1. **ABORIGINAL ACTION PLAN 2013- 2014**

**AUTHOR:** Equity and Diversity Team Leader – Karin Linden

**REVIEWED BY:** Director Community Development – Katrina Knox

**STRATEGY SUMMARY:**

The Aboriginal Action Plan (2012-2015) formalises Council’s long-standing commitment and relationship with the Darebin Aboriginal community, extending on Council’s Statement of Commitment to its Aboriginal community first adopted in 1988. The Plan maps Council’s future directions, strengthening Council’s partnerships in facilitating a more inclusive and equitable society through a range of actions and commitments that respect the principles and philosophies of community control and self-determination and valuing Aboriginal people’s right to full and equal participation in community life as a priority in achieving Council’s broader goals of achieving an equitable and just society. The Darebin Equity and Inclusion Policy is implemented across Council through specific actions plans that target groups at risk of exclusion, The Aboriginal Action Plan comes under this umbrella.

**Strategy started on:**

The Aboriginal Action Plan was adopted by Council in 2012 and launched in March 2013.

**Strategy ends on:**

The Aboriginal Action Plan is a three year working document which expires in 2015

**Strategy to be reviewed by:**

The Aboriginal Action Plan strategy will be reviewed in December 2015

**PROGRESS REPORT**

**Introduction and Background**

The 2012-2015 Aboriginal Action Plan is an extension of past work so it has progressed well in many areas. However, it should also be noted that the Aboriginal Affairs Officer position, which takes carriage of the majority of the strategy’s implementation was vacant for several months, leaving other members of the Equity and Diversity Team to manage both its launch and implementation.

Underpinned by Equity and Inclusion principles, the Aboriginal Action Plan comprises over 60 separate actions focused in three key areas including:

- Development of organisational culture that is respectful and values Aboriginal culture;
- Development of culturally relevant, respective, responsive and therefore accessible services; and
- Promotion of intercultural relationships which reflect and harness Aboriginal cultural heritage and combat Racism
Key Outcomes for 2013/2014

Key achievements from July 2013 to June 2014 are collected under the three goals:

- To build an organisation within Council that is inclusive and reflective of Darebin’s Aboriginal community
- To build services and programs that are inclusive, responsive, assessable and equitable
- To contribute to building inclusive and empowered Darebin communities

Key objective 1: To build an organisation within Council that is inclusive and reflective of Darebin’s Aboriginal community

- To assist with meeting the overall objectives in the Aboriginal Action plan, Darebin city council purchased key demographic data on Aboriginal and Torres Strait Islander populations allowing for a more in-depth analysis of socio-economic and health impacts in all research including the following areas: population, Education, Work and Income, Household and Housing with subsets in each of these.

- Five Aboriginal trainees were employed Darebin Council across four different units, including Customer Service, Youth, Creative Cultures and Community Development. A Staff Census was rolled out in May/June 2014 as part of the investigation to the diversity of the workforce. This information will contribute to the development of the Aboriginal profile of Darebin.

- Council design and delivered a specific Darebin Aboriginal Cultural Awareness and Competency Training (ACACT) Program commencing with senior staff in the organisation. The Managers group have participated in 2 sessions (6hrs) of training covering the following content areas:
  - History, culture, community protocols and diversity of Aboriginal communities
  - Factors that impact on the health and wellbeing of Aboriginal communities and ramifications for community engagement and managing Aboriginal staff
  - Working with Aboriginal communities
  - Recruitment processes to attract the Aboriginal community members

- Council has a commitment to more broadly increase participation in community engagement and governance processes at Council. There was a significant increase in Aboriginal representation across several advisory groups in Council, including: Health Steering Committee, Sex, Sexuality and Gender Diverse Advisory Committee, the Women’s Advisory Committee, Gambling Steering Committee, and the Anti-Racism Committee.

Key Objective 2. To build services and programs that are inclusive, responsive, assessable and equitable.

- Darebin City Council is a signatory to the Statement of Commitment to Closing the Health Gap between Aboriginal and non-Aboriginal Australians developed and sustained by the North East Primary Care Partnership.

- The key focus of the work in the North East Primary Care Partnership Closing the Gap working group is on Aboriginal identification at services. Council participated in a survey to
collect data on the number of clients who self-identify as Aboriginal and Torres Strait Islander at our services in the maternal and child health, early childhood, family services, HACC space. In addition to collecting this valuable data, the survey aimed to illustrate the ability of our client management system to adequately identify Aboriginal and/or Torres Strait Islander clients.

The ‘Say No to Racism’ bystander Action Project included the incorporation of a significant component of Aboriginal participation and was developed through consultation with the Aboriginal community.

In September 2013 Council funded a dedicated Aboriginal Youth Camp for 11-15 year old. Six participants attended the camp with feedback analysed to inform a new approach to increase participation for 2014.

In 2014 Council Completed an Aboriginal Sport and Recreation Needs study to increase participation of Aboriginal people in sport and recreation in the City of Darebin. Leisure Services have engaged a part time Participation and Inclusion Officer/Recreation Liaison Officer who will assist in progressing Aboriginal participation in sport and leisure opportunities.

Darebin Council worked closely with ‘Aboriginal Housing Victoria’, a registered housing provider established by the State Government to develop and manage affordable properties for Aboriginal community. They currently manage over 1500 properties (of which they own 70 properties). The relatively large resident Aboriginal population in Darebin is due to the significant number of properties managed by the Aboriginal Housing Victoria. The purchase of the 11 X 2 bedroom units by ‘Aboriginal Housing Victoria’ is currently in abeyance due to the cessation of Federal and State government funding for capital purchases. Council will continue to work with “Aboriginal Housing Victoria” with regards to building social and affordable housing units on Council owned land.

Darebin City Council supported the development of the Bombers Bright Futures training and employment program with the Essendon Football Club and Northland Shopping centre. The program aims to facilitate employment opportunities for Aboriginal young people in Darebin by developing their skills through practical vocational training at Northland Shopping Centre.

Aboriginal BEAT IT (obesity prevention physical activity program) was conducted in partnership with VAHS. Six participants completed the program, one community member completed a BEAT IT training qualification.

The Location for the Stolen Generation Marker project was endorsed by Council and the Artist brief was developed in 2013/14 to go to tender in 2014/15. The development of this marker is strongly linked to the National Apology and has deep significance for the emotional wellbeing of the Stolen Generation and all Aboriginal people in Darebin.

Youth Council Affairs Victoria organised a Koorie Youth Summit in Preston in May 2014. Five tickets were provided to Darebin Youth Services to attend, three young people attended.

Darebin City Council in partnership with the Aborigines Advancement League and the Fitzroy Stars Aboriginal Football and Netball Club, completed restoration of the Sir Douglas Nicholls Oval in Watt St Thornbury.

The planning and commencement of work of Wurundjeri Aboriginal traditional land owner acknowledgment plaques on all significant Darebin council buildings is ongoing. Council
purchased two large roll-up banners with acknowledgments and Aboriginal design which is displayed at all Council community events.

-In May 2014 an Indigenous employment forum was held bringing together businesses in the Northern region promoting the benefit and opportunity of employment of Aboriginal people.

**Key Objective 3: To contribute to building inclusive and empowered Darebin communities.**

-Darebin City Council promoted NAIDOC Week through the sponsorship of the Rising the Flag Ceremony at Rydges Hotel Preston as well as holding a staff information session and lunch that included Darebin Aboriginal Advisory Committee at the Intercultural Centre.

-In November 2013, the second Spiritual Healing Trail Walk at Darebin Parklands was held and was attended by over 200 people. The unveiling of a plaque situated at Darebin parklands to recognise the work and achievements by the late Aboriginal Elder Uncle Reg Blow was a significant part of this event. The trail walk is an annual community event and is incorporated as part of the Human Rights Action Plan.

-Ten complimentary AFL ‘*Dreamtime at the G*’ tickets were given to Darebin Youth Services to support the participation of Darebin Aboriginal youth and family members to attend the May 2014 AFL Dreamtime game at the MCG.

-Creative Cultures supported a range of initiatives in partnership with local Aboriginal agencies including the annual Koori Pride Youth Festival and the recent restoration of the Koorie Mural on St Georges Road. Community Wellbeing also engaged Aboriginal artists in street art / graffiti prevention initiatives, such as the Traffic Signal Box project.

-Darebin Council supported Aboriginal women participation of in the International Women's Day celebrations through the Intercultural Centre. This included the showing of the film “Women of The Sun” at the Intercultural Centre followed by a panel discussion hosted by Aboriginal people.

-Participation of Aboriginal young people in the Education Inquiry has shaped findings and influenced the Education Inquiry report findings and recommendations. More recently work with Thornbury Darebin Secondary College has been under way to support further Aboriginal education initiative.

-Aboriginal agencies currently participate in the Darebin Domestic Violence Network. “Sister Day Out” an Aboriginal women's cultural, wellbeing and family violence education workshop will be rolled out in 204/15.

-In December 2013 Council endorsed a report that supported recent calls by Wurundjeri elders and other local Aboriginal leaders to change the name of the Federal seat of Batman, in the spirit of reconciliation. It further noted that Council will work with Wurundjeri Tribe Land and Compensation Council, the Darebin Aboriginal Advisory Committee and the Australian Electoral Commission to develop and advocate for options for consideration by the Australian Electoral Commission. Consultation also occurs around other relevant locations such as Batman Park.

-Discussion with Wurundjeri Land Council commenced in May 2014 with the view of forging a closer partnership and relationship with the traditional land owners. The first part of this process included a meeting in Abbotsford at the land Council to discuss:
The Batman Park event and the idea of changing the name of the park and the electorate and the concept of a treaty;
Heritage issues
Establishing working protocols between Darebin and the Wurundjeri Council

- The City of Darebin hosted three Reconciliation events in May:
  - A Welcome to Country and Smoking Ceremony by a Wurundjeri Elder, an Aboriginal dance performance by Jindi Waorabak dancers and a keynote address from Reconciliation Victoria kicked off the events of the week.
  - An interfaith breakfast seminar was held on the Constitutional Recognition of Australia’s first peoples. This seminar was open to the public and faith leaders in Darebin as well representatives from the broader community.
  - A free film night at the Intercultural Centre showing the Documentary: Coranderrk - First Australians chronicles the birth of contemporary Australia was also shown. The film session was followed by a discussion and a light supper.

Challenges

Due to the vacancy of the Aboriginal Contact Officer position, for several months (November 2012 – May 2013 and again February 2014 – May 2014) there has been issues around the co-ordination of the delivery of the Action Plan, in particular in relation to the internal capacity building around progressing some actions.

The back log of work as well as build-up of new priorities continue to pose a challenge including responding to organisational support for advice relating to Aboriginal matters. The time intensive nature of re-building and re-establishing relationships and connections with the Aboriginal community after a long period of absence of an Aboriginal Contact Officer has also presented its challenges as has managing the diversity of stakeholder (community/officer) expectations and their competing priorities.

