

# Inclusive Banyule- 2022/23 Integrated Action Plan

Council takes an intersectional, adaptive methodology to inclusion. Our approach will remain targeted and intentional and will feature a blend of planned and deliberately emergent activities that create multiple and sustainable community benefits.

Through consultation with community and identified priority groups, Council will be pursuing the following actions in the period of July 1, 2022 and June 30, 2023.

Action	Purpose	Role of committees	Delivery partners	Measures of success	Strategic links
<b>We will deliver an Inclusive Seminar Series</b>	To elevate the visibility and awareness of diversity in Banyule	We will work with the Inclusive Banyule Advisory Committee and population committees to plan and evaluate the project.	We will partner with organisations and groups with subject matter expertise to deliver the project.	Between July and September 2022, we plan activities with a community working group. Between October 2022 and June 2023, we will deliver 6 Inclusive seminars and publish the recordings on Council's website, where feasible. Participants in sessions reporting increased understanding of diversity matter in focus	This action responds to a range of community issues and seeks to both elevate visibility and awareness of diversity and address community attitudes and perceptions.
<b>We will develop a days of significance calendar and significant day fact sheets</b>	To identify days of significant important to our communities.	We will work with the Inclusive Banyule Advisory Committee and population committees to identify days of significance.	We will work with community groups to develop fact sheets specific to days of significance.	We will deliver a multi-faith and observation day calendar by October 2022 and identify significant days Council takes a lead on. For 10 day of significance, Council will produce, publish and promote a fact sheet via appropriate communication channels.	<b>This action responds to the shared community issue of connected and cohesive communities and aims to elevate visibility and awareness of diversity.</b>
<b>We will support key community days of significance</b>	To elevate the visibility and awareness of diversity in Banyule.	We will partner with population committees to plan and evaluation the	We will offer funding, through a formal applications process, to	From July 2022 to June 2023, Council will directly	This action responds to the shared community issue of connected and cohesive

	To support community groups to highlight and address the inequities experienced by identified populations.	significant days Council takes the lead on.	community groups, clubs and organisations to lead observation days identified as a priority.	lead or support the following activities: The 16 days of activism IDAHOBIT Trans Day of Visibility Trans Day of Remembrance Refugee week Harmony week International day of people with a disability RU OK day World Elder Abuse Awareness day Sorry Day NAIDOC Reconciliation Week Children's Week Seniors Week	communities and aims to address perceptions and attitudes.
<b>We will deliver an Assessable Communications Practice Guide</b>	To reduce access barriers to Council's communication channels.	We will work with the Disability and Inclusion Committee to inform the content of this practice guide.	We will partner with the Banyule Disability Services Network and key local disability advocacy groups to develop the practice guide.	An Accessible Communications Practice Guide published by June 30, 2023 on Council's website.	This action is underpinned by the Disability Act 2006. Completion of this action will support the future augmentation of Council's communication channels including the website.
<b>We will develop an Inclusive Grants Practice Guide</b>	To support community groups to consider ways to uplift the inclusiveness of project for which they seek Council funding.	We will work with population committees to inform the development of an Inclusive Grants Practice Guide	We will fund .id to provide Banyule Communities of Interest data  We will work with a not for profit organisation to develop videos to support community inclusive grant writing.	27 Communities of Interest will be described on the City of Banyule community profile  A requirement to consider inclusion is integrated into Community Grants Guidelines	This action responds to the shared community issue of connected and cohesive communities.

<b>We will develop an Inclusive Events Practice Guide</b>	To support Council and other community groups to deliver more inclusive community events.	We will work with population committees to inform the critical success factors for the project and to review progress		By June 30 2023, an Inclusive Events Practice Guide published on Council's website.	This action responds to the shared community issues of connected and cohesive communities, and fairness and safety.
<b>We will deliver the 2022/23 Inclusive Employment program</b>	To support local people experiencing barriers to employment with a 6 month job opportunity at Banyule City Council in a paid role tailored to an individual's areas of interest, goals, strengths and ability.	We will build stronger connections with population committees and local community groups.	We will work with BSL and Interact Australia to inform the project.	15 local jobs positions in 2022-23	This action responds to the Inclusive Local Jobs Strategy and responds to a shared community issue- Employment pathways and workplace conditions.
<b>We will create a program that supports employers with free tools, resources and access to recruitment services and local talent</b>	To build stronger, more inclusive workplaces.		We will work in partnership with local employment partners.	A sustainable program designed and tested for fidelity.	This action responds to the Inclusive Local Jobs Strategy and responds to a shared community issue- Employment pathways and workplace conditions.
<b>We will undertake Gender Impact Assessments on Council's new or reviewed services, programs, policies and strategies.</b>	To support critical thinking about how Council policies, programs and services will meet the different needs of women, men and gender diverse people.	We will use the Gender Impact Assessment Tool published by the Commission for Gender Equality in the Public Sector.	We will work with population committees to test our critical thinking.	All policies, programs and services that have a 'direct and significant impact on the public' will be assessed prior to being presented to Council.	This action responds to Council's legislative requirements under the Gender Equality Act 2020 and form part of Council's Gender Equality Action Plan.
<b>We will seek to understand how disability presents differently in the workplace and community</b>	To better understand the value of diversity in the workplace and community, and identify further barriers to inclusion	We will work with the Inclusive Banyule Advisory Committee and population committees to gather information and discuss barriers	We will work with peak bodies inclusion Amaze and Vision Australia to develop documentation to support individuals and professionals to understand the presentation of the identified disability in the workplace and community	Information reports published specific to Intellectual disability Vision impairment Collation and promotion of 6 case studies that exemplify positive inclusion outcomes for local people with disabilities.	This action is underpinned by the Disability Act 2006 and informed by the Disability Services Network and the Disability and Inclusion Committee.

