

Knox Community Access and Equity Implementation Plan

2017 – 2022

Acknowledgement of the Traditional Owners

Knox City Council acknowledges the traditional custodians of the City of Knox, the Wurundjeri and Bunurong people of the Kulin Nation.

1. Purpose

Knox City Council acknowledges that equality and freedom from discrimination are fundamental human rights that all people should have in the community. Knox City Council recognises that it has an important role in ensuring that all people are supported to fully participate in the community, that their human rights are protected and promoted and that they have equitable and dignified access to information, goods, services and life opportunities.

The Community Access and Equity Implementation Plan guides Council action and outlines Council's commitment and vision for addressing access and equity issues in Knox as well as promoting diversity, access and inclusion.

2. Alignment to the Knox Community and Council Plan 2017-21 and other Implementation Plans

The Knox Community and Council Plan 2017-21 is Knox's long-term plan to guide our city for the next four years and beyond. It outlines our long-term shared goals and aspirations for the future. The Knox Community and Council Plan 2017-21 outlines what we are aiming to achieve for our city and describes how we will know when we get there.

The development of the Knox Community and Council Plan 2017-21 has been informed by the Second Edition State of Knox Report and significant community engagement, including the Municipal Survey, focus groups and a Community Panel.

The Knox Community Access and Equity Implementation Plan 2017-22 (The Plan) aligns and responds to the vision, goals and strategies of the Community and Council Plan 2017-21 and is one of its Implementation Plans as per Figure 1 (page 4). The Plan also provides a more detailed description of the approach required to implement the Community and Council Plan guiding principle of *Inclusiveness – Council encourages broad engagement, shared contribution and collaboration in community decision, incorporating an access and equity approach.*

The Plan outlines key Council actions to address access and equity and sits side-by-side with other Council Implementation Plans, including the Knox Key Life Stages Implementation Plan, with a focus on intergenerational actions covering the Early Years, Youth and Older People.

Knox Strategic Planning Framework

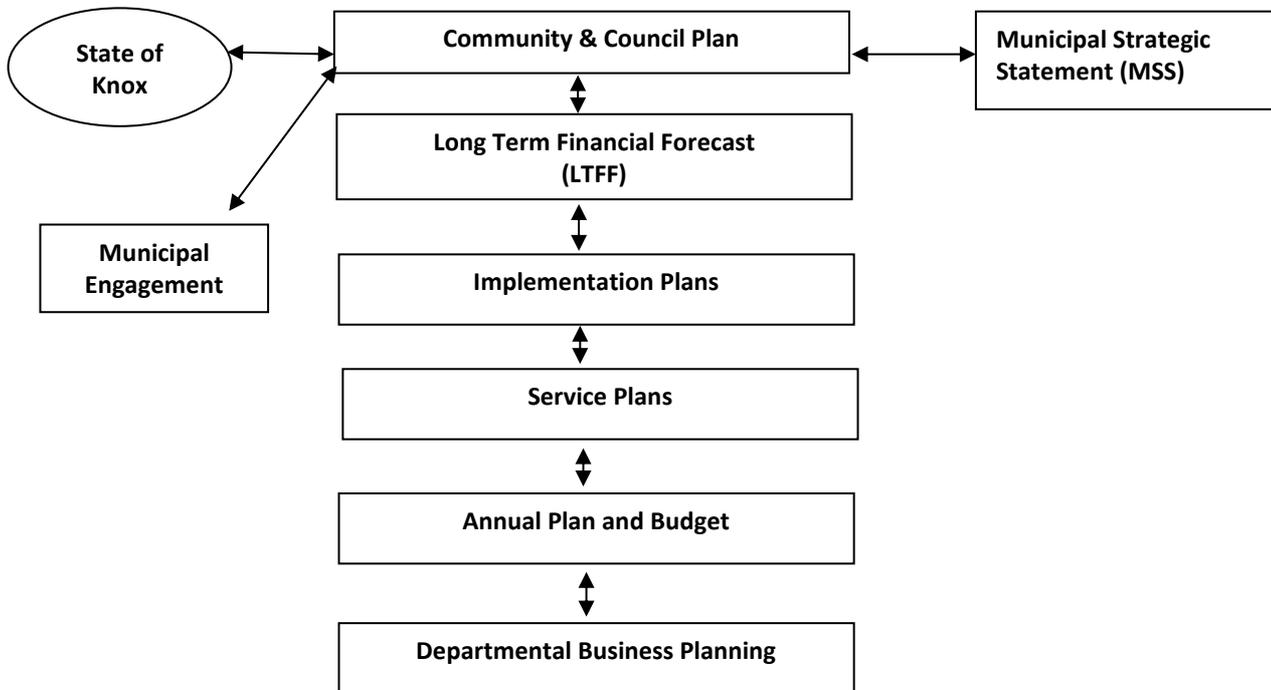


Figure 1

3. How was it developed

The development of the Knox Community Access and Equity Implementation Plan has been informed by the findings and community engagement activities of the Community and Council Plan 2017-2021, as well as:

