




Inclusive Banyule

Achievements Report – Year 1 – 2022/2023

Achievements


ACTION	COMPLETED	MEASURE OF SUCCESS	SUCCESS	RECOMMENDATIONS
We will deliver an Inclusive Seminar Series		<p>We will deliver 6 Inclusive Seminars and publish the recordings on Council's website, where feasible.</p> <p>Participants in sessions reporting increased understanding of diversity matter in focus.</p>	<ul style="list-style-type: none"> 6 Inclusive Seminar sessions were delivered, covering the following topics: <ul style="list-style-type: none"> Inclusive Events & Programs – this session was delivered twice for internal and external audiences Disability Inclusion in Sport Bystander Training Safe and Ethical Storytelling Inclusive Employment The Inclusive Events and Programs and Disability Inclusion in Sport sessions were recorded See case study for detailed report 	The project should be re-evaluated to ensure that any future actions are meeting the needs of community and are delivered in conjunction with key partners rather than being led by Council.
We will develop a days of significance calendar and significant day fact sheets		<p>We will deliver a multi-faith and observation day calendar and identify significant days Council takes a lead on.</p> <p>For 10 days of significance, Council will produce, publish and promote a fact sheet day of significance, via appropriate communication channels.</p>	<ul style="list-style-type: none"> A multifaith and observation day calendar was developed. The calendar was reviewed by the Multicultural, Disability and Inclusion and LGBTIQA+ population committees. The project resulted in a clear process for acknowledging days significance, team responsible for developing content and schedule for media. The calendar is available on Brian under Topics tab. 22 factsheets were produced, published, and promoted on the following days of significance: <ul style="list-style-type: none"> 16 Days of Activism Against Gender Based Violence Harmony Week Holi Human Rights Day Holy Nativity Feast IDAHOBIT 	<p>The Working Group to review the days of significance calendar at the end of each year.</p> <p>Each Population Committee to review days of significance and comment on which day should have an event or acknowledgement.</p>



		<ul style="list-style-type: none">○ International Day of People with Disability○ Lunar New Year○ Ramadan○ Refugee Day○ Trans Day of Visibility○ Vesak○ World AIDs Day○ Zero Discrimination Day○ Asexual Awareness Week○ Bisexuality Visibility Day○ Easter○ International Lesbian Day○ International Pronoun Day○ Intersex Awareness Day○ Orthodox Easier○ Trans Day of Remembrance <p>The follow table outlines the analytics for Facebook on the following days of significance:</p> <table><tr><th></th><th>Reach</th><th>Impressions</th><th>Engagement</th></tr><tr><td>Walk against family violence</td><td>1487</td><td>1612</td><td>166</td></tr><tr><td>16 Days of Activism against Gender-Based Violence</td><td>624</td><td>-</td><td>-</td></tr><tr><td>Harmony Week</td><td>480</td><td>514</td><td>2</td></tr><tr><td>Harmony Day</td><td>3001</td><td>3151</td><td>506</td></tr><tr><td>Holi</td><td>2258</td><td></td><td>21</td></tr><tr><td>Holy Nativity Feast</td><td>1730</td><td></td><td>13</td></tr><tr><td>IDAHOBIT</td><td>1339</td><td>1459</td><td>71</td></tr><tr><td>Lunar New Year</td><td>1410</td><td>1475</td><td>47</td></tr><tr><td>Ramadan</td><td>1902</td><td>2073</td><td>54</td></tr></table>		Reach	Impressions	Engagement	Walk against family violence	1487	1612	166	16 Days of Activism against Gender-Based Violence	624	-	-	Harmony Week	480	514	2	Harmony Day	3001	3151	506	Holi	2258		21	Holy Nativity Feast	1730		13	IDAHOBIT	1339	1459	71	Lunar New Year	1410	1475	47	Ramadan	1902	2073	54	
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We will support key community days of significance		<p>Council will directly lead or support the following activities:</p> <ul style="list-style-type: none">• The 16 days of activism• IDAHOBIT• Trans Day of Visibility• Refugee week• Harmony week• International Day of People with a Disability• RU OK day• World Elder Abuse Day• Sorry Day• NAIDOC• Reconciliation Week	<p>Council led the following activities and events for the following days of significance:</p> <ul style="list-style-type: none">• Transgender Day of Remembrance (November 2022)<ul style="list-style-type: none">◦ Flag raising and social media posts providing information about the day.• 16 Days of Activism (November 2022)<ul style="list-style-type: none">◦ Co designed messages “To us respect is....” Displayed on bus shelters across Banyule.◦ Participation in the Reclaim the Night walk and BBQ hosted by Banyule Community Health.• International Day of People with Disability (December 2022)<ul style="list-style-type: none">◦ Event delivered through the Inclusive Seminar Series in partnership with the Sport and Recreation team.• Pride March (February 2023)<ul style="list-style-type: none">◦ Banyule City Council marched with Banyule Community Health and the Rainbow Space group under the Pride in the North banner.	<p>Council will continue to deliver events marking days of significance and will undertake thorough planning during the first half of the financial year. Council will seek partnership opportunities to co-design and deliver these events.</p>																																




