

## Submissions and officer recommendations - Draft Access, Equity and Inclusion Policy

No.	Submitter	Submission	Officer recommendation
1.	25/03/2022 [REDACTED]	<ol style="list-style-type: none"> <li>Are there any priority groups missing? young people</li> <li>I wonder if the community context bit could be a bit more reflective of makeup of Nillumbik - including our relatively high (or is it low?!) SEIFA index, meaning people with little financial resources may experience a bigger gap between their lifestyle options and the bulk of people around them and including our geography and impact of little public transport.</li> <li>? Strengthen statement re internal workforce issues - including addressing barriers to recruitment</li> <li>? more recognition of impact of colonisation ongoing racism and bias for Aboriginal people and Nillumbik need to prioritise local recognition of this and reconciliation actions</li> <li>? commitment to supporting universal service delivery</li> </ol>	<ol style="list-style-type: none"> <li>Policy change recommended. Add young people to priority groups.</li> <li>Policy change recommended. Add local narrative, data and community profile information to policy community context section.</li> <li>Policy change recommended. Strengthen commitment related to workplace flexibility to more broadly reflect strategies and actions outlined in the Gender Equality Action Plan.</li> <li>No policy change recommended. Implementation initiative will be considered. This will be addressed through development of Nillumbik Shire Council's Reconciliation Action Plan in consultation with Traditional Owners, Aboriginal and Torres Strait Islander community members, stakeholders and community.</li> <li>No policy change recommended. Universal service delivery is critical for some services delivered by Council such as early education services, but for others the Access, Equity and Inclusion Policy promotes targeted service delivery to reduce inequalities.</li> </ol>
2.	28/03/2022 [REDACTED]	<ol style="list-style-type: none"> <li>Do you agree with the commitments outlined in the Policy? Agree</li> <li>What does a fair and inclusive Nillumbik look like to you? Equitable access to all stakeholders. Where all stakeholders are treated equitably.</li> </ol>	<ol style="list-style-type: none"> <li>No policy change recommended. Noted.</li> <li>No policy change recommended. Noted.</li> </ol>
3.	30/03/2022 [REDACTED]	<ol style="list-style-type: none"> <li>What does a fair and inclusive Nillumbik look like to you? To employ staff &amp; provide opportunities based solely on ability &amp; suitability not gender, race or sexuality.</li> <li>Can we change women to 'women and girls'? This would emphasize that barriers to community participation can exist at all ages (e.g. access to sport, education etc).</li> <li>Perhaps consider rewording "barriers are reduced" in the policy statement - maybe barriers are 'addressed' or 'removed' is more appropriate?</li> <li>It may be worth having a short paragraph at the beginning of the strategy explaining the difference between equity and equality? Assisting with an understanding that the reason the identified groups are receiving targeted support, more resourcing etc. is because they are already disadvantaged in various aspects. Perhaps this fits well under the Principles section?</li> <li>In the section regarding 'Community Context' - perhaps consider retitling the paragraph to something different? It might be construed as this strategy only being brought about due to the COVID-19 pandemic, which is not the only context in which the strategy exists</li> <li>In the principles section under community, I think it would be worthwhile outlining the importance of both formal and informal partnerships</li> <li>In the commitment statement, 'we will consider access, equity and inclusion in all decision making' sounds a little bit non-committal. Could stronger language be used? E.g. "Access, equity and inclusion will be at the forefront of all decision making"</li> <li>Include LGBTQIA+ in the glossary for anyone who may not understand the acronym.</li> </ol>	<ol style="list-style-type: none"> <li>No policy change recommended. Implementation initiative already in place through the Gender Equality Action Plan.</li> <li>Policy change recommended. Add girls to priority groups listed.</li> <li>Policy change recommended. Change reduce barriers to address barriers.</li> <li>Policy change recommended. Add explanation of the differences between equity and equality into the equity paragraph in principles section.</li> <li>Policy change recommended. Additional community context to be included.</li> <li>Policy change recommended. Add informal and formal partnerships to community principle.</li> <li>Policy change recommended. Strengthen policy commitment number 1 to: Access, equity and inclusion will be at the forefront of all decision making.</li> <li>Policy change recommended. Add LGBTQIA+ to glossary.</li> </ol>
4. 5.	07/04/2022 05/04/2022 [REDACTED]	<ol style="list-style-type: none"> <li>I think there could be more emphasis on accessibility and the needs of people living with a disability.</li> <li>How will this policy support Wurundjeri Woi wurrung community with truth telling and sharing their stories?</li> </ol>	<ol style="list-style-type: none"> <li>Policy change recommended. Add to community context section.</li> <li>No policy change recommended. Implementation initiative will be considered. This will be addressed through development of Nillumbik Shire Council's Reconciliation Action</li> </ol>

