

Inclusive Banyule

Achievements Report – Year 2 – 2023/2024








Summary



Council takes an intersectional, adaptive methodology to inclusion. Our approach is targeted and intentional and features a blend of planned and deliberately emergent activities that create multiple and sustainable community benefits. As a result of consultation with communities, partners and identified priority groups, Council will pursue a range of actions that relate to and make progress towards achieve Council's inclusion objectives outlined in the ***Inclusive Banyule Plan 2022-2026***. Projects will be delivered through partnerships between various business units within Council, and with advice and support from Banyule's Advisory and Population committees.





Objectives		Focus areas		Community issues	
O1	Being an equitable and inclusive workplace and increasingly diverse workforce.	F1	Addressing perceptions & attitudes	C1	Accessible and social housing
O2	Delivering equitable and inclusive services, places and spaces.	F2	Elevating visibility & awareness of diversity	C2	Social infrastructure
O3	Recognising and strengthening diverse communities and neighbourhoods.	F3	Identifying & addressing systemic barriers to inclusion	C3	Connected and cohesive communities
		F4	Understanding the lived experience of people	C4	Employment pathways and workplace conditions
				C5	Mental health and support services
				C6	Family violence
				C7	Gender equity
				C8	Environment and sustainability
				C9	Fairness and safety.

Uplifting LGBTIQ+ Inclusion





	ACTION	COMPLETED	ACHIEVEMENTS
1.1	We will continue to elevate visibility and awareness of LGBTIQ+ communities through events, activities and advocacy.		<p>During the 23/24 financial year, Council delivered a range of events, flag raisings and acknowledgements to raise visibility and awareness of our LGBTIQ+ community. The days celebrated and acknowledged included: Midsumma Festival, Trans Day of Visibility, IDAHOBIT, LGBTIQ+ Pride month, Wear it Purple Day, Bisexuality Day, International Lesbian Day, Intersex Awareness Day and Trans Day of Remembrance and World Aids Day.</p> <p>See the case study below for a more detailed report on the IDAHIBOT event, We Are Exhibition.</p>
1.2	We will continue to research key issues of family violence, gender equity and mental health and use this information to address barriers to inclusion in Council's services, programs and events.		<p>The Family Violence Social Research report has progressed to the final draft stage and will be completed in the 24/25 financial year. In addition, work has commenced on creating a simplified summary of the report to enhance its usability in Gender Impact Assessments (GIAs) and to inform other opportunities for the Council to adopt a primary prevention approach to family violence.</p> <p>To continue to build an intersectional understanding of family violence, gender equity and mental health, the Banyule Nillumbik Family Violence Network have committed to building sector understanding of experiences of Family, Domestic, Intimate and Gendered Violence for the LGBTIQ+. This has included subject matter expert presentation from LGBT Domestic Violence Awareness Foundation and suicide prevention specialist regarding behaviours that might be more commonly aligned with people who identify themselves as a member of the LGBTIQ+ community, and included case studies and information relating to homelessness, health and wellbeing matters and the need for an intersectional lens on technology facilitated abuse.</p> <p>Through Women's Health in the North's 'Building Respectful Communities' strategy, opportunities have been emerging to increase work in the primary prevention of gendered violence with a gender diverse lens. Women's Health in the North have been partnering with the Zoe Belle Gender Collective to deliver training and build a trans and gender diverse lens to the work they are undertaking.</p>





1.3	We will deliver a feasibility study to explore the establishment of a memorial in the North, acknowledging those who have been lost to AIDS and discrimination.		<p>Following a recommendation from the LGBTIQA+ Committee, a study into the feasibility of establishing a local LGBTIQA+ memorial was undertaken. In the period between July 2023 and June 2024, a committee working group was established to finalise the feasibility study. The feasibility report identified that a memorial to those lost to LGBTIQA+ discrimination would support community impacted to commemorate, reflect and honour lives lost. The space needs to be accessible, visible, include a quiet place for contemplation and reflection, commemorate and be aesthetically appealing and designed in consultation with people with lived experience. The findings were presented to Councillors via a briefing in June 2024. At the June 2024 meeting, the LGBTIQA+ Committee were informed to proceed to the next phase of the project, which included identifying a location and costings for the project, then prepare to lobby for funding through Council, State Government and peak bodies.</p>
1.4	We will convene bi-monthly LGBTIQA+ Committee meetings.		<p>During the period of July 2023 and June 2024, the LGBTIQA+ committee met on 6 occasions, with an average of 14 members and attendance rate of 65%. Over this period the committee discussed a range of themes including protecting human rights, inclusion and intersectionality, representation and participation, inclusive and accessible services and community, connection and culture, and data, research and evidence. The committee supported Council to progress 11 Inclusive Banyule actions, including the delivery of days of significance events, a study of the feasibility of establishing a LGBTIQA+ memorial, building LGBTIQA+ inclusion in sport, and piloting an older adults social connection group. The committee made one key recommendation and as a result Council received and considered the Fuelling Hate report, which addressed issues of abuse, harassment, vilification and violence.</p>
1.5	We will review the Inclusive Business Guides to support businesses to uplift LGBTIQA+ inclusive practice.		<p>Following a review of the current Inclusive Business Guides, and through conversations with Merri-Bek Council and the Brotherhood St Laurence and the Population Committees, it was identified that the Guides did not respond to the needs of businesses. It was noted that, particularly small businesses, are struggling with viability issues specifically in response to cost of living pressures and have noted that they require practical supports as opposed to written guides.</p> <p>The Inclusive Local Jobs Officer in the Inclusive Enterprise and Local Jobs team is actively providing practical support in partnership with employment service providers. Therefore, the guides will be combined into a set of inclusion principles based on the</p>