		<ul style="list-style-type: none"> • Children's Week • Seniors Week 	<p>Council attended with members of the LGBTIQA+ Committee, Councillors and staff.</p> <ul style="list-style-type: none"> • Trans Day of Visibility (March 2023) <ul style="list-style-type: none"> ◦ Invite only event held at Ivanhoe Library and Cultural Hub with the raising of the Transgender Pride Flag and a breakfast to celebrate gender diversity in a safe space. • Harmony Week (March 2023) <ul style="list-style-type: none"> ◦ Community event delivered in partnership with Community Connections team. The event included performances and lunch. • IDAHOBIT (June 2023) <ul style="list-style-type: none"> ◦ Internal and external events held. ◦ Internal event delivered in partnership with Banyule Community Health and included a panel discussion by Banyule City Council CEO, Banyule Community Health CEO and Pride Centre CEO. ◦ External event held at Ivanhoe Library and Cultural Hub and included performances by local artists and a speech by member of the LGBTIQA+ Committee. • Refugee Week (June 2023) <ul style="list-style-type: none"> ◦ Community event focused on engaging young people around experiences of refugees. ◦ The event included sharing of stories from members of the Afghan Women's Soccer Team and an art therapy session. <p>See evaluation report for more details and outcomes from these events.</p> <p>Events were planned and delivered by cross Council teams:</p> <ul style="list-style-type: none"> • RU OK Day • World Elder Abuse Awareness Day • Sorry Day • NAIDOC • Reconciliation Week • Children's Week 	
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			<ul style="list-style-type: none"> Senior's Week 	
We will deliver an Accessible Communications Practice Guide		An Accessible Communications Practice Guide will be published.	<ul style="list-style-type: none"> Council partnered with Whitehorse City Council, Nillumbik Council, Yarra City Council, Moonee Valley City Council, Scope, Brotherhood of St Laurence to produce an accessible communication guide that will be available to council staff and the community. 	Council will continue to socialise this resource through networks and community organisations. Council will investigate the opportunities for additional training and support around this resource with partner local governments.
We will develop an Inclusive Grants Practice Guide		<p>27 Communities of Interest will be described on the City of Banyule community profile.</p> <p>A requirement to consider inclusion is integrated into Community Grants Guidelines</p>	<ul style="list-style-type: none"> Council developed an Inclusive Grants Practice Guide to support the granting process at Council. Communities of interest were updated on profile.id to better understand the needs of our community. 	Council will continue to socialise this resource with grants applicants and Council teams who plan and deliver grant rounds. Council will investigate the opportunities to embed this resource into existing grant resources and guidelines.
We will develop an Inclusive Events Practice Guide		An Inclusive Events Practice Guide published on Council's website.	<ul style="list-style-type: none"> Council developed an Inclusive Events Practice Guide, in consultation with the Arts & Culture Team. 	Council will continue to socialise this resource with community groups and council staff. Council will continue to work with the Arts and Culture team and identify opportunities to embed the resource within existing documents and resources.
We will deliver the 2022/23 Inclusive Employment program		15 local positions in 22/23	<p>The Inclusive Enterprise and Local Jobs team successfully delivered the 2022/23 Inclusive Employment program.</p> <ul style="list-style-type: none"> 87 applications were received 110 interviews were held 14 participants completed the program 1 participant did not finish the program The participants were spread across 14 teams and all four directorates. <p>At the conclusion of the program:</p>	The Inclusive Employment program will continue to be delivered with access improvements for key population groups


