persons on the ground of sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy or potential pregnancy or breastfeeding in the areas of work, accommodation, education, the provision of goods, facilities and services, the disposal of land, the activities of clubs and the administration of Commonwealth laws and programs; and (ba) to eliminate, so far as possible, discrimination on the ground of family responsibilities in the area of work; and (c) to eliminate, so far as is possible, discrimination involving sexual harassment in the workplace in educational institutions and in other areas of public activity; and (d) to promote recognition and acceptance within the community of the principle of the equality of men and women.

» *Age Discrimination Act 2004 (Cth)*

Part 1, 3(a) to eliminate, as far as possible, discrimination against persons on the ground of age in the areas of work, education, access to premises, the provision of goods, services and facilities, accommodation, the disposal of land, the administration of Commonwealth laws and programs and requests for information; and (b) to ensure, as far as practicable, that everyone has the same rights to equality before the law, regardless of age, as the rest of the community; and (c) to allow appropriate benefits and other assistance to be given to people of a certain age, particularly younger and older persons, in recognition of their particular circumstances; and (d) to promote recognition and acceptance within the community of the principle that people of all ages have the same fundamental rights; and (e) to respond to demographic change by: (i) removing barriers to older people participating in society, particularly in the workforce; and (ii) changing negative stereotypes about older people; bearing in mind the international commitment to eliminate age discrimination reflected in the Political Declaration adopted in Madrid, Spain on 12 April 2002 by the Second World Assembly on Ageing.

» *Local Government Act 1989 (Vic)*

Section 3C(e) to ensure that services and facilities provided by the council are accessible and equitable; (f) to ensure the equitable imposition of rates and charges;

» *Draft Local Government Bill 2018 (Vic)*

Part 2, 10. Council CEOs will adopt workforce plans and a Code of Conduct for staff. The workforce plan will promote gender equity, diversity and inclusiveness. CEOs must specify gender equity targets for the employment of all senior staff in their workforce plans

For community engagement to be inclusive: make every reasonable effort to include the stakeholder groups and members of the public affected by the pending decision, be aware and take account of the needs of diverse communities to be able to participate in a meaningful way, make

reasonable adjustments when necessary to remove barriers to participation and ensure an inclusive approach.

Part 6 1. The Draft Bill introduces service performance principles in recognition that councils deliver over \$7B in vital services each year. The Act requires councils to take account of these principles, which will mandate considerations of equity, accessibility, quality and cost, continuous improvement and accountability in service delivery for the community.

» *Racial and Religious Tolerance Act 2001 (Vic)*

Section 4 (1) (a) to promote the full and equal participation of every person in a society that values freedom of expression and is an open and multicultural democracy;

» *Fair Work Act 2009 (Cth)*

Section 3 The object of this Act is to provide a balanced framework for cooperative and productive workplace relations that promotes national economic prosperity and social inclusion for all Australians by: (d) assisting employees to balance their work and family responsibilities by providing for flexible working arrangements; and (e) enabling fairness and representation at work and the prevention of discrimination by recognising the right to freedom of association and the right to be represented, protecting against unfair treatment and discrimination, providing accessible and effective procedures to resolve grievances and disputes and providing effective compliance mechanisms.

» *Disability Discrimination Act 1992 (Cth)*

The DDA protects people with disability against discrimination in many areas of public life, including: employment, education, accommodation, getting or using services and accessing public places.

The DDA also protects people against harassment because of their disability, in employment, education or in getting or using services.

Principle 4: Shared responsibility

» *Workplace Gender Equality Act 2012 (Cth)*

Section 2A (a) to promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace; and (b) to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters; and (c) to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities).

» *Equal Opportunity Act 2010 (Vic)*

The Act makes discrimination – or unfavourable treatment on the basis of a personal characteristic – unlawful in various areas of public life. The law covers situations when a person is treated unfavourably, and also situations when a practice or condition might appear neutral but has the effect of disadvantaging people with a protected personal characteristic.

The Act prohibits discrimination in a range of settings, including at work, in education, when a person provides goods and services or accommodation, sport and clubs, and local government.

There is an obligation on organisations covered by the law to take proactive, reasonable and proportionate steps to eliminate discrimination, sexual harassment and victimization.

There is a duty to provide reasonable adjustments for people with disabilities in employment, education and when providing goods and services, to help the person with a disability to perform the job or access education and goods and services.

There is an obligation for employers to accommodate the responsibilities of a parent or carer, unless refusing to do so would be reasonable.

» *Sex Discrimination Act 1984 (Cth)*

Part 1, 3(d) to promote recognition and acceptance within the community of the principle of the equality of men and women.

