

**KNOX**

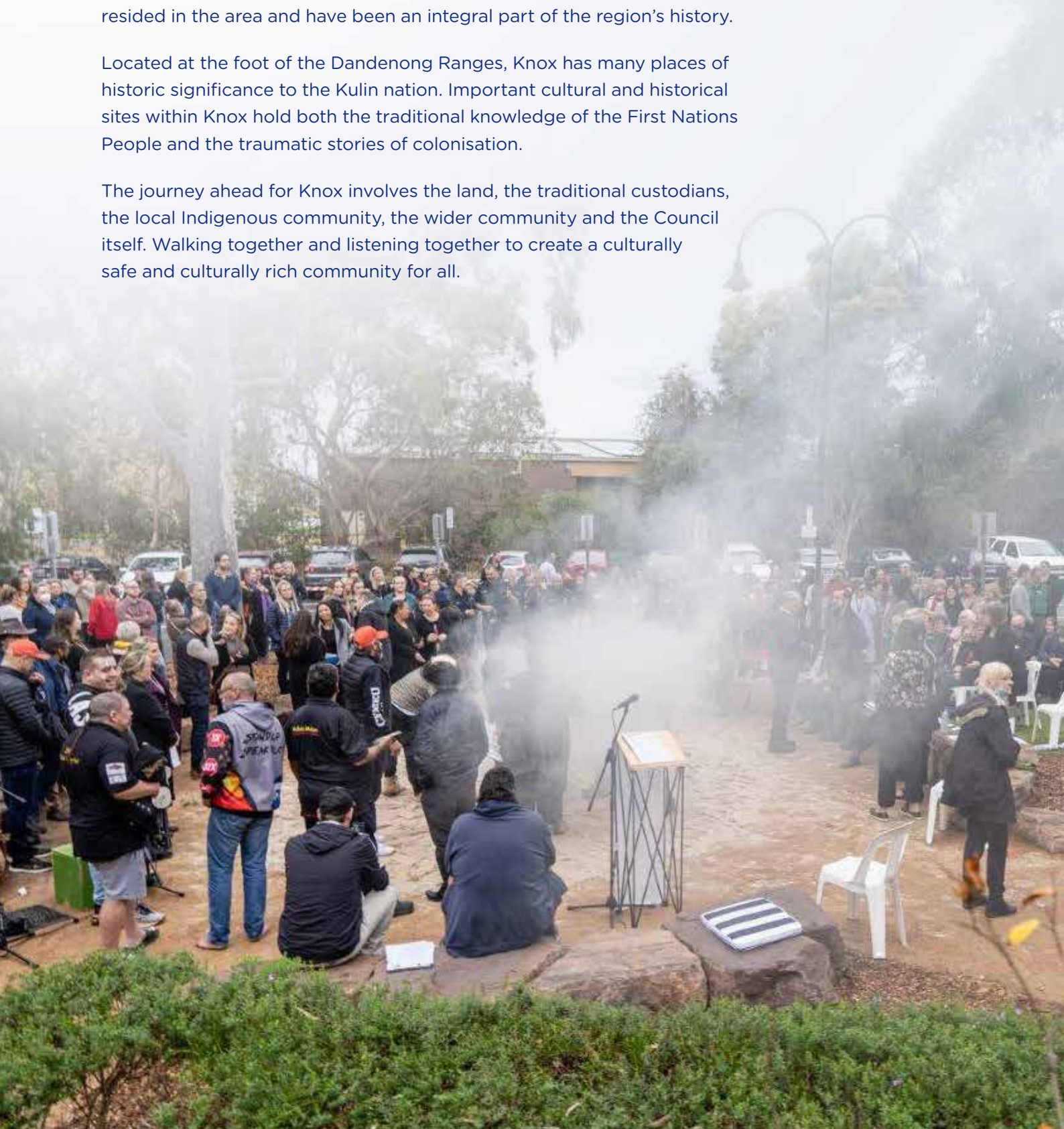
**Connection,  
Access,  
Respect,  
Equality and  
Safety Strategy  
2022 – 27**

# Statement of Acknowledgement

Knox City Council acknowledges the Wurundjeri Woi-wurrung people and Bunurong people of the Kulin Nation as Traditional Custodians of the land. The Knox Aboriginal and Torres Strait Islander Community come from a variety of different Nations within Australia and Torres Strait, including the Traditional Custodians and Stolen Generation. As such we pay respect to all Aboriginal and Torres Strait Islander Elders, past and present, who have resided in the area and have been an integral part of the region's history.

Located at the foot of the Dandenong Ranges, Knox has many places of historic significance to the Kulin nation. Important cultural and historical sites within Knox hold both the traditional knowledge of the First Nations People and the traumatic stories of colonisation.

The journey ahead for Knox involves the land, the traditional custodians, the local Indigenous community, the wider community and the Council itself. Walking together and listening together to create a culturally safe and culturally rich community for all.



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# Our Commitment

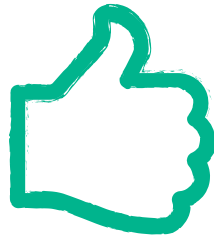
The Knox Connection, Access, Respect, Equality and Safety Strategy is underpinned by the following principles.



## We partner with community

We engage and collaborate with the community to understand their needs and aspirations, and continue to be responsive as these change over time.

We seek differing views and perspectives to guide the development and delivery of this strategy, and inform decision making.

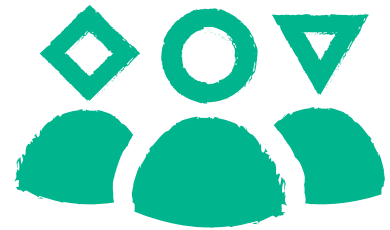


## We act with respect

We respect and value the lived experiences and strengths of all individuals in our diverse community.

We view the ideas, skills and capabilities of individuals as an asset to the Knox community.

We strive to create the physical and social settings which facilitate inclusion and support all people to thrive.



## We value diversity in all forms

We recognise that an individual's identity includes their gender, race, culture, sexuality, religion, abilities, lived experiences and more.

We understand that some community members may therefore experience overlapping forms of discrimination and disadvantage, or face multiple barriers to participation.



## **We are brave**

We amplify the voices of those in our community who are experiencing disadvantage or marginalisation.

We speak up when we see something that is not consistent with living in an inclusive and respectful community.

We seek new and creative ideas, and focus on doing what is right (not what is easy).



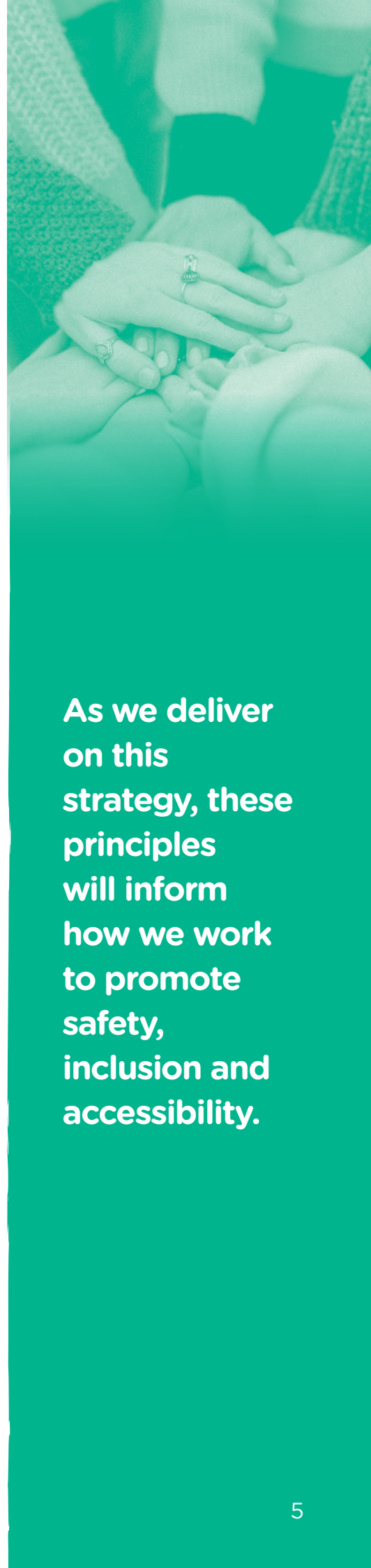
## **We are accountable**

We measure success through the positive difference achieved in working with the Knox community.

We evaluate our efforts and use evidence to continually improve our work.

We are transparent about our outcomes and how community engagement shapes our decision making and activities.

**As we deliver on this strategy, these principles will inform how we work to promote safety, inclusion and accessibility.**



# Introduction

## Purpose of this Strategy

The Knox Connection, Access, Respect, Equality and Safety Strategy (2022-27) is our social justice strategy, and outlines the critical role that Council can play in continuing to build a healthy, safe and inclusive community. Our actions are focused on building a community where no one is left behind.