The DAP has many stakeholders and the demand for the Aboriginal Contact Officers time is constantly increasing, work has commenced to strategically map stakeholders and prioritise commitments to ensure that the officer’s role is dedicated to the area where its most needed.

POLICY IMPLICATIONS

Environmental Sustainability Implications

There are no environmental implications from this report.

Social Inclusion and Diversity Implications

The Aboriginal Action Plan is underpinned by Darebin’s Equity and Inclusion Policy (2012–15) and further aligns with several other Darebin Action Plans.
The strategy was subjected to an early EIPAT process during its development which resulted in a number of actions around the groups identified at risk of exclusion. Further work is taking place around new actions which have clear links with equity issues at service delivery level.

**Economic Development**

The aim of the DAAP is to support Aboriginal residents to participate fully and equally in work prospects, the plan might offer opportunities for economic development and potential job creation in the municipality.

**Other**

The DAAP aligns with the Equity and Inclusion Policy 2012-15 and contributes to Council’s commitment to Aboriginal residents expressed in the Council Plan 2013-17 (Diversity Statement and KPI 2.9).

**FINANCIAL AND RESOURCE IMPLICATIONS**

Several actions contained in the Aboriginal Action Plan would benefit from additional resource allocation and will be the subject of new initiative budget bids as they arise. Actions and strategies identified in the Aboriginal Action Plan for 2013-2014 are met within existing operational budgets. The allocated budget for the plan is $50,000. This includes money for the annual Aboriginal Youth Camp and for the Stolen Generation marker installation.

**CONCLUSION**

Many actions have been progressed in 2013/2014 despite the challenges around filling the role. Council continues to invest resources in addressing racial discrimination, improving civic participation and health and wellbeing initiatives. Aboriginal voices have been captured and included in key strategies on health, safety, human rights, education inquiry, healthy ageing and sexual diversity.

The main highlights of this report are predominately around the work and ongoing engagement with the Aboriginal community and organisations. This include recognising and valuing the contributions that Aboriginal people and organisations have within the city of Darebin and the strengthening of partnerships with stakeholders (internally and externally).

New areas of work have emerged including the work around traditional owners and protocols, events and celebrations which are an outcome of the new emphasis on partnerships this work will continue into 2014/15.

**FUTURE ACTIONS**

- Stakeholder analysis of the Aboriginal networks and agencies to establish Council’s role
- Ongoing support and engagement of the Darebin Aboriginal Advisory Committee,
- Conduct a review of the Darebin Aboriginal Advisory Committee Terms of Reference,
- Work in relation to the renaming of Batman Park and Batman electorate,
• Continued collaboration, provision of advice and support provided to Council Officers by the Aboriginal Contact Officer and/or Aboriginal community via already established advisory mechanism

RELATED DOCUMENTS

• Darebin Council Plan 2013 - 2017
• Equity and Inclusion Policy and EIPale Tool
• Darebin Anti-Racism Strategy
• Darebin Human Rights Plan
• Community Safety Strategy
• Women's Equity Strategy
• Aged and Disability Strategy
• Arts and Culture Strategy
• Housing Strategy
• Business and Economic Development Strategy
• Diversity Capabilities Framework
1. BUSINESS DEVELOPMENT & EMPLOYMENT STRATEGY 2012-2015

AUTHOR: Manager Economic Development & Civic Compliance - Eddy Boscariol

REVIEWED BY: Director Assets and Business Services - Steve Hamilton

STRATEGY SUMMARY:

The Business Development and Employment Strategy 2012 – 2015 outlines a framework and clarifies Council’s role in providing economic development opportunities, creating the right conditions and environment for business success and increasing local employment.

The focus is on five key strategic directions:
- Marketing
- Employment and Skills
- Business and Industry Development
- Business Support
- Environmental Sustainability

Strategy started on:

Strategy ends on:
The Strategy ends in March 2015.

Strategy to be reviewed by:
The Strategy directions and priorities are reviewed and reported annually. The Strategy is viewed as a flexible document that allows Council to undertake actions that reflect changes in economic conditions and meet the needs of business.

PROGRESS REPORT

The Business Development and Employment Strategy achieved some significant outcomes in 2013/2014. The table below shows that the Strategy is on target to deliver its goals over its three year period. As part of reporting on the progress of the Strategy, an Achievement Brochure was developed for the Gala Business Lunch held in June 2014 which outlined the key outcomes in the past 12 months from each strategic objective within the Strategy.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Key Outcomes</th>
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</table>
| Marketing          | - Renewed Special Rate Levy for Northcote Business District  
|                    | - Active Spaces in Darebin has activated 15 pop up shops, created over 60 jobs and was runner up at the National Economic Development Australia Awards.  
<p>|                    | - Provided Trader Associations with assistance and training in governance requirements including business plan development. |</p>
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<tr>
<th>Establish the Oakhill (Plenty Road) Business Association</th>
<th>Consulted with over 600 businesses regarding the $1 million streetscape upgrade in shopping strips.</th>
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<tr>
<td><strong>Employment and skills</strong></td>
<td>• Launched the Darebin Jobs Link Portal&lt;br&gt;• Sponsored the Northern Indigenous Employment event&lt;br&gt;• Sponsored the NMIT TAFE local graduate program&lt;br&gt;• Represented Council on the Darebin Youth Commitment Leadership Team and Community Team.&lt;br&gt;• Participated in the Real Industry Job Interviews program&lt;br&gt;• Represented Business Development on the Darebin Public Education Advisory Committee</td>
</tr>
<tr>
<td><strong>Business and industry development</strong></td>
<td>• Participated in Melbourne’s North Ford Response Joint Task Force. 3 Darebin businesses successfully received $1.35 million dollars in grants which in turn provided $3.7 million investment in Darebin's economy and the creation of 30 jobs.&lt;br&gt;• Hosted Employment Services, Business Leaders, Financial Services and Food Manufacturing Industry forums.&lt;br&gt;• Completed the 2014 collection of Land Use and Employment Census which provides 2 years of business trend analysis.</td>
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<td><strong>Business support</strong></td>
<td>• Consulted with over 800 businesses&lt;br&gt;• Hosted 33 events held with over 1600 attendees&lt;br&gt;• Facilitated the permit approval process for over 40 new and existing businesses.&lt;br&gt;• Held annual Business Gala Lunch in June with 170 attendees.&lt;br&gt;• Target: Create 1000 jobs in 3 years. 1265 jobs have been created in 2 years through the facilitation of business permits.</td>
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<td><strong>Environmental sustainability</strong></td>
<td>• Over 75 businesses have participated in the Light$mart program.&lt;br&gt;• 56 businesses are in the Green Certificate Program.&lt;br&gt;• Held the first Darebin Sustainable Living Festival with 44 business stalls and over 500 attendees.</td>
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**Challenges**

Fifty nine actions within the Business Development and Employment Strategy were implemented during 2013/14. This involved a considerable amount of effort and perseverance.

It is important that Council check regularly with the business community to ensure that what Council delivers is important and relevant to the local businesses.

**POLICY IMPLICATIONS**
**Environmental Sustainability**
Environmental Sustainability is one of the five key strategic directions of the Strategy. The actions under this objectives outline the ways Council will work to assist businesses to reduce their energy costs and lower their carbon footprint, resource use and waste production. Undertaking these actions will also support businesses to increase their efficiency.

**Human Rights, Equity and Inclusion**
The Strategy recognises the nature of Darebin’s community as highly diverse and where cultural diversity is one of Darebin's comparative advantages. This is reflected in the business environment by the cultural backgrounds of business owners, the types of businesses operating and their employees. The objectives and actions throughout the Strategy underpin the importance of harnessing this cultural diversity and improving the economic and employment opportunities for all Darebin residents.

**Economic Development**

**FINANCIAL AND RESOURCE IMPLICATIONS**
The major financial and resource implications of the Strategy have been the budgetary demands of managing the delivery of the objectives and actions as outlined in the Strategy.

**CONCLUSION**
The Business Development and Employment Strategy has achieved significant outcomes in the last 12 months. The Strategy is one of Council’s key strategic documents. It is aligned and integrated with Darebin’s Council Plan 2013-2017. The first goal in the Council Plan refers to ‘A Vibrant City and Innovative Economy’. The actions within this goal align with the objectives within the Business Development and Employment Strategy. In particular, business investment and local employment growth, training and skills, marketing and research and business diversity all have related actions with the Business Development and Employment Strategy.

**DISCLOSURE OF INTERESTS**
Section 80C of the Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

**FUTURE ACTIONS**
- Goals and actions from the Strategy to be implemented to achieve outcomes
- Evaluate and review the Strategy
- Report to Council as required

**RELATED DOCUMENTS**
- Darebin Digital Strategy 2013-2018
- Green Business Attraction Strategy 2012 – 2017
- Council Plan 2013 - 2017

EEDY BOSCAIOL
Manager Economic Development and Civic Compliance
20 October
1. CLIMATE CHANGE AND PEAK OIL ADAPTATION PLAN

AUTHOR: Manager, Environment and Natural Resources – Libby Hynes

REVIEWED BY: Acting Director, Assets and Business Services -

STRATEGY SUMMARY:

The Climate Change and Peak Oil Adaptation Plan was adopted by Council in November 2009 and aims for Council to mitigate risks and adapt to the impacts within Council operations and our community support services.

Strategy started on:
The Climate Change and Peak Oil Adaptation Plan was adopted by Council in November 2009. This report reviews the fourth complete year of implementation - 2013/2014.

Strategy ends on:
The scope of the strategy is until 2015.

Strategy to be reviewed by:
The major review of the Plan is scheduled for 2015/2016.

PROGRESS REPORT

Introduction and Background

Over 100 actions were developed in the Adaptation Plan in response to the identified risks. These were allocated to immediate priority (commenced within the next 2 years), medium priority (commenced by 2013) and long term actions (commenced by 2015). This report reports on progress against the immediate and medium priority actions.

A number of well-established Council strategies and programs are integral to addressing the impacts of climate change and peak oil, particularly around conserving water, reducing dependence on private car transport, promoting food security and combatting the urban heat island effect. These programs include: the Climate Change Action Plan, Community Climate Change Action Plan, Sustainable Water Strategy, Darebin Transport Strategy and associated Green Travel programs, Food Security Policy and support for Sustainable Food as well as the Heatwave Strategy, GreenStreets Strategy and Urban Forest Strategy. These are identified within the actions as continuing and ongoing work.

Key Outcomes for 2013/2014

The following key actions have been undertaken in 2013/2014:

- Together with other Northern Alliance for Greenhouse Action (NAGA) councils, Darebin commenced an Integrated Regional Vulnerability Assessment – a regional approach to heatwave stress, bushfire, flooding and other climate change related risks. This project is partly funded with the support of the Victorian Government under the Victorian Adaptation and Sustainability Partnership.