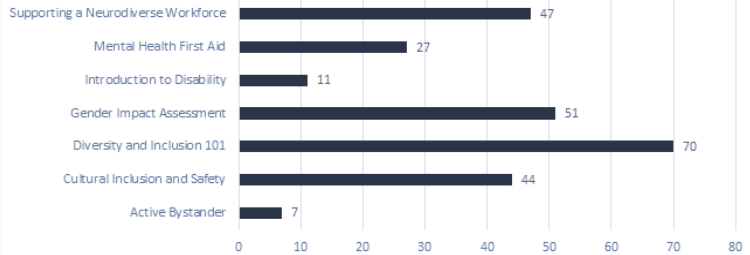
			<ul style="list-style-type: none"> • 5 people continued with employment at Banyule Council in part time/full time capacity • 6 people continued at Banyule Council on a casual basis (5 in IEP casual pool, 1 in Banyule Leisure) • 1 person secured permanent employment at Banyule Community Health • 2 people pursued further study opportunities aligned to their career aspirations. • 1 person was connected with employment service provider for ongoing support. • 5 transitional employment pathways were created for alumni of the Inclusive Employment Program. 	
We will create a program that supports employers with free tools, resources and access to recruitment services and local talent		A sustainable program designed and tested for fidelity.	<p>The Inclusive Jobs Service provides local businesses with the practical support and resources to build their inclusive employment practices, to increase opportunity and economic participation for local people experiencing barriers to employment.</p> <ul style="list-style-type: none"> • 5 people were supported into employment. • Employers included SPARK, Banyule City Council and Around Communities Aged Care. <p>The Local Jobs Fund created 5 employment opportunities that were hosted at Himilo Community Connect, BANSIC and Boots for All. This fund supports community organisations to access tailored inclusive recruitment support through Council's Inclusive Jobs Service and provide them with financial support to help cover associated wage costs of directly employing a Banyule resident that is unemployed and experiencing barriers to employment.</p> <p>Additional resources for business will be developed in 2023/2024.</p>	Council will continue to deliver the Inclusive Jobs service with additional resources for business development in 2023/2024.


<p>We will undertake Gender Impact Assessments on Council's new or reviewed services, programs, policies and strategies.</p>		<p>All policies, programs and services that have 'direct and significant impact on the public' will be assessed prior to being presented to Council.</p>	<p>In order to support staff to undertake GIAs, a process of building capacity was required. Therefore, a number of actions were implemented over this period to build staff capacity in order to complete GIAs for policies, programs and services that have a direct and significant impact on the public.</p> <p>GIA Training</p> <ul style="list-style-type: none"> Two GIA Champion training sessions were run in May 2023 51 employees participated in the sessions. Feedback from the sessions was positive, however, there remains a level of uncertainty among staff when explaining and completing a GIA.  <p>GIA Community of Practice</p> <ul style="list-style-type: none"> 2 GIA Communities of Practice were run separate to GIA Champions in 2022/23 27 October 2022 Community Impact hosted a GIA workshop for all staff. There were 30 attendees. 14 February 2023 saw 6 staff attend. This was much lower than 2022. <p>GIA Training Staff Feedback</p> <ul style="list-style-type: none"> Staff were asked to rate their understanding and confidence on topics such as gender equity and equality, intersectionality, applying a gender lens and gender disaggregated data. 86% of attendees reported feeling 'really' or 'somewhat' confident with the topics gender equity and gender equality. 	<p>Further Training</p> <p>Learning and development opportunities on the topics of intersectionality and gender disaggregated data will be important to support the completion of high-quality GIA's. Increased understanding from the leadership group was also a key piece of feedback from GIA Training attendees.</p> <p>Ongoing GIA Support and Toolkit</p> <p>Training attendees requested a range of additional supports to allow them to continue to develop GIA skills.</p> <p>GIA Community of Practice</p> <p>Comments throughout GIA Champion Training feedback requested more time, training, and ongoing support. The GIA Subcommittee are in the process of coordinating a regular 'community of practice' for GIA Champions to come together, as well as a GIA toolkit containing resources and ideas for staff to refer too. The first of these is booked for July 13.</p> <p>Intersectionality</p> <p>Council staff are still struggling with the use of intersectional gender equality during the GIA process. The Organisational Development Team is working on a strategy to increase knowledge and confidence in this space moving forward.</p>
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			<ul style="list-style-type: none"> 79% and 74% indicated feeling 'really' or somewhat confident with intersectionality and applying a gender lens respectively. Confidence with gender disaggregated data was the lowest with 60% of respondents indicating they feel 'really' or 'somewhat' confident. 40% indicated that they were 'on the way but not yet confident' or 'fairly uncertain' about gender disaggregated data <p>Completed GIA</p> <p>4 GIA have been completed:</p> <ul style="list-style-type: none"> Paid Parking Cash Collection Service Review Banyule Residential Parking Permit Policy Unreasonable Customer Behaviour Policy Bicycle Network Strategy <p>13 GIA are in progress.</p>	
We will seek to understand how disability presents differently in the workplace and community		<p>Information reports published specific to intellectual disability and vision impairment.</p> <p>Collation and promotion of 6 case studies that exemplify positive inclusion outcomes for local people with disabilities.</p>	<p>Two information reports were produced and provided evidence-based data and information on intellectual disabilities and vision impairment.</p> <p>Due to time constraints, two case studies were produced. These case studies discuss how disability presents in the workplace, with a focus on experiences of individuals with an intellectual disability and vision impairment.</p> <p>Information reports and case studies have been saved on Brian.</p>	Council will continue to socialise these resources with council staff.
We will map all current Disability specific networks and groups in Banyule		A local network map on Council's.	The database of local support services for people with a disability was reviewed and updated. These can be found on Council's website.	No further action.