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		<p>3. I wanted to know what actions would occur based on the policy.</p> <p>4. Will the Council be organising official Welcome to Country &amp; Smoking ceremonies for key council events, such as festivals, celebrations etc?</p> <p>5. How can Nillumbik Council be a more inclusive and welcoming Council. Can all Customer Service centres (Leisure services, Community centres and Council customer service) have Wurundjeri Language, the Aboriginal and Torres Strait Islander flag and a Rainbow flag?</p> <p>6. How can we ensure that vulnerable communities voices are consulted? Does Council ensure that Aboriginal and Torres Strait Islander people, CALD community, LGBTQIA+ community and people living with a disability are employed by council, on the advisory panels, and are Council using contractors who are from these communities?</p> <p>7. This policy doesn't touch on racism, unconscious bias, it would be healthy to discuss these issues as this is a massive barrier for diverse communities.</p> <p>8. Would Council consider doing an Access Audit for all Council Buildings? How can we make sure that Council buildings are accessible for all. What can we do to improve these sites? There are always improvements to be made.</p> <p>9. Education is an important part of progress and change. What training can be provided to councillors and council staff. What topics can we discuss as a community to help instigate change?</p> <p>10. Could Council start a programme where Aboriginal and Torres Strait Islander trainees are introduced to entry level jobs at Council to help make Council more inclusive and provide opportunities for Aboriginal people.</p> <p>11. Could Council have a festival or event that celebrates these underrepresented groups through food and music.</p> <p>12. When inviting speakers to speak at Council events can Council approach people from underrepresented groups.</p> <p>13. When promoting Council, can Council use more inclusive imagery, with people from a wide range of backgrounds and experiences.</p> <p>14. Can Council celebrate and start to have discussions on significant dates such as: NAIDOC week, IDAHOBIT, National Reconciliation Week, Harmony Day, Cultural Diversity Week, Trans Day of Visibility, Human Rights Day, Melbourne Pride, National Close The Gap Day, World Down Syndrome Day, World Autism Awareness Day, Lesbian Visibility Day, National Sorry Day, Mabo Day, World Refugee Day etc.</p> <p>15. Can Council start to discuss what the 26th of January can mean for Aboriginal and Torres Strait Islander Australians?</p>	<p>Plan in consultation with Traditional Owners, Aboriginal and Torres Strait Islander community members, stakeholders and community.</p> <p>3. No policy change recommended. Access, Equity and Inclusion actions that arise from the Policy will be identified visually in a number of Council action plans outlined in the supporting Council policies, strategies and plans section of the policy. This policy will be reviewed every four years following the adoption of the four-year Nillumbik Health and Wellbeing Plan. A review will consider how effectively principles and policy commitments have been embedded across the organisation, strength of partnerships and community impact.</p> <p>4. No policy change recommended. Implementation initiative will be considered. Council will establish Welcome to Country budget and protocols through development of Nillumbik Shire Council's Reconciliation Action Plan in consultation with Traditional Owners, Aboriginal and Torres Strait Islander community members, stakeholders and community.</p> <p>5. No policy change recommended. Implementation initiative recommended. Council is currently undertaking training for staff on LGBTQIA+ inclusion and will undertake Rainbow Ready Mapping for services to determine actions LGBTQIA+ inclusion this includes consideration of signage such as Rainbow Flags. Council has undertaken a cultural competency survey with regards to Aboriginal and Torres Strait Islander cultural competency to determine organisational training needs and is working in partnership with Indigenous Employment Partners to address these needs through development of Nillumbik Shire Council's Reconciliation Action Plan has begun with an aim to be finalised and endorsed in 2023. In developing the Reconciliation Action Plan consideration will be given to Acknowledgement of Country, Woi-wurrung language, signage, flags and symbols at Council and community facilities in Nillumbik.</p> <p>6. No policy change recommended. Implementation initiative already in place. Actions in the Gender Equity Action Plan and Draft Communications Strategy aim to strengthen Council's commitment to engaging with priority groups and communities.</p> <p>7. Policy change recommended. Strengthen commitment to addressing racism and unconscious bias within policy commitments and community context.</p> <p>8. No policy change recommended. Implementation initiative will be considered. Actions are outside of the scope of the policy. Access audits are conducted on all facilities from a disability perspective and gender, access, equity and inclusion are considered when starting all new projects and developing or upgrading facilities through the Gender Impact Assessment process.</p> <p>9. No policy change recommended. Implementation initiative already in place. Actions are outside of the scope of the policy. Work is underway in this space with the Gender Equality Action Plan 2022-2025 committing to build organisational capacity and deliver training to create a more inclusive workplace with a focus on: gender; sexual orientation; age; ethnicity; Aboriginal and/or Torres Strait Islander status; disability; and, class. This is also supported through the community training calendar which responds to local needs and reflects Council strategic priorities.</p> <p>10. No policy change recommended. Implementation initiative will be considered. Development of an Aboriginal Employment Strategy is an action that organisations need to commit to when developing their first Reconciliation Action Plan in order to gain Reconciliation Australia endorsement. Development of Nillumbik Shire Council's Reconciliation Action Plan has begun with an aim to be finalised and endorsed in 2023.</p> <p>11. No change recommended. Implementation initiative will be considered. Actions are outside the scope of the policy. Community festivals are currently funded through</p>