- Darebin Council is making solar power more accessible to low income residents through the Solar $aver program. It’s the first program in Australia enabling households to install solar PV systems and pay them off through Council rates.
over 10 years. With quality solar systems as well as home visits and energy advice, this program is enabling 294 pensioner households to save money, save energy and better understand their energy bills. Households are expected to save an average of $115 per year, over their rate payments, rising to over $400 savings per year after 10 years. Both Preston and Reservoir have been identified as areas of high heat-stress risk through the Darebin Heatwave Strategy with residents threatened by the increased frequency of these events due to climate change. Council is participating in the Victorian Adaptation and Sustainability Partnership (VASP) with the state government. The VASP project is facilitating research into the effectiveness of the Solar $aver program in increasing access to affordable cooling for residents most at risk from more frequent heat waves.

- The Darebin Heatwave Strategy and Action Plan continued to implement information and work with service providers to ensure vulnerable community members are considered. These actions are reported in a separate report.

- The Climate Change and Peak Oil Adaptation Plan is included in the Municipal Emergency Management Plan.

- Work has continued on the Flood Management Plan and Flood Emergency Plan with flood mapping nearing completion.

- The development of the draft Municipal Strategic Statement has included consideration of adaptation issues. Additionally activity and structure planning has responded to adaptation issues, with Northland Structure planning incorporating key sustainable transport, environmental sustainable design principles and integrated water management.

- Food security and the sustainable food program implementation has continued with the development of an Urban Food Production Strategy and the continuation of the innovative food harvest program, the fruit squad, who distribute unwanted locally grown fruit to low income households.

- The implementation of the Green Business Attraction Strategy seeks to support and promote sustainable business within Darebin. In February 2014 the first Sustainable Living Expo was held highlighting local green businesses to the community. Council continues to facilitate the Darebin Sustainable Business Network and 54 Darebin businesses now proudly display “We are Greening our Business” stickers.

- The Darebin Transport Strategy and associated Green Travel Plans continue to be implemented, supporting and advocating sustainable travel solutions for our community. Council delivered over one million dollars of programs and projects specifically to promote and improve walking, cycling and safe travel facilities and outcomes, and to improve sustainability related to our roads and paths in Darebin in 2013/14. This plan is reported separately.

- The Urban Forest Strategy was adopted in December 2013 which aims to increase tree coverage on public lands to at least 25% over 15 years and will reduce the urban heat island effect. Together with the Green Streets Strategy implementation 2,600 trees were planted in public spaces and 2,500 tubestock trees were provided to the community for planting in yards.

- In relation to oil depletion there has been a 3% decrease in fleet fuel demand this year. Construction with asphalt also involves high fuel use. Council’s practice to use warm asphalt and recycled content where appropriate has reduced emissions associated with this activity.

Challenges
The Climate Council have provided the following summary of the recently released 5th IPCC (Intergovernmental Panel on Climate Change) report:

1. The IPCC reports conclude that climate change is occurring as a result of human activities. This latest report from Working Group II confirms and reinforces the findings of the previous assessment report (AR4) published in 2007.

2. There is increased evidence that climate change is already affecting many natural and human systems and poses significant risks to human health, ecosystems, infrastructure, agricultural production and communities.

3. Key findings for Australia include:
   - Marked decreases in agricultural production in the Murray-Darling Basin and south western and south eastern Australia could occur if projections of severe dry conditions are realised.
   - There are significant future risks of increased loss of life, damage to property, and economic loss due to bushfires in southern Australia. Since 1950 hot extremes have become more frequent and intense, while cold extremes have become rarer. Increased hot weather is expected to hit major population centres, with hot days, for example, in Melbourne expected to increase by 20 to 40% by 2030, and by up to 190% by 2070.
   - The iconic Great Barrier Reef is under threat. Under current rates of ocean warming and acidification, coral reef systems could be eliminated by mid- to late-century. If average global temperatures rise above 2°C it is expected that few coral-dominated systems will survive.
   - There are risks from increased frequency and intensity of flooding from extreme rainfall events, causing damage to infrastructure.

4. Reducing the risk in Australia of water shortages, bushfire weather, extreme heatwaves, and decreased agricultural production will depend on how rapidly we are able to reduce carbon emissions locally and globally, and on the how effectively we are able to implement adaptation measures.

5. The IPCC is the most authoritative international body on climate change science and impacts. IPCC assessment reports are subject to an extremely rigorous review process

Adaptation measures need to be well integrated across government levels and service organisations to be comprehensively addressed for our community. Darebin Council is one of few councils with a comprehensive plan developed. The regional NAGA study is expected to further bolster this work. However significant work and coordination is required by State and Federal Governments to ensure that adaptation measures are effective and timely.

Timely and independent research is also a critical issue for such a complicated and rapidly evolving field that crosses so many disciplines. The National Climate Change Adaptation Research Facility (NCCARF) was established by the Federal Government in 2008 and continues to be supported. However this year funding for the Victorian Centre for Climate Change Adaptation Research (VCCCAR) was discontinued by the State Government.

**POLICY IMPLICATIONS**

**Environmental Sustainability**

Implementation of the Adaptation Plan will assist Darebin to adapt to the impacts of climate change and peak oil.
Human Rights, Equity and Inclusion

The Adaptation Plan identifies social impacts and vulnerable groups. Communication plans developed as part of the plan’s implementation consider CALD communities.

Economic Development

Through the green business programs discussed above Council are supporting businesses to reduce their greenhouse emissions and reduce energy costs. Council programs like the Solar $aver program can develop markets and employment for the Australian solar industry.

Other

The Council Plan aims for Council to lead and work with the community and partners to achieve a rapid transition to an environmentally sustainable city, and undertake long-term planning to ensure the city can address the impacts of climate change and peak oil.

FINANCIAL AND RESOURCE IMPLICATIONS

The program continues to be delivered within the existing operating budget.

CONCLUSION

Continued progress has been made on the implementation of the Climate Change and Peak Oil Adaptation Plan. The majority of the actions have occurred through complementary strategies and programs including: the climate change action plans; Heatwave Strategy, Sustainable Water Strategy; Food Security Policy, Darebin Transport Strategy GreenStreets Strategy and Urban Forest Strategy.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Continued implementation of the Darebin Climate Change and Peak Oil Adaptation Plan.
- Regional Adaptation planning through the NAGA project to be completed by June 2015.

RELATED DOCUMENTS

Darebin Climate Change and Peak Oil Adaptation Plan
Darebin Heatwave Strategy and Action Plan
Darebin Community Climate Change Action Plan
Organisation Climate Change Action Plan
Darebin Transport Strategy
Sustainable Water Strategy
Darebin Food Security Policy
Urban Forest Strategy
Municipal Strategic Statement
1. COMMUNITY CLIMATE CHANGE ACTION PLAN

AUTHOR: Manager, Environment and Natural Resources – Libby Hynes

REVIEWED BY: Director, Asset and Business Services – Steve Hamilton

STRATEGY SUMMARY:
The key objective of the Community Climate Change Action Plan is to support the Darebin community to significantly reduce greenhouse gas emissions.

Strategy started on: June 2009

Strategy ends on: 2020

Strategy to be reviewed by: The major review of the Plan is scheduled for 2015/16.

PROGRESS REPORT

Introduction and Background
The implementation of the Community Climate Change Action Plan continues to deliver positive outcomes and advocacy for the Darebin community including:

- more energy efficient homes, assisting with lower energy costs
- climate change and energy efficiency information available in community languages
- energy and cost savings for Darebin businesses.

Key Outcomes for 2013 - 2014

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<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assist low income households to increase energy efficiency, improve comfort and weatherproofing of homes and reduce energy costs.</td>
<td>Solar $aver Program</td>
<td>Darebin Council is making solar power more accessible to low income residents through the Solar $aver program. It's the first program in Australia enabling households to install solar PV systems and pay them off through Council rates over 10 years. With quality solar systems as well as home visits and energy advice, the program is enabling 294 pensioner households to save money, save energy and better understand their energy bills. Households are expected to save an average of $115 per year, over their rate repayments, rising to over $400 savings per year after 10 years. The program was a finalist in the United Nations Awards.</td>
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<tr>
<td>Working in Partnership with CALD communities</td>
<td>Talking My Language – The program worked with Arabic and Chinese communities this year to develop material for these communities on energy efficiency.</td>
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<td>Continue to support residents to improve their energy efficiency and emission reduction efforts</td>
<td>Communicating Energy Use project – (NAGA project) provides Darebin community energy use profile and sets an home energy target The Municipal Energy Calculation tool has been updated with 2011 data. The increase in emissions is due to additional energy data being included that was not available in previous years. Residential electricity use increased marginally by 2%. Darebin’s per household GHG emissions increased 4% but remain below the regional average. ‘Go 5’ communication material has been developed in an online tool (<a href="http://www.go5.org.au">http://www.go5.org.au</a>) that allows residents to compare their energy use against the average for their suburb.</td>
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<tr>
<td>Information forums</td>
<td>As part of the Darebin Sustainable Homes and Communities program an Energy retro fit workshop was held in June 2014 and energy efficiency advice was provided at the Darebin Sustainable Living Expo in February 2014.</td>
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<tr>
<td>Business support programs</td>
<td>Green Business Attraction Strategy, Light$mart and “Greening our Business” programs - Council adopted a Green Business Attraction strategy in September 2012 and now have 80 businesses listed on the Green Business Directory. -The inaugural Sustainable Living Expo was held in February 2014 to highlight local green businesses and attracted hundreds of participants. -21 businesses have retrofitted energy efficient lights through the Light$mart Program. -Council continues to facilitate the Darebin Sustainable Business Network and 54 Darebin businesses now proudly display “We are Greening our Business” stickers. -The Australian Government funded NAGA regional program to support energy efficiency information and assistance to businesses in the NAGA area (including Darebin) is underway and developed case studies and energy information for Darebin businesses. -A solar forum for businesses was held in November 2013.</td>
<td></td>
</tr>
<tr>
<td>Advocacy</td>
<td>Submissions to State and Federal Government Darebin provided submissions to the Renewable Energy Target Review and Plan Melbourne. NAGA on behalf of Darebin (and other member councils) completed a number of regional submissions including the following: Federal submissions • Renewable Energy Target Review • Emissions Reduction Fund Green Paper • Energy White Paper</td>
<td></td>
</tr>
</tbody>
</table>
### COUNCIL MEETING

<table>
<thead>
<tr>
<th>Senate Inquiry Direct Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate Change Authority Target</td>
</tr>
<tr>
<td>Carbon Tax Repeal</td>
</tr>
</tbody>
</table>

**State submissions**
- Greener Government Buildings Program
- Victorian Energy Efficiency Target Review
- Harmonisation of the Energy Retail Code
- Review of the Energy Saver Incentive

Darebin Council also proved $2,000 support for the Climate Council and advocated for community solar.

