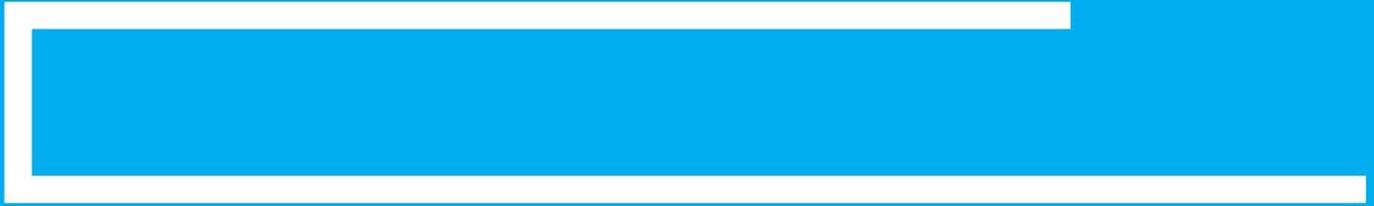


2018-19 Social Policy Action Plan



Acknowledgements

Council acknowledges the peoples of the Kulin Nation as the traditional owners of these municipal lands and waterways and pays respect to Elders past and present.

Council acknowledges the legal responsibility to comply with the *Charter of Human Rights and Responsibilities Act 2006* and the *Equal Opportunity Act 2010*. The Charter is designed to protect the fundamental rights and freedoms of citizens. It gives legal protection to 20 fundamental human rights under four key values: freedom, respect, equality and dignity.

This report was compiled by the Strategy and Advocacy Department. Contact Hobsons Bay City Council on 9932 1000 or at www.hobsonsbay.vic.gov.au for further information.

July 2018

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Executive Summary

Council has a key role to understand the needs of the local community and to build a municipality that provides equitable opportunities to enhance wellbeing for all. In order to support this, Council has a range of social policies which provide an understanding of the community and an organisational strategic direction. These include:

- Ageing Well Strategy 2007-17 (AWS)
- Children and Young People’s Plan 2014-18 (CYPP)
- Disability Access and Inclusion Strategy 2013-17 (DAIS)
- Gender Equity Policy Statement 2014 (GEPS)
- Multicultural Policy 2016-20 (MP)

Implementation of the social policies occurs through annual action plans that align and respond to the goals and objectives of each social policy. These are published on Council’s website, with outcomes reported via the Annual Report.

Council’s social policies and subsequent action plans support Council to meet key legislative commitments, including requirements under the *Local Government Act 1989* and *Public Health and Wellbeing Act 2008*. It also supports the implementation of Council’s Disability Action Plan (through the Disability Access and Inclusion Strategy 2013-17) as required under the *Disability Act 2006* and *Disability Discrimination Act 1992*.

Some of the social policies have come to the end of their term, as such a review has been conducted with the development of the Social Policy Review Background Paper. This paper made a series of recommendations, including the development of an integrated social policy to replace Council’s existing suite of social policies. An integrated policy will aim to elevate social policy commitments across the organisation, reduce duplication, streamline Council’s work, and increase Council’s ability to prioritise and respond to the needs of the most vulnerable and disadvantaged members of the Hobsons Bay community. The integrated plan is currently being developed with a draft expected to be out for public exhibition early 2019 for comment.

How to read this report

The 2018-19 Social Policy Action Plan includes 72 actions. Each action is aligned to one or more policy, as identified by a number referring to the specific goal and objective (see figure one). This ensures that Council’s work continues to respond to community needs identified through policy development consultation and subsequent community engagement activities. Full details of each social policy (including all goals and objectives) is provided in the Appendix (see page 14).