<b>We will map all current Disability specific networks and groups in Banyule</b>	To position Council to facilitate access to information about services residents and professionals.	We will work with the Banyule Disability Services Network and Neighbourhood Houses to scope the project	We will work with the Disability Services Network and support groups offered by Neighbourhood Houses to gather information for the project	A local network map on Council's website by June 30, 2023.	This action responds to direct community feedback. Completion of this action will position Council to progress further action on better ways to keep community informed.
<b>We will identify key population trends based on 2021 Census data</b>	To identify new and emerging trends within the Banyule community	We will partner with the Inclusive Banyule Advisory Committee to generate key understandings from the trend analysis		Key population trends report published on Council's website by April 2023.	This action responds to Council's legislative requirement to achieving best outcomes for the municipal community, including future generations.
<b>We will produce social research reports on identified communities</b>	To facilitate improved understanding of identified populations groups and the typical barriers to inclusion	We will work with population committees to review the fidelity of the social research reports		10 reports specific to: LGBTIQA+ communities Older adults People experiencing homelessness Refugee and asylum seekers Victim survivors People with a disability Children and young people People experiencing poverty People experiencing mental health issues Faith communities	This action responds to legislative requirement to achieve best outcomes for the municipal community, including future generations.
<b>We will deliver a Homelessness Protocol</b>	To establish a consistent response framework to presentations of homelessness in Banyule		We will partner with the community support system in Banyule to inform the protocol	A Homelessness Protocol adopted by December 2022	As family violence is the leading cause of homelessness, this action is underpinned by the Family Violence Protection Act 2008 (Vic).

<b>We will fund the Midsumma in Banyule on QWere St event</b>	To celebrate local arts and cultural contributions of the LGBTIQ+ community	We will partner with the LGBTIQ+ committee to inform the planning of the event	We will fund and support the Montmorency Traders Association to run the event	The Midsumma in Banyule on QWere St delivered in January 2023	This action responds to important community issues including connected and cohesive communities and fairness and safety.
<b>We will produce a Welcome Pack for Refugees and Asylum seekers</b>	To support newly arrived people to connect with local support networks		We will partner with Amnesty International and the Montmorency Asylum Seekers Group to develop the welcome pack	A Welcome Pack distributed by March 2023	This action responds to obligations under the Multicultural Victoria Act 2001 (Vic.).
<b>We will offer Diversity and Inclusion training to all Council staff</b>	To support Council staff to understand diversity in the workforce and support inclusive practices			50% of Council staff complete the training	This action responds to Council's legislative requirements under the Gender Equality Act 2020 and form part of Council's Gender Equality Action Plan.
<b>We will make progress towards addressing Universal Access issues in Council's community buildings</b>	To address physical access barriers to Council's community buildings.			\$125,000 invested in Universal Access improvements	This action is underpinned by the Disability Act 2006 and the Planning and Environment Act 1987 (Vic.)
<b>We will maintain the Rainbow Tick accreditation for our Older Adults Program</b>	To continue to provide inclusive older adults programs for the LGBTIQ+ community			Successful renewal of the Rainbow Tick accreditation	This action responds to obligations under the Equal Opportunity Act 2010 (Vic.) and forms part of the Older Adults Strategic Plan.
<b>We will update Council's Inclusive Language Guide</b>		We will collaborate with the LGBTIQ+ committee to inform the refresh of the Guide	We will partner with Banyule Community Health Service adopt consistent language	A refreshed Inclusive Language Guide published by October 2022.	This action responds to obligations under the Equal Opportunity Act 2010 (Vic.)
<b>We will deliver the AAA Inclusion@Sport Project</b>	To support sports clubs to uplift inclusion practices	We will collaborate with the Disability & Inclusion Committee to inform project implementation		3 Banyule sports clubs completed the AAA Inclusion@Sport program	This action is underpinned by the Disability Act 2006 and the Equal Opportunity Act 2010 (Vic.).
<b>We will deliver a discussion paper on</b>	To inform the development of a Banyule Universal	We will collaborate with population committees to		By November 2022, a discussion paper completed and presented	This action is underpinned by the Disability Act 2006

**Universal Design and  
Placemaking**

Design and Placemaking  
Policy.

inform the discussion  
paper.

to Council for  
consideration.

and the Planning and  
Environment Act 1987 (Vic.)