We will identify key population trends based on 2021 Census data		Key population trends published on Council's website.	<p>Five presentations outlining key trends were delivered to:</p> <ul style="list-style-type: none"> • Councillors (8 Aug 2022) • Child and Youth Committee Meeting (23 Nov 2022) • Community Wellbeing (29 Nov 2022) • Banyule Community Health (11 Oct 2022 and 10 Nov 2022) <p>The Banyule and Precincts Demographic Profile were revised and published on BRIAN and now include up to date data from 2021 Census.</p>	Council will continue make data relating to key populations available.
We will produce social research reports on identified communities		<p>10 reports specific to:</p> <ul style="list-style-type: none"> • LGBTIQ+ communities • Older adults • People experiencing homelessness • Refugee and asylum seekers • Victim survivors • People with a disability • Children and young people • People experiencing poverty • People experiencing mental health issues • Faith communities 	<ul style="list-style-type: none"> • Produced 10 reports which have been made available on BRIAN. • Four of the reports have been updated with new data as it has been released. • These reports and information have been important when presenting to community stakeholders or answering their questions about issues in the municipality. For example, in the development of the Mental Wellbeing report which was attached to Inclusive Banyule Advisory Committee agenda in May 23 and informed the discussion on the MPHWP. 	Produce four additional reports. Revise the 10 reports from 2022-2023 with the updated structure that includes theories of change in each report. Keep reports up-to-date with current data as it is released.
We will deliver a Homelessness Protocol		Homeless protocol adopted.	<ul style="list-style-type: none"> • Council's Homeless Protocol was finalised in June 2023 and approved by EMT as an operational response to Customer and Officer reports of people sleeping rough around the municipality. 	Training to be delivered to the workforce regarding homelessness, responding with empathy, understanding the sector and referral pathways


			<ul style="list-style-type: none"> • It provides a position and direction to support staff in responding to and referring on people who are experiencing homelessness. • The development of the protocol involved secondary consults with Housing Support organisations, Safety and Wellbeing teams (internally) and collecting case studies from teams who are working with people sleeping rough. • The Homeless Protocol takes a social justice approach to homelessness while recognising that Council is not a specialist housing provider but can take a leadership position in demonstrating empathy and understanding. • As this protocol is an internal process, there has had limited public exhibition but through support from Merri Outreach Support Service has led to conversations about future opportunities to advocate for access to more services within Banyule. 	
We will fund the Midsumma in Banyule on QWere St event		Midsumma in Banyule on QWere Street.	<ul style="list-style-type: none"> • Banyule City Council funded the Montmorency Traders Association to run the QWere Street event in June 2023. • The event included activities, performances and stalls. • An additional \$7000 was provided to the Traders Association to cover the costs of security for the event due to public protests related to the drag community. 	
We will produce a Welcome Pack for Refugees and Asylum seekers		A Welcome Pack will be available for distribution.	<ul style="list-style-type: none"> • The Community Impact team developed a welcome pack which focused on Council services and programs that can support refugee and asylum seekers. • This resource was developed in consultation with local asylum seekers support groups and individuals with a lived experience to ensure the content was appropriate and met needs. 	Council to investigate ways to connect newly arrived migrant residents to community supports and groups.