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			<p>Council funding agreements and responsive grants. Council will be reviewing events funding and give consideration to the Access, Equity and Inclusion Policy commitments.</p> <p>12. No policy change recommended. Implementation initiative will be considered. Actions are outside the scope of the policy. Priority is being given to diverse speakers at Council events and events processes and procedures are being reviewed so this is considered.</p> <p>13. No policy change recommended. Implementation initiative already in place. This has been identified as an action area through the Gender Equality Action Plan and undertaking Gender Impact Assessments and work is being undertaken to establish a photo library for communications with more diverse representation for use in communications.</p> <p>14. No policy change recommended. Implementation initiative is already underway. This aligns with policy commitment number 5. Work is underway to coordinate cause days that are celebrated and supported each year by Council to ensure they align with the Community Vision and other strategic commitments including the Access, Equity and Inclusion Policy and Nillumbik Health and Wellbeing Plan 2021-2025. Council is committed to acknowledging, celebrating and/or partnering on: NAIDOC week, IDAHOBIT, Reconciliation Week, Trans Day of Visibility, Midsumma Festival including Pride and National Sorry Day. Council is not currently resourced to lead activities related to Harmony Day or Cultural Diversity week, Lesbian Visibility Day, Mabo Day, World Down Syndrome Day, World Autism Awareness Day and World Refugee Day but supports community events through grants, communications and provision of facilities and open space.</p> <p>15. No policy change recommended. Implementation initiative will be considered. January 26 will be discussed further through development of Nillumbik Shire Council's Reconciliation Action Plan in consultation with Traditional Owners, Aboriginal and Torres Strait Islander community members, stakeholders and community.</p>
6.	19/04/2022 [REDACTED]	<p>1. I would like to see the policy also refer to budget planning to enable the policy items to be actioned in a sustainable manner. There are currently some service shortfalls in Nillumbik related to people in crisis and that are related to 'human rights' needs. Although this may be considered operational issues, if the budget doesn't take into account the policy needs and hence doesn't allocate funds for the provision of an essential service then the group affected will still be excluded.</p> <p>2. I would also like to see some form of continuous improvement mechanism be mentioned so that the council in all their strategic and operational planning are taking into consideration if a service is even available to its residents. It is all good that no-one is discriminated against or excluded, but if no-one has access to an essential service that needs to be taken into account at planning. At the moment the reviews are via the council annual report and every four year reviews. It would be good if any short falling in service planning (even if the policy is taken into account) could be captured in the process and then improved on for future plans.</p>	<p>1. No policy change recommended. Budget is available to support delivery of this policy across Council. Council's role is to work closely with partners to understand service needs and gaps and partner to advocate for funding/service provision from other agencies, where these gaps exist. Council will work closely with the Health and Wellbeing Advisory Committee and Local Services Network to understand and address needs.</p> <p>2. No policy change recommended. Council's role is to work closely with partners to understand service needs and gaps and partner to advocate for funding/service provision from other agencies, where these gaps exist. Council will work closely with the Health and Wellbeing Advisory Committee and Local Services Network to understand and address needs.</p>
7.	24/04/2022 [REDACTED] Victorian Pride Lobby	<p>Full submission available in <a href="#">Appendix 1</a>.</p> <p>1. the characteristics or intersecting identities in the section 'Intersectionality' should include 'gender identity and gender expression' as well as 'sex and sex characteristics', to better capture trans, gender diverse and intersex people; and</p> <p>2. the definition of 'gender' and 'sex' in the section 'Glossary' should be updated in line with the Victorian Government's LGBTIQ+ Inclusive Language Guide, to better capture non-binary and intersex people.</p>	<p>1. Policy change recommended. Add gender identity and sex and sex characteristics to the Intersectionality section on page 7 of the policy.</p> <p>2. Policy change recommended. Update definitions of gender and sex in Glossary to reflect the Victorian Government's LGBTIQ+ Inclusive Language Guide.</p> <p>3. No policy change recommended. Actions are outside of the scope of the policy. Actions that arise from the Policy will be identified visually in a number of Council action plans outlined in the supporting Council policies, strategies and plans section of the policy. Community engagement will inform if/when Council develops an LGBTIQA+ action plan.</p>