			Australian Human Rights Commission advice and a guide to improving physical business infrastructure will be adopted.
1.6	We will work with peak bodies and local sporting clubs to build LGBTIQ+ inclusive practice, with a focus on gender diverse access and participation.		<p>In August 2023, a recommendation from the LGBTIQ+ Committee was made to Council requiring sporting clubs to display the Banyule Diversity statement. The following was adopted "Council requires all sporting clubs to display the Banyule Diversity Statement on their websites and is highly visible within club premises and this should be a requirement contained within lease and seasonal allocation agreements. In addition, Council needs to ensure education is provided to clubs to build culture of inclusion".</p> <p>A LGBTIQ+ Committee working group was established to progress this recommendation and it was agreed that statements, messaging and signage are important, although not sufficient on their own to achieve the meaningful change required. A decision was made to focus on an education-first approach, promoting leadership and best practice. A partnership was developed between Council's Sport and Recreation and Community Impact teams and Proud2Play – a peak body supporting LGBTIQ+ inclusion in sports clubs across Australia. The first stage was the Rainbow Ready Clubs program which will support 1-3 selected clubs to upskill and improve their LGBTIQ+ inclusive practice over a 6-12 month period, and further clubs will be supported with education, practice and policy improvements over this time.</p>
1.7	We will scope the establishment of a dedicated and culturally safe LGBTIQ+ social meeting place in Banyule.		<p>With support from the LGBTIQ+ Committee working group and Banyule Community Health, Council launched the Golden Rainbow LGBTIQ+ social connection group on 29th February at the Bellfield Community Hub. Fortnightly coffee catch ups were supported throughout April to June 2024, with growing attendance and interest from residents across the north of Melbourne. Council will continue to support the group to meet monthly until December 2024.</p> <p>An LGBTIQ+ Committee working group was established to scope the establishment of a dedicated and culturally safe LGBTIQ+ social meeting space. To make progress, the working group identified three key markers of an LGBTIQ+ inclusive public space and these are trust and recognition, culture and belonging and embedded diversity and inclusion. A partnership was formed with Greenhills Neighbourhood House to test these markers. This project will continue as it was agreed that a long-term focus on utilising the inclusion of LGBTIQ+ community in public spaces is required.</p>

1.8	We will support the delivery of a Midsumma Festival event in Banyule.		The Montmorency Traders Association were funded to deliver the 2024 Midsumma festival event. The LGBTIQ+ Committee provide advice to ensure the event met the minimum criteria and Midsumma Festival objectives. The event was held on Were Street in Montmorency on 3rd February, featuring an exciting line up of LGBTIQ+ and ally performers, and attracting an estimated 500 attendees.
1.9	We will continue to advocate for accurate data collections processes to address local data gaps.		<p>The Australian Bureau of Statistics Standard for Sex, Gender, Variations for Sex Characteristics and Sexual Orientation Variables has been referenced in internal conversations to progress updates to data collection methodology for LGBTIQ+ communities. Modifications to practice have been made in community engagement and Council will continue to explore trialling and integration across Council's data collection platforms.</p> <p>Council advocated to the State Government to improve data collection practices associated with the Community Satisfaction Survey. Advocacy achieved a positive, incremental result whereby the quality of the gender questions has improved.</p>
5.3	We will pilot an LGBTIQ+ older adults social connection group.		<p>The Golden Rainbow Coffee Catch for older LGBTIQ+ adults commenced on 29 February 2024 lead by the LGBTIQ+ Committee.</p> <p>The program has provided opportunities for older LGBTIQ+ community members to attend a fortnightly drop in social connection program located at the For Change Cafe in Bellfield.</p> <p>Council's Community Connections team has committed to supporting the program while it becomes more established as an ongoing community program.</p>
5.6	We will maintain Rainbow Tick Accreditation for our Older Adults support programs.		The Age Services Team were successfully accredited in November 2022. They maintain this accreditation until December 2025.




Uplifting Multicultural Inclusion





	ACTION	COMPLETED	ACHIEVEMENTS
2.1	We will investigate ways to connect newly arrived migrant residents to community supports and groups.		Council made contact with key local organisations to better understand the social connection and community support opportunities that are available for newly arrived migrants in Banyule. The outcomes from this mapping and the research around social groups for older adults will be utilized in planning the year 3 Inclusive Banyule Action Plan and will consider how this information can support improved social connections in the community.
2.2	We will continue to advocate for further funding for the Salhdig project, focusing on supports for Somali-Australian young people and their families.		<p>The Youth Services team successfully acquitted the Saldhig grant, exceeding expectations with the support of two years of funding from the Victorian Government. This project impacted 4000 community members and involved collaboration with 35 local Banyule organizations. This project had a positive impact in the Somali-Australian Community.</p> <p>Banyule Youth Services recently received the LGPro Local Community Excellence Award and was highly commended in the Local Government category at the Victorian Multicultural Awards.</p>
2.3	We will review and update the information on Council's website to ensure it is relevant and useful for multicultural communities.		A review of website content and benchmarking across other councils has been completed. The proposed changes were discussed with the Multicultural Committee during the June 2024 meeting. Further action to create a wireframe of the new pages has commenced and expected to be completed in the next financial year.
2.4	We will continue to monitor refugee and asylum seeker arrivals in Banyule and distribute our Welcome to Banyule for refugees and asylum seekers resources through local community organisations.		Refugee and asylum seeker data was monitored throughout the financial year. Additional data was accessed from the department of Home Affairs to gain an understanding on the number of humanitarian arrivals in Banyule between 2000 and 2024. This data provided greater insight into refugees and asylum seekers in Banyule, their country of birth, ethnicity, languages spoken, age and religion.





2.5	We will promote the use of translation and interpreter services within Council services.		Council has reviewed and updated its accounts for interpreting services, ensuring key contacts and booking processes are correct. This includes managing two accounts for non-English speaking interpreters and one for Auslan. Updates to the booking process have been implemented on Council's intranet page, and internal communications have been developed and staff encourage to utilise these services effectively.
2.6	We will promote participation in cultural-based older adults groups in Banyule.		<p>Research was undertaken to gain a more in depth understanding of cultural-based older adults groups in Banyule. The research included gathering an understanding of the cultural-based groups that currently exist in Banyule and was broadened to include groups which met around a particular interest of topic eg music, gardening, art. The research also summaries the barriers and enablers for participation in cultural-based older adults group.</p> <p>The findings from this research were presented to the Multicultural Committee and Age Friendly Committee for feedback and discussion around next steps to promote and support social inclusion for culturally diverse older adults in Banyule.</p>
2.7	We will participate in a research project with Victoria University to understand reporting barriers and support needs of people experiencing racism		<p>Council partnered with Victoria University in October 2023 for the 'Understanding Reporting Barriers and Support Needs of People Experiencing Racism' research project. Between October and December 2023, 4 peer facilitators were identified and supported to run focus group sessions in their community and 54 responses were collected for the online survey.</p> <p>A preliminary report for Banyule was shared in March 2024, and a presentation was given to the Multicultural Committee in April 2024. A detailed report will be made public after July 2024.</p>
2.8	We will convene bi-monthly Multicultural Committee meetings.		During the period of July 2023 and June 2024, the Multicultural Committee met on 6 occasions, with an average of 12 members and attendance rate of 62%. Over this period the committee discussed a range of themes including progressing all 9 Inclusive Banyule actions relating to multicultural community. The committee had a big focus on experiencing racism in the community and supported the data collection from the Victoria University research project, supported planning and ideas to celebrate cultural diversity through events and the importance of inclusive communication.