We acknowledge that there are a range of factors that influence how community members access opportunities at home, at work, in learning, and in the community. The strategy respects the lived experiences and strengths of all individuals in our diverse community, regardless of their gender, race, culture, sexuality, religion, abilities, family type, income level, or any other factor or circumstance.

This strategy supports the delivery of the Knox Council Plan 2021-25, and the Knox Community Plan 2021-31. It builds on the successes of Council's previous Community Access and Equity Implementation Plan (2017-22) through applying a social justice lens and liveability framework.

## Legislative Context

For local government, our social justice responsibilities centre around promoting participation, access, equity and human rights. These responsibilities are outlined in various legislation including:

- Victorian Charter of Human Rights and Responsibilities
- Disability Act 2006
- Equal Opportunity Act 2010
- Racial and Religious Tolerance Act 2001
- Gender Equality Act 2020

A full list of legislation and State and Federal policy positions that impact on this strategy is provided as Appendix 1. This strategy also fulfills the legislative requirement for Council to have a disability action plan.



# Our Community Vision

Knox: where we connect with our people and our environment, ensuring they are safe, supported and have every opportunity to thrive.

knox  your city  pride



# Planning Context

## Planning for our community

**The Knox community is at the centre of everything we do.**

Consultation with community members informed the development of the Knox Community Plan 2021-31 (incorporating the Community Vision) and the Knox Council Plan 2021-25. Five key directions were identified:

- Opportunity and Innovation
- Neighbourhoods, Housing and Infrastructure
- Natural Environment and Sustainability
- Connection, Resilience and Wellbeing
- Civic Engagement and Integrity

While the Knox Council Plan 2021-25 is Council's key strategic plan, it is supported by a range of other Council strategies and plans that bring the Community Vision and key directions to life.

The diagram opposite shows how our plans fit together.

Responsibility for delivering on the strategy is shared by many departments across Council. Monitoring and evaluation of the strategy will be led by the Community Wellbeing department.





## An integrated planning approach

Previously Council has developed discrete action plans for a range of key planning and policy areas, as well as different priority populations. These are now captured within the Knox Connection, Access, Respect, Equality and Safety Strategy:

- Family Violence Action Plan
- Disability Access and Equity Plan
- First Nations Action Plan
- Community Safety Plan
- Multicultural Communities Plan
- LGBTIQ+ Action Plan

There remain a number of other Council plans and strategies that are closely related to this strategy. These include the Reconciliation Action Plan, Mobility and Access Action Plan, Social and Affordable Housing Strategy, and the Mental Health Action Plan.

Within the action plan component of this strategy, we have highlighted where our work is connected to other plans and strategies.

## COVID-19 recovery

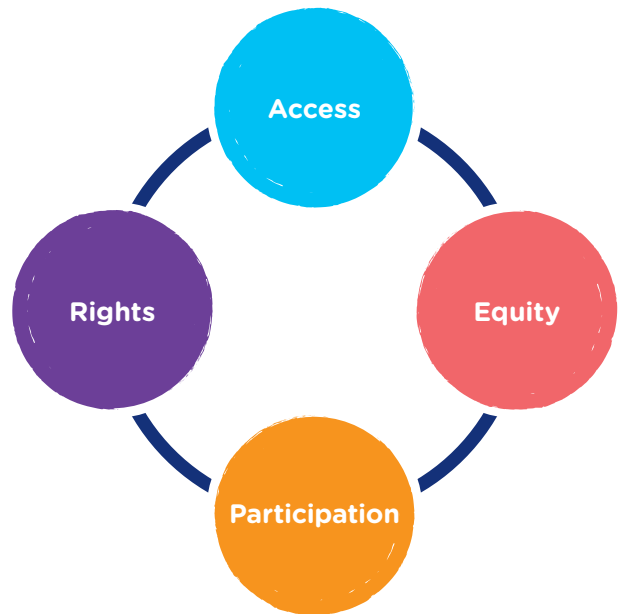
At the time of developing this strategy, recovery from the challenges of the COVID-19 pandemic remains an important priority for the Knox community. We have heard from our community that the impacts of the pandemic are ongoing, and continue to evolve as we adjust to 'living with COVID'.

COVID-19 has undoubtedly brought to light issues of social inequality. Some members of the community experiencing greater barriers to accessing the information and resources (including face masks or rapid antigen tests) needed to stay safe and well. Other challenges that have been highlighted, include mental health, social isolation, family violence and financial security. These priorities, amongst others, have been considered in the development of this strategy. We will continue to listen and respond to community needs and aspirations throughout the life of this strategy.



# A Social Justice Lens

Social justice refers to how we promote equality and uphold human rights, with the aim of ensuring that all people can live, learn, work or play in our community. Social justice is based on the principles of access, equity, rights and participation.



## Access:

Ensuring that people can use services and facilities free from direct or indirect discrimination. Access is commonly thought of in physical terms, but may also include factors such as how, when and where programs or services are delivered. Safety (and perceptions of safety) also influence an individual's ability and willingness to access a service.

*Example: A community workshop delivered online during business hours, may not be accessible to people without access to technology, with vision or hearing impairments, or those who work or study full-time.*

## Equity:

Ensuring that characteristics such as age, gender, sex, sexuality, race, ethnicity, religion, ability or income level do not restrict access to opportunities to live, learn, work or play.

*Example: Developing women's sporting teams or inclusive sport and recreation programs open to people of all abilities.*

## Participation:

All people have a right to participate in decision making processes that affect their lives.

*Example: Consultation with diverse groups (including people with a disability, multicultural communities, young people and seniors) through Council's Advisory Committees has informed the development of this plan.*

## Rights:

Upholding the Victorian Charter of Human Rights to promote fairness.


*Example: Respecting the cultural rights of First Nations people through a Statement of Acknowledgement at Council meetings or events, or recognising sites of cultural significance in the development of precinct structure plans and open space masterplans.*

# Social Model of Disability

**We recognise the social model of disability, which views people as disabled by environments filled with physical, attitudinal, social, policy and communication barriers.**

This contrasts with the medical model of disability which views disability as a medical condition impacting an individual, and treated by a medical professional.

The social model of disability aligns with the United Nations Convention on the Rights of Persons with a Disability.

A photograph of a man in a dark blue puffer jacket sitting in a black motorized wheelchair. He is positioned at the bottom of a wide, grey stone staircase, looking up at the steps. The wheelchair has a large grey backpack attached to the back. The scene is set outdoors on a paved surface.

**The problem isn't  
needing a wheelchair.  
The problem is that  
we only built stairs.**

# Liveability Framework

In August 2020, Knox commissioned a report from the RMIT Healthy Liveable Cities Unit, which identified strong links between the liveability model and the previous Knox Community Access and Equity Implementation Plan. Liveability is an approach which fosters environments where people have the best opportunity to experience good health and wellbeing. The liveability model is proactive, rather than reactive, in that it focuses on keeping people well through well-planned neighbourhoods and localities (instead of responding to crisis and illness).

## Liveability Domains

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The seven liveability domains have been integrated into this strategy to demonstrate how working towards a safe, inclusive and fair community benefits overall community health and wellbeing.

### EMPLOYMENT



Access to employment provides financial security and supports personal development and social networks. These factors are all protective of health.

### HOUSING



Having secure and affordable housing supports both physical and mental health wellbeing. Housing is a fundamental need, that allows people to feel safe and more easily access work or the social supports that they may need.

### TRANSPORT



Transport facilitates access to work, education, food, health and social services, as well as family and friends. This makes transport (either public or private transport) a critical social determinant of health.



## PUBLIC OPEN SPACE



Open spaces provide opportunity for connection with nature, and supports health and wellbeing through promoting physical activity and mental health.

## WALKABILITY



Walkable environments encourage active travel, such as walking or bike riding. Walkability should also consider access for people with restricted mobility, including wheelchairs, scooters, walking frames, impaired vision or prams.

## SOCIAL INFRASTRUCTURE



Social infrastructure encompasses education, leisure, arts and cultural opportunities and health services. A liveable community is one which provides a mix of social infrastructure, that is accessible to all.

## FOOD



The number of supermarkets and fast food outlets, has been shown to influence dietary intake and food purchasing decisions. Proximity to supermarkets is also central to liveability. For people on low incomes, access to food through relief agencies is also a critical need.

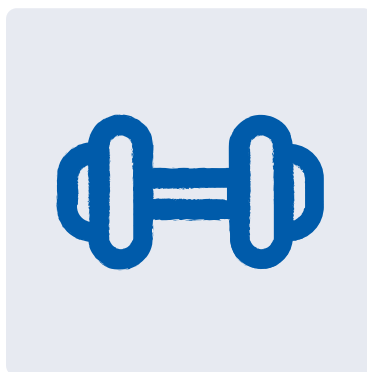
# Key Health Priorities

The Knox Council Plan 2021-25 incorporates the Knox Municipal Health and Wellbeing Plan, and identifies six key health priorities for the Knox community.