A number of other Council programs supported the Darebin community to reduce greenhouse emissions. These include Council’s sustainable transport programs, statutory and strategic planning programs.

**Community data for gas and electricity use now available**

Through the NAGA Communicating Energy Use project we now have detailed data about energy use across the Darebin Community (to the year 2011). Greenhouse gas emissions in the City of Darebin appear to be relatively stable, despite an increasing population and increasing levels of electronic devices in homes. The increase in gas and total emissions in 2011 is due to additional energy data being included, which had previously not been known. Note that this data only includes gas and electricity use and does not include full emissions including transport and waste emissions.

![Image of GHG Emissions](attachment:image.png)

**Challenges**

In a global climate where an increasing number of nations and states are undertaking climate change mitigation and adaptation action, including emissions trading schemes (EU, UK, NZ, Korea, states in China and the United States), Australia’s Government has repealed the former carbon tax. There is uncertainty around the Australian Government’s Direct Action Plan and associated Emissions Reduction Fund, particularly in regard to local government being able to access the proposed billion dollar fund.

The priorities and policies of the Victorian Government have resulted in limited opportunities for funding for climate change and energy efficiency programs within the community and Council. One of the few remaining energy efficiency programs providing support for residential and business sector, VEET (Victorian Energy Efficiency Target), has been marked to complete at the end of 2015.

The review of the Renewable Energy Target by the Australian Government and reduced Feed-in-Tariffs for solar photovoltaics (PV) has affected the installation rates of solar PV across Victoria. The Solar $aver Program to help low income households install solar PV and repay over 10 years through a Special Rates Charge Scheme – is likely to be an important
mechanism to help Darebin households reduce electricity cost pressures and result in increased solar installation rates.

In the context where both Federal and State Government have severely reduced funding and focus on reducing greenhouse gas emissions, it will be difficult for Council to find ways to work with the community, businesses and visitors to reduce emissions. Council will need to be creative and explore opportunities and partnerships to continue promote energy efficiency and renewable energy options. This is a challenge for the upcoming review of the plan.

Additionally an emerging issue is the concept of ‘unburnable’ fossil fuel resources (identified by International Energy Agency and others) as well as ‘divestment’ campaigns from fossil fuel investments by public authorities (government, universities, etc), and scrutiny on provision of finance by banks and other financial institutions.

**POLICY IMPLICATIONS**

**Environmental Sustainability**

The aim of the Action Plan is to assist the Darebin community to reduce greenhouse gas emissions.

**Human Rights, Equity and Inclusion**

The Darebin Community Climate Change Action Plan has specifically targeted low socio-economic households for a number of initiatives, including the significant Solar Saver Program. The Talking My Language program provides translated, culturally relevant energy saving advice to CALD communities.

**Economic Development**

Through the green business programs discussed above Council are supporting businesses to reduce their greenhouse emissions and reduce energy costs. Council programs like the Solar Saver program can develop markets and employment for the Australian solar industry.

**Other**

Darebin's Council plan includes an objective of sustainable and resilient neighbourhoods as part of achieving rapid transition to an environmentally sustainable city.

**FINANCIAL AND RESOURCE IMPLICATIONS**

The program continues to be delivered within the existing operating budget. Further funding has been gained through grant applications including regional projects being undertaken by the Northern Alliance for Greenhouse Action (NAGA).

**CONCLUSION**

The Darebin Community Climate Change Action Plan continues to deliver good results for the Darebin community. People from low socio-economic and diverse backgrounds have benefited from the Solar Saver and Talking My Language programs. The energy efficiency forums are increasing energy saving knowledge in the community. Federal and State policies create ongoing challenges to address this important issue.
COUNCIL MEETING

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS


RELATED DOCUMENTS

Darebin Community Climate Change Action Plan
Darebin Climate Change Action Plan
Darebin Climate Change and Peak Oil Adaptation Plan
Darebin Transport Strategy
Municipal Strategic Statement
1. COMMUNITY SAFETY STRATEGY 2012 - 2016

AUTHOR: Community Safety Officer - Patrick Buchanan

REVIEWED BY: Director Community Development – Katrina Knox

STRATEGY SUMMARY:

The Darebin Community Safety Strategy 2012–2016 is a plan to enhance perceptions of safety, reduce crime and build a respectful community. The strategy provides a broad four-year framework that encompasses all of Council’s activities that relate to community safety across built, social and economic environments. The strategy primarily aims to increase community safety through proactive initiatives that focus on boosting levels of community engagement and participation. There are three key priority areas of the Darebin Community Safety Strategy which involve a range of actions and priority communities:

**Priority one: People** – to improve social inclusion and community participation to create strong, safe, respectful neighbourhoods.

**Priority two: Place** – to design and maintain our city to reduce crime, and enhance public safety and perceptions of safety.

**Priority three: Partnerships** – to work in partnership to increase community education and reduce the opportunity for crime, injury and violence.

Strategy started on:

August 2012

Strategy ends on:

June 2016

Strategy to be reviewed by:

Actions reviewed annually, strategic review in June 2016

PROGRESS REPORT

Introduction and Background

The strategy has continued to provide a basis for a number of proactive initiatives aimed at increasing perceptions of safety and reducing crime in priority communities. Council’s approach to building community safety and implementation of the strategy itself has been assisted by a variety of resident and community groups, and the Darebin Local Safety Committee, comprised of representatives from MFB, Victoria Police, Darebin Council, Darebin Community Health, Metro Trains, Darebin Community Legal Service and SES.

The overall impact of the community safety strategy is measured using the perceptions of safety data gathered in the Darebin Community Survey. This strategy aims to increase or maintain the perceived safety in Darebin at 8 during the day and improve the perception of safety at night especially in areas which have lower than average perceptions of safety.
### Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Build safe and strong communities through inclusion and participation</strong></td>
<td>Implement annual safety month events and develop a new activity as part of community safety month. Council staff to participate at meetings of the Darebin Neighbourhood Watch and Darebin Eye Watch initiative to connect community and reduce crime. Hold the Darebin Community Awards</td>
<td>3 successful events held in community safety month including two targeted community safety audits. Officers attended 100% of Neighbourhood Watch meetings to support and promote this work. Darebin Community Awards held and awarded to Cleanforce and Songlines Aboriginal Music corporation.</td>
</tr>
<tr>
<td><strong>Implement programs to address anti-social behaviour and promote respect</strong></td>
<td>Expansion of the YUte Crew Mobile Outreach program and advocate for its capacity as a youth participation and crime prevention initiative. Investigate opportunities to partner with Northland Youth Centre to implement youth focused community safety programs</td>
<td>Youth Violence Diversionary Program piloted over 8 weeks with 10 participants deemed 'at-risk' to address the ongoing issue of disengagement and anti-social behaviour at All National Park. The Northland Diversionary program developed and implemented involving 10 young people who had been previously banned from the centre. The program aimed to overturn the banning notices and promote respectful behaviour in the centre.</td>
</tr>
<tr>
<td><strong>Maintain and manage the amenity of our community</strong></td>
<td>Promote the Community Initiated Safety Audit Program as a community based response to safety issues</td>
<td>11 safety audits completed with Victoria Police both proactively and in response to community safety concerns. The process has been refined so that the final report provides a social and environmental assessment and generates a number of short and long term recommendations.</td>
</tr>
<tr>
<td><strong>Design and provide safe public spaces</strong></td>
<td>Seek funding for CCTV in high priority locations in the City of Darebin as identified by Victoria Police.</td>
<td>$236,000 received from Department of Justice to install CCTV at the new Reservoir Library. A Code of Practice, System Functional Design and MOU has been endorsed with Victoria Police.</td>
</tr>
</tbody>
</table>
Work in Partnership to increase community education and reduce the opportunity for crime, injury and violence

| Coordinate responses with key stakeholders to new and existing issues in Darebin. | A number of issues successfully responded to with Victoria Police, Darebin Community Health and resident associations including bike theft, drug use and dealing and antisocial behaviour. A key achievement is development of the Northland Precinct Action Group. |

Challenges

The success of initiatives can depend on the quality and consistency of external stakeholders’ participation, which at times can be difficult to sustain due to competing resources.

A key component of reducing crime and increasing perceptions of safety is the ability to respond to new and existing issues and showing the community we have a proactive capacity. When a number of issues arise simultaneously it can put a strain on budgetary and human resources and affect the ability of Council to respond accordingly. A number of projects and initiatives aim for long term behavioural and social change and outcomes. Such initiatives require long term commitment and funding from a variety of stakeholders, and an understanding and acceptance that short term reporting is unlikely to produce favourable outcomes so often desired.

Environmental Sustainability Implications

Amenity and perceptions of safety are adversely affected by litter, dumped rubbish and illegal graffiti. Section 2.1 of the Darebin Community Safety Strategy aims to maintain and manage the amenity of our city and support the implementation of the Darebin Council Litter Plan, 2011 – 2014 and effective graffiti management as described in the strategy aims to enhance the amenity of an area and increase perceptions of safety and helps to reduce the overall environmental impact of graffiti.

Equity and Inclusion Implications

When individuals feel unsafe in their environment it can decrease their participation in the community and negatively impact on their sense of wellbeing. The application of the Equity and Inclusion Planning and Audit tool has identified that there are particular groups that are at greater risk of actual or perceived safety in the community that will be addressed in the Strategy. They include:

- Youth: anti-social behaviour and substance related issues
- Older Adults: social isolation, hoarding
- CALD communities: social isolation, crime prevention education and reporting
- Children: pedestrian safety
- Aboriginal and Torres Strait Islander: substance related issues
- Women: family violence

In addition to perceptions of safety and the experience of crime, the EIPAT also identifies groups within the community who are at greater risk of participating in crime and antisocial
behaviour and subsequently the aim is to address the social determinants which create these risk factors.

**Economic Development**

Crime and low perceptions of safety can have a negative impact on businesses and economic development. A key project addressing this has been the Northland Precinct Action Group and graffiti removal / prevention work in activity centres.

**FINANCIAL AND RESOURCE IMPLICATIONS**

In 2013/2014 $10,000 was provided for the implementation of the strategy and an additional $10K for the community safety audit through a new initiative bid. This was supported by a $25K budget for graffiti prevention initiatives. External resources supporting the Strategy include the $230,000 Department of Justice community safety infrastructure grant for the redevelopment of the laneway adjacent to the Reservoir Community Centre and the installation of CCTV. In 2014/15 a dedicated budget line for the Northland Precinct Action Group will be a valuable resource to ensure that addressing the disproportionate levels of crime in this area is not at the expense of other community safety initiatives in Darebin.

**CONCLUSION**

A number of exciting projects have been initiated and continue to be developed. The strategy has provided the framework to develop the Northland Precinct Action Group which has made significant inroads to reduce crime and enhance perceptions of safety in the area. Other significant developments include streamlining the Community Safety Audit process and approval structure for the final report, allowing for a number of short and long term recommendations and actions to be assigned to relevant stakeholders for any given site. The report also serves as baseline measurement for future safety and community development initiatives in that location.