- Relevant legislation and research
- The draft Community Access and Equity profile
- A working group made up of key internal Council staff and community stakeholders with expertise in working with marginalised and disadvantaged communities
- Council’s Advisory Committees – Disability, Early Years, Multicultural and Active Ageing
- Internal service mapping and engagement with Council departments and teams
- Community Consultation on the draft Community Access and Equity Implementation Plan

4. Context

Knox is a diverse community, with a population of 157,052¹, made up of people from many different cultures, beliefs, abilities and identities. Our community is an environment of ongoing change. Knox Council acknowledges that not all people start from the same position in life and therefore may have differences in their lived experience in the

¹ Australian Bureau of Statistics, Estimated Resident Population, 2016

community. For some people this difference may mean that they experience discrimination, disadvantage and exclusion from community life.

The Plan provides clarity of Council's role in supporting and addressing social equity issues affecting the City and ensures diversity, access and inclusion are front and centre when planning and engaging with marginalised and disadvantaged population groups. It gives Council a common framework to ensure every member of our diverse community has the opportunity to participate, contribute and access services and will provide guidance to Council to undertake targeted projects in response to the needs of groups and individuals who experience disadvantage in our community. The Plan targets specific access and equity issues for people that are/or are at risk of being marginalised and disadvantaged from social, health, economic and political life.

The Plan integrates Strategic Council Plans, including the Access and Inclusion Plan for people with disabilities 2016 (a legislative requirement under the State Disability Act 2006), the Multicultural Strategic Plan 2012-17, Prevention of Violence Against Women Action Plan and other Council programs and projects.

The development of a Community Access and Equity Implementation Plan aligns with Council's responsibilities under Commonwealth, Victorian and Local Government legislation (page 11) and addresses Council's responsibility under the State Disability Act (2006), in responding to and implementing actions that reduce barriers and promote inclusion for people with disabilities, their families and carers.

Knox City Council has an obligation and responsibility as a Local Government Authority to take into account the diverse needs of the local community. This includes advocating for their interests to other communities, governments, fostering community cohesion and encouraging active participation in civic life and planning for and providing services and facilities for the local community.

Knox also plays an important role in protecting and promoting human rights. The Charter of Human Rights and Responsibilities Act 2006 sets out basic rights, freedoms and responsibilities of all Victorians. It is not only Council's responsibility to understand and comply with the obligations under the Charter, but also build a culture of human rights in the community.

For further information regarding relevant legislative context that guides the Community Access and Equity Implementation Plan 2017-22, refer to page 25.

5. Community Access and Equity Key Themes and Issues

5.1 Themes

The following themes have been identified as impacting on Knox's marginalised and disadvantaged population groups:

- Lack of access or knowledge of appropriate services that meet the needs of our diverse population groups;
- Discrimination and racism;
- Violence – including family violence, violence towards women, elder abuse and perceptions of safety;
- Lack of culturally appropriate services and limited knowledge and understanding of cultural expectations (Culturally and Linguistically Diverse, Indigenous and LGBTIQ communities); and
- Compounding disadvantage – impact areas include mental health, lack of appropriate housing, financial stress, gambling and isolation.

5.2 Issues

The following issues have been identified as impacting on Knox’s marginalised and disadvantaged population groups:

- Impact of childhood development on physical and mental health, learning and behaviour. Transitioning from childhood to adulthood is a significant time of change as young people move towards independent living, study, employment and financial independence.
- Limited access to and or knowledge of appropriate services for some people from culturally and linguistically diverse communities.
- Inequalities between Indigenous and non-Indigenous community members.
- People with disabilities experience discrimination and exclusion in aspects of their life. They have significantly lower rates of employment, educational attainment and have limited access to appropriate and affordable housing. People with disabilities are less likely to participate in community activities, experience physical infrastructure barriers on a daily basis and have poorer overall health and wellbeing.
- Discrimination can occur on many different levels including intolerance of diversity or sexuality, sex or gender identity. Research shows that the LGBTIQ community still face discrimination and increased levels of violence.
- The Knox community is considered relatively advantaged, but there are areas within Knox that experience significant disadvantage. Socioeconomic disadvantage is defined in terms of people's access to material and social resources as well as their ability to participate in society. There is a relationship between low socio-economic status and disadvantage in terms of poor mental and physical health, homelessness, welfare dependency, financial stress, and reduced education and employment outcomes.
- Knox’s 65 years and older population has more than doubled over the last decade. In 2015, there was an estimated 40% of all people with disabilities over the age of 65 and over 43% of Knox residents living in low-income households are older people. This reflects the high proportion of older people reliant on the Aged Pension as their principle source of income, which is higher than the average.
- Mental disorders are the single largest cause of ill health in the Knox population. In 2014, an estimated 8,600 adults in Knox had high/very high psychological distress indicative of a need for professional help. There is a strong correlation between mental health conditions and many elements of disadvantage including people with profound disability, unemployment, living alone, socially isolated, low educational attainment and low socio-economic status.
- Women in Knox on average experience lower rates of employment and have lesser representation in senior jobs. Among people aged 25-44 years working fulltime, women’s incomes are 7% lower than that of their male counterparts. In retirement, women face greater financial insecurity due to lower superannuation due to lower pay levels and duration of paid employment across their lifetimes. Within a relationship, women are 12 times more likely to experience sexual violence, three times more likely to experience physical violence and nearly twice as likely to experience emotion abuse. All these factors as well as the impacts of gender inequity put women at greater risk of being marginalised and disadvantaged.
- The lack of social engagement amongst many marginalised and disadvantaged groups and individuals impacting health status.