Goals and objectives (see p.14)				
AWS	CYPP	DAIS	GEPS	MP
2.1	1.3	4.2	8	3.1

Figure 1: Social policy framework alignment

2018-19 Social Policy Action Plan

Council's social policies aim to provide Council with a strategic direction to ensure we continue to build a municipality that is inclusive for all and enhances health and wellbeing. This action plan includes the following Council Social Policies:

- **AWS** = Ageing Well Strategy 2007-17
- **CYPP** = Children and Young People's Plan 2014-18
- **DAIS** = Disability Access and Inclusion Strategy 2013-17
- **GEPS** = Gender Equity Policy Statement 2014
- **MP** = Multicultural Policy 2016-20

The following actions contribute toward achieving the goals and objectives of the social policies. Some actions may relate to more than one social policy.

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
1	Deliver four local and/or neighbourhood park developments (incorporating universal design principles and DDA compliance) at the following locations: Epsom Street Park, Laverton; Langshaw Reserve, Altona North; Craig Street Reserve, Spotswood; Armstrong Reserve, Newport	Active Communities	Open Space and City Design	Four park developments delivered that include universal design and DDA compliance	1.1	1.3	1.1		
2	Develop a set of priority criteria (incorporating consideration of community need based on demographic data, physical access requirements and any other relevant factors) to guide future planning for the development and upgrade of local and neighbourhood parks (non-sport) across the city	Active Communities	Open Space and City Design	Priority criteria developed	1.1	1.3	1.1		
3	Implement Stage Four of the Accessible Beaches Project	Strategy and Advocacy	Social Planning and Development	Stage four implemented	1.1		1.1		

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
4	Deliver six community transport outings targeted toward eligible residents at risk of social isolation	Community Care	Active Community Support	Six outings delivered	1.3		1.2		
5	Deliver 'Coastal Tour of Hobsons Bay' event as part of Senior Week 2018	City Services	Parks, Horticulture and Conservation	Event delivered	2.1				
6	Work in partnership with a local service providers to deliver one inclusive social support program	Community Care	Active Community Support	One social support program delivered in partnership with local service provider	2.1				
7	Support and facilitate events that promote social inclusion, celebrate cultural diversity, and recognise and commemorate events of significance	Cultural and Economic Development	Events	Events supported and facilitated (minimum of 10)	2.1		4.2	8	1.1
8	Deliver and facilitate a cultural program that represents our diverse community and supports opportunities for people of all ages and abilities to participate	Cultural and Economic Development	Arts and Culture	Cultural program delivered and facilitated	2.1		4.2		
9	Deliver five events as part of Seniors Week 2018 to encourage social connections for older people	Cultural and Economic Development	Visitor Centre	Five events delivered	2.1				
10	Deliver digital literacy program aimed at Home Library clients	Learning Communities	Libraries	Program delivered	2.1		4.2		

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
11	Develop a programs framework to support the achievement of health and wellbeing outcomes	Learning Communities	Libraries	Programs framework developed	2.1	1.3	4.2	8	3.1
12	Acknowledge and celebrate community and Council volunteers in culturally appropriate ways during Volunteer Week in May 2019	Learning Communities	Community Development	Volunteers acknowledged and celebrated	2.1				2.4
13	Deliver a range of physical activity programs at Laverton Community Hub (incorporating opportunities for older people and people from culturally and linguistically diverse backgrounds)	Learning Communities	Community Centres	Four programs delivered	2.1				2.4
14	Developed a program of activities to activate the Laverton Hub outdoor space	Learning Communities	Community Centres	Program of activities developed	2.1			8	2.4
15	Deliver a range of social support programs targeted toward children, parents and carers at Seabrook Community Centre	Learning Communities	Community Centres	Four programs delivered	2.2	1.1			
16	Implement recommendations for managing and supporting Council's ageing workforce, as per discussion paper presented to Council's Corporate Management Team	Organisation Development	Human Resources	Recommendations implemented	3.1				
17	Deliver a series of health workshops for older people targeting activities to improve mental health	Learning Communities	Libraries	Three Creative Mind Workshops delivered	3.2				

