



**Draft 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. Knox Community Access and Equity Implementation Plan 2017-22 alignment to the Knox Community and Council Plan 2017-21

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 goals and strategies of the Community and Council Plan 2017-21 as per Figure 1 and forms one of its Implementation/Action Plans.

The principles within this Plan provide a more detailed description of the approach required to implement the 'inclusiveness' principle as outlined in the Community and Council Plan.

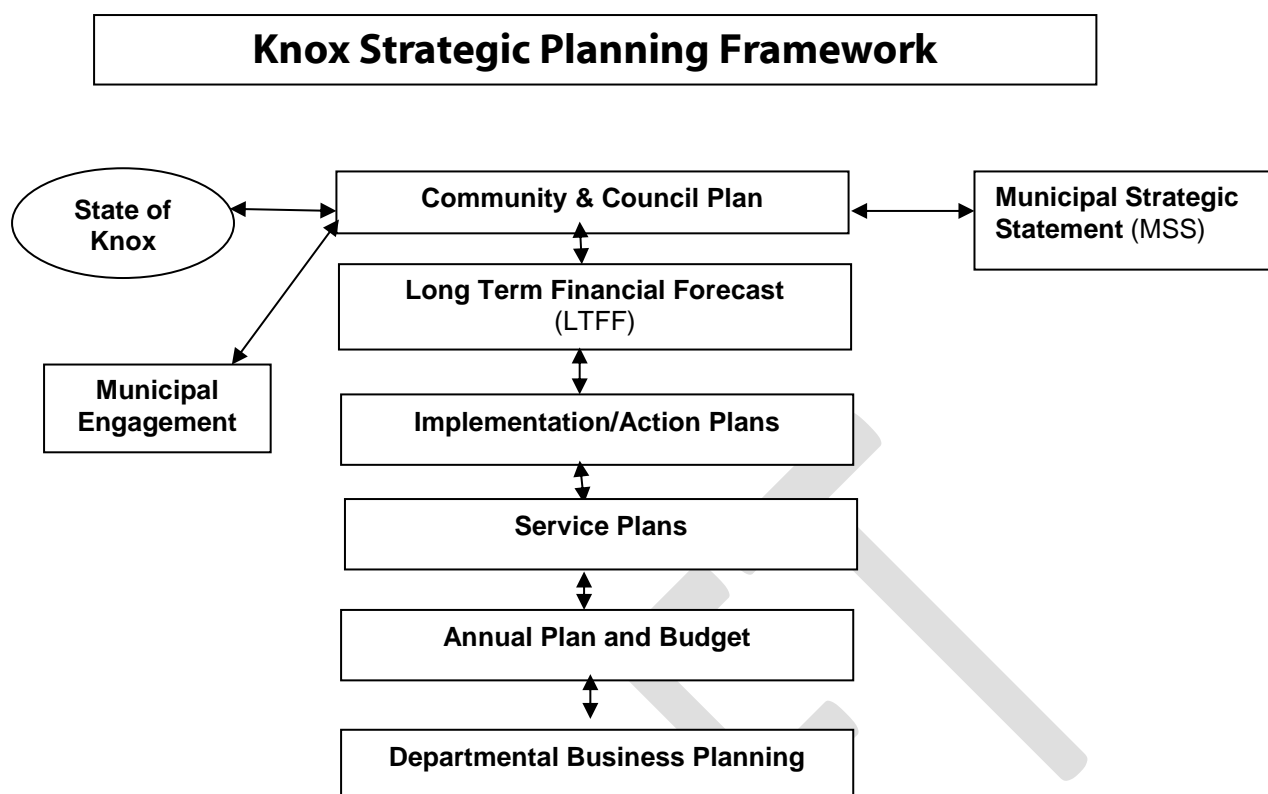


Figure 1

3. Context

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.

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 (Appendix C) 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 Appendix C.