6. Focus Areas

The following focus areas provide a direction for shared Council actions across Council's 38 services to achieve outcomes for marginalised and disadvantaged population groups, aligns, and responds to the goals and strategies of the Community and Council Plan 2017-21.

Area 1: Equitable, Accessible and Inclusive Services

- Council will work to ensure all community members no matter their ability, religion, race, gender or sexual identity will have access to Council and community services that meet their needs.

Area 2: Leadership and Advocacy

- Council will lead by example and advocate to other levels of government, business, services, community organisations and the community to promote human rights and address issues of discrimination and exclusion.

Area 3: Accessible and Safe Places and Spaces

- Council will work to ensure that Council buildings, public places and open spaces are accessible, universally designed and safe for everyone.

Area 4: Empowerment and Participation

- Council will facilitate civic participation and inclusive engagement to ensure that people can exercise their rights and voices to help shape their own future.

Area 5: Celebrating Diversity and Creating a Sense of Belonging

- Council will value and celebrate the diverse people and communities that make up Knox and the skills and abilities that they bring.

7. Statement of Commitment

Knox City Council recognises that it has an important role in ensuring all people are supported to fully participate in the community and that their human rights are protected and promoted. Council recognises that it cannot address all social issues impacting the lives of marginalised and disadvantaged population groups alone and that it must consider ways in which it can work with its partners in the community, business and all levels of government to address discrimination and disadvantage as well as promote diversity and inclusion.

Knox City Council is committed to:

- Reducing, overcoming and preventing disadvantage and discrimination for individuals across all life stages to support their rights and aspirations to live a safe, healthy and connected life.
- Working to ensure our children and young people have a great start in life, have access to high quality lifelong learning opportunities, are safe and healthy and can thrive and grow in loving and strong families and communities.
- Creating a Knox community that is accessible and inclusive and embraces people with disabilities, their families and carers. Council aims to ensure that all Knox residents can participate in and contribute to community life with independence, equity and dignity.

- Working in partnership with our local Indigenous community and the Traditional Custodians to continue to progress reconciliation, recognition and future partnership opportunities in Knox.
- Creating a vibrant Knox that celebrates cultural diversity through community engagement and playing an active role in reducing barriers experienced by people from a Cultural and Linguistically Diverse (CALD) background, including racial and faith-based discrimination and lack of access to culturally responsive services, by supporting initiatives that build social cohesion from the ground up.
- The 'Racism Stops with Me' campaign and a 'Refugee Welcome Zone'.
- Making Knox a safe and welcoming place to the LGBTIQ community and that services are accessible and appropriate to the needs of our LGBTIQ community.
- Working with and supporting our most marginalised and disadvantaged community members through partnering with key agencies to ensure that all people in Knox have access to equitable services, their rights and aspirations are supported and can contribute and participate in community life.
- Creating a Knox community where older people can enjoy active, healthy and independent lives and can participate and contribute to their community. Knox seeks to ensure that older people are actively involved in determining opportunities for their community to increase its age friendliness and identifying priority areas for further focus.
- Working with our community agencies in creating better early intervention and ongoing support for individuals with disabilities, their families and cares. Council aims to create a community where all people are happy, healthy and resilient and can participate and contribute to community life.
- Ensuring equal opportunities for women to fully participate in all aspects of community life and will foster an environment which advances gender equity for woman and girls in political, economic, cultural and educational advancement.

8. Monitoring and Reporting

The Community Access and Equity Implementation Plan will be monitored annually against the Community and Council Plan 2017 – 21 Targets and Measures. In addition, the Plan will be reviewed annually by the Community Access and Equity Service, with an annual report presented to Council. The annual report will focus on the actions and initiatives Council is delivering to address access and equity issues as well as promote diversity, access and inclusion in Knox. Monitoring of progress will include engagement with Council services and relevant community organisations. This will include a check-in with Council departments and services, as well as community agencies and stakeholders to ensure we are heading in the right direction and that objectives and actions are making a difference in Council and the community. This will provide an opportunity to review and plan new actions, to address emerging issues and opportunities for Council, and or change or stop a program or activity.

The evaluation of The Plan will aim to increase a greater understanding of the link between program outcomes and changes in the community and Council. Monitoring and evaluation of key focus areas will be based on local analysis, local needs and local participation.