These priorities were established following extensive consultation with community members, stakeholders and staff via surveys and workshops during 2020-21.



**MENTAL HEALTH**



**PHYSICAL ACTIVITY**



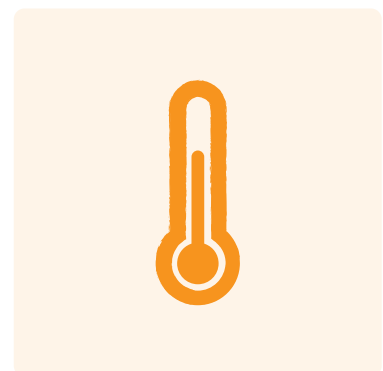
**HEALTHY EATING &  
FOOD SECURITY**



**FAMILY VIOLENCE**



**DRUGS & ALCOHOL**



**CLIMATE CHANGE  
& HEALTH**

Throughout this strategy, the links to our six key health priorities are identified to demonstrate how the actions align with Council's overarching strategic objectives.

# COVID-19 Recovery Priorities

A targeted community consultation, post lockdowns (over July/ August 2022) comprised of a survey and a number of focus groups.

These priorities were established following extensive consultation with community members, stakeholders and staff via surveys and workshops during 2020-21.

## Key themes

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### Social connection

Concerns include low attendance at social gatherings, volunteers and club members not re-joining sport and community based clubs, and older people still feeling reluctant to leave home. Strong support was expressed for more social connection opportunities.

### Community safety

Concerns include poor COVID-Safe behaviours, worry about family members getting sick from COVID-19 or being reluctant to see a doctor for non-COVID matters, as well as worries about safety on public transport.

### Use of open space

Residents really enjoy open spaces in Knox, but are concerned about the amount of rubbish in parks.

### Life changes after lockdowns

The community reported that many are still working from home, but are enjoying seeing family and friends and making more use of community facilities.

## Top areas for more Council support (as nominated by community members)

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1. Support for vulnerable residents and community support services
2. Support for local businesses
3. More ways to connect our communities and support volunteers
4. Encouraging healthy lifestyles
5. Supporting COVID-Safe behaviours

# Community Engagement

**In line with our commitment to seeking differing views and perspectives, and partnering with the community, this strategy has been informed by engagement with our community.**

Insights have been drawn from:

- Knox Community Plan 2021-31 and Knox Council Plan 2021-25 (incorporating the Municipal Health and Wellbeing Plan) surveys and workshops
- COVID-19 Household Impacts Survey (conducted in 2020 and 2021)
- Knox Community Mental Health Survey (2022)
- Knox Emergency Food Relief Audit (2022)
- Engagement with culturally diverse communities during the COVID-19 pandemic
- Community safety consultations, including a community forum, held in May 2022
- Engagement with Council Advisory Committees
  - Disability Advisory Committee
  - Health and Safety Advisory Committee
  - Multicultural Advisory Committee
  - Youth Advisory Committee
  - Active Ageing Advisory Committee
- Targeted community survey and focus groups on COVID recovery (2022)



# Language

## We recognise that the words we use to talk about people and to describe social justice issues are important.

We also know that the meaning of words can differ from person to person, and that some members in our community will have different preferences. Meaning can also change over time, and we will continue to seek feedback from our community about the best ways to ensure we are inclusive as we deliver this five-year strategy.

The purpose of this glossary is to clarify how we have used some words and phrases throughout this strategy. At all times, we aim to be respectful, inclusive and focused on the strengths of our community.

When we mention...	What we are referring to is...
<b>Disability</b>	We adopt the definition used in Australia's Disability Strategy 2021-2031 which states people with disability include, but are not restricted to, those who have long-term physical, mental, cognitive, intellectual or sensory impairments. People with disability have specific needs, priorities and perspectives based on their individual identities including their gender, age, sexuality, race and cultural background, and can face additional barriers and inequities.
<b>Family violence</b>	Family violence can affect anyone in the community regardless of gender, age, location, socio-economic and health status, culture, sexual identity, ability, ethnicity, religion or family type. Family violence is most likely to be perpetrated by men against women and children. It includes harmful or violent behaviour that is used to control, threaten, force or dominate a family member through fear. This might include physical or sexual assault; emotional or psychological abuse; economic abuse; threatening or coercive behavior.
<b>First Nations</b>	We use the term First Nations to refer to our Aboriginal and Torres Strait Islander community. First Nations is accepted as a short but respectful way of acknowledging sovereignty, and noting the ongoing connection of First Nations People to country and culture. Aboriginal and Torres Strait Islander may also be accepted, particularly when focusing on identity. This phrase must be used in full, and should not be abbreviated.
<b>LGBTIQ+</b>	This acronym refers to members of the lesbian, gay, bisexual, transgender, intersex and queer community. We recognise that some community members prefer to use the acronym LGBTI or LGBTI+. In this instance, we have adopted the term used in the <i>Pride in Our Future: Victoria's LGBTIQ+ Strategy 2022-32</i> .
<b>Mental health</b>	Mental health refers to an individual's ability to cope with the stresses of life, to interact with others, to make positive choices and to contribute to – and participate in – their community. Mental health impacts how we think, feel and act. It is an umbrella term that encompasses both mental wellbeing and mental ill-health..

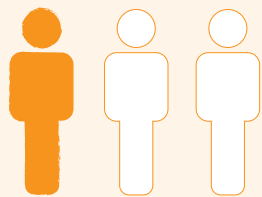
# The Story of Knox

159,103

Total Population

40

Median Age



1 in 3

Born overseas

Australia (64%)

China (5.3%)

United Kingdom (3.9%)

India (3.2%)

Malaysia (2.5%)

31%

Speak a language other than English at home

Mandarin (7.3%)

Cantonese (3.5%)

Sinhalese (1.7%)

Greek (1.1%)

Hindi (0.9%)



28,000

Residents have a disability of some kind (17%)



1,022

Residents identify as Aboriginal or Torres Strait Islander (0.6%)

1 in 7

Live in a low income household

1 in 6

Adults are socially isolated



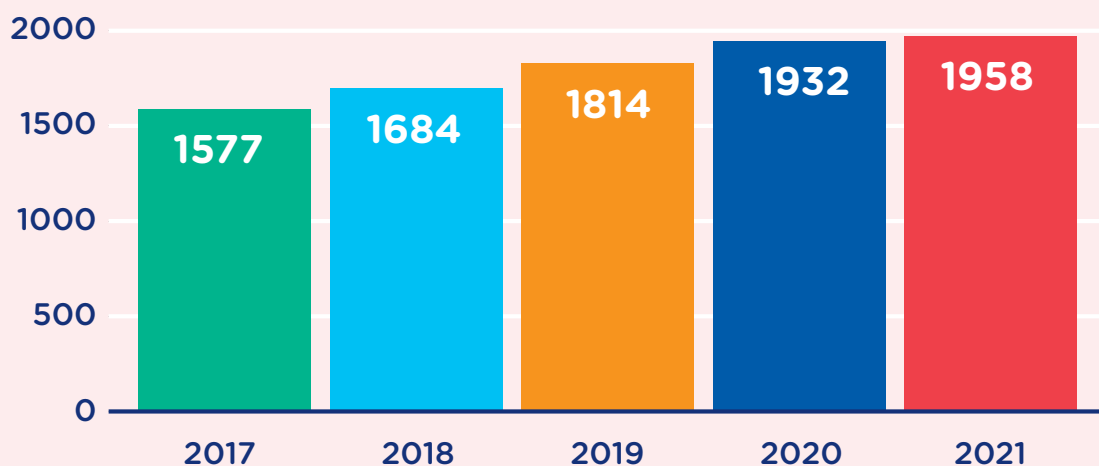
19,547

Residents identify as LGBTQ+ (15%)

# The Story of Knox

**The number of family violence incidents in Knox continues to grow.**

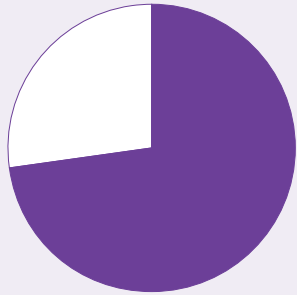
**Number of reported family violence incidents in Knox 2017-2021**



**Suburbs with the highest reported incidents of family violence:**

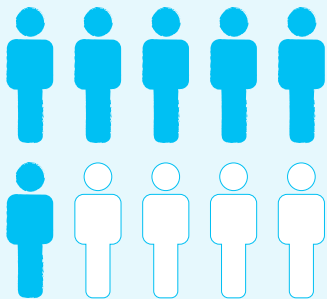
**Bayswater, The Basin, Boronia**

**Knox consistently has the highest number of family violence incidents in the outer east (Knox, Maroondah, Yarra Ranges)**