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
18	Deliver a minimum of three advocacy activities to support the interests of social policy target groups in Hobsons Bay	Strategy and Advocacy	Social Planning and Development	Three activities undertaken	3.3	1.8	1.2	3	2.5
19	Incorporate advice on the appropriate language to describe different groups (e.g. older people, people with a disability) into Council's internal communication and engagement training	Communications and Engagement	Strategic Communications	Advice incorporated into Communications and Engagement training session for staff to be delivered in 2018-19	4.1		3.1	4	3.2
20	Develop and implement the 2018 Emergency Management Community Awareness and Education Plan (incorporating a focus on vulnerable community members)	Governance and Local Laws	Emergency Management	Plan developed and implemented	4.1		4.1		
21	Implement a system to enable live streaming of Council meetings increasing access to the meetings for all people including older people and people with a disability	Information Services	ICT Unit	Ordinary Council Meetings will be accessible to all members of the public via the internet.	4.1		2.2		
22	Support the 'Pathways to the Pokies' research project to improve understanding of the gambling attitudes and behaviours of older adults (in collaboration with Deakin University)	Strategy and Advocacy	Social Planning and Development	Research project supported	4.2				
23	Expand Council's digital communications offering by engaging and encouraging community members (including young	Communications and Engagement	Strategic Communications	Community members engaged and encouraged to contribute content		1.1			

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
	people) to contribute content, where appropriate								
24	Finalise and launch the UP website/portal to provide information and engagement opportunities, and promote young peoples' contribution to the municipality.	Family, Youth and Children's Services	Youth Services	Website/portal finalised and launched		1.1			
25	Program diverse arts spaces to provide opportunities for young people and the local community to showcase their work	Cultural and Economic Development	Arts and Culture	Arts spaces programmed and opportunities provided to young people and the wider community		1.1			
26	Provide additional MCH service consultations for families at risk of or experiencing family violence	Family, Youth and Children's Services	Maternal and Child Health	Additional consultations provided, as per service agreement with Victorian Government		1.2		2	
27	Deliver MCH Forum to reinforce connections between local families and service providers in Hobsons Bay (the 2018 event will focus on family violence and child trauma)	Family, Youth and Children's Services	Maternal and Child Health	Forum delivered		1.2		2	
28	Review the Family, Youth and Children's Services department's parental engagement and capacity building programs to promote a more integrated approach across different age cohorts, e.g. children, middle years, young people	Family, Youth and Children's Services	All teams	Review undertaken and new program developed		1.3			

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
29	Undertake the planning and design stages for projects incorporating female friendly facilities at JT Gray Reserve and Bayside College (Paisley and Williamstown campuses)	Active Communities	Recreation Projects and Planning	Planning and design stages completed		1.3		9	
30	Implement the Orygen Youth Health and Hobsons Bay City Council Partnership Framework to investigate opportunities to expand the capacity of Council's youth mental health services	Family, Youth and Children's Services	Youth Services	Partnership framework implemented		1.4			
31	Deliver event management and capacity building workshops for community event organisers (incorporating cultural festivals and events)	Cultural and Economic Development	Events	Workshops delivered					2.2
32	Work with Orygen to deliver a Youth Health Forum focused on mental health programs within education/schools setting	Family, Youth and Children's Services	Youth Services	Forum delivered		1.5			
33	Develop a Mental Health Management Plan to build the capacity of senior staff to identify and support employees experiencing mental health problems	Organisation Development	Human Resources	Plan developed and presented to CMT		1.5	2.1	1	2.3
34	Deliver one walking and cycling pilot project in collaboration with a local primary school	Strategy and Advocacy	Sustainability	One pilot project delivered		1.6			