9. Resourcing

The resources required to deliver actions and initiatives in the Plan will involve a mixed contribution of Council resources, external funding grants and shared resourcing/funding models with key partners.

10. The Plan Actions

The actions listed below detail Council led actions for the next five years. It also identifies the targeted population group, role of Council, potential community partners and the alignment to the Knox Community and Council Plan 2017-21.

Focus Area 1 - Equitable, Accessible and Inclusive Services

Council will work to ensure that all community members, no matter their ability, religion, race, gender or sexual identity will have access to Council and community services that meet their needs.

Action	Population Group	Role of Council	Council Lead and Partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
<p>1.1 Develop and implement a best practice framework to embed the principles of access and equity across all areas of Council, including organisational capacity and competence, service provision, communication and civic participation.</p>	All	Advocate Educate Plan Research	<p>Community Wellbeing (Community Access & Equity)</p> <p>All of Council</p>	State Government, service providers and community organisations	8	8.1	No	1 -2
<p>1.2 Develop a database of images and photographs for use within Council's publications to reflect Knox's diverse community, to promote access, inclusion and diversity.</p>	All	Advocate Provide	<p>Communications</p> <p>Community Wellbeing (Community Access & Equity), and Community Services directorate</p>		8	8.1	No	2
<p>1.3 Deliver a suite of access, equity and diversity training for Council staff to increase knowledge, understanding and best practice when engaging with Knox's diverse community.</p>	All	Advocate Educate Plan Provide	<p>Community Wellbeing (Community Access & Equity)</p> <p>People Performance All of Council</p>	External training providers, service providers and community organisations	8	8.1	No	1-5
<p>1.4 Undertake diversity planning and practice under the Home and Community Care Program for Younger People and the Home and Community</p>	All	Plan Provide Research	<p>Active Ageing & Disability Services (Active Living & Service</p>	Department of Health and Human Services,	6		No	1-2

Care Act 2007 to ensure inclusion of marginalised and disadvantaged community members.			Access & Home Support Assessment)	service providers and community organisations				
1.5 Implement the Municipal Strategic Disability Leadership Plan to support people with a disability, their families & carers with the implementation of the National Disability Insurance Scheme (NDIS).	People with a disability and carers	Educate Funder Partner Plan Provide Research	Community Wellbeing (Community Access & Equity) Active Ageing & Disability Services, Family & Children's Services, Leisure Services , City Futures Youth Services, Community Facilities	People with disabilities, carers and parents, Dept of Health and Human Services, Disability Service Providers Network, National Disability Insurance Agency (NDIA), Knox Council's Advisory Committees, service providers and community organisations	6	6.2	6.2.4	1-2
1.6 Progress Council's public Expression of Interest process seeking applications from NDIS/Early Childhood Intervention Services (ECIS) service providers to lease the Illoura House facility for use as a disability focused centre supporting children, families, carers and people with disabilities in Knox.	Children and young people	Advocate Partner Provide	Finance & Property Services	NDIS Service Providers, NDIA	6	6.2	6.2.5	1
1.7 Progress the NDIS Home and Community Care (HACC) and Programs for Young People (PYP) transition including supporting NDIS eligible clients to transition to new providers. Provide advice to Council on options and lead relevant transition and outcomes for HACC PYP under 65 residual program.	All	Advocate Partner Plan Provide	Active Ageing & Disability Services	Department of Health and Human Services NDIA, Disability Service Providers and community organisations	6	6.2		1-2
1.8 Strengthen Council's approach and engagement with Knox's Aboriginal and Torres Strait Islander	Indigenous community	Partner Plan	Community Wellbeing	Aboriginal Victoria	1, 6 & 7		No	2-4

community to build collaborative relationships and inform future advocacy and reconciliation outcomes that increases recognition of Australia's first people.			(Community Access & Equity)	Indigenous Service providers and Traditional Owner Groups, community members				
1.9 Conduct community engagement and needs analysis on the development of a Gathering Place in Knox for Council's Aboriginal and Torres Strait Islander community.	Indigenous community	Plan Research	Community Wellbeing (Community Access & Equity)	Indigenous Service providers and Traditional Owner Groups, community members	7	7.1	No	2-3
1.10 Partner with Outer Eastern Metropolitan Councils to research the need for an Integrated Aboriginal Health Plan for the Outer Eastern Aboriginal community.	Indigenous community	Partner Plan	Community Wellbeing (Community Access & Equity)	Outer Eastern Council's, Department of Health, EMR Indigenous Service providers	6	6.2	No	1
1.11 Strengthen and increase the facilitation and or participation of service provider network meetings to enhance service provision for disadvantaged and marginalised community members in Knox.	All	Advocate Partner Plan Provide	Community Wellbeing (Community Access & Equity) Youth, Leisure & Cultural Services, Active Ageing & Disability, Family & Children Services	Knox and EMR service providers, community organisations and community groups	6	6.1 & 6.2	No	1-5
1.12 Engage and partner with local service and education providers to plan and advocate for enhanced services for disadvantaged and marginalised community members in Knox.	All	Advocate Partner Plan Provide	Community Wellbeing Youth, Leisure & Cultural Services,	Knox and EMR service providers, community organisations and community groups	6	6.1 & 6.2	No	1-5