2.9	We will continue to elevate visibility and awareness of multicultural communities through events, advocacy and days of celebration.		<p>Council delivered two multicultural activities to mark Harmony Week and Refugee Week during this period. The focus was on raising visibility and awareness of our diverse multicultural communities. The 'Back Your Neighbour' campaign lead by the Mayoral Taskforce was the focus for the Refugee Week period and was marked by coordinated statewide advocacy by councils and sharing community resources to address issues faced by asylum seekers.</p> <p>In addition, Council acknowledged a range of days important to our multicultural communities including Lunar New Year, Ramadan, Holi, Easter and Orthodox Easter, Vesak and Diwali.</p>
2.10	We will review the Inclusive Business Guides to support businesses to uplift inclusive practice for multicultural communities.		<p>Following a review of the current Inclusive Business Guides, and through conversations with Merri-Bek Council and the Brotherhood St Laurence and the Population Committees, it was identified that the Guides did not respond to the needs of businesses. It was noted that, particularly small businesses, are struggling with viability issues specifically in response to cost of living pressures and have noted that they require practical supports as opposed to written guides.</p> <p>The Inclusive Local Jobs Officer in the Inclusive Enterprise and Local Jobs team is actively providing practical support in partnership with employment service providers. Therefore, the guides will be combined into a set of inclusion principles based on the Australian Human Rights Commission advice and a guide to improving physical business infrastructure will be adopted.</p>
2.11	We will promote community food initiatives that connect the community and builds sustainability and capacity in food security and access.		<p>Throughout the 23/24 period, efforts were made to promote a stronger connection to community food initiatives through Urban Food Working Group. Since its inception, mapping of Banyule food assets has taken place to understand the current landscape of Banyule's food environments to better understand strengths and gaps.</p> <p>Facilitated connection between Bundoora Secondary College and Local Food Connect to further develop and implement the Urban Agriculture Education Centre including development of a market garden, inclusion of agriculture and horticulture VET program, and a community joint use agreement to ensure community access and participation after school hours.</p> <p>Participation including secretariat support for the Emergency Relief Network and Community Garden Network.</p>

Uplifting inclusion for people with disability



	ACTION	COMPLETED	ACHIEVEMENTS
3.1	We will review the Inclusive Business Guides to support businesses to uplift inclusive practice for people with disability.		<p>Following a review of the current Inclusive Business Guides, and through conversations with Merri-Bek Council and the Brotherhood St Laurence and the Population Committees, it was identified that the Guides did not respond to the needs of businesses. It was noted that, particularly small businesses, are struggling with viability issues specifically in response to cost of living pressures and have noted that they require practical supports as opposed to written guides.</p> <p>The Inclusive Local Jobs Officer in the Inclusive Enterprise and Local Jobs team is actively providing practical support in partnership with employment service providers. Therefore, the guides will be combined into a set of inclusion principles based on the Australian Human Rights Commission advice and a guide to improving physical business infrastructure will be adopted.</p> <p>Council will investigate sharing the Good for Good Business guide with local businesses.</p>
3.2	We will review our website information on volunteering to better support people with disability to connect with local volunteering and job opportunities.		Following the adoption of the Banyule Volunteer Policy, and informed by a Gender Impact Assessment, a range of updates were made to Council's website to provide clearer guidance on volunteering roles and responsibilities. Volunteering opportunities for people with disability were scoped under the heading of "Connecting" in the new People with Disability webpages.
3.3	Other employment actions that enhance opportunities for people with disability are represented in the employment section below.		See points 6.1 – 6.5 for updates on employment.

3.4	We will implement stage 2 of our disability website project.		As a result of significant investment and collaboration with the disability community, Council launched the new disability webpages on Council's website. The key achievements include re-orientating the focus from the disability to the outcomes a person with disability might want to achieve. Improvements were made to the quality of the information, including a specific focus on how to start the journey to getting supports and building connections, moving away from a directory to a list of services that can support individuals on their journey to get support, and consolidated information on how Council can be of assistance to community members. The web content was tested on multiple occasions and the project is considered completed, with routine reviews required to maintain its relevance.
3.5	We will create access guides for Council's major civic facilities and community halls for hire.		<p>In October 2023, the Disability and Inclusion Committee provided feedback on the important information to include in information about Council's community buildings. The committee provided feedback on parking and entry, restroom facilities, accessibility features and general information.</p> <p>In April 2024, the Disability and Inclusion Committee made a recommendation to Council to consider investigating the adoption of the Cerge platform for Council's buildings like Ivanhoe Library and Cultural Hub. Council has been working with Cerg to develop a page for ILCH which will include a social story and visuals from entry to all areas in the facilities, access guide, communication board and audio guide.</p>
3.6	We will publish Easy English versions of the Community Vision, Council Plan and Inclusive Banyule Plan on Council's website.		<p>The Easy English versions of the Community Vision, Council Plan, and Inclusive Banyule Plan have been successfully published on Council's website. The Auslan version of Inclusive Banyule has also been uploaded. This was completed in August 2023.</p> <p>The provision of these resources will enhance accessibility and inclusivity, allowing more community members to engage with our strategic documents. Moving forward, we plan to update these documents regularly and expand our range of Easy English materials to further support our residents.</p>
3.7	We will create a social story and sensory map for Malahang Festival and Carols by Candlelight.		Social stories were developed for both the Malahang Festival and Carols by Candlelight events. These social stories were uploaded to the events pages of Council's website.