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
35	Deliver information sessions to children and young people as part of the 'Conservation Schools Program'	City Services	Parks, Horticulture and Conservation	Information sessions delivered		1.7			
36	Deliver the next stage of the Future Leaders for Sustainability program, including engaging with tertiary education, employers, secondary schools and students	Strategy and Advocacy	Sustainability	Next stage of the program delivered		1.7			
37	Develop a draft Local Food Production Policy	Strategy and Advocacy	Sustainability	Draft policy developed and presented to Council		1.7			2.4
38	Redesign the children's section of the library website (in consultation with children, carers and teachers) to improve navigation and accessibility, and innovatively promote library services and activities	Learning Communities	Libraries	Website re-designed		2.1			
39	Engage with SmallTalk families and facilitators to encourage increased uptake of in home support visits	Family, Youth and Children's Services	Early Years	Staff and families engaged and increased take up of in home support visits		2.1	4.1	2	
40	Implement family day care growth strategy to increase the number of hours of care provided by Family Day Care educators to families in Hobsons Bay	Family, Youth and Children's Services	Early Years	Capacity of educators extended to meet demand and match resourcing ratios		2.1			

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
41	Work with Victorian Government to facilitate family violence training for all Hobsons Bay MCH nurses	Family, Youth and Children's Services	Maternal and Child Health	Training facilitated and offered to all nurses		2.1		3	
42	Engage local early years services, families and stall holders in the delivery and evaluation of the 2018 Children's Week Picnic Event	Family, Youth and Children's Services	Early Years	Local early years services, families and stall holders engaged		2.2			
43	Develop, maintain and promote a regional training and networking calendar to contribute to a culture of professional learning, sharing and best practice across the early years sector	Family, Youth and Children's Services	Early Years	Calendar developed, maintained and promoted		2.2			
44	Coordinate delivery of eight Child Safe Standards training sessions across Council in 2018.	Organisation Development	Learning and Development	Delivery of eight training sessions coordinated		2.2			
45	Undertake review of middle years programming opportunities	Learning Communities	Libraries	Review undertaken		3.1			
46	Work collaboratively with Youth Services and external stakeholders to identify opportunities to link business and young people.	Cultural and Economic Development	Economic Development	A minimum of two opportunities for businesses to take on work experience students are promoted each year.		4.1			
47	Work in partnership with Orygen Youth Health and Council's Youth Services team to engage local sporting clubs in the 'Mind	Active Communities	Sport and Recreation	Clubs engaged (target of four clubs to participate in the program)		4.2			

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
	Your Game' program (youth mental health training program for sporting clubs)								
48	Work with the Western Youth Employment Partnership to conduct one focus group in Hobsons Bay to engage young people from existing services in identifying and addressing barriers to training and employment	Family, Youth and Children's Services	Youth Services	Focus group conducted and barriers identified and reported		5.1			
49	Identify and promote programs that develop employment pathways and increase local opportunities for people facing employment barriers.	Cultural and Economic Development	Economic Development	At least one program that develops employment pathways is promoted through Hobsons Bay e-Works.		5.1	2.1	5	
50	Support the delivery of the Scarf program in Hobsons Bay to provide education and training pathways for young people from CALD backgrounds	Family, Youth and Children's Services	Youth Services	Program delivered with support from Council		5.1			2.1
51	Provide nursing student placements within Council's MCH service	Family, Youth and Children's Services	Maternal and Child Health	Placements provided (up to two)		5.1			
52	Coordinate activities to build Council's organisational capacity to implement the Reconciliation Action Plan, including supporting employment pathways for indigenous young people	Learning Communities	Community Development	Activities coordinated to build organisational capacity		5.1			