			Active Ageing & Disability, Family & Children Services					
1.13 Prioritise and promote programs and services, which aim to build community connections and reduce social isolation across all life stages and spatially represent this information on Council's mapping system.	All	Advocate Partner Plan	Community Wellbeing	Service providers, community organisations and community groups	7	7.3	7.3.3	2-3
1.14 Research and map services that are available to disadvantaged and vulnerable residents to identify gaps in service delivery to inform areas of action and advocacy.	All	Partner Research	Community Wellbeing Active Ageing & Disability Services, Family & Children's Services, Youth, Leisure & Cultural Services	Knox and EMR service providers and community organisations	6 & 7	7.3	No	2-4

Focus Area 2 - Leadership and Advocacy

Council will lead by example and advocate to other levels of government, business, services, community organisations, and the community to promote human rights and address issues of discrimination and exclusion.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
2.1 Continue to Coordinate Knox's Advisory Committees to assist Council to respond to access and equity issues until Council's review of Advisory Committees is determined.	People with a disability and carers, Mental health, Older people, Children and Young People, CALD communities	Advocate Plan Research	Community Services Governance & Innovation	Council Advisory Committee members	6, 7 & 8		No	1-2
2.2 Implement the Affordable Housing Action Plan, including advocacy for an increase for the supply of social and affordable housing at key strategic sites and across the municipality.	Older people, Women, People with a disability and carers, Low-socio economic, Mental health, Indigenous community	Advocate Plan	Community Wellbeing (Social Policy & Planning) City Futures Active Ageing & Disability (Age Friendly Planning)	Department of Housing, Department of Health and Human Services, housing services, developers and residents	2	2.3	2.3.1	1-4
2.3 Embed the principles of access and equity within the Knox People Strategy to achieve diversity in	All	Plan	People Performance	N/A	5	5.4	No	1-2

Focus Area 2 - Leadership and Advocacy

Council will lead by example and advocate to other levels of government, business, services, community organisations, and the community to promote human rights and address issues of discrimination and exclusion.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
Council's recruitment and retainment of staff and volunteers.			Community Wellbeing (Community Access & Equity) All of Council					
2.4 Explore as part of the People Strategy opportunities for Knox City Council to provide employment opportunities for disadvantaged groups.	All	Plan Provide	People Performance All of Council	Employment Agencies	5	5.4	5.4.1	3-4
2.5 Implement the Local Government Listen, Learn and Lead Gender Equity program.	Women	Plan Research	People Performance All of Council	Local Government Victoria	8		No	1
2.6 Finalise and implement Council's advocacy framework through delivering targeted advocacy campaigns in line with Council's objectives.	All	Advocate Plan	Communications All of Council		8	8.2	8.2.3	1-4
2.7		Advocate	Community Wellbeing		5		No	2-3

Focus Area 2 - Leadership and Advocacy

Council will lead by example and advocate to other levels of government, business, services, community organisations, and the community to promote human rights and address issues of discrimination and exclusion.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
Advocate for increased education and workforce opportunities for marginalised and disadvantaged community members.	Indigenous communities , People with a disability, Older People, Low-socio economic communities		(Community Access & Equity) City Futures - Economic Development Active Ageing and Disability (Age Friendly Planning)	Employment and education agencies and networks, neighbourhood houses, service providers				
2.8 Advocate on issues impacting migrants and refugees in Knox.	CALD community	Advocate Partner	Community Wellbeing (Community Access & Equity)	Knox Multicultural Advisory Committee, Multicultural and faith based organisations, community groups,	7	7.2 & 7.3	No	1-5
2.9 Advocate for increased accessible transport options for all Knox residents, including marginalised and disadvantaged population groups.	People with a disability and carers, Older people Low socio-economic community	Advocate	Sustainable Infrastructure (Traffic and Transport) Community Wellbeing, Active Ageing and Disability (Active Communities)	Department of Transport, Eastern Transport Coalition, Council's Advisory Committees, service providers and community organisations	3	3.1	No	1-5
2.10	All	Advocate Partner	Community Wellbeing	Various Knox and EMR service providers and	6	6.2	No	2-5

Focus Area 2 - Leadership and Advocacy

Council will lead by example and advocate to other levels of government, business, services, community organisations, and the community to promote human rights and address issues of discrimination and exclusion.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
Advocate for increased mental health services that provide early intervention and support services for people across the life stages.			Family & Children Services, Youth Community Wellbeing, Active Ageing and Disability (Regional Assessment Team)	community organisations				
2.11 Review and update the Knox Community Access and Equity Profile (data analysis) to enable Council to respond effectively to access and equity issues in Knox.	All	Plan Research	City Futures (City Research and Mapping) Community Wellbeing		8	8.1	No	1 2-5
2.12 Conduct further research to identify activities of Council's role in supporting and advocating for Knox's LGBTIQ communities and families throughout the life stages and inform the ongoing Community Access and Equity Implementation Plan.	LGBTIQ community	Plan Research	Community Wellbeing (Community Access & Equity, Community Safety, Social Policy & Planning)	Various Knox, EMR and State service providers and community organisations	6	6.2	No	2 3-5