**DISCLOSURE OF INTERESTS**

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**FUTURE ACTIONS**

- Investigate opportunities to further Darebin’s drug and alcohol policy.

**RELATED DOCUMENTS**


**PATRICK BUCHANAN**
Community Safety Officer
20 October 2014
CORPORATE CLIMATE CHANGE ACTION PLAN

AUTHOR: Manager Environment & Natural Resources – Libby Hynes
REVIEWED BY: Director Assets and Business Services – Steve Hamilton

STRATEGY SUMMARY:

The key objective of the Corporate Climate Change Action Plan is to provide leadership in greenhouse gas mitigation by achieving a target of carbon neutrality (zero net carbon dioxide emissions) for Council’s operations by 2020.

Strategy started on: June 2007
Strategy ends on: 2020
Strategy to be reviewed by: 2015

PROGRESS REPORT

Introduction and Background

The implementation of the Corporate Climate Change Action Plan continues progress towards achieving carbon neutrality. Scope 1 and 2 greenhouse gas emissions increased marginally from 3,333 tonnes in 2012-13 to 3,345 tonnes for 2013-14 (including GreenPower purchase) corresponding with increased delivery of services and increased use of natural gas rather than electricity which is not offset with Greenpower. The energy efficient street lighting changeover currently underway will significantly reduce Darebin's emissions overall. These are classed as scope 3 emissions and are a significant source of emissions under Council's control.

The graph on the following page provides the greenhouse emissions inventory for Council operations consistent with the National Greenhouse and Energy Reporting system (NGERS), showing comparison to the former inventory method used prior to 2010/11 when the NGERS approach was adopted. The following table highlights what was included in the old inventory, what is included in the new inventory and examples of Scope 3 emissions which will be considered in 2015.


<table>
<thead>
<tr>
<th>Emissions Type</th>
<th>Old Inventory prior to 2011</th>
<th>New Inventory NGERS Scope 1 &amp; 2</th>
<th>NGERS Scope 3 to be considered in 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity Use</td>
<td>Electricity from facilities where Council pays the bills (greenhouse neutral due to GreenPower)</td>
<td>Electricity from facilities where Council pays the bills (greenhouse neutral due to GreenPower)</td>
<td>Electricity from Northcote Aquatic &amp; Recreation Centre</td>
</tr>
<tr>
<td>Gas Use</td>
<td>Gas from facilities where Council pays the bills</td>
<td>Gas from facilities where Council pays the bills</td>
<td>Gas from Northcote Aquatic &amp; Recreation Centre</td>
</tr>
<tr>
<td>Fuel Use</td>
<td>Fuel Use from Fleet</td>
<td>Fuel Use from Fleet</td>
<td>-</td>
</tr>
<tr>
<td>Street lights</td>
<td>Electricity for Street lighting</td>
<td>-</td>
<td>Electricity for Street lighting</td>
</tr>
</tbody>
</table>
Energy Efficiency projects were implemented at the following large facilities:

- Through the “Pooling our Energy” program Council was successful in receiving a grant of $875,800 from the Australian Government Community Energy Efficiency Program (CEEP) to provide cogeneration and energy efficiency improvements at Darebin’s two aquatic centres – Northcote Aquatic Recreation Centre (NARC) and the Reservoir Leisure Centre (RLC). The NARC cogeneration works were completed over the 2013/14 year and the RLC energy efficiency works have also been completed with the cogeneration system works expected to be completed by December 2014.

- Northcote Library – LED lighting upgrade with smart controls, automated windows for natural ventilation, significant draught sealing

- Preston Municipal Precinct – Ceiling insulation installed in 274 Gower Street and Solaris.

Emissions savings generated from the Energy Efficiency capital works projects are indicated in the following graph.

Additionally Council commenced the installation of energy efficient streetlights across Darebin during the year. Australian Government funding of $1.85 million was received for the 3 year project. Council is contributing $2.5 million to change 9,710 streetlights to energy efficient lights over 2014 – 2016. This will reduce electricity use by 70% for these lights or 3,800 tonnes of greenhouse gas emissions per year and provide significant financial savings over their lifetime.
The following graph shows the progressive reduction in greenhouse gas emissions at Darebin’s buildings and the variation of emissions by sector since 2002.

- In the context of increased serviced delivery at several sites Darebin City Council emissions remained stable for 2013-14 with a small 12 tonne increase (0.4% more carbon dioxide equivalent (tCO2-e)) than the same time last year for all buildings and fleet vehicles.

- The Top 13 sites reduced electricity consumption by 7%.

- Before accounting for GreenPower, Darebin’s top 13 Buildings reduced GHG emissions by 288 tonnes. When GreenPower is included - emissions increase by 45 tonnes due to an increase in natural gas and stationary LPG.

- Notably Northcote Town Hall experienced a 13% (45 tCO2-e) reduction over 2013-14 which is largely attributed to installation of insulation. This is a good result considering the record breaking temperature experienced over summer.

- Other reductions were achieved by Darebin City Council vehicle usage. Overall, vehicle fleet emissions have reduced by 79 tonnes, however included in this total is an increase in petrol emissions of 14 tCO2-e.
Challenges

In 2010-11 Council adopted a revised greenhouse gas reporting framework that aligns with the National Energy and Greenhouse Reporting System (NGERS). The scope of reporting for this report relates to activities that Council directly manages or controls. This will be expanded over time to include activities that it does not directly control such as street-lighting and facilities which we lease or are operated for us by a contractor. (Scope 3) An ongoing challenge for widening the scope of reporting is updating data for reporting while retaining an accurate, consistent and transparent and meaningful approach for reporting. Another part of this challenge is purchasing offsets to achieve zero net carbon emissions via the removal of carbon emissions from the atmosphere. Council’s purchase of Greenpower offsets electricity but does not offset gas, which can be more efficient and less greenhouse intensive in projects such as cogeneration. Council will review options for offsetting once the full scope of its reporting is finalised in 2015 and there is greater clarity about relevant government policy and reporting frameworks.

Historically there has been a strong nexus between service provision/activity and levels of greenhouse gas emissions. An ongoing challenge is to continue expanding service provision and related activities while at the same time reducing greenhouse gas emissions. This includes increases in greenhouse gas emissions from smaller facilities where the business case for energy efficiency measures is not as strong. The Climate Change Action officer is working closely with stakeholders across council to encourage collaboration to optimise energy efficient outcomes. This involves regular energy use updates to facility managers to ensure energy efficiency is a focus and consideration in operational decision making.

POLICY IMPLICATIONS

Environmental Sustainability
COUNCIL MEETING

The aim of the plan is to reduce Council’s net corporate greenhouse gas emissions to zero thereby demonstrating leadership in greenhouse gas mitigation.

Human Rights, Equity and Inclusion

There are no equity and inclusion implications that are directly attributable to the implementation of the Corporate Climate Change Plan, although where cost reductions are achieved through energy efficiency outcomes, this may maintain lower service charges for disadvantaged community members.

Economic Development

Local business is a consideration in the appointment of all energy efficiency works tenders.

Other

Darebin’s Council plan includes an objective of sustainable and resilient neighbourhoods as part of achieving rapid transition to an environmentally sustainable city.

FINANCIAL AND RESOURCE IMPLICATIONS

The program continues to be delivered within the existing budget. It is estimated that Council will have a net avoided cost of over $9.7 million over 20 years by introducing energy efficient streetlights. The suite of energy efficiency works have a payback periods ranging from 6 – 10 years and it is estimated that across the lifetime of a project for every $1 spent from the energy efficiency program, $1.40 of energy costs are expected to be saved. Rising energy costs and improved technologies will further improve investment opportunities.

CONCLUSION

The Darebin City Council Corporate Climate Change Action Plan continues to deliver projects that control and reduce greenhouse gas emissions from Council’s operations. The continuation of the priority for reducing emissions from larger facilities is resulting in more energy efficient facilities with a smaller environmental footprint. Completion of the installation of more energy efficient street-lights over the next two years will be a significant step for further reductions in greenhouse emissions and achieving operational savings.

DISCLOSURE OF INTERESTS

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The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Continued implementation of the Darebin Corporate Climate Change Action Plan;
- Progressive installation of energy efficiency street lights over the next 2 years;
• Council to review the 2020 target boundary and opportunities for abatement in 2015.

RELATED DOCUMENTS

Darebin City Council Climate Change Action Plan
1. ‘DAREBIN CYCLING STRATEGY 2013-2018’

AUTHOR: Senior Coordinator, Transport Management – Nathan Moresi

REVIEWED BY: Acting Director, Major Projects, Engineering and Transport – Chris Meulblock

STRATEGY SUMMARY:

The Darebin Cycling Strategy (DCS) is our five year plan to create a culture of cycling by making riding in Darebin enjoyable, relaxing and safe, and Darebin a place where using a bicycle is the best travel option for short and medium trips that can’t be made on foot. The strategy guides Council’s infrastructure, marketing and education, advocacy and leadership actions.

Strategy started on:
The DCS was adopted in December 2012.

Strategy ends on:
The DCS will finish in 2018.

Strategy to be reviewed by:
The DCS is due to be reviewed in 2017/18.

PROGRESS REPORT

Introduction and Background

The DCS has four key objectives; the actions undertaken in 2013/14 to address these are discussed below. The Strategy is supported and guided by the Darebin Bicycle Advisory Committee.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foster a culture of cycling where the bicycle is the first choice for trips between 2 and 7km</td>
<td>Installed over 200 new bike parking racks on street, outside parks, schools, community facilities and train stations. Delivered 7 intermediate and 4 beginner cycle training courses and 2 social rides, also held cycle training for international students and CALD community. Bike Valet at festivals.</td>
<td>Surveys show an average annual increase in cycling of 15% on key routes in Darebin since 2007, resulting in a 175% increase over the eight years. These surveys also recorded an average of 500 riders per hour now using the St Georges Rd shared path in the morning peak which is our busiest cycling route.</td>
</tr>
</tbody>
</table>
A Ride 2 Work Day community breakfast event was held in October 2013 for over 300 people.