For further information regarding identified directions that provide a focus for shared Council actions across Council's 38 services to achieve outcomes for marginalised, vulnerable and disadvantaged population groups, refer to Appendix B.

4. Guiding principles

The Community Access and Equity Implementation Plan will guide all areas of Council, including organisational capacity and competence, service provision and civic participation. The following principles will guide the Community Access and Equity Implementation Plan:

Principle 1 – Equity - a 'fair go' for all, where Council recognises that there is not a 'one size fits all' approach to the way we engage with, plan and deliver services to the Knox community.

Principle 2 – Diversity - Celebrate and enhance our diverse community, which includes people born and raised in Australia, people from other countries and cultures, different religious and faith beliefs, ages, genders, identities and abilities.

Principle 3 - Access - All community members have access to services, information and the opportunity to participate in community life free from discrimination.

Principle 4 - Inclusion - All community members have the opportunity to fully participate in decisions that affect them and their community.

5. Community Access and Equity Emerging Issues and Key Themes

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

The Plan gives us 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.

¹ Australian Bureau of Statistics, Estimated Resident Population, 2016

5.1 Access and Equity Issues and Key Themes

The following themes and issues have been identified as impacting on Knox's marginalised, vulnerable 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 (CALD, Indigenous and LGBTI communities); and
- Compounding disadvantage – impact areas include mental health, lack of appropriate housing, financial stress, gambling and isolation.

5.2 Identified Areas for Action

The following points provide guidance and direction for Council in understanding of these issues and possible roles and opportunities in addressing access and equity and prevent disadvantage and discrimination for all individuals in Knox:

- 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 LGBTI 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 full time, 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. The average prevalence of mental health issues is 1:5, however women report at 1:6 compared to men at 1:4. 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 disadvantaged and vulnerable.
- The lack of social engagement amongst many vulnerable 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, vulnerable 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, sexuality or gender 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 all. Council will continue to improve the accessibility of current Council owned buildings and infrastructure.

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. Community and Council Plan Vision Statement

Nestled between the foothills of the Dandenong Ranges and the wetlands of the Dandenong Valley, Knox has a rich natural environment and picturesque landscape, highly valued by residents and visitors alike. Knox encompasses the best of city and suburban living. From the thriving modern city vibe of Knox Central at its heart, plentiful public open spaces, outstanding civic facilities and diverse residential offerings to its leafy suburban centres with abundant space, clean air, excellent schools and good transport links, Knox is the preferred place to live, work and play today and for generations to come.

8. 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, vulnerable 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:

- 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 LGBTI community and that services are accessible and appropriate to the needs of our LGBTI community.
- Working with and supporting our most vulnerable 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.

9. Monitoring and Reporting

The Community Access and Equity Implementation 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 programs and initiatives will, wherever possible, be based on local analysis, local needs and local participation.

10. 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.

It is anticipated that year one actions will be delivered within existing resources and year two to five actions will be scoped to determine future resourcing requirements. Council will investigate opportunities to seek funding from other funding sources, as well as shared resourcing of initiatives to support the implementation of The Plan.

11. The Plan Actions

Preliminary actions listed in Appendix B provides examples of Council led actions for the next five years. It also identifies the departments and services that will lead and support the delivery of the action. It also identifies if the existing or new, potential community partners, and the link to the Draft Community and Council Plan 2017-21.

A full list of actions of the Community Access and Equity Implementation Plan will be developed once the Community and Council Plan 2017-21 are approved and further consultation and engagement is completed.

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Draft Knox Community Access and Equity Implementation Plan 2017 – 2022

Preliminary Action Plan

Knox Community Access and Equity Implementation Plan 2017 – 2022 – Preliminary Action Plan

The following identified focus areas provide a focus for shared Council actions across Council's 38 services to achieve outcomes for the identified marginalised, vulnerable and disadvantaged population groups in Knox. These identified focus areas will link and be guided by the emerging Community Plan 2017-2021 (incorporating the Council Plan) goals:

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.