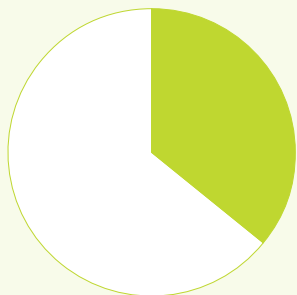
73%

Of victims were women



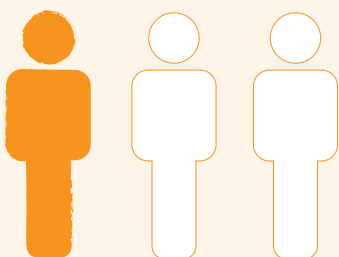
6 in 10

Incidents occurred between  
current or former partners



36%

Of incidents were witnessed by,  
or included, a child victim



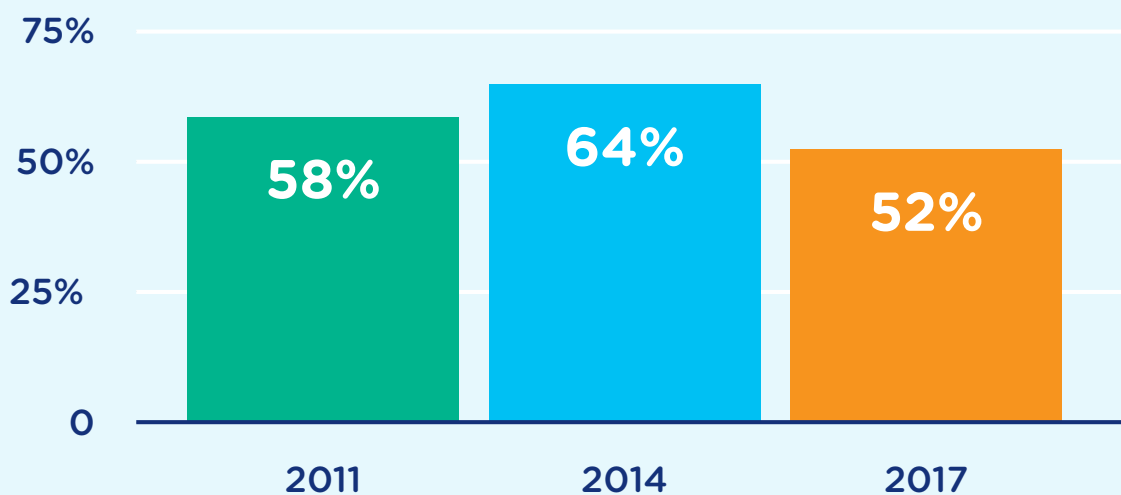
1 in 3

Adults in Knox show low support for  
gender equality in relationships

# The Story of Knox

## Perceptions of safety in Knox are declining

% of adults in Knox who 'definitely' feel safe at night



## Alcohol and other drugs

71

Hospitalisations per 10,000 population for **alcohol** (compared to 67 per 10,000 populations in Greater Melbourne)

24

Hospitalisations per 10,000 population for **pharmaceutical drugs**

21

Hospitalisations per 10,000 population for **illicit drugs**

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*Hospitalisations are higher for alcohol than all drugs combined in Knox*



19%

Reduction in crime  
in Knox during 2021

**Offenders**

77%

Male

**Victims**

54%

Male

**Where crime is occurring**



**Top suburbs**

Boronia  
Ferntree Gully  
Rowville



**Locations**

House  
Street/Footpath  
Driveway/Carport

# Our Impact Areas

## People with a disability

This strategy fulfils Council's continued legislative responsibility to have a Disability Action Plan. We recognise the importance of supporting and working alongside people with a disability (and their carers), and in 2021, Council committed to ongoing funding for the Disability Leadership Team. This strategy provides an overview of the key priorities for this team.

## First Nations people

In 2021, Knox City Council announced an intention to promote a "whole of business" mindset to Reconciliation, moving forward in its acknowledgement and respect of First Nations people. Council is currently working in partnership with First Nations people to develop the first Knox Reconciliation Action Plan (RAP). The RAP will focus on improving Council's internal resourcing and commitment to advancing Reconciliation, whilst the actions in this strategy will be informed by the Knox First Nations Needs Analysis (2020) and are focused on directly supporting the and working alongside our First Nations community.

## Culturally and Linguistically Diverse Communities (CALD)

Knox has an ongoing commitment to support CALD communities, including as a Refugee Welcome Zone and a participating Council in the 'Racism. It Stops With Me' campaign. We know that the COVID-19 pandemic has compounded many challenges for culturally diverse communities, including increasing incidents of racism and highlighting the ongoing need for access to accurate and timely information in-language.

## LGBTIQ+ communities

In 2021, KCC undertook a local needs analysis to better understand how to support LGBTIQ+ community members. The outcomes of this needs analysis are being explored as part of Council's recently developed Gender Equality Action Plan. This strategy supports the continuation of Council's life stages approach to LGBTIQ+ inclusion and support. We also support the use of gender inclusive language and practices across Council, and are implementing Gender Impact Assessments, to promote the recognition and inclusion of people of all genders.



## Community safety

Community safety continues to be the most important issue for Knox residents (2020 Municipal Survey). Given this priority for Knox residents, community safety has been elevated to a key theme in this strategy. Community safety encompasses a range of areas across Council, as well as regional and state wide priorities where we will partner with our neighbouring local government areas. The community safety actions within the action plan focus on strengthening Council's strategic advocacy role, as well as responding to concerns around issues such as alcohol and other drugs, gambling, and homelessness, as well as addressing perceptions of safety in public spaces.

In 2021, Council received State Government funding to deliver the three-year Empowering Communities project with a focus on addressing the social drivers and causes of crime through co-designing initiatives with the Knox community.

## Housing

Knox has a long history of supporting the development of social housing, as well as a commitment to reducing homelessness and housing insecurity. The Knox Social and Affordable Housing Strategy and Action Plan 2022-27 is the key strategic document defining Council's role in this space.

## Family violence

Council's Statement of Commitment Against Family Violence and the Knox Council Plan 2021-25 affirm our commitment to working towards a community free from violence. Family violence, and violence against women and children, has a wide ranging and damaging impact on the lives of those affected, as well as the community as a whole. Family violence may present in many forms, including physical, emotional, financial, sexual or psychological abuse. Everyone has the right to safe and respectful relationships, and to live free from all forms of violence. Council's role in addressing family violence includes primary prevention, early intervention and response to support victim-survivors and their families. We recognise that gender inequality is the key driver of family violence, and will work with partners to deliver community programs and awareness raising activities.

## Mental health

Mental health has emerged as a significant priority in Knox, including as a result of the impacts of the COVID-19 pandemic. We acknowledge that poor mental health is a barrier to inclusion and participation in community life. The Knox Mental Health Action Plan is the key strategic document defining Council's work in this space.

*Continued on following page →*

## Alcohol and other drugs

The impact of alcohol and other drug harms is significant, both for individuals and communities. Harms arising from substance use include poorer physical and mental health outcomes for individuals, as well as correlations with family violence and worsened perceptions of safety. There are also significant impacts on the health system, with Knox data showing that hospitalisations related to alcohol harms are higher than for all other drugs combined. The Knox COVID-19 Household Impacts Survey (2020, 2021) also indicated that alcohol consumption increased during the pandemic, notably amongst women. The actions contained in this plan relate to Council's role in leading partnerships, advocacy and community education.

## Financial and food security

Growing economic uncertainty following the pandemic, as well as rising cost of living pressures are becoming a burden for some residents and households in Knox. As a result, there is a growing demand for support services including financial counselling, emergency relief and material aid, and legal information. Pressures are growing for not only low income households and health care card holders, but also for households on moderate income levels who may not necessarily be eligible for existing supports. This strategy recognises a need to be proactive in monitoring the ongoing economic impacts for households in Knox, and to improving service coordination and referral pathways for those in need of support.

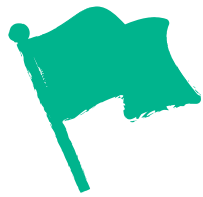
## Gambling

Gambling harm is a challenge that intersects strongly with other social issues, including mental health, financial security and family violence. Local government has traditionally played a role in planning and advocacy to reduce the number of electronic gaming machines (EGMs). In consulting with stakeholders to develop this strategy, it was noted that online gambling is becoming a growing concern. Whilst this trend is recognised anecdotally, there is little research and evidence into this area, likely due to the private nature and easy access afforded by technology. Council has a strong planning and advocacy role to play, and participates in regional and state-wide efforts to address problem gambling and advocate for stronger regulation and support.



# Key Themes

The Knox Connection, Access, Respect, Equality and Safety Strategy is centred around the following five themes:



## Knox leads and advocates for inclusion

We lead by example to ensure that our own organisation models fairness and inclusion, and we advocate to uphold human rights and social justice in Knox.

We do this through continuing to build staff and organisational capacity to provide accessible and inclusive services, and by playing a key role in research, advocacy and policy issues.