Focus Area 2 - Leadership and Advocacy

Council will lead by example and advocate to other levels of government, business, services, community organisations, and the community to promote human rights and address issues of discrimination and exclusion.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
			Active Ageing & Disability Services, Youth, Leisure & Cultural Services, Family & Children Services Council's LGBTIQ Working Group					
2.13 Explore the findings of the Knox Family Violence Project to determine local leadership, advocacy, capacity building and partnership activities and resourcing to assist in addressing and preventing family violence in Knox.	All	Advocate Educate Partner Plan Research	Community Wellbeing (All of Council)	State Government, Knox, EMR and State service providers and community organisations	4	4.1 & 4.4	No	1-2 2-5
2.14 Develop and participate in a Council and community program for the 16 days of Activism against gender violence.	Women	Advocate Educate Partner Provide	Community Wellbeing (Community Access & Equity)	State Government, service providers and community groups	4	4.1	4.1.1.	1
2.15 Commence a review of the role of Council in responding to homelessness in partnership with community partners and develop a Knox Homelessness Protocol.	Low-socio economic community All	Advocate Partner Plan Research	Community Wellbeing	State Government, Knox, EMR and State service providers and community organisations	2, 4 & 5	2.3	No	1-2

Focus Area 2 - Leadership and Advocacy

Council will lead by example and advocate to other levels of government, business, services, community organisations, and the community to promote human rights and address issues of discrimination and exclusion.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
			Active Ageing (Seniors Housing Support) City Safety & Health					
2.16 Commence a review into the role of Council to advance mental health within the municipality, i.e. schools, business and community settings.	Mental health	Advocate Partner Plan Research	Community Wellbeing	State Government, Knox, EMR and State service providers and community organisations	6	6.2	6.2.7	2
2.17 Plan and implement programs in partnership with key stakeholders that support marginalised and disadvantaged community groups to respond to and recover from emergency events.	All people	Educate Provide	City Safety & Health (Emergency Management) Community Wellbeing (Community Access & Equity) Active Ageing (Regional Assessment Service)	State Government, Emergency Services, service providers and community organisations	4	4.1 , 4.2 & 4.5	No	2-5

Focus Area 2 - Leadership and Advocacy

Council will lead by example and advocate to other levels of government, business, services, community organisations, and the community to promote human rights and address issues of discrimination and exclusion.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
2.18 Research and implement Social Procurement Guidelines to engage organisations and services that strengthen social inclusion and provide opportunities for disadvantaged and marginalised community members.	All people	Plan Research	Governance & Innovation Community Wellbeing (Community Access & Equity)	Local Government Victoria	5	5.2	No	2-3

Focus Area 3 - Accessible and Safe Places and Spaces

Council will work to ensure that Council buildings, public places and open spaces are accessible, universally designed and safe for everyone.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
3.1 Plan and progress implementation of Universal Design principles into the development and design of new Council facilities, buildings and open space.	People with a disability and carers Older people CALD Children and Young People	Plan Provide	Community Infrastructure, Sustainable Infrastructure, Major Initiatives Unit Community Wellbeing, Active Ageing & Disability (Age Friendly Planning)	Access consultants and training providers	1	1.3	No	1 2-5

Focus Area 3 - Accessible and Safe Places and Spaces

Council will work to ensure that Council buildings, public places and open spaces are accessible, universally designed and safe for everyone.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
			& Seniors Facility Support)					
3.2 Progressively upgrade Council's sporting facilities in line with universal design to support an increase in female participation in sport.	Women	Provide	Leisure Services Facilities Capital Works	Sport and leisure clubs	6	6.2	6.2.3	1 2-4
3.3 Deliver Council's Capital Works Retrofitting Program to improve accessibility of Council owned buildings and facilities.	People with a disability and carers Older people	Funder Provide	Facilities Community Services	Sport & Leisure Clubs, Neighbourhood Houses and Community Groups	1	1.3	No	1 2-5
3.4 Continue to progress implementation of the Mobility Implementation Plan	People with a disability and carers Older people	Plan Provide	Sustainable Infrastructure (Traffic and Transport) Community Wellbeing (Community Access & Equity)	Council's Advisory Committees	3	3.2	3.2.3	1-4
3.5 Determine the location, and construct a Changing Places (fully accessible) toilet.	People with a disability and carers	Funder Plan Provide Research	Community Wellbeing (Community Access & Equity)	NDIA, Disability service providers and community organisations, community members,	6	6.2	No	1 2-5