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

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.

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

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.

Knox Community Access and Equity Implementation Plan is guided by the goals of the emerging Knox Community and Council Plan 2017-21 as demonstrated below:

| Goal 1 – We value our natural and built environment | Goal 2 – We have housing to meet our changing needs | Goal 3 – We can move around easily | Goal 4 – We are safe and secure | Goal 5 – We have a strong regional economy, local employment and learning opportunities | Goal 6 – We are healthy, happy and well | Goal 7 – We are inclusive, feel a sense of belonging and value our identity | Goal 8 – We have confidence in decision making |
|---|--|---|---|--|---|--|--|
| Focus Area 3 – Accessible and Safe Places and Spaces | Focus Area 2 – Leadership and Advocacy | Focus Area 2 – Leadership and Advocacy | Focus Area 2 – Leadership and Advocacy | Focus Area 1 – Equitable, Accessible and Inclusive Services | Focus Area 1 – Equitable, Accessible and Inclusive Services | Focus Area 1 – Equitable, Accessible and Inclusive Services | Focus Area 1 – Equitable, Accessible and Inclusive Services |
| | | Focus Area 3 – Accessible and Safe Places and Spaces | Focus Area 3 – Accessible and Safe Places and Spaces | Focus Area 2 – Leadership and Advocacy | Focus Area 5 – Celebrating Diversity and creating a sense of Belonging | Focus Area 5 – Celebrating Diversity and creating a sense of Belonging | Focus Area 2 – Leadership and Advocacy |
| | | | Focus Area 4 – Empowerment and Participation | | | Focus Area 4 – Empowerment and Participation | |
| | | | Focus Area 5 – Celebrating Diversity and creating a sense of Belonging | | | | |

Focus Area 1 - Equitable, Accessible and Inclusive Services

| Action | New or Existing | Population Group | Role of Council | Council Lead and Partners | Community Partners | Community and Council Plan 2017-21 | | | Resource | Year |
|--|-----------------|------------------|---|--|--------------------|------------------------------------|----------|------------|--|------|
| | | | | | | Goal | Strategy | Initiative | | |
| <i>Research and develop a best practice framework to embed the principles of access and equity across all areas of Council, including organisational capacity and competence, service provision and civic participation.</i> | New | All | Advocate/ Influence Educate Plan Research | Community Access & Equity All of Council | | 8 | 8.1 | No | Within existing resources | 1 |
| <i>Implement Framework to embed the principles of access and equity across all areas of Council, including organisational capacity and competence, service provision and civic participation.</i> | New | All | Advocate/ Influence Educate Plan | Community Access & Equity All of Council | | 8 | 8.1 | No | Scope of resource requirements to be developed | 2-5 |

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|--|------------------|------------|---|---|--|---|-----|-----|---|----------------|
| <i>Deliver a suite of training to Council staff on access, equity and diversity including Access and Equity Training, Aboriginal Cultural Competency Training.</i> | Existing and new | All | Educate Advocate Plan Provide | Community Access & Equity People Performance | External Training organisation | 8 | 8.1 | No | Within existing resources Scope of resource requirements to be developed | 1 2-5 |
| <i>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).</i> | New | Disability | Partner Provide Funder Educate Plan Research | Community Access & Equity Active Ageing and Disability Services, Family and Children's Services, Recreation and Leisure, City Futures Youth | Dept of Health and Human Services, Disability Service Providers Network, National Disability Insurance Agency (NDIA), KDAC | 6 | 6.2 | Yes | Within existing resources Scope of resource requirements to be developed | 1-2 3-5 |
| <i>Determine location and establish 2 Changing Places (accessible toilets) at two strategic sites as part of the Implementation of the Municipal Strategic Disability Leadership Plan.</i> | New | Disability | Provide Funder Plan Research | Community Access & Equity All of Council | NDIA, KDAC Disability Services | 6 | 6.2 | Yes | Within existing resources Scope of resource requirements to be developed | 1 3 |