3.8	We will add additional accessibility and language features to our website to improve access.		As a result of significant investment and collaboration with the disability community, Council launched the new disability webpages on Council's website. The key achievements include re-orientating the focus from the disability to the outcomes a person with disability might want to achieve. Improvements were made to the quality of the information, including a specific focus on how to start the journey to getting supports and building connections, moving away from a directory to a list of services that can support individuals on their journey to get support, and consolidated information on how Council can be of assistance to community members. The web content was tested on multiple occasions and the project is considered completed, with routine reviews required to maintain its relevance.
3.9	We will continue to make improvements to Council's community buildings to improve disability access.		<p>\$125,000 was invested in Universal Access improvements. This included:</p> <p>Upgrade to the accessible toilet at Rosanna Fire Station was completed in May 2024. Cost was approximately \$115,000.</p> <p>Access improvements, based on accessibility audit reports for Community Neighbourhood Houses and Community Halls were not completed in 2023-2024. This work will be undertaken this financial year. Community Infrastructure Planner, with capital works team prioritise these improvements based on the Banyule Access Audits, undertaken in 2021.</p> <p>The action below has been included in the Draft Fair Access Policy and Action Plan.</p> <ul style="list-style-type: none"> • Review the existing audit of community sports infrastructure and the pipeline program of sporting capital projects to ensure the following: • Incorporation of universal design principles. • Delivery of inclusive, accessible facilities that meet sporting code standards.
3.10	We will make it easier for community to report access issues in Council's major activity centres.		In consultation with the Disability and Inclusion Committee and based on learnings generated from other local government areas, it was identified the most effective way to make it easier for community to report access issues is to use the 'Report it to us' tab on Council's website. All administration work required to process reports of access issues has been complete. The next steps include informing the community on how to report issues.
3.11	As we progress activity centre planning, we will focus on the consideration of disabled parking.		<p>The On Street Parking Management Frameworks was reviewed in 2024 and looks at all on street parking in the municipality. On Street Parking is allocated on a hierarchical basis depending on the hierarchy of road user.</p> <p>Council will provide accessible parking spaces in accordance with the Building Code of Australia and also in accordance with the relevant DDA standards. Council will also be</p>




			<p>considerate of any requests from the community for additional accessible car parking spaces in commercial centres and activity centres in the municipalities.</p> <p>A disabled parking bay layer is available on SSA which can be used to find the total number of bays in each area.</p>
3.12	We will work with the Office for Disability to prepare Council for proposed Disability Act amendments.		<p>Over the past year, we have reviewed the existing council reports regarding the proposed amendments to the Disability Act and maintained an open dialogue with the Office for Disability about these amendments.</p> <p>This phase of our work is now complete until further information is released. We continue to keep an open line of communication with the Office for Disability, who have informed us that there is unlikely to be any progress on the proposed amendments in this financial year.</p>
3.13	We will convene bi-monthly Disability and Inclusion Committee meetings.		<p>Between July 2023 and June 2024, the Disability and Inclusion Committee convened on 6 occasions. The number of members fluctuated over the term of the committee, with an average of 12 members and 57% attendance rate. The committee focused on providing advice to Council on communication, accessibility and universal design, days of significance and employment. The committee supported Council to achieve 15 Inclusive Banyule actions including a review of Council's website information, improving accessibility information for Council's community buildings and publishing Easy English versions of Council's key documents. In this period the committee made three recommendations to Council, which resulted in Council adopting the use of the Disability Pride flag and focusing on disability inclusion during Disability Pride month in July each year.</p>
3.14	We will continue to elevate visibility and awareness of people with disability through events, advocacy and days of celebration.		<p>To raise visibility and awareness of people with disabilities, Council adopted the use of the Disability Pride Flag and flew this flag during Disability Pride Month in July 2023. Council acknowledged International Day of People with Disability on 3 December 2023, partnering with VALID to host a book launch lunch at the Ivanhoe Library and Cultural Hub.</p>
3.15	We will support the Banyule Disability Services to meet on a quarterly basis.		<p>Three Disability Services Network meetings occurred between July 2023 and June 2024. The purpose of these meetings was to facilitate information exchange to raise visibility, awareness and connection between disability services providers in Banyule. It was noted that whilst registrations to participate remained strong, attendance rates were significantly lower than the same period in 2022/23 and a review of the network will occur.</p>

Uplifting First Nations Inclusion

	ACTION	COMPLETED	ACHIEVEMENTS
4.1	We will support community education activities leading up to the Referendum on a Voice to Parliament.		Council hosted major events to provide educational opportunities to the community. These events included an in conversation with Thomas Mayo, panel discussion with Uncle Charles Pakana, Professor Andrew Gunstone and Professor Cheryl Saunders OAM and finally a Referendum Q&A to discuss all sides.
4.2	We will feature and celebrate First Nations contributions to our local culture as part of Creative Banyule.		<p>Throughout 23/24 First Nations culture has been featured and celebrated as part of Creative Banyule. This has included:</p> <p>The <i>2023 Banyule Award for Works on Paper</i> was awarded to a collaborative artwork by Yorta Yorta elder, Aunty Rochelle Patten and local artist Katie Howard.</p> <p><i>Conduit</i> exhibition by artists Peta Clancy and Jo Scicluna to celebrate National Reconciliation Week and NAIDOC.</p> <p>In addition, the following Council services have been provided to First Nations community and municipal community as a whole:</p> <ul style="list-style-type: none"> • developing Aboriginal and Torres Strait Islander programs • embedding of the previous Reconciliation Action Plan • developing the new Aboriginal Self-Determination Strategy and Action Plan • leading community relationship and support particularly regarding Traditional Custodians and community Elders • leading actions related to the Uluru Statement from the Heart • coordinating the Reconciliation Action Plan Advisory Committee • overseeing and supporting the Barrbunin Beek Aboriginal Gathering Place.