<table>
<thead>
<tr>
<th>Create a cohesive high quality network of cycle friendly routes accessing popular destinations both within Darebin and the larger metropolitan network that are suitable for use by those of all abilities, ages and backgrounds</th>
<th>Six shimmy cycling wayfinding routes installed and widely promoted, which is over 20km of shimmy route.</th>
<th>Increases the number of route options for less experienced riders who don’t feel confident riding on busy roads. Improves accessibility by active modes to local services.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over fifty walking and cycle improvements have been constructed in Darebin, including new pedestrian and cyclist crossing points, 1km of new off road shared path, new and improved bike routes, safe travel to school improvements, new shared paths and over 200 new cycle parking racks installed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Worked with Yarra Trams, Melbourne Water, VicRoads, VicTrack and community stakeholders to improve safety and amenity in key locations.</td>
<td>Stakeholders engaged in plans to improve St Georges Road shared path, cycling safety on Darebin Road and in other locations.</td>
<td></td>
</tr>
<tr>
<td>Advocated for state government investment in an upgrade of the St Georges Road shared path, for cycling facilities along Darebin Road, High Street, Preston, and sought for TAC funding for a number of cycling safety projects in Darebin.</td>
<td>Applications for funding submitted through VicRoads and TAC. Community have raised the profile of cycling projects in Darebin.</td>
<td></td>
</tr>
<tr>
<td>Worked with members of DBAC including LaTrobe University and the Police representatives for high quality outcomes for bike riders, and participated in a cross Council Bicycle Network.</td>
<td>LaTrobe University and police more engaged in relevant projects. Projects across Council borders more consistent.</td>
<td></td>
</tr>
<tr>
<td>Continue to improve the safety of cycling</td>
<td>Implemented a range of safety improvements identified in the St Georges Road Shared Path Safety Audit.</td>
<td>Increases the safety of one of Darebin’s most popular shared paths.</td>
</tr>
<tr>
<td>Provided bike lights to Youth</td>
<td>Improves safety for all types of</td>
<td></td>
</tr>
</tbody>
</table>
Services and Men's Shed to distribute to the community through their programs.

- Road users at night, by improving cyclist visibility.
- Continued to support and encourage bike education in schools.
- Improves safety and confidence of cyclists from a young age.

**Challenges**

State Government changes and reductions in funding opportunities have reduced the number of opportunities to leverage State funding, especially for bigger projects. In light of this challenge, some funding has been sought via grants to deliver some smaller projects. The outcome of these applications is not yet known. Also, opportunities to leverage off other Council infrastructure projects to improve the safety of cyclists continues to be explored.

Securing support for improvements for bike riders at locations managed by VicRoads, VicTrack, Melbourne Water and other service authorities can be time consuming, and difficult to achieve. Longer timelines have been allowed for delivery where external authorities are involved. In some cases works have been given a lower priority where the complexity is likely to create a significant barrier to delivery.

Accessing data to report on the DCS targets continues to be a challenge, with significant and important statistics becoming available only every 4-6 years. Additional data is being sought through smaller location specific surveys following implementation of capital projects, the community survey and cyclist counts.

**POLICY IMPLICATIONS**

**Environmental Sustainability**

With its emphasis on sustainable travel, the DCS has environmental sustainability at its core as Council has recognised the link between sustainable transport, local living, accessibility and reduced greenhouse gas emissions. The implementation and monitoring of the Strategy will enable Council to track progress towards its goals and inform the community of this progress.

**Human Rights, Equity and Inclusion**

The DCS was reviewed through the lens of EIPAT, and action areas identified that will support equity and inclusion for the whole Darebin community.

The ability for Darebin’s residents to access jobs, schools, community services and shops is an essential element of ‘social inclusion’: the degree to which people are able to participate in community life. However, a significant number of Darebin’s residents do not have easy access to a car. This is exacerbated by the fact that the north of the municipality, where car ownership is lowest, is also the part of Darebin that is least well–served in terms of public transport.
The DCS seeks to enhance safety and amenity for bike riders, and to make it easier and more attractive for all residents to use a bike. Many of the DCS actions discussed within this report are aimed at ensuring that Council is working towards an improved, fair and equitable transport system. For example, the provision of good quality alternatives to the car will ensure everyone, regardless of whether they have access to a car, has the ability to access jobs, services and social opportunities.

**Economic Development**

Both the capital works and bike education programs undertaken to meet objectives of the DCS have contributed improving access to employment for our community, and to additional job opportunities within Darebin.

**Other**

Most actions discussed in this report also contribute to key objectives in the Darebin Transport Strategy and Darebin Safe Travel Strategy. More broadly speaking, they also address wider Council strategies such as the Community Health and Wellbeing Plan and Community Safety Strategy.

**FINANCIAL AND RESOURCE IMPLICATIONS**

Cycling programs have been delivered via Council funding for cycling and as part of general Transport Management business. The approach to program delivery adheres to the broader Darebin Transport Strategy principles.

Increasing demands and expectations due to growing population pressure on transport networks has already created difficulties in implementing some aspects of the strategy in a timely manner.

**CONCLUSION**

Delivery of the DCS has supported an increase in the take-up of cycling across the Municipality. Ongoing improvement to the network and people’s confidence in cycling is crucial and the Transport Management department are currently on track to deliver the Cycling Strategy action items with extensive planning for future capital delivery, in addition to implementation of the 2014/15 infrastructure program, which includes further improvements to Darebin’s most popular cycle route, the St Georges Road Shared Path. Limitations in funding and delivery are being managed through coordinating alternatives where needed and working with stakeholders to leverage off other infrastructure projects to improve cyclist safety and access.

In addition to physical works, there has been strong delivery of behaviour, engagement and marketing programs such as cycle training, promotion of the new Shimmy routes; Ride 2 Work Day and bike education in schools.

**DISCLOSURE OF INTERESTS**

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under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

**FUTURE ACTIONS**

- Continue to deliver DCS actions.
- Continue to support the Darebin Bicycle Advisory Committee.
- Continue to engage with community on cycling improvements and education.
- Evaluate the successes and areas for improvement of the DCS.

**RELATED DOCUMENTS**

- Darebin Cycling Strategy 2013-2018
- Darebin Cycling Strategy Technical Report
- St Georges Road Shared Path Safety Audit 2013.

NATHAN MORESI  
Senior Coordinator, Transport Management  
20 October 2014
1. DAREBIN ANTI-RACISM STRATEGY 2012 - 2015

AUTHOR: Multicultural Affairs Officer - CESAR DIAZ

REVIEWED BY: Katrina Knox – Director Community Development

STRATEGY SUMMARY:


1. Council: To be inclusive and reflective of the community it serves.
2. Services: To provide inclusive, responsive and accessible services.
3. Our community: To foster an inclusive and empowered community.

The Equity and Diversity team has introduced innovative ideas to the implementation of the strategy such as its support for the establishment of an Asylum Seekers Support program, the implementation of the first stage of the Say NO To Racism Project, original ideas in the organisation of Human Rights conversations, Human Rights Day and awareness raising around Constitutional Recognition of Aboriginal People, information sessions, Aboriginal Awareness Training, Cultural Diversity Training, the promotion of interculturalism, the development of a Diversity Capabilities Framework and the application of the EIPAT tool.

Strategy started on: 2012

Strategy ends on: 2015

Strategy to be reviewed by: 2016

PROGRESS REPORT

Introduction and Background

The Darebin Anti-Racism Strategy has strong synergies with the National Anti-Racism Strategy and is based on the findings of the Darebin Racism Inquiry conducted by Council during 2011-2012. The inquiry offered Council an in-depth understanding of areas where efforts should be increased and identified the most affected groups. As indicated in the final report on this inquiry and in spite a majority support for multiculturalism in our municipality too many individuals and communities in Darebin still experience prejudice, discrimination and racism in a number of settings.

The vision of the Darebin Anti-Racism Strategy is to ‘work towards a racism free Darebin, where our community’s diversity is valued, celebrated, respected, embraced and leveraged’.

Dual aim of Strategy:
addressing race-based discrimination at the local level – in conjunction with work done at national level through National Anti-Racism Strategy

strengthening community cohesion and social inclusion

The Darebin inquiry found that the most affected groups are:

- Aboriginal and Torres Strait Islander background
- Non-English speaking background
- Minority religious groups
- Younger people
- Women

This strategy focuses in the three strategic areas identified by the inquiry which correspond to the three strategic goals of Darebin’s EIP: Council, Services and Community.

**Council**

- Employment
- Training
- Leadership & Partnerships
- Communications and Marketing
- Communications and Advocacy
- Data-collection and research

**Services**

- Resource distribution & Interculturalism
- Social Inclusion clause in tender documents

**Community**

- Public Education and awareness raising
- Public Education & Discrimination in the public space
- Community capacity-building & Partnerships
- Community celebration & Awareness-raising
- Education – working with schools
- Empowerment Bystander action
- Interculturalism & Community Building

The Darebin Anti-Racism Strategy is implemented through the actions contained in the EIP Plans: Human Rights Action Plan, Aboriginal Action Plan and Multicultural Action Plan. The actions included in these plans are based on the themes identified in VicHealth’s framework for action and on the Challenging Racism Project’s practical anti-racism initiatives and strategies.

The implementation of the Darebin Anti-Racism Strategy reflects community expectations described in the Racism Inquiry and respond to community suggestions and recommendations.
This report provides information on the objectives, strategic areas, actions and outcomes achieved during the period 2013-2014 and indicates some of the future actions and challenges in the implementation of the strategy.

**Key Outcomes for 2013/2014**

All the actions corresponding to the areas above for this reporting period have been implemented successfully. Fifteen actions were implemented out of twenty one actions included in the plan. This represents a 75% implementation rate. Five actions in the plan need further discussion in regard to resources and project briefs with possible implementation during 2015.

In particular, the actions relating to raising awareness and educate Council and community on human rights issues and the intersection between these issues and racial discrimination. A significant number of events were also held during the 13/14 period especially during Refugee Week and NAIDOC week to take a stand against racism and work for a racism-free Darebin.