<p>We will offer Diversity and Inclusion training to all Council staff</p>	<div></div>	<p>50% of Council staff complete the training</p>	<p>There were 550 instances of Diversity and Inclusion Training across Council staff in 2022/23. This includes:</p> <ul style="list-style-type: none">• 286 completions of mandatory e-learn module “Prevention of Sexual Harassment in the Workplace”.• 70 completions of Diversity Council Australia’s 3-part “Diversity and Inclusion 101” online modules.• Extensive Corporate Training Calendar\ <div><p>D&I Training Completions</p><table><tr><th>Training Module</th><th>Completions</th></tr><tr><td>Supporting a Neurodiverse Workforce</td><td>47</td></tr><tr><td>Mental Health First Aid</td><td>27</td></tr><tr><td>Introduction to Disability</td><td>11</td></tr><tr><td>Gender Impact Assessment</td><td>51</td></tr><tr><td>Diversity and Inclusion 101</td><td>70</td></tr><tr><td>Cultural Inclusion and Safety</td><td>44</td></tr><tr><td>Active Bystander</td><td>7</td></tr></table></div> <p>Diversity and Inclusion Training Success “Supporting a Neurodiverse Workforce” saw high engagement, with two sessions booked and a waitlist established. Enrolments saw engagement across both people leaders and officer level staff. This suggests that training around neurodiversity awareness is an area of keen interest for Council.</p> <p>“Cultural Inclusion and Safety” saw 3 out of 4 Executive Directors, and 3 Senior Managers attend. This combined with the attendance at April’s Inclusive Leadership - Banyule Leadership Network, suggests an interest in Inclusive Leadership training across executive and senior leadership.</p> <p>Banyule Leadership Network April 2023 – Inclusive Leadership</p> <p>77 people leaders attended the Banyule Leadership Network focusing on Inclusive Leadership. The workshop was hosted</p>	Training Module	Completions	Supporting a Neurodiverse Workforce	47	Mental Health First Aid	27	Introduction to Disability	11	Gender Impact Assessment	51	Diversity and Inclusion 101	70	Cultural Inclusion and Safety	44	Active Bystander	7	<p>A range of diversity and inclusion focused training opportunities will be made available to Council staff.</p>
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			<p>by Dr Bree Gorman, Diversity, Equity, and Inclusion specialist.</p> <p>Diversity and Inclusion Awareness Events</p> <p>In addition to Diversity and Inclusion Training, Council has committed to hosting awareness events for Council staff. These events are aligned to Council's Employee Inclusive Wellbeing Calendar. There was a total of 257 registrations across the first 3 events in this calendar for Q3 and Q4 2022/23.</p>	
<p>We will make progress towards addressing Universal Access issues in Council's community buildings</p>		<p>\$125,000 invested in Universal Access improvements.</p>	<ul style="list-style-type: none"> • \$20,000 of the budget has been spent on design costs for the Rosanna Fire Station Community Centre toilet upgrades. The toilet upgrades will be implemented next financial year due to high costs. The remaining budget has been rolled over to the next financial year. • Based on research to write the Universal Design Briefing Paper, it appears that the principles of universal design are a promising approach to uplift accessibility in Banyule 	<p>The following actions in relation to Universal Access issues have been included in the Community infrastructure Plan 2023-2033:</p> <ul style="list-style-type: none"> • Access improvements to Community Neighbourhood Houses and Community Halls will be prioritised. Advocacy for additional funds to address access barriers in Community Neighbourhood Houses and Halls. • Work in partnership with non-Council building owners to improve the accessibility and sustainability of their buildings and spaces. • Continue to work with Scouts Victoria and local groups to maximise use of scout halls. Includes: • Development of guidelines for Council funded scout programs that prioritize accessibility and amenity improvements and support a range of community activities.

				<ul style="list-style-type: none"> • Identification of funding and advocacy opportunities for scout hall improvements.
We will maintain the Rainbow Tick accreditation for our Older Adults Program		Successful renewal of Rainbow Tick accreditation.	<ul style="list-style-type: none"> • The Age Services Team were successfully accredited in November 2022 for three years. • All criteria were met with no corrective actions. The auditor's commented that " Banyule City Council understands the importance of diversity and inclusion for all employees and the communities it serves across the nine wards of North Eastern Metropolitan Melbourne. It has the vision to reflect its diverse community, internally and in service provision, including in the Aged Services stream". • The Rainbow Tick Accreditation has resulted in the Age Services able to apply for specific verification on the My Aged Care Portal to demonstrate our ability to provide safe and inclusive aged services to consumers who identify as LGBTIQ+. • The rainbow tick accreditation is now displayed on the Aged Services page within Banyule website. 	There will be ongoing maintenance of the rainbow tick and a mid-year assessment will take place 2024.
We will update Council's Inclusive Language Guide		A refreshed Inclusive Language guide published.	<ul style="list-style-type: none"> • Council's inclusive language guide was reviewed and updated. Once drafted, this resource was focus tested to ensure the information provided was informative to enable practice change across the organisation. • An Inclusive Meetings Guide was also developed, tested and will be added to the suite of inclusive resources available to Council staff and community. 	Council will continue to socialise this resource through internal mechanism, networks and community organisations.
We will deliver the AAA Inclusion@Sport Project		3 sports clubs completed the AAA Inclusion@Sports program.	Project overview: <ul style="list-style-type: none"> • Five sporting clubs joined the Inclusion@Sport project and meet every 4 – 6 weeks (8 meetings) • All clubs completed the online 101 Disability training session facilitated by Disability Sport & Recreation (5 sessions) • All clubs undertook a one-on-one session to review their Sport4All Self-Assessment 	Council is investigating a partnership with Sport4All. The 'Inclusion Coach' program would be a shared resource and would work with Banyule sporting clubs to further embed inclusive practices.