Uplifting Older Adults Inclusion

	ACTION	COMPLETED	ACHIEVEMENTS
5.1	We will deliver an Older Adults Framework that outlines how we will continue to improve the liveability of Banyule for older adults.		The Older Adults Framework renamed Ageing Well in Banyule Framework 2024 - 2030. The Framework was codesigned with the Older Adults Framework Codesign Working Group made up of Age Friendly Committee members and Age Friendly Champions. Community feedback was provided by over nearly 500 community members, their input helped define the four key commitments and 29 goals. The Framework was adopted by Council on 26 February 2024 and officially launched at the Older Adults Walkathon on the 23 of April 2024.
5.2	We will deliver the Banyule Community Bus project to support older adults and other community members to travel between define areas within the south of Banyule.		Banyule Community Bus trial commenced in July 2023 in conjunction with LINK Community & Transport. In response to community feedback that the bus route was too long, in April 2024 the bus timetable and route were updated to create 2 shorter bus routes. Data on the usage of the bus is being collected and monitored as the Community bus trial continues. The trial Community Bus Service is being widely promoted to the Banyule Community through a variety of channels.
5.3	We will pilot an LGBTIQA+ older adults social connection group.		The Golden Rainbow Coffee Catch for older LGBTIQA+ adults commenced on 29 February 2024 lead by the LGBTIQA+ Committee. The program has provided opportunities for older LGBTIQA+ community members to attend a fortnightly drop in social connection program located at the For Change Cafe in Bellfield. Council's Community Connections team has committed to supporting the program while it becomes more established as an ongoing community program.
5.4	We will address agism and elder abuse in our community through education and training.		Council's Community Connections team held an annual World Elder Awareness Day morning tea with Gary Ferguson from Seniors Rights Victoria on Monday 17 June 2024 to raise awareness of Elder Abuse and provide education and resources to community members and staff with over 50 people attending. The Ageing Well in Banyule Framework identifies as its first commitment: We will address ageism and honour the wisdom and experience of older adults. Council continues to stay informed of the progress of the EveryAGE Counts campaign and will deliver ageism awareness activities in 2024/25.




5.5	We will support older adults to make meaningful connections with community groups and individuals.		<p>The Age Friendly Committee and Age Friendly Champions Working Groups continue to advise and guide Council on the development of the Older Adults Community Connections program activities, Special Events, Communications including the Age in Focus Newsletter.</p> <p>The Age Friendly Champions program continues to grow and support the delivery of Age Friendly programs for older residents.</p> <p>Council delivered a range of age friendly activities during 2024/25 financial year including social lunches, coffee connect programs, bus trips, Active April Walkathon, Seniors Exercise Park come n try sessions twice a week, AusHarvest Nest program, Tech Help Sessions, special events including World Elder Abuse Awareness Day and Seniors Festival</p>
5.6	We will maintain Rainbow Tick Accreditation for our Older Adults support programs.		<p>Aged Services have just completed the 18mth mid-year cycle and have successfully passed the accreditation enabling Council to continue to have Rainbow Tick Accreditation for the next 18mths.</p>
5.7	We will celebrate Seniors Month in partnership with our older adults residents.		<p>Banyule Council celebrated Seniors Festival 2023 with a Seniors Festival Morning Tea for 350 older adults in Banyule and Seniors Exercise Park BBQ and Council funded numerous community run Seniors Festival events through the Age Friendly Grants Program.</p> <p>Council produced a Seniors Festival Booklet to promote a wide range of Council and Community run events and activities for the month of October.</p>
5.8	We will become a member of the National EveryAge Counts coalition.		<p>Banyule Council became a signatory to the EveryAge Counts advocacy campaign against ageism in April 2023 at the Age Friendly Champions Relaunch event.</p>
5.9	We will support older adults to understand the health and age care reforms and their potential impact.		<p>Aged Services recipients receive a client quarterly newsletter which provides a regular update on the Aged Care Reforms.</p> <p>The Age Friendly Committee have been kept updated on the end of contract for the Regional Assessment Service.</p> <p>The Age in Focus Newsletter continues to keep older residents informed about major changes to aged care services.</p>


5.10	We will convene the Age Friendly Champions working group.		The Age Friendly Champions program was relaunched in April 2023. Four working groups were formed to codesign Council's programs, events and activities. Older Adults Framework Codesign Working Group Communications Working Group Major Events Working Group Older Adults Community Connections Working Group.
5.11	We will convene bi-monthly Age-Friendly Committee meetings.		The Community Connections team continued to convene Age Friendly Committee meetings on a bi-monthly basis in 2023/24.

Other inclusion actions

Uplifting inclusive employment pathways and workplace conditions






	ACTION	COMPLETED	SUCCESS
6.1	We will continue to deliver a program that supports employers with free tools, resources and access to recruitment services and local talent to build stronger, more inclusive workplaces.		<p>In early 2024, the Inclusive Jobs Service updated its priorities in response to recent labour market trends and the rising cost-of-living crisis. The service re-engaged with local employment providers to establish new partnerships and develop complementary services.</p> <p>During the first half of 2024, the Inclusive Jobs Service partnered with the Department of Employment and Workplace Relations to support over 120 workers facing redundancy due to factory closures. Government representatives, employment service providers, education institutions, and industry groups were able to offer personalised employment services and career opportunities to the affected workers.</p> <p>Following additional recommendations, the Inclusive Jobs Service formed partnerships with selected providers to address inclusive employment in Banyule's healthcare, manufacturing/construction, and retail sectors. These programs aim to combine the adoption of inclusive employment practices with ready access to pools of job-ready candidates facing employment barriers.</p>