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|---|----------|------------|-------------------------------|--|-----------------------------------|---|-----------|----|---|----------------|
| <i>Provision of information to community members and service providers to optimise transition to the NDIS.</i> | Existing | Disability | Provide Educate Advocate | Community Access and Equity Active Ageing & Disability Services, Family and Children's Services | NDIA Disability Service Providers | 6 | 6.2 | No | Within existing resources Scope of resource requirements to be developed | 1 - 3 |
| <i>Coordinate and facilitate service provider network meetings to enhance service provision for disadvantaged and vulnerable community members in Knox.</i> | Existing | All | Provide Plan Partner Advocate | Community Access and Equity Youth Services, Active Ageing & Disability, Family & Children Services | Knox and EMR Service Providers | 6 | 6.1 & 6.2 | No | Within existing resources Scope of resource requirements to be developed | 1-5 |
| <i>Undertake diversity planning and practice under the Home and Community Care Program for Younger People and the Home and Community Care Act 2007 to ensure inclusion of marginalised, disadvantaged and vulnerable community members.</i> | Existing | All | Research Provide Plan | Active Ageing & Disability | | 6 | No | No | Within existing resources | 1-5 2-5 |

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|--|-----|----------------|------------------|---|---|----------|-----|----|---|--------------|
| <i>Strengthen Council's approach and engagement with Knox's Indigenous community.</i> | New | Indigenous | Plan Partner | All of Council | Mullum Mullum Indigenous Gathering Place (MMIGP) EACH Traditional Owner Groups Community members | 1, 6 & 7 | | No | Scope of resource requirements to be developed | 2-4 |
| <i>Conduct community engagement and needs analysis on the development of a Gathering Place in Knox for Council's Indigenous population.</i> | New | Indigenous All | Research Plan | Community Access & Equity | Mullum Mullum Indigenous Gathering Place (MMIGP) EACH Traditional Owner Groups Community members | 7 | 7.1 | No | Within existing resources Scope of resource requirements to be developed | 1 2-5 |
| <i>Engage with services that support marginalised, disadvantaged and vulnerable community members to map services that are available for Knox residents and identify gaps in service delivery to information areas of action and advocacy.</i> | New | All | Research Partner | Community Access & Equity, Community Safety, Active Ageing & Disability Services, Family and Children's Services, Youth Services | EACH Infolink WHE MMIGP Scope Headspace Harrisons | 6 & 7 | 7.3 | No | Within existing resources Scope of resource requirements to be developed | 1 2 |

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|---|-----|-----|------|---|--|---|-----|----|---|---|
| <i>Integrate a diversity lens into the development of the Knox People Strategy to embed the principles of access and equity in Council's recruitment and retention.</i> | New | All | Plan | People Performance All of Council | | 5 | 5.4 | No | Within existing resources Scope of resource requirements to be developed | 1 |
|---|-----|-----|------|---|--|---|-----|----|---|---|

Focus Area 2 - Leadership and Advocacy

| Action | New or Existing | Population Group | Role of Council | Council Lead and partners | Community Partners | Community and Council Plan 2017-21 | | | Resource | Year |
|---|-----------------|---|--|---------------------------|--------------------|------------------------------------|--|----|---------------------------|------|
| <i>Continue to Coordinate Knox's Advisory Committees and through Council's review of Advisory Committees, determine the most appropriate approach to ongoing community engagement to ensure community advice and assistance to Council respond to access and equity issues.</i> | Existing | Disability, Mental Health, Older People, Children and Young People, Multicultural | Coordinate Research Plan Advocate/Influence | Community Services | | 6, 7 & 8 | | No | Within existing resources | 1-2 |