<table>
<thead>
<tr>
<th>Council</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strategy objective:</strong></td>
</tr>
<tr>
<td>To build and organisation that promotes freedom from racism and race-based discrimination and harnesses its staff’s diversity.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategic Area</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment (recruitment, retention, career development, flexible work arrangements)</td>
<td>Work through recruitment and employment policies and processes towards a workforce that reflects Darebin’s Aboriginal and culturally diverse communities. Includes</td>
<td>Training Plan on Aboriginal Cultural Awareness, Cultural Diversity, Multilingual Communications, Human Rights and Anti-Racism developed and implementation started. Council’s Professional Development opportunities include corporate and leadership programs and identified expressions of interest applicable to employees roles and responsibilities. Participation in training is offered either through self-nomination, invitation from People and Development or as part of mandatory programs to remain legislatively compliant. It is estimated that at least 50% of Darebin staff are from culturally and linguistically diverse backgrounds. In reviewing a cross section of the attendance logs from programs delivered in 2014/2015 at least half of the attendees at any program are from CALD backgrounds. In addition the Corporate Induction program is mandatory for all new employees and any legislatively directed training is compulsory for all staff to complete.</td>
</tr>
</tbody>
</table>
This ensures that training provided and participation includes all CALD employees.

a) All of Council’s Position Descriptions include the following clause:
“Darebin City Council is an equal opportunity employer. We value diversity and encourage applications from Aboriginal people, people with disabilities and culturally and linguistically diverse backgrounds. Reasonable adjustments can be negotiated.”

b) All of Council’s Advertisements include the following clause:
“Darebin City Council is an Equal Opportunity Employer”

c) Every recruitment process at Council requires the recruiting Manager to have a ‘Recruitment Consultation’ with People and Development. The consultation includes a spiel on ‘Diversity’, encouraging the recruiting manager to consider the advantages of not only advertising in diverse publications but also seeking a diverse workforce which more accurately reflects our community.

a) Council has continued its strong relationship with the Overseas Qualified unit at NMIT, providing 4 students with work placement opportunities and having successful outcomes for some students who have progressed into permanent paid employment positions as a direct result of their placements.

b) The Pathways to Employment Committee meets 4 times annually to table and discuss various work placement programs, including international students from La Trobe University

c) Council has supported approximately 10 Refugee and CALD volunteer placements across Council

<table>
<thead>
<tr>
<th>2. Training</th>
<th>Design and deliver Aboriginal / cultural diversity awareness training + professional development to staff on human rights (with a particular focus on freedom from discrimination and racism as key)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Training delivered:</td>
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<tr>
<td></td>
<td>Leadership in Diversity Training, Sessions 1 and 2 for the Senior Management group</td>
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<tr>
<td></td>
<td>Aboriginal Awareness Training Sessions 1 and 2 for the Senior Management group</td>
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<td></td>
<td>Human Rights Training 2 sessions</td>
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<tr>
<td>3. Leadership &amp; Partnerships</td>
<td>Implement the Darebin Anti-Racism Strategy in coordination with internal and external stakeholders that sees an integrated, strategic approach across Council and community in delivery of actions.</td>
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<tr>
<td>4. Communications and Marketing</td>
<td>Ensure that Councillor speeches, Council newsletters, Mayor’s Column and all communication material are used as opportunities to: - Highlight Council’s anti-racism stance - Educate the community about the impacts of racism - Promote cultural diversity and the contributions of migrants to the Darebin community - Promote cultural diversity and the contributions of Aboriginal people to the Darebin community - Build community capacity to respond to racism</td>
</tr>
<tr>
<td>5. Communications and Advocacy</td>
<td>Engage with media to promote anti-racism messages and showcase positive stories around the contributions of culturally diverse and Aboriginal communities in the</td>
</tr>
</tbody>
</table>
Activities developed as part of the Say No to Racism project have been effectively promoted through Council’s internal and external communication means. A strong partnership was established with the Communication and Marketing Department to assist with the promotions and implementation of the Anti-Racism Strategy and the Say No To Racism Project.

Foster partnerships with universities and scope new research opportunities that helps build Council knowledge and activity around culturally responsive practice.

Deakin University was actively involved in the Darebin Anti-Racism Committee and it has assisted with the Say No To Racism video “Voices from our Community” to be launched on the 18th of September.

### Services

**Strategy objective:**

To develop and deliver services and programs that are free from racism and race-based discrimination and accessible and appropriate to all.

<table>
<thead>
<tr>
<th>Strategic Area</th>
<th>Action</th>
<th>Outcomes</th>
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</thead>
<tbody>
<tr>
<td>7. Resource distribution &amp; Interculturalism</td>
<td>Promote the funding of projects that foster intercultural dialogue &amp; human rights and combat racism through the Community Grants Program.</td>
<td>A number of applications aimed to foster community partnerships and collaboration were assessed and approved across the organisation.</td>
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<tr>
<td></td>
<td>Apply EIPAT consistently across the organisation (to strategies, policy, plans service planning and reviews etc.) to develop accessible, welcoming, inclusive and culturally-appropriate services and programs</td>
<td>EIPAT tool has been rolled out and different departments and staff have started to use it.</td>
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<td>There will be a better articulated internal process during 2015 to assist and guide Council staff with the application of this tool to develop inclusive policies, programs and services.</td>
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</table>

### Community

**Strategy objective:**

To foster a community where racism and race-based discrimination are not acceptable and where there is a shared vision that citizens should be from racism.

<table>
<thead>
<tr>
<th>Strategic Area</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>8. Public Education and awareness raising</td>
<td>Explore the potential to develop and implement an anti-racism public</td>
<td>Education campaign project to be discussed for possible implementation during 2015.</td>
</tr>
<tr>
<td>COUNCIL MEETING</td>
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<tr>
<td>education campaign across Darebin that reflects the National “Racism - it stops with me” campaign. Includes:</td>
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<tr>
<td>- Series of &quot;Darebin Conversations for Human Rights&quot; on key human rights priorities including freedom from discrimination for Aboriginal people and bystander action.</td>
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<tr>
<td>9. Public Education &amp; Discrimination in the public space</td>
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<tr>
<td>Within a coordinated approach, develop a whole of Council campaign plan that promotes 'venues against racism' in partnership with the Victorian Equal Opportunity and Human Rights Commission. Possible project brief development and implementation during 2015</td>
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<tr>
<td>10. Community capacity-building &amp; Partnerships</td>
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<tr>
<td>Explore the development of a local mentoring program and partnerships facilitated through Council for community members interested in pursuing civic leadership roles. Say NO To Racism Pilot Training sessions conducted successfully</td>
<td></td>
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<tr>
<td>Civic education for young people pursuing community leadership roles to be implemented during 2015 in partnership with polykala.</td>
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<tr>
<td>Actions in the MOUs with the Darebin Ethnic Communities Council and the Islamic Society of Victoria completed successfully and in particular the organization of the Eid El Fitr morning service at the Preston Mosque.</td>
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<tr>
<td>11. Community celebration &amp; Awareness-raising</td>
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<tr>
<td>Coordinate activities around annual dates to promote anti-racism messages across Darebin, celebrate the contribution made by Aboriginal and CALD communities and bring together local community</td>
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<tr>
<td>Reconciliation Week NAIDOC Flag Raising at Rydges</td>
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<tr>
<td>Organisation of activities to commemorate Refugee Week with a focus on anti-racism, refugees and asylum seekers</td>
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</tbody>
</table>
including businesses, service providers and community groups. Key dates include:
- NAIDOC Week
- Reconciliation Week
- Aboriginal Children’s Day
- Sorry Day
- Cultural diversity week
- Social inclusion week
- Human Rights Day
- International Peace day
- Refugee Week

Launch of Darebin Community Passport and Local Government Joint Statement on Asylum Seekers

‘Opening Doors’ Forum on the needs of Asylum Seeking women

Interfaith Forum on ‘Restoring Hope’

Intercultural Centre organized 578 activities during the reported period which attracted 12,731 attendees for a total of 1,839.64 hours of intercultural development. The number of attendees and activities have grown considerably over the last 3 quarters.

| 12. Empowerment Bystander action | Conduct a bi-annual community workshop at the Darebin Intercultural Centre to explore the experience of racism, including by-stander racism, and equip participants with the skills and resources to better respond to incidents they may experience or witness. | Pilot Training sessions conducted successfully and training package completed
| | | Launch of the Training Package to be held on the 18th of September in the Council Chambers
| | | A funding submission was submitted for a second stage of the project to assist community organisations with building capacity to use the training package and to respond to racism

| 13. Interculturalism & Community Building | Explore platforms for intercultural dialogue and exchange between Culturally and Linguistically Diverse and Aboriginal communities in Darebin. Follow up on issues of intergenerational conflict in newly-arrived communities, and generate ideas for ongoing action. | Partnership with Centre for Dialogue to facilitate a dialogue session between African and aboriginal young people For implementation during 2015.

Challenges

**Collaborative work**

The implementation of the Darebin Anti-Racism Strategy demanded the collaborative work of the Equity and Diversity Team, the Community Wellbeing Team, the Intercultural Centre as well as many other areas of the organisation. The strategy is implemented through the
Human Rights, Aboriginal and Multicultural Affairs Action Plans. A significant number of actions are specific to each plan but a number of strategic actions run across all the plans. This required a team approach to discussing and developing a strategic action plan linked to fifteen strategic implementation areas.

The collaboration between the officers involved but also with other organisations has proven to be very successful and productive and further work is required to promote these types of efforts as a way of demonstrating the value of partnerships and alignments across portfolios.

**Engagement with other departments**

The implementation of the plan demanded communication with other departments and internal stakeholders. Some actions required further clarification and discussion with other officers and a fair degree of follow up over definitions, actions, timelines and reporting. More work is required to inform and educate both the community and the organisation around the Anti-Racism work and the objectives.

**Time lines**

The implementation of this far reaching strategy has occurred in the context of competing priorities in regard to other policy, implementation work and other activities conducted by the department over the period.

**Financial and Resource Implications**

Actions during this period have been implemented within the budget allocated to the implementation of Equity and Diversity Action Plans. Future implementation of strategic actions might require additional funding. Additional to the grant received for $50,000 from the Diversity and Social Cohesion Grant Program of the Department of Immigration and Citizenship to support the Say No To Racism project, in kind support from Council was provided.

**Environmental Sustainability Implications**

No impact.

**Equity and Inclusion Implications**

The EIPAT tool and the Community Engagement Framework were used in the development of the Darebin Anti-Racism Strategy as reflected in the development of the Human Rights, Aboriginal and Multicultural Affairs Action Plans. The anti-racism strategy specifically addresses the needs of Darebin’s multicultural and Aboriginal community which are part of the priority groups identified in the EIP.

**Economic Development**

No impact.

**Other**
The Anti-Racism Strategy aligns with the Equity and Inclusion Policy 2012-15 and contributes to Council’s commitment to our diverse residents expressed in the Council Plan 2013-17 (Diversity Statement and KPI 2.9).

CONCLUSION

2013-2014 has been a challenging but productive year. All the actions scheduled for implementation have been acted on and a range of outcomes achieved. The success in the implementation of the strategy has been the result of the collaborative works of the Equity and Diversity team, Community Wellbeing Team the Intercultural Centre and other Council departments. Next year will continue to be challenging with the ongoing implementation of the plan and with more focus on building partnerships with community groups and schools to deliver on a range of projects.

FUTURE ACTIONS

Launch of the Say NO To Racism Bystander Anti-Racism Training Package
Anti-Racism Action Plan planning for 2014/2015

RELATED DOCUMENTS

Darebin Anti-Racism Strategy 2012 - 2015
1. DAREBIN COMMUNITY ENGAGEMENT FRAMEWORK (2012 - 2017)

AUTHOR: Team Leader Equity and Diversity – Karin Linden

REVIEWED BY: Director Community Development – Katrina Knox

STRATEGY SUMMARY:

The Darebin Community Engagement Framework was endorsed in August 2012. The Framework is distinct from the previous Darebin policies on Community Engagement due to its three approaches to engagement: Consultation - Deliberation - Collaboration. The approach of Consultation builds on previous policies and methodologies, setting minimum standards. The two newer and more defined approaches, Deliberation and Collaboration, reflect some of the practice already taking place in parts of Council, but also integrate these more fully to inform engagement across all of Council.