6.2	We will continue to develop an inclusive employment resource for use by the private sector.		Two quick reference guides were developed to assist local employers to script inclusive job adverts and conduct inclusive recruitment processes. Based on a needs-based review of the sector, the Inclusive Jobs Service is currently focussing on delivering bespoke consultancy over further investment in generic resources.																
6.3	We will deliver the 2023/24 Inclusive Employment Program.		<p>12 employees joined Council in February 2024 as part of this year's Inclusive Employment Program. Employees are working across all areas of Council including Early Childhood, Youth and Aged Services, IT, People & Culture, Data and Information Management and Open Space Planning & Design. Now in its sixth year, the program has employed 81 Banyule residents who were experiencing barriers to employment.</p> <p>5 transitional pathways roles have been advertised to support continual employment of the participants of the current IEP program.</p>																
6.4	We will continue to deliver Diversity and Inclusion training to Council staff.		<p>72 people leaders attended the Banyule Leadership Network – “Respect@Work - Creating a safe, inclusive, and respectful workplace”.</p> <p>628 completions of mandatory e-learn module “Prevention of Sexual Harassment in the Workplace” in line with Council’s respect@work obligations.</p> <table><tr><th>Corporate Training - Course Name</th><th>Count of Staff</th></tr><tr><td>Foundations of LGBTIQ+ Inclusion</td><td>24</td></tr><tr><td>Gender Impact Assessment</td><td>62</td></tr><tr><td>GIA Training - Senior and Executive Management</td><td>21</td></tr><tr><td>GIA Champions Community of Practice</td><td>21</td></tr><tr><td>Indigenous Cultural Awareness Programs</td><td>19</td></tr><tr><td>Grand Total</td><td>147</td></tr></table> <table><tr><th>IEP Host Training – Course Name</th><th>Count of Staff</th></tr></table>	Corporate Training - Course Name	Count of Staff	Foundations of LGBTIQ+ Inclusion	24	Gender Impact Assessment	62	GIA Training - Senior and Executive Management	21	GIA Champions Community of Practice	21	Indigenous Cultural Awareness Programs	19	Grand Total	147	IEP Host Training – Course Name	Count of Staff
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6.5	We will continue to develop our understanding of inclusion of people with disability in the workplace by increasing our understanding of neurodiversity.		Over the past year, progress has been made in developing a neurodiversity resource. In September 2023, internal discussions resulted in identification of the best approach for creating this resource and identifying potential partnerships. The neurodiversity factsheet was completed in February 2024 and was used in the delivery of the Inclusive Employment Program.												

Banyule Inclusion Toolkit

	ACTION	COMPLETED	ACHIEVEMENTS
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7.1	We will deliver training for the Banyule Inclusive Language Guide and Accessible Communications Guide for Council staff.		Council has engaged a consultant to develop an e-learning package for the Accessible Communications Guide. Council have worked closely with the consultant to ensure the training materials are relevant and will support staff to learn and make changes to their practice. A series of videos will be included in the training features lived experiences of community members.
7.2	We will publish our Inclusion Toolkit on Council's website.		The 7 documents that make up the inclusive toolkit have shared with Communications and are awaiting upload to Council's website. The upload of resources to the new intranet will occur early in the new financial year now the Loop has been launched.
7.3	We will find ways to make these toolkits more accessible and valued for a range of stakeholders. Options include creating videos and one-page summaries to represent each toolkits.		Inclusive toolkit resources have been reviewed and check lists developed for the Events guide and the accessible events standards. Furthermore, the accessible written communications guide e-learning has been structured to allow staff to work through individual sections as required. This will provide a flexible and interactive learning opportunity.
7.4	We will expand our Banyule Inclusion Toolkit to include an Inclusive Community Buildings guide (reflecting Universal Design Principles)		Groundwork is complete to prepare an Inclusive Building Guide. Key inputs have been generated from the Public Realm Strategy and Gender Impact Assessment workshops related to public spaces. The application of the 7 Universal Design principles and the State Government's Designing for Diversity Principles, in addition to the Disability Discrimination Act (DDA), form the basis for the Inclusive Building Guide. The key learning was to acknowledge the broader need for inclusion beyond 'visible disability'. With reference to the Social Infrastructure Framework's hallmark of Fit for People, key information gathered will be transformed into the Inclusive Building Guide in the next financial year.
7.5	We will update Council's Sensory Friendly Events Guide and add the existing resources to our Banyule Inclusion Toolkit.		The sensory friendly events guides have been updated and reviewed by AMAZE. This guide will be updated to Council's website and relevant Loop pages.

Mental health and wellbeing

	ACTION	COMPLETED	ACHIEVEMENTS
8.1	We will deliver a series of school workshops and school holidays programs to young people supporting the development of positive wellbeing strategies and tools.		Youth Services have engaged with 2096 young people through the School Workshops. The sessions covered a range of health and wellbeing topics such as bullying, supporting friends, body image, and self-care strategies.
8.2	We will work towards preparing for the implementation of social prescribing in Banyule by offering targeted mental health first aid training and developing a community referral resource for mental support services.		<p>Mental Health First Aid training sessions were delivered in collaboration with North Richmond Community Health at Shop48, The Mall, Heidelberg West. Two target groups were part of this pilot project- Somali Community leaders and Healthcare and Community Workers.</p> <p>The Banyule Mental Health Pathways resource was finalised on November 16, 2023. The resource was circulated to Council officers and distributed to external networks such as Banyule Community Health, sporting clubs/facilities, and neighbourhood houses. It has also been published on the 'Public Health and Safety' landing page of the Banyule City Council website to ensure broad accessibility and awareness.</p>
8.3	We will explore the feasibility of establishing a Local Mental Health Alliance.		Environmental scanning, research and review of existing mental health alliances occurred and after engagement with North East Mental Health Service Coordination Alliance (NEMHSCA), it was identified that a Local Mental Health Alliance is already present and functioning well in the region. Council will remain connected with this alliance and be available to support and collaborate when appropriate.