## Knox promotes a safe community

People in Knox feel safe in their home and their neighbourhood, and have a positive sense of belonging to their community.

We do this through delivering initiatives that address social harms or support crime prevention, and projects that improve perceptions of safety in public space.



## Knox supports people in need

We recognise that not all people have equal access to opportunities, and we seek to support people experiencing short- or long-term vulnerability.

We do this through continually identifying and understanding barriers for diverse or marginalised community members, and addressing these to promote fairness.



## **Knox embraces diversity**

Knox embraces diversity and welcomes all people, regardless of gender, race, culture, sexuality, age, income level, family type or level of ability.

We do this through promoting respect and recognition, and supporting all community members to access the range of Council services, programs and events.



## **Knox continues to be a liveable community**

People in Knox are supported to live, learn, work and socialise through access to facilities, services, open spaces and opportunities regardless of their circumstances or background.

We do this through reviewing existing infrastructure, programs and services, and planning for future needs, in partnership with community members, community organisations, agencies and other key stakeholders.

# Theory of Change

## Our Context

The 2021 Census tells us that Knox community is becoming increasingly diverse, with a growing number of First Nations community members and people born overseas.

Our community has experienced unprecedented challenges as a result of the COVID-19 pandemic, and now, growing cost of living pressures are causing hardship for many.

Community safety was the number one concern cited by Knox residents in the 2020 Municipal Survey. Support for those in need was the second highest issue of concern.

As the closest level of government to the community, Council is uniquely placed to recognise and respond to issues impacting our residents. We have legislative responsibilities to support our diverse community.

It is also a period of significant change led by State and Federal Governments, with major reform taking place in areas such as mental health and family violence. In Victoria, the Yoo-rrook Justice Commission is engaging in truth-telling process with First Nations people, an Australian first.



## Our Strategies

Create, enhance and maintain places and spaces for people to live, work, play and connect.

Provide, maintain and advocate for accessible and sustainable ways to move around Knox.

Support our community to improve their physical, mental and social health and wellbeing.

Foster inclusivity, equality, belonging and safety within the community.

Honour and integrate First Nations Culture into actions and environments.

Support the community to identify and lead community strengthening initiatives.

Provide opportunities for all people in Knox to have their say.

*(Knox Council Plan 2021-25)*



## Our Outcomes

A community that is safe, active and connected.

Services and supports are accessible to the people who need them.

An abundance of opportunities for community and civic participation.

Diverse groups see Council as a trusted and valued partner.

Health, wellbeing and liveability is prioritised in all we do.

# Implementation of the Strategy

Oversight for the implementation and review of the Knox Connection, Access, Respect, Equality and Safety Strategy sits with the Community Wellbeing Department. Several Council departments have responsibility for leading and/or supporting specific actions. These responsibilities, as well as associated resourcing requirements, are noted throughout the action plan.

Partnership with community members, community groups and service providers, will underpin the implementation and delivery of the strategy.

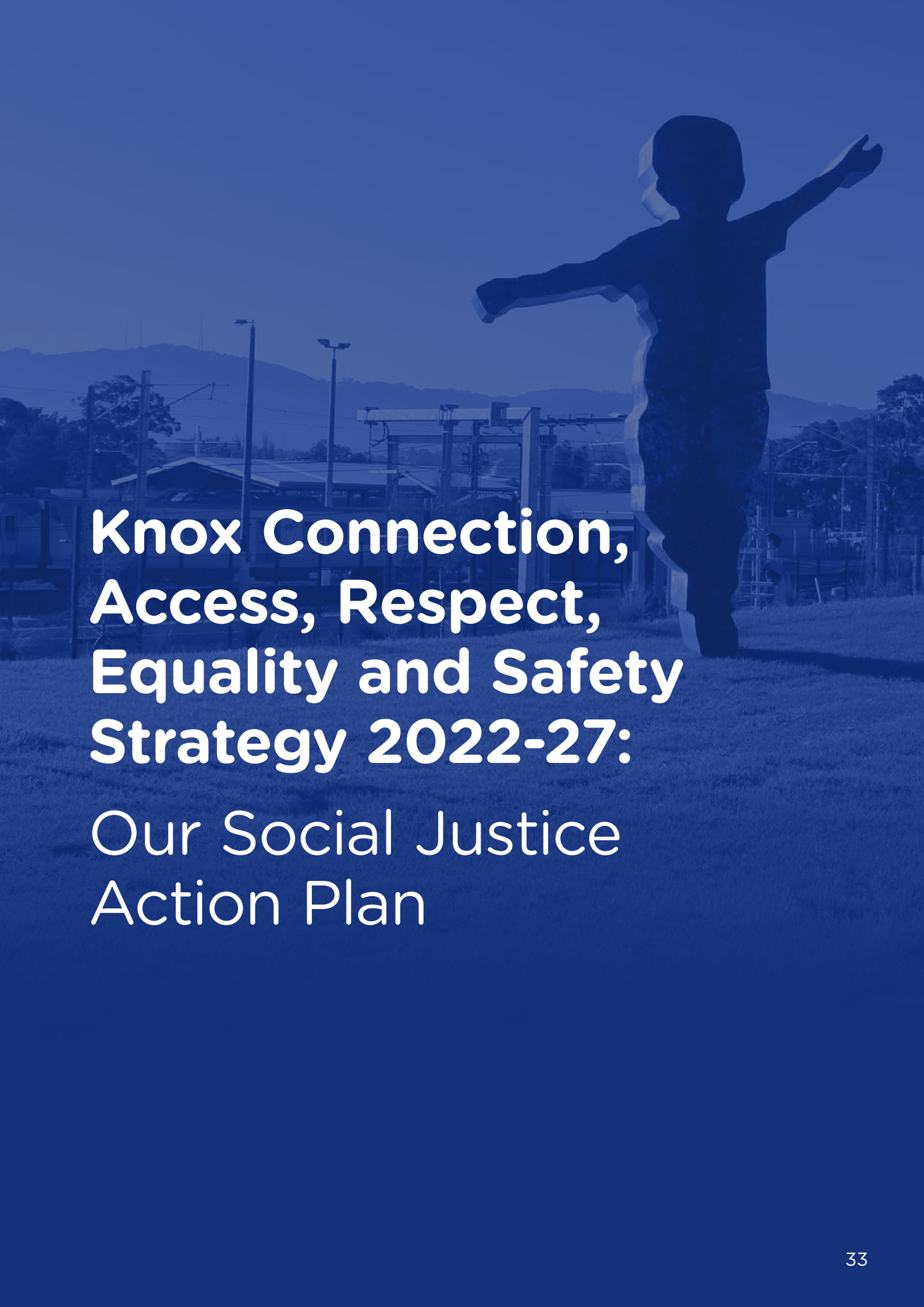
## Monitoring and Evaluation

Key achievements will be captured on an annual basis, at the conclusion of each financial year.

A mid-term review of the plan will be completed and reported to Council before December 2025. This review will focus on identifying any emerging trends or needs for the Knox community that are not currently reflected in the strategy. It will also provide an opportunity to capture any key lessons during the initial two years of the implementation period.

A formal review will be completed in 2026-27, in lead up to the renewal of the strategy, and in line with the future Council Plan 2025-2029.





**Knox Connection,  
Access, Respect,  
Equality and Safety  
Strategy 2022-27:  
Our Social Justice  
Action Plan**

# THEME 1:

## Knox leads and advocates for inclusion

### Health priority areas



MENTAL HEALTH



FAMILY VIOLENCE



DRUGS & ALCOHOL

What we will do?	When we will do?	What is our role?
<p><b>1.1</b> Develop and maintain a suite of accessible, plain English resources that provide an overview of community safety, health and equity issues in Knox.</p>	Year 2-5	Research
<p><b>1.2</b> Develop and maintain a clear advocacy position for Council in relation to key issues impacting access, equality and safety in Knox. ♦*</p>	Year 1-5	Advocate Research Plan
<p><b>1.3</b> Develop an alcohol policy to outline Council's expectations for responsible service of alcohol at Council functions and in Council facilities used by community groups.</p>	Year 2-3	Regulate

♦ This symbol indicates that this action supports municipal recovery efforts following the COVID-19 pandemic

\* This symbol indicates that this action forms part of our Disability Action Plan

## Our aspiration

We lead by example to ensure that our own organisation models fairness and inclusion, and we advocate to uphold human rights and social justice in Knox.