Focus Area 3 - Accessible and Safe Places and Spaces

Council will work to ensure that Council buildings, public places and open spaces are accessible, universally designed and safe for everyone.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
Plan for additional locations as part of the implementation of the Municipal Strategic Disability Leadership Plan.			Community Infrastructure, Major Initiatives	Council's Advisory Committees				
3.6 Progress feasibility of Intergenerational and All Ability Activity space at Stamford Park and other key strategic sites.	Older people, People with a disability and carers Children and young people	Provide	Major Initiatives Active Ageing (Age Friendly Planning)	Swinburne University	1	1.3	No	2-3
3.7 Research, plan and provide information to the community on accessible and inclusive features at Council parks, playgrounds and recreation facilities.	People with a disability and carers Older people, Children and young people	Educate Provide Partner	Community Infrastructure (Open Space & Landscape Design), Youth, Leisure and Cultural Service, Community (Leisure Services), Community Wellbeing (Community Access & Equity)	Community members, service providers, sport and leisure clubs and schools	6	6.2	No	3-4

Focus Area 3 - Accessible and Safe Places and Spaces

Council will work to ensure that Council buildings, public places and open spaces are accessible, universally designed and safe for everyone.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	

Focus Area 4 - Empowerment and Participation

Council will facilitate civic participation and inclusive engagement to ensure that people can exercise their rights and voices to help shape their own future.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
4.1 Partner with sport and leisure clubs and community groups to identify initiatives to increase opportunities for marginalised and disadvantaged community members to participate and connect in the community through the arts, sport and recreation.	All	Advocate Educate Partner Plan	Youth, Leisure & Cultural Services Community Access & Equity, Active Ageing and Disability (Active Communities)	Sport and Recreation Clubs, Arts groups, Neighbourhood Houses	6	6.1 & 6.2	No	2-5
4.2 Deliver a health promotion and harm minimisation program, including: -education/capacity building programs with sporting clubs focused on cultural change. - Advocacy to improve planning policy responses and regulatory framework that manage the density of alcohol outlets within places or locations.	All	Advocate Educate Funder Partner Provide	Leisure Services Community Safety	Training Provider Sport & leisure clubs Community agencies	6	6.1	6.1.1	1-4
4.3	All	Advocate Educate	Community Wellbeing		5	5.4	5.4.5	2

Focus Area 4 - Empowerment and Participation

Council will facilitate civic participation and inclusive engagement to ensure that people can exercise their rights and voices to help shape their own future.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
Promote and support the establishment of social enterprises to create greater employment and community development opportunities for all.		Partner Plan	Active Ageing & Disability Services (Age Friendly Planning) City Futures	Community groups, businesses, Social Traders				
4.4 Engage with diverse community groups to enhance access to Council and broader community resources, including Community Development Fund and Group Training workshops to upskill and connect.	All	Educate Funder Plan Provide	Community Wellbeing (Community Strengthening) Community Access & Equity	Training providers, community groups, and the broader community	7 & 8	7.2 & 8.1	No	1 2
4.5 Deliver and provide targeted information to Knox's diverse community members to engage and increase opportunities to connect and participate in the community.	All	Advocate Educate Provide	Community Wellbeing Active Ageing & Disability Services, Youth Leisure and Cultural Services	Community groups, service providers, and the broader community	8	8.2	No	1-5

Focus Area 5 - Celebrating Diversity and Creating a Sense of Belonging

Council will value and celebrate the diverse people and communities that make up Knox and the skills and abilities that they bring.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
5.1 Develop and participate in community awareness raising activities to prevent discrimination and racism and celebrate diversity in Knox.	All	Advocate Educate Partner Provide	Community Wellbeing (Community Access & Equity) All of Council	Non-Government Organisations, Advocacy groups, service providers and community organisations	8	8.1 & 8.2	No	1 2-5
5.2 Continue to support and build the capacity of community groups to develop initiatives that contribute to social cohesion.	CALD	Advocate Partner	Community Wellbeing (Community Access & Equity)	Multicultural and Faith based Community Groups and organisations	7	7.2	No	1-5
5.3 Engage and partner with Knox's diverse community in the development of both Council and community run events and activities that celebrate local culture, identity and diversity.	All	Advocate Partner Provide	Youth, Leisure & Cultural Services (Arts & Cultural Services) Community Wellbeing (Community Access & Equity)	Service providers, community organisations and community groups	7	7.2	No	1 2-5
5.4 Deliver events and activities that recognise and celebrate our Aboriginal and Torres Strait Islander community and culture to promote reconciliation and recognition.	Indigenous community	Advocate Educate Partner Provide	Community Wellbeing (Community Access & Equity) Arts & Cultural Services	Indigenous community organisations and groups	7	7.2	No	1-5
5.5		Advocate			7	7.2	No	2 & 4

Focus Area 5 - Celebrating Diversity and Creating a Sense of Belonging

Council will value and celebrate the diverse people and communities that make up Knox and the skills and abilities that they bring.