			<ul style="list-style-type: none"> • All clubs completed a workshop to develop their new initiative • Presentations were delivered to the Banyule Disability and Inclusion Advisory Committee and Banyule Disability Services Network • Workshops were held with the Banyule Disability and Inclusion Advisory Committee to develop the toolkit, facilitated by Council • Site Visit were undertaken with 4 Clubs to review self-assessment results <p>Outcomes:</p> <ul style="list-style-type: none"> • Clubs expanded their knowledge and changed their language • New partnerships have been created because of the project - Diamond Valley Athletics Club and Concord School • Learnings from the project were demonstrated in the club initiatives • Increased participation within sporting opportunities <ul style="list-style-type: none"> ○ Viewbank 14 registrations ○ Bundoora 4 registrations ○ Diamond Valley 12 attendees • Information collected through site visits has highlighted areas that council needs to improve on, not just the clubs. 	
We will deliver a discussion paper on Universal Design and Placemaking		A discussion paper completed and presented to Council for consideration.	<ul style="list-style-type: none"> • A draft paper has been developed. • Based on work done so far, universal design appears like a promising direction to uplift accessibility in Banyule. The paper has been delayed because it was originally written by a Community Impact staff member who has since resigned and progressing on it required other staff to become familiar with the topic. 	Present the discussion paper to stakeholders to determine best way to promote or implement universal design across Council.
Establish a dedicated Banyule website or landing page, that is		A dedicated, easy-to-use website is established.	This action has been divided into two phases: Phase 1: Discovery and options Phase 2: Design and build	Council to continue the delivery of phase 2 of this project.

<p>specifically tailored to providing advice, information and support to people with disabilities and their carers</p>			<p>Phase 1 has been the focus of the 22/23 period and has included:</p> <ul style="list-style-type: none"> • Analysis of best practical digital produces for people with disabilities • 20+ one-on-one interviews • Identification of key barriers to participation in local services, support programs and activities • Identification of key opportunities for greater engagement <p>Phase one also included completion of a user-focussed needs and options analysis to inform what end digital solution might be needed.</p> <p>Phase two involves the delivery of further digital solution improvements based on the research</p>	
<p>Develop a community data base to better inform the community of opportunities to participate or receive services. This will include options such as disability friendly programs. The database will be available on the dedicated Banyule disability website.</p>		<p>Deliver a data base/directory of local services and programs that is accessible to our diverse community. Work with communications to implement a compatible data capturing system. Map all current disability specific networks and groups in Banyule.</p>	<p>This action is being progresses as part of the broader website project.</p>	<p>Council to continue the delivery of phase 2 of this project.</p>

Actively engage advisory committees in community consultation for major developments of over \$5M		Establish a system for community advisory committees to participate and be recognised and remunerated for their contributions. Council is to consider remunerating all advisory and population committee members and receive a report on this within three months.	A discussion paper outlining options for payment and honorariums for committee members has been produced. This will be presented to Council in 7 August 2023. The paper provides Council with relevant background, best practice, and possible options in which to make a decision.	Council to implement decision of Council regarding Honorariums and will continue to engage relevant stakeholders in consultations related to major developments of \$5 million.
Provide opportunities for advisory committees to inform, and if appropriate, review key changes and upgrades to Council's Website.		Deliver an Accessible Communications Guide to establish best practice changes to communication channels including the website.	Accessible Communications Guide has been developed. The Disability and Inclusion, LGBTIQA+ and Multicultural Committee all provided suggestions for improvements to Council's website. These include: <ul style="list-style-type: none"> • More plain English language • Ensuring information provided on website is up to date • Calendar of days of significance • Directory of groups in the community 	Council will continue to improve website accessibility and quality of information, informed by population committees and the broader community.

Case studies

Inclusive Seminar Series

Council identified that the importance of raising awareness of diversity in our community and committed to planning 6 seminar sessions to share experiences, showcase data and research to build understanding of different communities. In order to do this, Council established a working group where members from the Population Committees could self-nominate to work together to develop the project.