## Liveability domains



EMPLOYMENT



PUBLIC OPEN SPACE



SOCIAL  
INFRASTRUCTURE

What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Infographic resources developed and shared with community; Number of research projects identified and conducted.	<b>Community Wellbeing</b> Research and Mapping	Civic engagement and integrity	Within existing resources
Advocacy areas nominated and scoped; Number of advocacy activities undertaken and associated outcomes.	<b>Community Wellbeing</b> Community Access and Support, Communications	Connection, resilience and wellbeing	Within existing resources
Policy developed, communicated to user groups and implemented.	<b>Community Wellbeing</b> Governance, Active and Creative Communities	Connection, resilience and wellbeing	Within existing resources

Table continued on following page

What we will do?	When we will do?	What is our role?
<b>1.4</b> Develop and implement the first Knox Reconciliation Action Plan (RAP) to enhance Council’s capacity to build recognition and respect with First Nations community.	Year 1-2	Plan Partner
<b>1.5</b> Profile Council’s role and strengthen our contribution as a Refugee Welcome Zone, and signatory to the ‘Racism, It Stops With Me’ campaign. ♦	Year 1-3	Educate Provide Partner
<b>1.6</b> Explore opportunities to strengthen communication with culturally and linguistically diverse communities through use of plain English and translated information. ♦	Year 1-5	Provide Partner
<b>1.7</b> Explore opportunities to improve inclusion in Council facilities through the creation of accessible bathrooms, prayer rooms, gender neutral toilets and other amenities that recognise diverse needs. *	Year 2-5	Plan Provide
<b>1.8</b> Coordinate and participate in family violence prevention and awareness raising activities. ♦	Year 1-5	Provide Educate Partner
<b>1.9</b> Advocate with regional partners to the State Government for stronger regulation, education and intervention to address the adverse impacts of alcohol in licensed venues, public spaces and households. ♦	Year 1-5	Advocate
<b>1.10</b> Undertake education and advocacy activities to address the social and economic harms associated with problem gambling.	Year 1-5	Advocate Educate Research Plan
<b>1.11</b> Continue to participate in regional working groups and partnerships to support Council’s goals and the implementation of this strategy.	Year 1-5	Partner

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What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Engagement with First Nations community members; RAP developed and endorsed by Council.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Awareness raising activities to promote Council's existing commitments.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Accessible information available to community members for whom English is a second language.	<b>Communications</b> Community Wellbeing	Connection, resilience and wellbeing	Within existing resources
Amenities inclusive of diverse needs are provided in a range of Council facilities.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Activities delivered for key campaigns including 16 Days of Activism, World Elder Abuse Day, International Women's Day.	<b>Community Wellbeing</b> Community Access and Support	Connection, resilience and wellbeing	Within existing resources
Regional partnerships developed; Engagement and advocacy with State Government.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Number of education activities delivered; Electronic Gaming Machine policy reviewed (year 2); Review membership of the Alliance for Gambling Reform.	<b>Connection Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Participation in working groups and networks to maintain sector knowledge and develop partnerships.	<b>Community Wellbeing, Community Access and Support, Family and Children's Services</b>	Connection, resilience and wellbeing	Within existing resources

Table continued on following page

What we will do?	When we will do?	What is our role?
<b>1.12</b> Develop a Council-wide policy and guidelines to support the use of LGBTIQ+ inclusive language and data collection across services.	Year 1-2	Educate Provide Regulate
<b>1.13</b> Plan and implement a Council-wide training calendar to build capacity of Knox staff to address access and equity issues, support inclusion and fulfill their social justice responsibilities. *	Year 1-5	Educate Provide
<b>1.14</b> Explore opportunities to recruit and retain a diverse workforce (employees and volunteers), through strengthening Council's own recruitment and induction practices. *	Year 2-5	Plan
<b>1.15</b> Develop a strategic communications plan to coordinate key messages in relation to promoting the inclusion of diverse groups and addressing complex social issues.	Year 1-2	Plan

## Outcomes: What does success look like?

Knox is seen as a diverse, inclusive and respectful community.

Our planning is based on current evidence of community need and priorities.

We amplify the voices of those in our community who may not otherwise be heard.

We identify and pursue opportunities to partner and collaborate.

Our organisation is a safe place for people to bring their whole selves to work.

◆ This symbol indicates that this action supports municipal recovery efforts following the COVID-19 pandemic

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What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Policy developed and implemented.	<b>Community Wellbeing</b> Governance	Connection, resilience and wellbeing	Within existing resources
Number of training opportunities provided and uptake amongst staff.	<b>People, Culture and Development</b> Community Wellbeing, Community Access and Support	Civic engagement and integrity	Within existing resources
Review and strengthening of Council's recruitment and induction practices.	<b>People, Culture and Development</b>	Civic engagement and integrity	Within existing resources
Strategic communications plan; Key messaging aligns with the Knox Connection, Access, Respect, Equality and Safety Strategy.	<b>Communications, Community Wellbeing, Community Access and Support</b>	Connection, belonging and wellbeing	Within existing resources

## Related Council documents

Community and Council Plan 2021-25

Gender Equality Action Plan

Reconciliation Action Plan

Family Violence Statement of Commitment

# THEME 2:

## Knox promotes safety in the community

### Health priority areas



FAMILY VIOLENCE



DRUGS & ALCOHOL

What we will do?	When we will do?	What is our role?
<p><b>2.1</b> Implement the Empowering Communities program and deliver projects co-designed with Knox community members to address the causes and drivers of crime.</p>	Year 1-3	Provide Partner Fund
<p><b>2.2</b> Develop and provide family violence help messages and displays of information at Council facilities and other community spaces to encourage victim-survivors and perpetrators to seek support. ♦</p>	Year 1-5	Educate
<p><b>2.3</b> Partner with specialist services and organisations to deliver family violence primary prevention programs and projects in Knox, targeting priority cohorts such as men and culturally diverse communities. ♦</p>	Year 1-5	Provide Partner Fund

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## Our aspiration

People in Knox feel safe in their home and their neighbourhood, and have a positive sense of belonging to their community.

## Liveability domains



**PUBLIC OPEN SPACE**



**SOCIAL INFRASTRUCTURE**

What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Facilitation of the Empowering Communities Action Group; Development and implementation of an action plan; Number of projects co-designed with the community.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	External funding (secured)
Resources developed and displayed in various settings.	<b>Community Wellbeing</b> Communications	Connection, resilience and wellbeing	Within existing resources
Development and implementation of a family violence work plan identifying target cohorts, activities and prospective partners.	<b>Community Wellbeing</b> Community Access and Support	Connection, resilience and wellbeing	Within existing resources

*Table continued on following page*

What we will do?	When we will do?	What is our role?
<b>2.4</b> Lead collaborative partnerships across Council to promote a 'whole of business' approach promoting safer public places, including the use of safer design principles and the urban design framework, as well as responding to CCTV enquiries.	Year 1-5	Partner Provide Plan Educate
<b>2.5</b> Implement values-based messaging campaigns to raise awareness of alcohol and drug related harms and promote good decision making. ♦	Year 1-5	Educate Provide
<b>2.6</b> Reduce and respond to alcohol related harms in partnership with key stakeholders including community groups, sporting clubs and Victoria Police.	Year 1-5	Partner Educate
<b>2.7</b> Encourage and support bystander action to challenge racism and discrimination when it occurs, and promote use of the Victorian Human Rights and Equal Opportunity Commission's reporting tool. ♦	Year 2-5	Educate Advocate
<b>2.8</b> Deliver community engagement and capacity building activities to increase community awareness and understanding of the drivers of family violence and all forms of violence against women, children and older people.	Year 1-5	Provide Educate Partner

## Outcomes: What does success look like?

Monitoring and responding to the evolving needs of our community, including those experiencing vulnerability.

Building partnerships to strengthen the reach of Council's work.

Identifying and responding to gaps in services and supports to ensure no one is left behind.

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What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Development of safer design principles resource; Number of enquiries received and responded to; Policy maintained and reviewed as required.	<b>Community Wellbeing</b> Community Infrastructure	Neighbourhoods, Housing and Infrastructure	Within existing resources
Number of campaigns delivered and their reach.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Participation in the flagship alcohol group; Leadership of the Knox Liquor Accord; Consider recommendations arising from the evaluation of the Men's Risky Drinking project (delivered in 2021/22).	<b>Community Access and Support</b> Economic Development, Active and Creative Communities	Connection, resilience and wellbeing	Within existing resources
Promotion of the VHREOC reporting tool; Anti-racism campaign delivered and reach.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Number of activities delivered; Number of resources developed and distributed.	<b>Community Wellbeing</b> Community Access and Support, Active and Creative Communities	Connection, resilience and wellbeing	Within existing resources

## Related Council documents

Community and Council Plan 2021-25

Knox Community Disability Leadership Action Plan 2022-26

Community Grants Policy

Knox Emergency Food Relief Audit Report (2022)

Mental Health Action Plan

# THEME 3:

# Knox supports people in need

## Health priority areas



MENTAL HEALTH



HEALTHY EATING &  
FOOD SECURITY

What we will do?	When we will do?	What is our role?
<b>3.1</b> Identify, develop and lead strategic committees or forums that enhance service coordination and collaboration. *	Year 1-5	Provide Partner
<b>3.2</b> Build the capacity of community organisations, families and carers to address barriers facing people with a disability. *	Year 1-5	Educate Provide
<b>3.3</b> Continue to provide community grants to fund community-led initiatives that respond to local needs and provide support to vulnerable people. ◆	Year 1-5	Fund

◆ This symbol indicates that this action supports municipal recovery efforts following the COVID-19 pandemic

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## Our aspiration

We recognise that not all people have equal access to opportunities, and we seek to support people experiencing short- or long-term vulnerability.