» *Age Discrimination Act 2004 (Cth)*

Part 1, 3(a) to eliminate, as far as possible, discrimination against persons on the ground of age in the areas of work, education, access to premises, the provision of goods, services and facilities, accommodation, the disposal of land, the administration of Commonwealth laws and programs and requests for information; and (b) to ensure, as far as practicable, that everyone has the same rights to equality before the law, regardless of age, as the rest of the community; and (c) to allow appropriate benefits and other assistance to be given to people of a certain age, particularly younger and older persons, in recognition of their particular circumstances; and (d) to promote recognition and acceptance within the community of the principle that people of all ages have the same fundamental rights; and (e) to respond to demographic change by: (i) removing barriers to older people participating in society, particularly in the workforce; and (ii) changing negative stereotypes about older people; bearing in mind the international commitment to eliminate age discrimination reflected in the Political Declaration adopted in Madrid, Spain on 12 April 2002 by the Second World Assembly on Ageing.

» *Draft Local Government Bill 2018 (Vic)*

For community engagement to be inclusive: make every reasonable effort to include the stakeholder groups and members of the public affected by the pending decision, be aware and take account of the needs of diverse communities to be able to participate in a meaningful way, make reasonable adjustments when necessary to remove barriers to participation and ensure an inclusive approach.

» *Multicultural Victoria Act 2011 (Vic)*

Preamble (3) The Parliament wishes to promote Victoria as a united community with shared laws, values, aspirations and responsibilities within which people from a diversity of backgrounds have – (a) the freedom and opportunity to preserve and express their cultural heritage; and (b) the freedom and opportunity to participate and contribute to the social, cultural, economic and political life of Victoria; and (c) equal rights and responsibilities under the laws of Victoria

Principle 5: The importance of belonging

» *Workplace Gender Equality Act 2012 (Cth)*

Section 2A (a) to promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace; and (b) to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters; and (c) to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities);

» *Equal Opportunity Act 2010 (Vic)*

Under the Act, it is against the law to discriminate against a person on the basis of: age, breastfeeding, carer status, disability, employment activity, gender identity, industrial activity, lawful sexual activity, marital status, parental status, physical features, political belief or activity, pregnancy, race (including colour, nationality, ethnicity and ethnic origin), religious belief or activity, sex, sexual orientation, expunged homosexual conviction, personal association with someone who has, or is assumed to have, any of these personal characteristics.

The Act covers discrimination in employment, education, accommodation, clubs, sport, goods and services, land sales and transfers, and local government, as well as sexual harassment.

The Act makes discrimination – or unfavourable treatment on the basis of a personal characteristic – unlawful in various areas of public life. The law covers situations when a person is treated unfavourably, and also situations when a practice or condition might appear neutral but has the effect of disadvantaging people with a protected personal characteristic.

The Act prohibits discrimination in a range of settings, including at work, in education, when a person provides goods and services or accommodation, sport and clubs, and local government.

There is an obligation on organisations covered by the law to take proactive, reasonable and proportionate steps to eliminate discrimination, sexual harassment and victimization.

There is a duty to provide reasonable adjustments for people with disabilities in employment, education and when providing goods and services, to help the person with a disability to perform the job or access education and goods and services.

There is an obligation for employers to accommodate the responsibilities of a parent or carer, unless refusing to do so would be reasonable.

» *Sex Discrimination Act 1984 (Cth)*

Part 1, 3(b) to eliminate, so far as is possible, discrimination against persons on the ground of sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy or potential pregnancy or breastfeeding in the areas of work, accommodation, education, the provision of goods, facilities and services, the disposal of land, the activities of clubs and the administration of Commonwealth laws and programs; and (ba) to eliminate, so far as possible, discrimination on the ground of family responsibilities in the area of work; and (c) to eliminate, so far as is possible, discrimination involving sexual harassment in the workplace in educational institutions and in other areas of public activity; and (d) to promote recognition and acceptance within the community of the principle of the equality of men and women.

» *Age Discrimination Act 2004 (Cth)*

Part 1, 3(a) to eliminate, as far as possible, discrimination against persons on the ground of age in the areas of work, education, access to premises, the provision of goods, services and facilities, accommodation, the disposal of land, the administration of Commonwealth laws and programs and requests for information; and (b) to ensure, as far as practicable, that everyone has the same rights to equality before the law, regardless of age, as the rest of the community; and (c) to allow appropriate benefits and other assistance to be given to people of a certain age, particularly younger and older persons, in recognition of their particular circumstances; and (d) to promote recognition and acceptance within the community of the principle that people of all ages have the same fundamental rights; and (e) to respond to demographic change by: (i) removing barriers to older people participating in society, particularly in the workforce; and (ii) changing negative stereotypes about older people; bearing in mind the international commitment to eliminate age discrimination reflected in the Political Declaration adopted in Madrid, Spain on 12 April 2002 by the Second World Assembly on Ageing.