Working Group

7 committee members expressed interest in joining the inclusive seminar series working group and committed to meeting regularly to plan the project. The working group started by identifying a list of possible focus topics and discussing the focus of the sessions, target audiences and promotional opportunities. The working group also provided valuable insight and suggestions on way Council could ensure the sessions were as inclusive as possible. This included providing clear information about what a participant could expect at the session prior to attending, the provision of a quiet space for participants to take a break at any time and the provision of a visual social story. Terms of Reference for the working group were established and a schedule of meetings was discussed.

Attendance at the working group meetings was very high to start but began to reduce as following the success of the first session. Two members had to resign from the working group, one ceased to respond to emails and by January 2023 only two members attended meetings. The working group did not function as it was intended and if this model was to be repeated, there would need to be increased focus on the establishment and function of the working group.

Session 1: Running Inclusive Events and Programs (October 2022 – external December 2022 – internal)

- This session was facilitated by members of the Community Impact Team with group discussions supported by other members of Council. The session was recorded and made available on Council's website.
- 41 people registered for the session and 21 attend. Approximately 10 people enquired about accessing to the session recording once complete.
- Limited evaluation feedback was received from participants, however the results showed:

	Before the session	After the session
Understanding of inclusion	3/5	4.67
Confidence to apply inclusion principals	2.79/5	4.33/5
Practical ideas and strategies that can be used to make your events or programs more accessible		100%

Content from this session was used for the development of the Inclusive Events Guide.

- In partnership with Community Engagement, the Community Impact team re delivered the Running Inclusive Events and Programs seminar to approximately 20 staff.
- The session focused on building understanding and confidence around delivering inclusive events and engagement activities. At the completion of the session, staff rated the session:

	After the session
Understanding of inclusion	4.5/5
Confidence to apply inclusion principals	4.2/5
Practical ideas and strategies that can be used to make your events or engagement activities more accessible	4.4/5

- Staff also made commitments to change around their practice at the conclusion of the session including: being more aware of audiences, seeking input/advice from others, dedicating time to plan for inclusion, use of pronouns/visual descriptions when introducing self, accessibility in communications.

Session 2: Disability Inclusion in Sport and Recreation (November 2022)

- This session was delivered in partnership with the Sport and Recreation Team who identified that clubs had expressed interest to learn ways they could be more inclusive. The session was facilitated by Sport4All who employ people with a lived experience of disability. Sport4All's purpose is to provide people with disability the opportunity to participate in club and school sports when, where and how they choose. This event also acknowledged International Day of People with Disability and provided information and resources for participants to use within their clubs.
- Sporting and recreation clubs from across Banyule were invited, 27 people registered and 21 attended.
- The keynote address was delivered by Ahmed Kelly, three-time Paralympic swimmer followed by a session delivered by Sport4All which covered: difference between disability, accessibility and inclusion, overcoming misconceptions and unconscious bias, inclusive communication and language, inclusive coaching styles, building an inclusive mindset and the importance of an inclusive club culture.
- The session was recorded and made available on Council's website.
- Limited evaluation feedback was received from participants, however the results showed:

	After the session
Improve confidence in applying disability inclusion principles in your work	4.5/5

Practical ideas and strategies to make sporting clubs more accessible for people with disabilities	100% yes
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Session 3: Active Bystander (March 2023)

Active Bystander

- The Active Bystander session targeted Banyule City Council staff and aimed to equip participants with practical tools to contribute to creating safe, inclusive, and equitable spaces which address and prevent discrimination and inequity.
- 12 staff members registered to attend the session and 7 attended.
- The topic was selected as bystander action was identified as an effective strategy to reduce discrimination and inequity in peer groups, workplaces and communities.
- Following the delivery of the session, Community Impact team investigated other opportunities to deliver this training to staff at Shop 48 and Barrbunin Beek
- The session was described as: insightful, empowering, important, useful, interesting and informative by participants.
- Participants reported take home information from the session including: "Action can always be taken, you just need to match it to the scenario", "Calling in can be as effective as calling out", "I can still be an active bystander by not intervening directly".

	Before the session	After the session
Confident to be an active bystander to prevent discrimination in the community	5.6/10	8.3/10

Session 4: Safe and Ethical Story Telling and Community Engagement (April 2023)

- The Safe and Ethical Story Telling and Community Engagement session was delivered by Our Race, an anti-racist Story Telling social enterprise who take a collaborative approach to creating safe, ethical Story Telling processes across media, arts, marketing and communications, research through to advocacy and community engagement.
- 38 people registered for the session and approximately 28 attended.
- Insufficient evaluation feedback was received to report on the impact of the session.