## Liveability domains



HOUSING



FOOD



SOCIAL  
INFRASTRUCTURE

### What are our outputs?

### Council lead and partners

### Council Plan theme

### Resourcing

Leadership of the Mental Health Roundtable;  
Establishment of the Emergency Food Relief Taskforce.

**Community Wellbeing, Community Access and Support**

Civic engagement and integrity

Within existing resources

Number of training sessions delivered;  
Number of participants.

**Community Access and Support**

Connection, resilience and wellbeing

Within existing resources

Number and value of grants awarded through the Community Development Fund and Minor Grants programs.

**Community Wellbeing**

Connection, resilience and wellbeing

Within existing resources

Table continued on following page

What we will do?	When we will do?	What is our role?
<b>3.4</b> Develop and maintain resources that target priority groups and raise awareness of services and supports available in Knox. ♦	Year 1-5	Educate Provide
<b>3.5</b> Continue to monitor the impacts of the COVID-19 pandemic and growing cost of living pressures for Knox residents, and consider how Council can respond. ♦	Year 1-3	Research Plan Advocate
<b>3.6</b> Continue to deliver short-term support services to help connect vulnerable residents with the services and supports they require.	Year 1-5	Provide
<b>3.7</b> Implement the Knox Social and Affordable Housing Strategy and Action Plan 2022-27. *	Year 1-5	Plan Partner Advocate

## Outcomes: What does success look like?

Monitoring and responding to the evolving needs of our community, including those experiencing vulnerability.

Building partnerships to strengthen the reach of Council's work.

Identifying and responding to gaps in services and supports to ensure no one is left behind.

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What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Print and electronic resources developed and distributed; Council's website maintained with information on support services.	<b>Community Wellbeing</b>	Neighbourhoods, Housing and Infrastructure	Within existing resources
Convene internal COVID recovery working group; Monitor available information on impacts for the Knox community; Incorporate response during business planning processes and/or provide recommendations to Council as relevant.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Number of intake calls received and assessed; Number of clients supported.	<b>Community Access and Support</b>	Connection, resilience and wellbeing	Within existing resources
Number of actions implemented in the action plan and associated projects delivered.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources

## Related Council documents

Community and Council Plan 2021-25

Knox Community Disability Leadership Action Plan 2022-26

Community Grants Policy

Knox Emergency Food Relief Audit Report (2022)

Mental Health Action Plan

# THEME 4:

## Knox embraces diversity

What we will do?	When we will do?	What is our role?
<b>4.1</b> Develop a business case to support the establishment of a First Nations community hub (gathering place).	Year 1-2	Plan Advocate Partner
<b>4.2</b> Actively support and recognise the importance of truth telling processes as a step towards healing and unity with First Nations people.	Year 2-5	Partner Advocate Provide
<b>4.3</b> Build leadership and advocacy skills amongst current and emerging leaders in First Nations and culturally and linguistically diverse communities.	Year 1-5	Provide

◆ This symbol indicates that this action supports municipal recovery efforts following the COVID-19 pandemic

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## Our aspiration

Knox embraces diversity and welcomes all people, regardless of gender, race, culture, sexuality, age, income level, family type or level of ability.

## Liveability domains



**SOCIAL  
INFRASTRUCTURE**

What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Establishment of a business case to use in seeking funding; Identification of possible sites within Knox.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	External funding required
Delivery of an annual event marking Sorry Day; Recognition of the Yoo-rook Justice Commission findings; Identify sites of significance in First Nations history.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Facilitate Reconciliation Action Plan committee and Knox Multicultural Advisory Committee; Develop opportunities for leaders to participate in civic and community activities.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources

*Table continued on following page*

What we will do?	When we will do?	What is our role?
<p><b>4.4</b> Work with leaders from First Nations and culturally diverse communities to strengthen cultural awareness amongst the broader Knox community.</p>	Year 1-5	Partner Provide
<p><b>4.5</b> Apply a life stage approach to addressing the needs of LGBTIQ+ people, including for example, providing individual support and group programs for LGBTIQ+ young people and their families.</p>	Year 1-5	Provide
<p><b>4.6</b> Partner with the LGBTIQ+ community to deliver initiatives and events that support LGBTIQ+ days of recognition, and address discrimination and harassment.</p>	Year 1-5	Provide Partner Educate
<p><b>4.7</b> Support the delivery of arts and cultural activities led by diverse groups including women, LGBTIQ+, culturally and linguistically diverse, people with a disability and First Nations. ♦</p>	Year 1-5	Provide Partner
<p><b>4.8</b> Build community capacity to understand and support gender equality in community groups, sporting clubs, cultural venues and other settings.</p>	Year 1-5	Provide Educate Partner

♦ This symbol indicates that this action supports municipal recovery efforts following the COVID-19 pandemic

\* This symbol indicates that this action forms part of our Disability Action Plan

What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Annual recognition of events including Reconciliation Week, Refugee Week and Cultural Diversity Week.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Number of programs/events delivered; Number of young people and families participating.	<b>Community Access and Support</b> Community Wellbeing	Connection, resilience and wellbeing	Within existing resources
Annual participation in the Pride March; Annual recognition event for the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT).	<b>Community Wellbeing</b> Community Access and Support	Connection, resilience and wellbeing	Within existing resources
Engagement with diverse artists and groups to produce workshops, events, public art and other activities.	<b>Active and Creative Communities</b> Community Wellbeing	Connection, resilience and wellbeing	Within existing resources
Number of female participation initiatives delivered with sporting clubs through the club development program; Implementation of Gender Impact Assessments.	<b>Community Wellbeing, Active and Creative Communities</b>	Connection, resilience and wellbeing	Within existing resources

Table continued on following page

What we will do?	When we will do?	What is our role?
<b>4.9</b> Identify opportunities to improve the diversity of people and families represented in Council’s print and electronic communications to represent the Knox community. *	Year 1-5	Provide
<b>4.10</b> Partner with community to deliver recognition events for people with a disability and their carers, to share stories and shape community attitudes. *	Year 1-5	Provide Partner Educate
<b>4.11</b> Facilitate opportunities to profile the achievements of women, and to recognise and respond to health and wellbeing issues impacting women.	Year 1-5	Provide Partner

## Outcomes: What does success look like?

Using various awareness and recognition events to raise the profile of Knox as a diverse and inclusive community.

Strengthened trust and connections across diverse groups.

Community members of all backgrounds and identities see themselves reflected in Council’s print and electronic media.

Diverse voices are represented in our engagement processes and community life more broadly.

◆ This symbol indicates that this action supports municipal recovery efforts following the COVID-19 pandemic

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What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
A growing photo library with people of all ages, abilities and identities; Diversity represented in Council documents, promotional materials, social media and website.	<b>Communications</b> Community Wellbeing, Community Access and Support	Connection, resilience and wellbeing	Within existing resources
Annual recognition events for International Day of People With A Disability, and National Carers Week.	<b>Community Access and Support</b>	Connection, resilience and wellbeing	Within existing resources
Annual recognition event for International Women’s Day; Number of initiatives delivered.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources

## Related Council documents

Community and Council Plan 2021-25

Gender Equality Action Plan

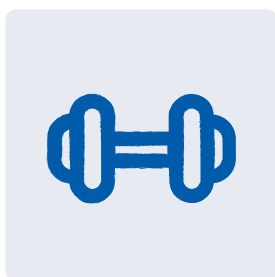
Disability Leadership Action Plan 2022-26

Reconciliation Action Plan (under development)

Child, Youth and Seniors Plan 2021-25

# THEME 5: Knox strives to be a liveable community

## Health priority areas



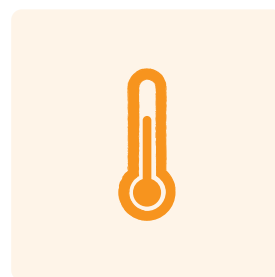
PHYSICAL ACTIVITY



HEALTHY EATING &  
FOOD SECURITY



FAMILY VIOLENCE



CLIMATE CHANGE  
& HEALTH

What we will do?	When we will do?	What is our role?
<p><b>5.1</b> Support and advocate for culturally safe health and wellbeing services supporting First Nations people to be located in Knox.</p>	Year 2-5	Advocate Plan Research
<p><b>5.2</b> Develop and implement the Knox Mobility and Access Action Plan. *</p>	Year 1-2	Plan Research Provide

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## Our aspiration

People in Knox are supported to live, learn, work and socialise through access to facilities, services, open spaces and opportunities, regardless of their circumstances or background.