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|--|------------------|---|-------------------------|--|--|-----------|-----------------|-------------------|---|--------------|
| <i>Implement the Affordable Housing Action Plan, including advocacy for an increase of the supply of social and affordable housing at key strategic sites and across the municipality.</i> | Existing | Older Adults Women Disability Low-socio economic | Advocate/influence Plan | Social Policy and Planning City Futures | Housing Associations, Harrisons, Department of Housing, Department of Health and Human Services, Developers | Goal 2 | Strategy 2.3 | Initiative Yes | Within Existing resources Scope of resource requirements to be developed | 1 2-5 |
| <i>Finalise and implement Council's advocacy framework and plan to guide targeted advocacy campaigns in line with Council's objectives – this will include advocacy for and with vulnerable, marginalised and disadvantaged population groups.</i> | New | All | Advocacy/influence Plan | Communications All of Council Community Access & Equity | | 8 | 8.2 | Yes | Within Existing resources Scope of resource requirements to be developed | 1 2-5 |
| <i>Advocate for increased education and workforce opportunities for Indigenous community members and people with a disability</i> | New and existing | Indigenous Disability | Advocate/influence | Community Access and Equity Economic Development | Disability and Indigenous Employment Agencies, Outer East Learning and Employment Network, Neighbourhood Houses, | 5 | | No | Scope of resource requirements to be developed | 2-3 |

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|---|----------|--|--------------------|---|---|---|-----|----|---|--------------|
| | | | | | Swinburne, MMIGP EACH | | | | | |
| <i>Continue to support Knox PLEDGE Family Violence Network in raising awareness of the impact of family violence and promote gender equity in the Knox community.</i> | Existing | Women | Partner Funder | Community Safety Community Access and Equity Social Policy and Planning | The Basin Neighbourhood House, Eastern Community Legal Centre, Infolink Women's Health East, Shakti, MMIGP EACH | 4 | 4.1 | No | Within existing resources Scope of resource requirements to be developed | 1 2-5 |
| <i>Continue to update the Knox Community Access and Equity Profile to enable Council to respond effectively to access and equity issues in Knox.</i> | New | All | Research Plan | Social Policy and Planning, Community Access & Equity, Youth Active Ageing and Disability Family and Children Services City Futures | Women's Health East EACH Infolink MMIGP Headspace Department of Health and Human Services Department of Housing | 8 | 8.1 | No | Within existing resources Scope of resource requirements to be developed | 1 2-5 |
| <i>Advocate for increased accessible transport options for all Knox residents, in particular marginalised, disadvantaged and vulnerable population groups.</i> | Existing | Disability Older Adults Low Socio-economic | Advocate/influence | Traffic and Transport Community Access & Equity Active Ageing and Disability | Department of Transport | 3 | 3.1 | No | Scope of resource requirements to be developed | 2-3 |

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|--|----------|---|--------------------|--|--|---|-----|----|---|------------|
| <i>Advocate for increased access and inclusion to local businesses and retail precincts for people with disabilities, their families and carers</i> | Existing | Disability Older Adults Mental Health | Advocate/influence | Community Access and Equity All of Council Knox Disability Advisory Committee | Local Businesses Disability Service Providers | 7 | 7.3 | No | Within existing resources Scope of resource requirements to be developed | 2-4 |
| <i>Partner with Outer Eastern Metropolitan Councils to research the need for an Integrated Aboriginal Health Plan for the Outer Eastern Aboriginal Community.</i> | New | Indigenous | Partner Plan | Community Access & Equity | Yarra Ranges Council, Outer Eastern Council's Department of Health | 6 | 6.2 | No | Within existing resources Scope of resource requirements to be developed | 1 2 |
| <i>Implement the Local Government Listen, Learn and Lead Gender Equity program</i> | New | Women | Research Plan | All of Council | Local Government Victoria | 8 | | No | Within existing resources | 1 |
| <i>Through the establishment of Knox LGBTI working group, research and develop action plan to support and advocate for Knox's LGBTI communities and families throughout the life stages.</i> | New | LGBTI | Research Plan | Community Access & Equity, Community Safety, Social Policy and Planning Active Ageing & Disability Services, Youth Family & Children Services | Rainbow Network QEast Alliance GLLO Officers (Victoria Police) Eastern Health, EACH Headspace | 6 | 6.2 | No | Within existing resources | 1 |