Gender equity and Family violence



	ACTION	COMPLETED	ACHIEVEMENTS
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9.1	We will continue to undertake Gender Impact Assessments on Council's new or reviewed services, programs, policies and strategies and report on our actions.		<p>Council successfully reported nine completed GIAs for this period in 2023.</p> <p>Following significant investment in training across the organisation and the development of a range of resources, 2023/24 saw a significant increase in the completion of GIA's. The D&I Consultant has been informed of sixty-two (62) GIAs throughout the 2023/24 period, official assessment and reporting of these GIA actions will occur in 2025, in line with our Gender Equality Act obligations.</p> <p>Council reported on 9 GIAs in the 2023 Gender Equality Progress Report. I have pulled the list below:</p> <ol style="list-style-type: none"> 1. Interim Social and Affordable Housing Policy 2. Unreasonable Customer Behaviour Policy 3. Creative Banyule Strategy 4. Inclusive Employment Program (IEP) 5. Paid Parking Cash Collection Service Review 6. Banyule Residential Parking Permit Policy 7. Local Bicycle Network (LBN) 8. Northern Regional Trails Strategy 2022 9. East Ivanhoe Streetscape Upgrade Design <p>The 2023/24 FY GIA Report will be available in 2025 in line with our Gender Equality Act obligations.</p>
9.2	We will continue to co-convene the Banyule Nillumbik Family Violence Network.		<p>Since July 1, 2023, five Banyule Nillumbik Family Violence Network meetings have been delivered.</p> <p>The network engaged with sector specialists, including Specialist Family Violence Court managers, Victorian Legal Aid, Berry Street, and other sector specialists. These engagements aimed to increase knowledge of available programs, improve navigation of support options, and enhance intersectional understanding of Family, Domestic, and Intimate partner violence.</p> <p>The network will continue into the next financial year.</p>
9.3	We will deliver community education and address attitudes and perceptions through Week without Violence and 16 Days of Activism campaigns.		<p>Initiatives for 2023/2024 have been successfully completed. The Council supported Banyule Community Health in delivering the Week Without Violence in October 2023. The 16 Days of Activism campaign took place in November/December, involving young people and partnerships with Yarra Plenty Regional Library, participation in the annual Walk Against Family Violence, and social media campaigns.</p> <p>In 2024, the Council supported a community International Women's Day event at Banyule Community Health. The event shared key insights into the gender data gap to</p>

			<p>raise awareness of opportunities to contribute to the Inquiry into Women's Pain and other research and data projects.</p> <p>Presentations focused on the primary prevention of gendered violence were delivered to the Child Youth and Family Committee and the Early Childhood Service Team Leaders and Coordinators.</p>
9.4	We will actively participate in the Our Watch Prevention Community of Practice.		<p>The OurWatch National Community of Practice for Local Government took place between March 2023 through to April 2024.</p> <p>It brought together local government areas across Australia to discuss primary prevention in a local government context. It provided opportunities to explore best practice using the Change the Story Primary Prevention Framework and covered off topics including engaging men and boys, backlash and resistance, promising prevention practice, intersectionality in prevention practice, implementing the essential actions (Change the Story) and developing a program logic.</p> <p>Banyule participated in all 8 sessions and had the opportunity to connect with a diverse range of local government areas for rural and metropolitan areas across the country including Southern Tasmania, Western Sydney, Far North Queensland, South Australia and Western Australia.</p>
9.5	We will undertake a Gender Impact Assessment on membership of our Advisory and Population Committees.		<p>Extensive research has been undertaken as part of the GIA on Advisory and Population committees. Furthermore, contact officers have contributed through a consultation process.</p>

Accessible and social housing

	ACTION	COMPLETED	ACHIEVEMENTS
10.1	We will implement an interim Social and Affordable Housing Policy.		<p>A draft Interim Social and Affordable Housing Policy was adopted by Council and acknowledges Council's role in enabling, advocating for, and improving the supply, quality and access to social and affordable housing.</p> <p>The Interim Policy is mostly guiding internal Council process and priorities, making it a publicly adopted document will ensure transparency and clarity on Council's general position regarding social and affordable housing.</p>

10.2	We will progress the delivery of a new Banyule Housing Strategy.		Final Draft Banyule Housing Strategy going to Council meeting on 15 July 2024 for adoption.
10.3	We will advocate for State Government land along the Hurstbridge Rail Corridor to be declared surplus and rezoned for key worker accommodation.		<p>Council has advocated to the State and Federal Government to consider land along the Hurstbridge Rail Corridor be considered for key worker accommodation.</p> <p>In reference to the Greensborough site, Council has met with both the Member for Eltham, the Member for Bundoora, the Member for Jaga Jaga, the office of the Minister for Planning and the office of the Minister for Transport. Submissions were also made to the State Treasurer.</p> <p>In reference to the Watsonia site, Council has met with local State and Federal MPs to discuss major redevelopment of the Watsonia Railway Station and carpark after it was removed from the latest North East Link draft Urban Design Landscape Plans.</p> <p>The station does not meet accessibility guidelines and its curved platforms do not align with best practice. Council has expressed urgency for the station to be redevelopment and for this upgrade to coincide with the construction of North East Link so as not to further inconvenience struggling traders and the surrounding community at a later date.</p> <p>Council proposes a transformational redevelopment of the Watsonia Station that integrates best-practice transport and land use to respond to the unique precinct opportunity currently present in Watsonia.</p>
10.4	<p>Council is asking the Victorian Government investment to:</p> <ul style="list-style-type: none"> • Provide a minimum of 25 crisis accommodation properties across Banyule to support individuals/families escaping from family violence and homeless or at risk youth. • Provide \$100,000 funding to undertake a feasibility study into the provision of a homeless youth refuge in the Bellfield/West Heidelberg Area. 		<p>This advocacy priority has been amended priority and a new fact sheet developed to reflect change in our ask.</p> <p>Council wrote to the Hon. Harriet Shing MP in October 2023 requesting meeting to discuss the integrated development opportunity presented by development of the Greensborough Transport Interchange.</p> <p>This advocacy ask was included in 2023-2024 Advocacy Priorities Pack sent to the Hon. Anthony Carabines, the Hon. Vicki Ward and the Hon. Colin Brooks in November 2023.</p> <p>The advocacy ask have been included in pre-budget submission to State Treasury in December 2023.</p>

	<ul style="list-style-type: none">• Fund a 24-hour housing and homelessness outreach service to operate across the municipality		
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Case Studies

Golden Rainbow – LGBTI+ Elders Social Group

Banyule Council launched the Golden Rainbow social connection group on 29th February 2024 at the Bellfield Community Hub. Council was committed to piloting Golden Rainbow throughout 2024 in response to community requests to provide an opportunity for LGBTIQA+ older adults to meet locally to foster social connection. The project was informed by co-design principles, bringing together stakeholders from Banyule's LGBTIQA+ Committee, Banyule Community Health and Council's Community Impact, Community Connections and Aged Care Services teams.