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
53	Deliver and facilitate events to celebrate International Day of People with Disability 2018	Strategy and Advocacy	Social Planning and Development	Events delivered and facilitated			3.1		
54	Promote resources to assist local business in becoming more accessible	Cultural and Economic Development	Economic Development	Accessibility resources and information promoted on Council's website and through the Hobsons Bay e-Works			3.2		
55	Facilitate and support stage three of the 'Sports for Everyone' project (in collaboration with the University of Melbourne and the Hobsons Bay Community Fund)	Strategy and Advocacy	Social Planning and Development	Stage three of the project supported and facilitated by Council			4.2		
56	Work in partnership with the Western Bulldogs to deliver the Daughters of the West program	Learning Communities	Community Development	Program delivered				3	2.3
57	Support Cultivate program participants to develop and implement their own community-led civic participation projects	Learning Communities	Community Development	Participants supported to develop and implement their projects				6	2.4
58	Deliver the Sustainability Leadership Program (in collaboration with Community Development)	Strategy and Advocacy	Sustainability	Program delivered				6	2.4

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
59	Work with western region councils and other stakeholders to support the development of the 'Women's Participation in Sport and Recreation in Melbourne's West: Action Plan for Change' project (led by Women's Health West)	Active Communities	Sport and Recreation	Project developed with support from Council				7	
60	Work with local communities to deliver and support programs that build pathways of connection through the arts	Cultural and Economic Development	Arts and Culture	Programs delivered and supported with a focus on cultural diversity and gender equity				8	1.2
61	Deliver three civic commemoration events which celebrate different social policy target groups, e.g. IDAHOBIT, International Women's Day, Cultural Diversity Week	Learning Communities	Community Development	Three events delivered				8	1.1
62	Deliver two initiatives which aim to promote gender equity and/or prevent family violence	Learning Communities	Community Development	Two initiatives delivered				8	
63	Undertake building redevelopment and renewal projects at P.J. Lynch Reserve (Altona North) and B.F. Jackson Pavilion (Laverton) to incorporate female friendly facilities to support increased sporting participation outcomes for women and girls	Active Communities	Recreation Projects and Planning	Building projects undertaken at P.J. Lynch Reserve and B.F. Jackson Pavilion				9	
64	Provide support to venue hirers, event organisers and community user groups to deliver cultural events which provide	Cultural and Economic Development	Venues	Support provided to deliver events					1.1

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
	community benefits for local people including opportunities to participate								
65	Work with the Hobsons Bay Interfaith Network to deliver the Interfaith Spring Lunch event	Learning Communities	Community Development	Event delivered					1.3
66	Finalise background paper outlining the representation of CALD businesses within Hobsons Bay and the resources required to meet the needs of these businesses	Cultural and Economic Development	Economic Development	Background paper finalised					2.1
67	Facilitate workshop to support local business to become more accessible to CALD communities and businesses.	Cultural and Economic Development	Economic Development	Workshop facilitated					2.2
68	Investigate options to provide targeted employment pathways for recently arrived migrants and refugees	Learning Communities	Libraries	Options investigated and presented to management					2.2
69	Work with Community Development to investigate opportunities to produce a translated version of Council's Rates Brochure	Communications and Engagement	Strategic Communications	Opportunities investigated and next steps planned					3.3
70	Update and promote Council's Language Service Guidelines	Learning Communities	Community Development	Language Service Guidelines updated and promoted across Council					3.3

Reference Number	Action	Department	Team	Outcome/Measure	Goals and objectives (see p.14)				
					AWS	CYPP	DAIS	GEPS	MP
71	Work with Community Development to develop a translated version of the 'Supporting or objecting to a planning permit application' fact sheet	Planning, Building and Health	Statutory Planning (Planning Operations)	Fact sheet translated into at least one community language					3.3
72	In partnership with Learning and Development and local CALD communities, investigate opportunities for culture and faith awareness and understanding training for staff	Learning Communities	Community Development	Training opportunities investigated and delivered, where practicable					3.5

Appendix: Social policy goals and objectives

Ageing Well Strategy 2007-17

Goal one: an age friendly community

An age friendly community is a place which provides opportunities to enhance quality of life as people age through inclusion and participation.