» *Local Government Act 1989 (Vic)*

Section 3C (1) The primary objective of a Council is to endeavor to achieve the best outcomes for the local community having regard to the long term and cumulative effects of decisions. (2) In

seeking to achieve its primary objective, a Council must have regard to the following facilitating objectives – (a) to promote the social, economic and environmental viability and sustainability of the municipal district; (b) to ensure that resources are used efficiently and effectively and services are provided in accordance with the Best Value Principles to best meet the needs of the local community; (c) to improve the overall quality of life of people in the local community; (d) to promote appropriate business and employment opportunities; (e) to ensure that services and facilities provided by the council are accessible and equitable; (f) to ensure the equitable imposition of rates and charges.

» *Multicultural Victoria Act 2011 (Vic)*

Preamble (1) The Parliament recognises and values the cultural, religious, racial and linguistic diversity of the people of Victoria. (2) The Parliament further recognises that one of the central tenets of multiculturalism is citizenship and that the expression of citizenship is not limited to formal Australian citizenship, but refers to the rights and responsibilities of all people in a multicultural society. (3) The Parliament wishes to promote Victoria as a united community with shared laws, values, aspirations and responsibilities within which people from a diversity of backgrounds have – (a) the freedom and opportunity to preserve and express their cultural heritage; and (b) the freedom and opportunity to participate and contribute to the social, cultural, economic and political life of Victoria; and (c) equal rights and responsibilities under the laws of Victoria

» *Racial and Religious Tolerance Act 2001 (Vic)*

Section 4 (1) The objects of this Act are – (a) to promote the full and equal participation of every person in a society that values freedom of expression and is an open and multicultural democracy; (b) to maintain the right of all Victorians to engage in robust discussion of any matter of public interest or to engage in, or comment on, any form of artistic expression, discussion of religious issues or academic debate where such discussion, expression, debate or comment does not vilify or marginalize any person or class of persons; (c) to promote dispute resolution and resolve tensions between persons who (as a result of their ignorance of the attributes of others and the effect that their conduct may have on others) vilify others on the ground of race or religious belief or activity and those who are vilified.

» *Fair Work Act 2009 (Cth)*

Section 3 Object of this Act The object of this Act is to provide a balanced framework for cooperative and productive workplace relations that promotes national economic prosperity and social inclusion for all Australians by: (a) providing workplace relations laws that are fair to working Australians, are flexible for businesses, promote productivity and economic growth for Australia's future economic prosperity and take into account Australia's international labour obligations; and (b) ensuring a guaranteed safety net of fair, relevant and enforceable minimum terms and conditions through the National Employment Standards, modern awards and national minimum wage orders; and (c) ensuring that the guaranteed safety net of fair, relevant and enforceable minimum wages and conditions can no longer be undermined by the making of statutory individual employment agreements of any kind given that such agreements can never be part of a fair workplace relations system; and (d) assisting employees to balance their work and family responsibilities by providing for flexible working arrangements; and (e) enabling fairness and representation at work and the prevention of discrimination by recognising the right to freedom of association and the right to be represented, protecting against unfair treatment and discrimination, providing accessible and effective procedures to resolve grievances and disputes and providing effective compliance mechanisms; and (f) achieving productivity and fairness through an emphasis on the enterprise-level collective bargaining underpinned by simple good faith bargaining obligations and clear rules governing

industrial action; and (g) acknowledging the special circumstances of small and medium-sized businesses.

Principle 6: Evidence informed

» *Workplace Gender Equality Act 2012 (Cth)*

Section 2A(b) to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters; and (c) to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities);

» *Equal Opportunity Act 2010 (Vic)*

There is an obligation on organisations covered by the law to take proactive, reasonable and proportionate steps to eliminate discrimination, sexual harassment and victimization.

There is a duty to provide reasonable adjustments for people with disabilities in employment, education and when providing goods and services, to help the person with a disability to perform the job or access education and goods and services.

There is an obligation for employers to accommodate the responsibilities of a parent or carer, unless refusing to do so would be reasonable.

» *Draft Local Government Bill 2018 (Vic)*

For community engagement to be inclusive: make every reasonable effort to include the stakeholder groups and members of the public affected by the pending decision, be aware and take account of the needs of diverse communities to be able to participate in a meaningful way, make reasonable adjustments when necessary to remove barriers to participation and ensure an inclusive approach.