Action	Population Group	Role of Council	Council Lead and partners	Community Partners	Community and Council Plan 2017-21			Year
					Goal	Strategy	Initiative	
Support delivery of Multicultural events on an annual basis that celebrate diversity and brings together people from diverse cultural and linguistic backgrounds, faiths and age groups.	CALD communities	Educate Provide Partner	Community Wellbeing (Community Access & Equity)	Knox Multicultural Advisory Committee, multicultural community groups and organisations				

Legislative Context

Relevant legislative context and Knox City Council policies that guide the Knox Community Access and Equity Implementation Plan 2017-22.

International context

Australia is a signatory to a number of United Nations declaration and treaties that is relevant to this Plan in protecting the rights of all people.

- Universal Declaration of Human Rights 1948
- Declaration of the Rights of the Child 1959
- Declaration of the Rights of Disabled Persons 1975
- Declaration of the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief 1981
- Declaration on the Rights of Indigenous Peoples 2008
- International Convention on the Rights of Persons with Disabilities 2008
- International Covenant on Civil and Political Rights 1976
- International Covenant on Economic, Social and Cultural Rights 1976
- Covenant on the Elimination of all Forms of Discrimination Against Women 1979

Commonwealth Legislative Context

The following Commonwealth legislation seeks to deter or redress discrimination or vilification against a personal characteristic including age, disability, carer and parental status, gender identity, sexual orientation, race or ethnic identity and religious belief.

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Racial Hatred Act 1995
- Age Discrimination Act 2004
- Carers Recognition Act 2010
- Workplace Gender Equality Act 2012
- Equal Opportunity for Women on the Workplace Act 1999
- National Disability Insurance Scheme (NDIS) Act 2013
- Aged Care Act 1997

Victorian Legislative Context

The following Victorian legislation seeks to prevent discrimination, protect marginalised and disadvantaged community members and promote inclusion and diversity.

- Equal Opportunity Act 2011
- Charter of Human rights and Responsibilities Act 2006
- Racial and Religious Tolerance Act 2001
- Multicultural Victoria Act 2011
- Disability Act 2006

- Carers Recognition Act (Vic) 2012
- Local Government Act 1989
- Public Health and Wellbeing Act 2008
- Child, Youth and Families Act 2005
- Commission for Children and Young People Act 2012

Relevant Knox City Council Policy

- Acknowledgement of Traditional Land Owners Policy
- Public Toilet Management Policy

Definitions and words used

Access	All people have equitable access to Council and community based services, facilities, information and transport or any service they are entitled to.
CALD	Culturally and Linguistically Diverse
Disadvantaged	There is no absolute definition of disadvantaged, but rather depends on a range of circumstances in any area. In this document disadvantaged refers to a deficit in access to resources and opportunities and/or inequitable treatment based on low-socio economic, sex/gender/sexuality, health, age, mobility, sensory or Culturally and Linguistically Diverse (CALD) status.
Discrimination²	Treating, or proposing to treat someone unfavourably because of a personal characteristic protected by the law.
Diversity	Recognising and valuing people's different backgrounds, knowledge, skills, needs and experiences. It is also about encouraging and using those differences to create a cohesive community.
ECIS	Early Childhood Intervention Services
EMR	Eastern Metropolitan Region
Equality	Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age.
Equity	The quality of being fair and impartial and where everyone has access to the same opportunities.
Gender	The socially constructed differences between men and women, as distinct from 'sex', which refers to their biological differences.
Gender Identity	The internal perception of one's gender, and how they label themselves, based on how much they align or do not align with what they understand their options for gender to be. Common identity labels include man, woman, genderqueer, trans, and more. Often confused with biological sex, or sex assigned at birth.
Harmony	The process <i>and</i> outcome of aligning culture, identity and values. The coming together of separate elements to create cohesion.
Human rights³	Basic freedoms and protections that are inherent to all human beings.
Inclusion	The extent to which both individuals and populations have the choice and capacity to participate in society. Broadly speaking inclusion means having the resources, opportunities and capabilities to learn, work, engage, and have a voice.
LGBTIQ	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and or Questioning
Low-socio Economic	Socioeconomic disadvantage is defined in terms of people's access to material and social resources as well as their ability to participate in society. People

² Discrimination - Victorian Equal Opportunity and Human Rights Commission, <http://www.humanrightscommission.vic.gov.au/index.php/discrimination>

³ What are human rights?, United Nations Human Rights Office of the High Commissioner, <http://www.ohchr.org/EN/Issues/Pages/WhatareHumanRights.aspx>

	with low-socio economic status may be vulnerable to risk factors for social exclusion, such as limited access to services and potentially leading to isolation from the broader society.
Marginalised	A concept used to characterise social disadvantage experienced by different groups that are often relegated or excluded in society.
NDIA	National Disability Insurance Agency
NDIS	National Disability Insurance Scheme
Universal Design	Involves creating facilities, built environments, products and services that can be used by people of all abilities, to the greatest extent possible, without adaptations. Making everything usable for as many people as possible from the beginning, so that changes do not need to be made later.
Vulnerable	At increased risk of being easily or quickly harmed or injured or the inability to protect him or herself against significant harm, exploitation and discrimination.