## Liveability domains



EMPLOYMENT



PUBLIC OPEN SPACE



SOCIAL  
INFRASTRUCTURE



WALKABILITY



TRANSPORT

What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Undertake service planning to understand community needs; Develop relationships with relevant services to understand their needs; Identify opportunities for co-location or re-location of services.	<b>Community Wellbeing</b>	Connection, resilience and wellbeing	Within existing resources
Plan developed and endorsed by Council.	<b>Sustainable Infrastructure</b> Community Access and Support	Neighbourhoods, Housing and Infrastructure	Within existing resources

Table continued on following page

What we will do?	When we will do?	What is our role?
<p><b>5.3</b> Continue to explore opportunities to strengthen the accessibility of Council and community run events, for people with reduced mobility, neurodiversity and other barriers to participation. *</p>	Year 1-5	Provide
<p><b>5.4</b> Support the inclusion of women, people with a disability, and culturally diverse and LGBTIQ+ groups in Knox sporting clubs and leisure facilities as a way of increasing community participation. *</p>	Year 1-5	Partner Educate Provide
<p><b>5.5</b> Explore opportunities to embed the principles of access and equity in the development and delivery of Council's Open Space Asset Management Plan. *</p>	Year 2-3	Plan Provide
<p><b>5.6</b> Explore opportunities to support people experiencing disadvantage to develop skills and gain practical experience that enhances work readiness. *</p>	Year 3-5	Provide Educate
<p><b>5.7</b> Partner with local businesses to champion their role in providing inclusive and equitable employment opportunities, as well as in addressing social issues including mental health and family violence.</p>	Year 1-5	Partner Educate
<p><b>5.8</b> Recognise and plan for the disproportionate impacts of emergency events on groups already experiencing disadvantage, and support their needs during relief and recovery efforts. ♦*</p>	Year 1-5	Plan Provide Partner

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What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Accessibility and inclusion considerations implemented at Council-run events; Updated community events permit checklist to include considerations related to access and inclusion.	<b>Active and Creative Communities</b> Community Access and Support	Connection, resilience and wellbeing	Within existing resources
Number of club development activities delivered with sporting groups; Upgrades to amenities at sporting facilities to support diverse groups.	<b>Active and Creative Communities</b> Community Access and Support, Community Wellbeing	Connection, resilience and wellbeing	Within existing resources
A new Open Space Asset Management Plan is developed and adopted by Council, with specific reference to access and equity.	<b>Sustainable Infrastructure</b> Community Access and Support	Neighbourhoods, Housing and Infrastructure	Within existing resources
Source external funding to develop and pilot an inclusive work experience and skill development program at Knox.	<b>Community Wellbeing, People, Culture and Development Economic Development</b>	Opportunity and Innovation	External funding required
Number of opportunities identified to engage the business community; Promotion and engagement activities undertaken with local business.	<b>Economic Development, Community Wellbeing</b>	Opportunity and Innovation	External funding required
Under gender impact assessments as relevant; Identify and develop relationships with diverse groups; Completion of the community resilience mapping.	<b>Emergency Management</b>	Connection, resilience and wellbeing	Within existing resources

Table continued on following page

What we will do?	When we will do?	What is our role?
<b>5.9</b> Activate Council facilities and open spaces (including through creative placemaking initiatives) to support the development of social connections. ♦	Year 1-5	Provide Partner
<b>5.10</b> Promote opportunities for volunteering in Knox to build social and community networks and reduce isolation. ♦ *	Year 1-5	Provide Fund
<b>5.11</b> Partner with Knox Libraries to provide activities that support life-learning learning, build social connections and improve access to technology.	Year 1-5	Provide Partner
<b>5.12</b> Embed Universal Design principles (at a minimum) into the development and design of new Council facilities, buildings and open space. *	Year 1-5	Plan Research Provide
<b>5.13</b> Continue to deliver the Capital Works Retrofitting Program to improve the accessibility of Council owned buildings and facilities. *	Year 1-5	Plan Provide

## Outcomes: What does success look like?

It is easier for our community to physically move around the municipality.

Our community has access to the facilities and resources they need.

A range of sporting, cultural and recreational opportunities are available for all.

Our community is engaged, active and resilient.

♦ This symbol indicates that this action supports municipal recovery efforts following the COVID-19 pandemic

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What are our outputs?	Council lead and partners	Council Plan theme	Resourcing
Number of events and activities delivered; Promotional activities undertaken to increase usage.	<b>Active and Creative Communities</b> Community Wellbeing	Connection, resilience and wellbeing	Within existing resources
Funding of the volunteer stream through the Knox Community Partnership Fund; Review Council's volunteer policy (year 3-4); Capture outcomes of Council volunteer roles through a survey (year 1-2).	<b>Community Wellbeing, People, Culture and Development</b>	Connection, resilience and wellbeing	Within existing resources
Number of activities delivered; Contributing to the development of a plan for activating Knox Libraries (development led by Your Library).	<b>Community Wellbeing</b>	Opportunity and Innovation	Within existing resources
Demonstrated use of Universal Design Principles in the design of new facilities; Gender Impact Assessments conducted where appropriate; Community engagement facilitated to understand the needs and specific requirements of user groups.	<b>Sustainable Infrastructure</b> Major Projects	Neighbourhoods, Housing and Infrastructure	Within existing resources
Number of projects delivered annually.	<b>Community Infrastructure</b>	Neighbourhoods, Housing and Infrastructure	Within existing resources

## Related Council documents

- Community and Council Plan 2021-25
- Mental Health Action Plan
- Open Space and Playgrounds Strategy
- Knox Mobility and Access Implementation Plan
- Capital Works Forward Plan

# Appendix 1: Legislative Framework

## International Conventions and Frameworks

Convention on the Elimination of All Forms of Discrimination Against Women

Convention of the Rights of the Child

International Convention on the Elimination of All Forms of Racial Discrimination

UN Convention of the Rights of Persons with a Disability

## Federal Legislation and Policy

Age Discrimination Act 2004

Australia's Disability Strategy 2021-31

Disability Discrimination Act 1992

National Plan to Reduce Violence Against Women and Their Children 2010-22

Racial Discrimination Act 1975

Sex Discrimination Act 1986

## State Legislation and Policy

State Legislation & Policy

Disability Act 2006

Equal Opportunity Act 2010

Gambling Regulation Act 2003

Gender Equality Act 2020

Inclusive Victoria: State Disability Plan 2022-26

Liquor Control Reform Act 1998

Local Government Act 2020

Mental Health Act 2014

Pride In Our Future: Victoria's LGBTIQ+ Strategy 2022-32

Public Health and Wellbeing Act (2008)

Racial and Religious Tolerance Act 2001

Victorian Aboriginal and Local Government Action Plan (2022)

Victorian Charter of Human Rights

Victorian Public Health and Wellbeing Plan 2019-2023




# Keeping in touch and opportunities to have your say

**Knox City Council is committed to seeking feedback, making sure you are aware of issues that affect you and providing opportunities to have your say. There are a number of ways you can do this.**

Visit our Have Your Say website to see how you can contribute to projects and tell us what you think of our draft plans and strategies - [www.knox.vic.gov.au/haveyoursay](http://www.knox.vic.gov.au/haveyoursay)

Knox City Council has several Advisory Committees that provide advice on the development, implementation, monitoring, and review of programs or activities. These committees are made up of community members, Council officers and current Councillors. Find out if there are opportunities available in your area of interest on our website: [www.knox.vic.gov.au/our-council/about-council/council-committees](http://www.knox.vic.gov.au/our-council/about-council/council-committees)

Sign up to receive Knox eNews, our monthly email newsletter which will keep you informed about the latest news, events and activities across the community: [www.knox.vic.gov.au/email-newsletter](http://www.knox.vic.gov.au/email-newsletter)



**You can also contact  
Council via the  
following methods**

**Phone:** 9298 8000

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**Email:** [knoxcc@knox.vic.gov.au](mailto:knoxcc@knox.vic.gov.au)

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**Website:** [www.knox.vic.gov.au](http://www.knox.vic.gov.au)

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**Social media:** [facebook.com/knoxCouncil](https://facebook.com/knoxCouncil)  
or via Twitter [@knoxcc](https://twitter.com/knoxcc)

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**Visit Council in person:** Knox Civic Centre  
511 Burwood Highway  
Wantirna South 3152

**knox**  
your city



Knox City Council  
511 Burwood Highway  
Wantirna South, VIC 3152  
[knox.vic.gov.au](http://knox.vic.gov.au)

T 9298 8000  
E [knoxcc@knox.vic.gov.au](mailto:knoxcc@knox.vic.gov.au)

 [knoxccouncil](https://www.facebook.com/knoxccouncil)

 [knoxcc](https://twitter.com/knoxcc)

 [knoxccouncil](https://www.instagram.com/knoxccouncil)

 Interpreter  
131 450

National Relay Service  
133 677