Objectives and outcomes to date

Objectives	Outcomes so far
Start small and provide opportunities to share experiences.	Catch ups have varied between 1-6 people
Co-design with older adults	Older adult members of LGBTIQA+ Committee and Golden Rainbow attendees have provided feedback and input into decisions and plans.
Create a social support opportunity for socially isolated people	All attendees have indicated they are not aware of any similar social opportunities in local area
Opportunity to connect with peers with similar lived experience in a safe, culturally inclusive space	Small group, informal space, attended by peer/ally staff members has supported this to happen
Share opportunities to connect with local community	Attendees have made connections and shared upcoming local events and opportunities with each other. Michelle has also created an online group: Golden Rainbow - LGBTI elders Facebook
Use established communications channels.	We have used publicly available email addresses for Melbourne-based LGBTIQA+ organisations and networks, personal and professional connections, and have kept an email list of Golden Rainbow attendees.

Attendance

Momentum has been slow to build, however the group has had a number of core people who come to most catch ups.

- In February to April there were 1-3 people and 2 LGBTIQA+ Committee/Working Group members and a Council staff member.
- In May and June there were 4-6 people have attended fortnightly catchups.

Participant benefits

In conversation with Council staff, participants have reported they have benefited from:

- connecting with people of similar lived experience
- reminiscing and sharing stories of their former life and adventures
- feeling less isolated
- feeling safe to be out and proud
- commiserating in the ageing process and sharing experience of medical and health challenges as well as connecting each other to local LGBTI+ friendly services
- mingling with other LGBTIQA+ people, including younger generations.

Council staff observations:

- Connections via talking about books, film and TV, the arts and other common interests.
- Connection via common work connections – two regular attendees found out they had worked with, and knew, the same people across multiple parts of their working life.
- Connection via similar lived experience – three regular attendees discovered they had socialised in St Kilda and two had been part of similar activist circles in London during the HIV epidemic in the 70s-80s.
- Peer connection sharing knowledge of local health, mental health and other services.

- Role modelling of using public transport, crossing LGAs to attend, and supporting others to understand and feel more confident to use public transport networks.
- Intergenerational sharing of experiences of being out and proud and sharing music and TV recommendations.
- Regular participants building confidence to come alone, without supportive friends, and exchanging contact details with new friends to plan catch ups outside the Golden Rainbow schedule.



GOLDEN RAINBOW LGBTI+ COFFEE CATCHUP

Come for a cuppa and to meet some new people.
This event is for older LGBTI+ community members –
you're welcome, just as you are.

10.30 - 11.30am first Thursday of the month

For Change Co Café, 13 Daphne Cres, Bellfield

Upcoming dates

4th July	8th August	5th September
3rd October	7th November	5th December

To find out more about Golden Rainbow
call **Paula 0478 853 903**



Racism

In April 2023, Banyule Council staff heard a presentation on the Victoria University anti-racism research project 'Understanding reporting barriers and support needs of people experiencing racism'. Following a discussion with the Multicultural Committee, it was decided that Council would partner with Victoria University to collect local area data on experiences of racism to contribute to the Victoria wide project but also to receive a local area report to help understand the Banyule context.

In order to meet the research requirements of the project, Council was required to recruit 3-4 local peer facilitators and gather a minimum of 50 responses to an online community survey. Between October and December 2023, Council recruited 4 local peer facilitators who each ran a focus group with members of their own community. Banyule recruited 2 male and 2 female peer facilitators who were all members of Banyule African community. The facilitators were paid \$300 for their time. The focus group sessions were all single gender with a mix of ages and lived experiences for example mothers with young children, older women and young adult men. A total of 29 community members attended the focus group sessions and were remunerated with a \$20 gift card.

Banyule received 56 responses to the online survey following an extensive promotion in community at local events, at local shopping areas, through English language classes and Council's social media. Council has received some preliminary local area data with more detailed reports expected in mid-2024. This data report and recommendations will help shape actions that address racism in the year 3 action plan.

Disability Website Project

In 2022, Council resolved to invest \$200,000 to develop a website or landing page to enhance opportunities for people with disability, their families and carers to access information needed to make informed decisions. Following a review of best practice online solutions that help people access support, services and activities in the community, and robust community consultation, including co-design workshops and individual interviews with residents and professionals, phase 2 of the project was progressed and completed in 2023/24 of Inclusive Banyule.

Phase 2 has resulted in a total uplift in information designed to aid People with Disability, their carers and families to successfully navigate to local services, programs and activities that help them achieve their goals. The project was continually informed by two key consultative groups, the Disability Panel of Experts and the Disability and Inclusion Committee. These groups played an integral role in shaping the project and providing feedback through the life of the project, and Council values and appreciates their insights and time.

The website updates are live and community can now explore ways to started on their journey to accessing supports. Key features of the new format include:

- A warm introduction to the page through use of an animation and empathetic language
- Enhanced information on how to get support by linking in to key services
- Glossary to improve understanding of key terms
- Improved information related to the accessibility of community buildings and council events
- Renewed information about how Council can help
- Specific life stage information to support connection with appropriate services
- Tips and video content to provide guidance and context

A range of key learnings were developed as a result of working closely with community members and key organisations throughout each stage of this project.

Main actions:

- Restructured and expanded the People with Disability section of the website. This included a review of the information architecture and a development of a structure content to sit in.
- The new structure presents three main tabs to get people started with contacting the NDIS, learning about supports available, or finding out more about relevant Council services.
- Development of a new 'Getting Support' page. This page connects users with peak bodies and service navigators beyond the NDIS. People should come away from this page understanding how to get that 'link in' person or organisation – and a first step to find the right 'link' for them.
- 'Glossary' words have been implemented to help people navigate new and unfamiliar words, without needing to leave Council's webpages or search elsewhere.
- Development of a 'introduction' animation to visually explain what people can expect from these webpages. This is complimented by more empathetic language used throughout the pages, noting that the experience of accessing supports and community connections can be complex and difficult to navigate.
- Revising and updating all content relating to Council services for People with Disability.
- More detail has been added to each of Council's community buildings for hire. Each building now has a dedicated accessibility tab with relevant information (as informed by the Disability and Inclusion Committee) to the facility. Professional photos were also taken of accessibility features for people who use mobility aids – so people can better understand the facility features before they arrive.
- A new and improved 3D map of ILCH has also been developed, which now has a focus on accessibility features. This also includes visual stories,
- Development of guidance tools for staff and community to improve accessibility when planning an event.
- Embedded videos and tips to build knowledge about the disability service system and supports available.