It is the Council's policy to:

1. Ensure Council policies, services and structures related to the physical and social environment are designed to support and enable people to age actively.
2. Advocate and facilitate affordable housing outcomes which provide suitable options for residents as they age.
3. Advocate for suitable transport outcomes that allow residents to fully participate in community life

Goal two: active and positive ageing

The Council will ensure that Hobsons Bay will be a municipality which values diversity, promotes social connections and encourages participation and cooperation.

It is the Council's policy that:

1. Opportunities for residents to feel socially connected are facilitated through a broad range of physical, social, recreational, and culturally appropriate and affordable activities.
2. Community facilities are used in innovative and flexible ways which reflect the diverse interests of people as they age.

Goal three: care and support

The Council will actively provide, plan and advocate for the provision of a wide range of appropriate services which address the needs of older residents.

It is the Council's policy to:

1. Deliver services in a way that ensures residents are actively involved in making decisions about their life.
2. Continuously strive for best practice in affordable service delivery to ensure residents get the supports they need while maintaining the greatest level of independence possible.
3. Advocate on behalf of residents to ensure funding investment in aged, health and medical services is appropriate and reflective of the needs of an ageing population.

Goal four: information and communication

Residents will benefit from appropriate open channels of communication which facilitate both the dissemination and gathering of information.

It is the Council's policy that:

1. Information about the Council's services is provided in a variety of formats and language so that residents are empowered to make informed decisions.
2. Resident's contributions are sought, valued and considered to inform the Council's decision making processes.

Children and Young People's Plan 2014-18

Goal one: all children and young people (0-25 years)

Council will:

1. Facilitate opportunities for people of all ages and cultures to connect with and learn from each other.
2. Work with children, young people and their families to create a gender equitable community which fosters respectful relationships, and reduces violence against women and children.
3. Plan for and provide community facilities infrastructure, services and programs to meet current and future community needs.
4. Partner with relevant stakeholders to enable children and young people to access an appropriate range and mix of services (including allied health) to meet their individual needs.
5. Advocate for and ensure that young people experiencing mental health issues are appropriately engaged and supported.
6. Create safe, connected, walkable and rideable neighbourhoods with easy access to key destinations.
7. Provide opportunities which encourage the participation of children and young people in environmental initiatives and programs.
8. Advocate for the needs of children and young people in Hobsons Bay, especially those who are most vulnerable.

Goal two: early years (0 to 4 years)

Council will:

1. Ensure Council's services are appropriately tailored to respond to the needs of the community, in particular to vulnerable children and their families.
2. Ensure the continuous improvement of all early years' services delivered by Council.

Goal three: children (5 to 11 years)

Council will:

1. Investigate and articulate Council's role in relation to this age cohort.

Goal four: adolescence (12 to 17 years)

Council will:

1. Advocate for and support quality, innovative, affordable and accessible local educational, learning, and employment opportunities, particularly for vulnerable young people.
2. Work with young people and the broader community to build their capacity to prevent youth mental health issues.

Goal five: young adults (18 to 25 years)

Council will:

1. Partner with stakeholders to provide and support training, higher education, employment and housing opportunities that empower young people to successfully transition to independent living.

Disability Access and Inclusion Strategy 2013-17

Goal one: access to places and spaces

The Council would like for people with disabilities in Hobsons Bay to get around easily.

The Council is committed to:

1. Improving accessibility of the built (including housing) and natural environment beyond minimal accessibility compliance requirements.
2. Advocating for a public, private and community transport system that is accessible and reliable for all.

Goal two: getting involved

The Council would like for people with disabilities to be able to actively participate in the community.

The Council is committed to:

1. Advocating for and partnering with relevant organisations to increase the opportunity for people with disabilities to gain educational opportunities and meaningful employment.
2. Ensuring it provides opportunities for people with disabilities to get involved in Council processes through accessible communication and information provision.

Goal three: acceptance and understanding

The Council would like to increase awareness and acceptance of people with disabilities, their families and carers.