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|---|----------|-----------------------|--|---|---|----------|-----------|----|--|-----|
| | | | | | | | | | | |
| <i>Implement actions to advocate and support Knox's LGBTI communities and families throughout the life stages.</i> | New | LGBTI | Research Plan | Community Access & Equity, Community Safety, Social Policy and Planning Active Ageing & Disability Services, Youth Family & Children Services | Rainbow Network QEast Alliance GLLO Officers (Victoria Police) Eastern Health, EACH Headspace | 6 | 6.2 | No | Scope of resource requirements to be developed | 2-3 |
| <i>Advocate on issues impacting migrants and refugees in Knox</i> | Existing | CALD | Advocate/influence Partner | Community Access and Equity Knox Multicultural Advisory Committee | Knox Interfaith Network, Multicultural Community Groups/organisations | 7 | 7.2 & 7.3 | No | Within existing resources | 1-5 |
| <i>Commence a review of the role and activities of Council and community organisations in responding to family violence with community partners within the municipality and develop a Knox Homelessness Protocol.</i> | New | Women All | Research, Plan Coordinate Partner Advocate | Community Wellbeing | Community Health and Wellbeing Advisory Committee, Community Safety Committee, PLEDGE, Vic Police, Women's Health East, Eastern Domestic Violence Service | 4 | 4.1 & 4.4 | No | Within existing resources | 1 |
| <i>Commence a review of the role of Council in responding to</i> | New | Low-socioeconomic All | Research, Plan Coordinate Partner | Community Wellbeing | Uniting Care Harrisons Wesley Homeless Services, | 2, 4 & 5 | | No | Within existing resources | 1-3 |

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|--|-----|--|---|--|--|---|-----|-----|--|-----|
| <i>homelessness with community partners within the municipality.</i> | | | Advocate | | Knox Infolink, DHHS, Vic Police, Salvation Army, Faith Based Organisations | | | | Scope of resource requirements to be developed | |
| <i>Commence a review of the role of Council to advance mental health within the municipality, i. e. schools, business and community settings.</i> | New | Mental Health | Research, Plan Coordinate Partner Advocate | All of Council Community Wellbeing | EACH, Eastern Health, Headspace, | 6 | 6.2 | Yes | Scope of resource requirements to be developed | 2 |
| <i>Advocate for increased mental health services that provide early intervention and support services for children, young people and families in Knox.</i> | New | Women Children & Young People Mental Health | Advocate/influence Partner | Family & Children Services, Youth Community Access & Equity, Community Safety | Headspace EACH Eastern Health State Government | 6 | 6.2 | No | Scope of resource requirements to be developed | 2-5 |

Focus Area 3 - Accessible and Safe Places and Spaces

| Action | New or Existing | Population Group | Role of Council | Council Lead and partners | Community Partners | Community and Council Plan 2017-21 | | | Resources | Year |
|---|-----------------|------------------|-----------------|---------------------------|--------------------|------------------------------------|----------|------------|---|--------------|
| | | | | | | Goal | Strategy | Initiative | | |
| <i>Progressively upgrade Council's sporting facilities in line with universal design to support an increase in female participation in sport.</i> | New | Women | Provider | Leisure Services | Sports Clubs | 6 | 6.2 | Yes | Within existing resources Scope of resource requirements to be developed | 1 2-5 |