Session 5: Inclusive Employment Webinar (June 2023)

- The Inclusive Employment Webinar was delivered in partnership with the Social Enterprise and Local Jobs team with support from Economic Development.
- The webinar was delivered by Lisa Annese, CEO Diversity Council Australia.
- 47 people registered for the webinar.

- Participants reported that the information and examples provided helped improve their understanding around inclusive employment (score 4.4/5).
- 80% participants reported feeling more confident to apply inclusive employment principles to their work.

Session 6: Inclusive Employment Workshop (June 2023)

- The Inclusive Employment workshop was planned in partnership with the Social Enterprise and Local Jobs team with support from Economic Development. The workshop was designed to offer practical information to employers about improving inclusive employment practices.
- Despite broad promotion of the event, registrations for local employers were very low. A decision was made to cancel the workshop and provide individual support to the employers. As a result of this, Print Media Group became the first Employer to sign up for the 'redesigned' Inclusive Jobs Service. The company has over 200 employees plus casuals and 2 sites, Heidelberg and Scoresby.

Summary

- Despite wide ranging promotional efforts for each session, approximately 135 people total participated.
- Council received positive feedback from participants and recorded improvements in knowledge and confidence around the topic.
- Staff time to deliver this project was extremely high

Inclusion@Sport

Challenges:

- Deciding on a self-assessment tool was more difficult than expected as Clubs preferred a combination of the self-assessment tools
- Locating an inclusion action plan template was difficult, all of the examples provided were too high level for a grassroots club
- Creating club initiatives took longer than expected with program starting in May instead of March
- Engaging more people with a disability in the project was a challenge. The Banyule Disability and Inclusion Advisory Committee only represents a small proportion of the Banyule community
- One club had to leave the project due to capacity limitations

Bundoora Tennis Club are currently running a 5-week wheelchair tennis program on Sunday afternoons. Each session so far has had 4 participants, with 5 total participants across the program.

Quote from mother of participant: "Just want to let you know that we have been thoroughly enjoying the wheelchair tennis sessions and it's great that children with disabilities get to build their confidence through doing sports which in conventional sports they are usually not able to do.

If you do decide to carry on the wheelchair tennis in the future at your club please do notify us and we will happily come along."

IDAHOBIT

On May 17 2023, Council marked International Day against Homophobia, Biphobia, Intersex Discrimination and Transphobia (IDAHOBIT) with two events which aimed to elevate awareness and inclusion for the LGBTIQ+ Community.

An internal event was held for Banyule City Council and Banyule Community Health staff which included a lunchtime panel discussion featuring Justine Dalla Riva (CEO, the Pride Centre), Mick Geary (CEO, Banyule Community Health) and Alison Beckwith (CEO, Banyule City Council). Over 65 staff members attended and engaged in the conversations, and many provided feedback following the event and acknowledged the importance of sharing lived experience and creating a culture of inclusion at work. The planning for this event was supported by Banyule Community Health and People & Culture.

An external event for community was held at Ivanhoe Library and Cultural Hub to support local artists to tell their stories through music and poetry. The event featured performances from Fleassy Malay from MotherTongue, Aimee Francis and Michelle McNamara and welcomed members from the community to come together and reflect on what it means to be seen and included. Feedback from the participants was recorded and will support planning for next year's event.

The event was attended by over 30 community members. The feedback for this event highlighted how the community feels about the importance of Council showing up and standing up against discrimination in the community. Due to recent events, a comprehensive risk assessment was created for this event, fortunately there were no reported incidents.





Inclusion Toolkits

A focus of the year 1 Inclusive Banyule Action plan was to create resources to build capacity for practice change around inclusion. To do this, a series of inclusion resources were developed by the Community Impact team. These resources were developed for internal and external audiences in mind and aimed to provide the user with an understanding of why inclusion is important and a list of steps that can be taken to uplift inclusive practice. The Inclusion Toolkit includes five resources:

- Inclusive Language Guide
- Inclusive Meetings Guide
- Inclusive Events Guide
- Accessible Communications Guide
- Inclusive Grants Guidelines

Each of the resources was researched and developed based on evidence and best practice for the topic. An intersectional approach was taken to ensure users have a broader understanding of inclusion and key population groups who experience exclusion. The inclusive language and meeting guides were focused tested with 4 Community Wellbeing teams and the Executive Assistance team, feedback was collected and the resources refined.

The development of the Accessible Communication Guide took a different approach.