No.	Submitter	Submission	Officer recommendation
		<p>3. We further recommend that the Draft Policy include a commitment to develop an LGBTIQ+ action plan to reduce inequalities among LGBTIQ+ people in Nillumbik, as well as a commitment to achieve - or, at least, investigate - Rainbow Tick accreditation for Council services to ensure that they are culturally safe for and inclusive of LGBTIQ+ people.</p> <p>4. we recommend that Council also consider an annual LGBTIQ+ community focus group for community members and organisations that can explore:</p> <ul style="list-style-type: none"> <li>• the areas of greatest importance to LGBTIQ+ people who live in Nillumbik;</li> <li>• what role Council can play in partnership with LGBTIQ+ people and organisations to</li> <li>• achieve positive outcomes; and</li> <li>• what a meaningful relationship between Council and LGBTIQ+ people might look like.</li> </ul>	<p>Council is committed to undertaking the Victorian Government Rainbow Ready Mapping for services to determine actions LGBTIQ+ inclusion.</p> <p>4. No policy change recommended. Implementation initiative will be considered. Actions are outside of the scope of the policy. Council is committed to building on extensive consultation undertaken with LGBTQIA+ young people in Nillumbik and an ongoing LGBTIQ+ inclusion initiative will be included in the Nillumbik Health and Wellbeing Plan - Year 2 Action Plan which will be presented to Council in September 2022.</p>

## Appendix 1. Submission to Draft Access, Equity and Inclusion Policy from Victorian Pride Lobby



24 April 2022

To: [nillumbik@nillumbik.vic.gov.au](mailto:nillumbik@nillumbik.vic.gov.au)

To whom it may concern,

**Re: Nillumbik Draft Access, Equity and Inclusion Policy**

The Victorian Pride Lobby welcomes the opportunity to provide a submission on the Nillumbik Draft Access, Enquiry and Inclusion Policy.

The Victorian Pride Lobby is a community based advocacy group that represents lesbian, gay, bisexual, queer and same gender attracted Victorians, including those who live, work and recreate in Nillumbik. Approximately 4.6% of Nillumbik residents are LGBTIQ+, whom we represent. We are delighted that LGBTIQ+ people have been listed as a priority group within the Draft Policy.

We recommend some simple changes to the Draft Policy to better include LGBTIQ+ people:

- the characteristics or intersecting identities in the section 'Intersectionality' should include 'gender identity and gender expression' as well as 'sex and sex characteristics', to better capture trans, gender diverse and intersex people; and
- the definition of 'gender' and 'sex' in the section 'Glossary' should be updated in line with the [Victorian Government's LGBTIQ+ Inclusive Language Guide](#), to better capture non-binary and intersex people.

We further recommend that the Draft Policy include a commitment to develop an LGBTIQ+ action plan to reduce inequalities among LGBTIQ+ people in Nillumbik, as well as a commitment to achieve - or, at least, investigate - Rainbow Tick accreditation for Council services to ensure that they are culturally safe for and inclusive of LGBTIQ+ people.

We are aware that Council has an LGBTIQ+ e-network and has identified a number of LGBTIQ+ partnership opportunities. The 2020 annual community survey also showed that the community has significantly increased the importance of Council addressing the needs of LGBTIQ+ people.

In light of this, we recommend that Council also consider an annual LGBTIQ+ community focus group for community members and organisations that can explore:

- the areas of greatest importance to LGBTIQ+ people who live in Nillumbik;
- what role Council can play in partnership with LGBTIQ+ people and organisations to achieve positive outcomes; and
- what a meaningful relationship between Council and LGBTIQ+ people might look like

We stand ready to work with the Council on implementing these actions. Please reach out to us if you have any questions or would like any support.

Yours faithfully,

Nevena Spirovska and Evie Potter  
Co-Convenors, Victorian Pride Lobby