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|---|----------|----------------------------|---------------------|---|--|---|-----|-----|--|-----|
| <i>Continue to deliver Council's Capital Works Retrofitting Program to improve accessibility of Council owned buildings and facilities.</i> | Existing | Disability Older Adults | Provider Funder | Facilities Community Access & Equity | Community Groups | 1 | 1.3 | No | Within existing resources | 1 |
| <i>Plan for and regulate universal design principles to be included in new development through the planning scheme.</i> | New | All | Planner Regulate | All of Council | | 2 | 2.2 | | Scope of resource requirements to be developed | 2-5 |
| <i>Continue to progress implementation of the Mobility Implementation Plan.</i> | Existing | Disability Older Adults | Provider Plan | Traffic and Transport Facilities | Knox Disability Advisory Committee | 3 | 3.2 | Yes | Within Existing resources | 1 |
| | | | | | | | | | Scope of resource requirements to be developed | 2-5 |

Focus Area 4 - Empowerment and Participation

| Action | New or Existing | Population Group | Role of Council | Council Lead and partners | Community Partners | Community and Council Plan 2017-21 | | | Resources | Year |
|--|-----------------------------|----------------------------|----------------------------|--|--|---|------------------------------|-------------------------|--|-------------|
| <i>Advocate and partner with sports clubs and community groups to identify</i> | Existing and new (the arts) | Disability Older Adults | Provide Educate Plan | Cultural Planning & Development, Leisure Services Community Access & Equity, | Sport and Recreation Clubs Knox Leisureworks Art Society | Goal 6 | Strategy 6.1 & 6.2 | Initiative No | Scope of resource requirements to be developed | 2-5 |

| | | | | | | | | | | |
|--|----------|-------|-------------------------|--------------------------------|--|---|-----|----|---|--------------|
| <i>initiatives to increase opportunities for people with disabilities to participate and connect in the community through the arts, sport and recreation.</i> | | | | Active Ageing and Disability | | | | | | |
| <i>Partner with sporting clubs and community groups to identify initiatives to engage women and girls to increase their participation in community sports and activities.</i> | Existing | Women | Partner Advocate Funder | Leisure Services | Sports Clubs Community Groups | 6 | 6.2 | No | Within existing resources Scope of resource requirements to be developed | 1 2-3 |
| <i>Align Council's Operational Funding Grant objectives and categories with the Community Plan goals and strategies to increase support and services for marginalised and disadvantaged community members.</i> | New | All | Funder Partner Plan | Community Strengthening | EACH Eastern Community Legal Centre Infolink | 7 | 7.2 | No | Within existing resources Scope of resource requirements to be developed | 1 2 |

| | | | | | | | | | | |
|--|----------|---|--|---|---|---|-----|-----|---|------------|
| <i>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.</i> | New | All | Provide Funder Educate Plan | Community Strengthening Community Access & Equity | Range of Training providers, Community groups and the broader community | 7 | 7.2 | No | Within existing resources Scope of resource requirements to be developed | 1 2 |
| <i>Provide information to Knox's diverse community members to empower, engage and increase their participation in community and access to services, e.g. Multicultural and disability e-newsletters, Guide to Disability and Aged Care Services, Mental Health Help Cards.</i> | Existing | Disability Mental Health Aboriginal CALD Older Adults | Provide Educate Advocate | Community Access and Equity All of Council | Community groups, organisations, services and the broader community | 8 | 8.2 | No | Within existing resources Scope of resource requirements to be developed | 1-5 |
| <i>Review and implement Council's updated Community Engagement approach</i> | New | All | Research Plan Educate Advocate/influence | All of Council | | 8 | 8.2 | Yes | Within existing resources Scope of resource | 1-4 |