The Council is committed to:

1. Positively influencing the community attitudes that prevent people with disabilities from participating in the community.
2. Working with the community to improve its ability to be inclusive of people with disabilities.

Goal four: better support

The Council would like for people with disabilities to be better supported to achieve their full potential.

The Council is committed to:

1. Advocating for and partnering with relevant organisations to ensure disability supports are responsive to individual needs.
2. Increasing the opportunities and providing support for people with disabilities to participate in all aspects of their local community.

Gender Equity Policy Statement 2014

The following are the key priority areas for action:

1. **Workplaces and organisational development** - Council will create a gender equitable workplace, becoming a leading organisation that is innovative, proactive and strives for continuous improvement.
2. **Access to services** - Council will strive to ensure services provided are gender equitable, breaking down barriers to access.
3. **Partnerships and Advocacy** - Council will work in partnership with key stakeholders in the region and the state to support and foster a gender equitable community.
4. **Communications** - Council will support and champion gender equity within media and communications.
5. **Economic Development** - Council will aim to support the development of gender equitable economic development across the municipality.
6. **Promotion of women in leadership** - Council will enable women and girls within the community to actively participate and be supported as valued community leaders.
7. **Sport and recreation** - Council will work towards ensuring sport and recreation opportunities (passive and active) are provided in a gender equitable manner.
8. **Libraries, community centres, arts, events and cultural activities** - Council will promote and enable a gender equitable community through programs, events and learning opportunities.
9. **Buildings and Community Infrastructure** - Council will ensure all new buildings and infrastructure are gender equitable as well as work towards increasing gender equity elements within existing infrastructure.
10. **Land use planning and design** - Council will ensure land use planning and design include gender equity as a forefront to planning.
11. **Local Laws** - Council will endeavour to deliver local laws that promote gender equity and reduce violence against women.

Multicultural Policy 2016-20

Goal one: respect and celebrate cultural diversity

People of all backgrounds will be able to fully express their cultural identities and share their traditions with the community.

Council will:

1. Support activities which recognise and celebrate cultural traditions.
2. Provide opportunities to share and exchange cultural traditions to further build understanding across communities.
3. Lead initiatives to address racism and discrimination and promote the benefits of cultural diversity.
4. Provide and support public places and spaces that contribute to a sense of belonging for people of culturally and linguistically diverse backgrounds.

Goal two: create and support opportunities

People of all cultural backgrounds will be able to access and participate in the opportunities required to enjoy a secure and healthy life.

Council will:

1. Work with local employers and other stakeholders to support employment and business pathways for people from culturally and linguistically diverse backgrounds.
2. Provide and support activities to improve access to education and employment opportunities through English language, mentoring, leadership and learning programs.
3. Work with community organisations and service providers to enhance settlement, health and family support for people from culturally and linguistically diverse backgrounds.
4. Provide and support inclusive opportunities for people to feel connected through social, sport, recreation, arts, environmental and volunteering programs.
5. Work with communities to undertake advocacy initiatives based on informed understanding of current and future needs.

Goal three: a culturally responsive organisation

People of all cultural backgrounds will be able to access Council services, facilities, programs, resources and decision making processes.

Council will:

1. Provide services and facilities that meet the current and future needs of people from culturally and linguistically diverse backgrounds, working in partnership with our community to make the most of our places and spaces.
2. Provide communication and information using plain language, diverse images and appropriate distribution methods for culturally and linguistically diverse communities.
3. Ensure that language services are available for people who need an interpreter or translated materials.
4. Provide opportunities for people from culturally and linguistically diverse backgrounds to participate in community engagement activities, planning and decision making processes.
5. Provide staff training and resources to enhance knowledge, skills and understanding of the needs of culturally and linguistically diverse communities.

6. Continue to build Council's culturally and linguistically diverse workforce by providing volunteering and employment pathways, and an inclusive workplace that supports all cultural and religious practices.