requirements to be developed

Focus Area 5 - Celebrating Diversity and creating a sense of Belonging

| Action | New or Existing | Population Group | Role of Council | Council Lead and partners | Community Partners | Community and Council Plan 2017-21 | | | Resources | Year |
|--|-----------------|--|--|---|---|------------------------------------|------------------------------|-------------------------|--|------|
| Develop and participate in community awareness raising activities to prevent discrimination and racism through campaigns such as Racism it Stops with Me Campaign, Cultural Diversity Week, Refugee Week, Refugee Welcome Zone, International Day of People with Disability, IDAHOBIT Day and PRIDE March. | Existing | All | Provide Partner Advocate/influence Educate | Community Access and Equity Youth Services Active Ageing & Disability Services | Migrant Information Centre, EACH, LGBTI groups MMIGP Vision Australia SCOPE | Goal 8 | Strategy 8.1 & 8.2 | Initiative No | Within existing resources | 1 |
| | | | | | | | | | Scope of resource requirements to be developed | 2-5 |
| Develop and participate in a Council and community program for the 16 days of Activism against gender violence. | Existing | Women Mental Health Children and Youth | Provide Partner Advocate/influence | Community Access and Equity All of Council | Women's Health East EACH | 4 | 4.1 | Yes | Within existing resources | 1 |

| | | | | | | | | | | |
|---|----------|------------|--|---|---|---|-----------|----|---|--------------|
| <i>Continue to deliver events and activities that commemorate and celebrate our Indigenous community and culture to promote reconciliation and recognition, including Sorry Day, Reconciliation Week, NAIDOC week and permanently flying the Aboriginal and Torres Strait Islander flags.</i> | Existing | Indigenous | Provide Partner Educate Advocate/influence | Community Access and Equity All of Council | Towards Reconciliation at Knox (TR@K) Elders | 7 | | No | Within existing resources Scope of resource requirements to be developed | 1 2-5 |
| <i>Review Council's Acknowledgement of Traditional Land Owners Policy.</i> | Existing | Indigenous | Provide Educate | Community Access and Equity All of Council | Department of Premier and Cabinet (Aboriginal Victoria) | 7 | 7.1 & 7.2 | No | Within existing resources | 1 |
| <i>Deliver a Multicultural event on a bi-annual basis.</i> | New | CALD | Provide Educate Advocate/influencer | Community Access and Equity All of Council Knox Multicultural Advisory Committee | Multicultural Community Groups/organisations | 7 | | No | Within existing resources Scope of resource requirements to be developed | 2 & 4 |
| <i>Partner with multicultural groups to support cultural festivals.</i> | Existing | CALD | Partner | All of Council | Multicultural Community Groups | 7 | 7.2 | No | Within existing resources | 1 2-5 |

| | | | | | | | | | | |
|---|----------|--------------------|------------------------------------|------------------------------------|---|---|-----|----|---|--------------|
| | | | | | | | | | Scope of resource requirements to be developed | |
| <i>Continue to support community groups that contribute to social cohesion, such as the Knox Interfaith Network.</i> | Existing | CALD | Partner Advocate | Community Access and Equity | Knox Interfaith Network Multicultural Community Groups Faith based organisations | 7 | 7.2 | No | Within existing resources | 1-5 |
| <i>Provide a range of community events to celebrate local culture and identity, and promotion of awareness and celebration of cultural diversity.</i> | Existing | CALD Indigenous | Provide Educate Advocate/influence | All of Council | Knox's Diverse Community groups & organisations, Sporting clubs, Arts groups Places of worship | 7 | 7.2 | No | Within existing resources Scope of resource requirements to be developed | 1 2-5 |

Legislative Context

Relevant legislative context that guides the 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

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Definitions

Human rights¹

Basic freedoms and protections that are inherent to all human beings.

Discrimination²

Treating, or proposing to treat someone unfavourably because of a personal characteristic protected by the law.

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.

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.

Marginalised

A concept used to characterise social disadvantage experienced by different groups that are often relegated or excluded in society.

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.

Equity

The quality of being fair and impartial and where everyone has access to the same opportunities.

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

Inclusion

¹ What are human rights?, United Nations Human Rights Office of the High Commissioner, <http://www.ohchr.org/EN/Issues/Pages/WhatareHumanRights.aspx>

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

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.

Access

All people have equitable access to Council and community based services, facilities, information and transport or any service they are entitled to

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.

Harmony

The process *and* outcome of aligning culture, identity and values. The coming together of separate elements to create cohesion.

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