The objective of the Framework is to provide a clear and consistent basis for a whole -of-Council commitment, understanding and practice in community engagement in all its approaches. The Framework aligns strategically with the Equity and Inclusion Policy (EIP) and has its elements reproduced in the EIPA Tool.

Strategy started on:

August 2012

Strategy ends on:

June 2017

Strategy to be reviewed by:

June 2017

PROGRESS REPORT

Introduction and Background

The Community Engagement Framework is underpinned by three key approaches; 1. Consultation
2. Deliberation

3. Collaboration

Each of these approaches offers Council, communities and other stakeholders different relationships, roles, levels of influence, and decision-making capacity in the engagement process.

This framework recognises that each approach has its merits and limitations, and that each approach may or may not be appropriate depending on the nature and complexity of a matter or decision. In this new framework, consultation is Darebin Council's minimum approach to engagement while Council is committed to using more deliberative and collaborative approaches to working through complex matters and issues facing communities.

Since its inception the roll out of the framework has occurred concurrent with the EIPA tool and the importance of engagement has been stressed through the commitments in the Council Plan in the Equity and Inclusion Policy (EIP) and through legislative requirements such as Best Value which stresses the need to consult with the community around the activities and services Council delivers.

Key Outcomes for 2013/2014

Overview

The organisational effort and commitment to and investment in community engagement activities continue to be significant especially in the areas of consultation and deliberation. This represents a strong culture of awareness and preparedness to ensure all activities have been informed by engagement with relevant stakeholders.

This level of engagement is reflected in Council’s annual resident satisfaction survey that indicated that the levels of satisfaction for community engagement were higher than the community satisfaction levels for Council’s performance overall.

It is important to note the high level and benefit of informal community engagement that occurs through the scores of annual events. These events create a culture of openness where community members are then more likely and feel more confident in participating in more formal engagement processes.

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
</table>
| Consultation       | That every Council decision is informed by consultation with affected | - consultation processes where Council gathered views, listened and used data to inform decisions  
|                    |        | 100% of all Council decisions (212 Council |
stakeholders. reports) for 2013 / 2014 have been informed through consultation with stakeholders (internal and external).

Examples:

- Evaluation of Darebin Community News
- Disability Action Plan External Survey
- Traffic Signal Box Survey Evaluation
- International Women's Day 2014
- Disability Access and Inclusion Plan Staff Survey 2014
- Food Waste and Composting
- True North Festival and Kite Festival
- Transport Survey
- Maternal and Child Health Survey 2014
- Darebin Young Families Survey 2014
- Pre-School Field Officer
- Staff Census
- Open Forum Evaluation for Women Refugees
- Health Protection Staff Survey
- Sporting Charges Survey

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
</table>
| Deliberation       | To create deliberative structures where Council requires an ongoing and deeper engagement with stakeholders due to the complexity and sensitivity of an issue facing Council and the community. | -Informed dialogue with communities achieved through a number of processes (see below)  
-Review and improve meeting procedures for all Council Advisory Committees.  
- Formal engagement plans submitted as part of the EIPAT process. These engagement plans were additional to the general plans implemented for those projects.  
-Social, cultural and community development events that occur every year provides structures and processes to plan, design and hosts these events. These events also provide an opportunity to strengthen relationships between Council and communities through ongoing informal conversations. |
Examples

- Out of Council thirty one Advisory Committees sixteen are regularly consulted on a variety of strategies, plans and activities

- Council developed the Health and Wellbeing Plan in 2013 through using methodologies that fits within the ‘Deliberation’ spectrum and worked collaboratively with partners for this process. More than 400 people were involved in the conversations which included workshops, events, forums, meetings and other committee consultations.

- Council established a public transport advocacy committee.

- Council established a Gaming Reference group

- MOU with Council to Homeless Persons. Council provides a small stipend to homeless people to participate on relevant networks and to provide feedback on relevant Council policies and strategies.

- Council ran a number of community events aimed to build relationship and facilitate meaningful dialogue that are further built on such as Human Rights Day in Batman Park; East Reservoir End of year festival), Seniors Month, Early childhood...something; Refugee Week, participation in Midsumma Festival, Spiritual Healing Trail at Darebin Parklands and International Women’s Day to mention a few. Each of these events are part of ongoing partnership building with the community and sits within the Deliberation Spectrum of engagement.

- Urban Food Production Focus group

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collaboration</td>
<td>To create shared and equal decision making processes and structures between Council and communities across mutually defined areas of responsibility and action.</td>
<td>Informed dialogue and partnership in decision making through collaboratory practices occurred where applicable (see below)</td>
</tr>
</tbody>
</table>

Examples

- MOU with Islamic Council of Victoria led to an ongoing and deeper dialogue around matters pertaining to the Muslim community in Darebin

- Council commenced a participatory budgeting process with a Citizens Jury in...
MONTH 2013. The processed span over 8? Months and involved the selection of a random sample of community members to participate in the process, In May and June 13/14 these participants collaborated over a number of meetings in determining the allocation of allocation of $1 million included in the 2014/2015 budget.

Challenges

The main challenge for the organisation is to maintain its current effort and increase formal and informal support for Council staff to expand their ‘engagement palette’ beyond the basic consultation and deliberation levels.

Results from a recent internal survey indicate a high level of awareness of Council’s framework and of innovative engagement methods. However there is a mismatch between this awareness and the application of these methods.

In 2014, the demonstration of these innovative methods through the convening of regular ‘Knowledge Cafes’ has proven to be a popular strategy for staff and a cost effective method of maintain momentum and interest in the organisation.

Further work to educate the organisation, familiarise staff with the Framework will be rolled out in 2014/15. Additionally more formal training will be facilitated.

The fragmentation of Consultation Planning has provided a disjointed approach to what is required under Councils framework. Further education about consultation approaches and resources available as well as formal approach to data gathering on engagement events will support a more consistent approach to this practice in the organisation.

The Inter cultural Centre

The current model (A mix of formal programming, community development activities and drop in culture) and strategic vision for the Intercultural centre also provides a unique ‘place based’ venue for Council that contributes to Council’s Community Engagement effort.

The centre provides a welcoming space for respective interactive discussion between a broad diversity of people and perspectives and between Council and these participants. This level of engagement and deliberation is not as available in other Council community venues.

Financial and Resource Implications

In addition to the regular team based approach to progressing the framework, new models are being introduced via ‘knowledge cafes’ to provide practical assistance for innovative approaches to engagement. The budget for the educational activities around the Framework and engagement methodologies are set at $8000 annually. Each Department would spend a significant amount of money each year on engagement activities.
Environmental Sustainability Implications
There are no direct Implications with regards to this action plan.

Equity and Inclusion Implications
Community Engagement is at the core of the EIPAT. This year staff has increased the use of Council’s specialist Advisory Committees when developing key strategies and policies.

CONCLUSION
There is an almost universal application of basic consultation methods by the organisation. The annual community survey indicates a high level of satisfaction with Council’s consultation performance.

A more intensive and tailored approach (informed through regular ‘Knowledge cafes, education about the Framework and training) is now required to give staff some additional engagement tools to improve the quality of their engagement practice. Unifying community engagement Planning in the EIPAT tool will support improved practice and formal data gathering.

FUTURE ACTIONS
- Roll out a Community Engagement training module in the EIPA Tool and provide organisational training
- Continue to review EIPAT to ensure engagement component is expanded and made more relevant
- Convene additional knowledge cafes
- Explore external training opportunities
- Keep a watching brief on major Council strategies with a view to introduce and support improved deliberation and collaboration.

RELATED DOCUMENTS
Darebin Community Engagement Framework 2012 – 2017
2013 Annual resident satisfaction survey
Community Engagement results from Knowledge café May 2014
1. DAREBIN DIGITAL STRATEGY 2013 - 2018

AUTHOR: Manager Economic Development and Civic Compliance – Eddy Boscariol

REVIEWED BY: Director Assets and Business Services – Steve Hamilton

STRATEGY SUMMARY:

A Digital Strategy was developed to guide and prepare Council and the community to maximise the economic, social and community benefits of participation in the digital economy. Darebin was initially identified as an early beneficiary of the scheduled roll out of the National Broadband Network (NBN) but the recent review by the Federal Government has not confirmed when or in what format the roll-out in Darebin will take place. The Strategy also outlines the opportunities from regional cooperation and reflects Council’s commitment to the Charter for Melbourne North Regional Digital Economy Strategy.

Strategy started on:
The Digital Strategy was adopted in February 2013.

Strategy ends on:
The Digital Strategy will end in February 2018.

Strategy to be reviewed by:
The Strategy directions and priorities are reviewed and reported upon annually. The Strategy is viewed as a flexible document that allows Council to undertake actions that reflect changes in economic and government conditions and meet the needs of the community.

PROGRESS REPORT

The Digital Strategy will be implemented through the following key themes:
- identifying Darebin’s competitive advantages to encourage, foster and develop a vibrant local digital economy,
- undertaking actions to manage digital inclusion,
- highlighting Darebin’s key focus areas,
- identifying opportunities for regional collaboration and shared learnings, and
- undertaking projects that promote digital innovation.

Key Outcomes for 2013/2014
Achievements to date are outlined below:

<table>
<thead>
<tr>
<th>Strategy objective 0-24 months</th>
<th>Action</th>
<th>Outcomes</th>
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<tbody>
<tr>
<td>Commence projects highlighted by the Digital Strategy</td>
<td>Organisation</td>
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<tr>
<td>• Introduced mobile computing for all operational field Health and Urban Protection and Traffic officers.</td>
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<tr>
<td>• Introduced handheld devices for the Road Management team to input and receive live updates of data and maps.</td>
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<tr>
<td>Region</td>
<td>Action</td>
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</tbody>
</table>
| Regional | • Continued i-Pad trial with recipients of Council’s Aged Care services.  
|          | • Completed a feasibility study on digital incubators.                 |
|          | • Delivered events based on the ITC capability and capacity survey to businesses in Darebin. |
| Business | • Delivered 3 business events that promoted the use of websites and social media. |
| Community| • Delivered events through Libraries, Neighbourhood Houses and Community Centres including:  
|          |   - Broadband for Seniors (email, internet and cyber safety)  
|          |   - Get to know your i-Pad  
|          |   - Buy and Sell on e-bay  
|          |   - Twitter for beginners |
|          | • Identify those who are not connected to the Internet.                |
|          | • In partnership with Telstra, partially funded the instalment of cabinets in Springthorpe Estate to provide all residents with ADSL2. |
|          | • Analyse the business model for deployment of WiFi in shopping strips and implement WiFi hot spots. |
|          | • Completed the commercial rollout of free WiFi in High Street Northcote and Westgarth and Reservoir shopping strips. |
|          | • Engage with Federal Department of Broadband, Communications and Digital Economy and relevant State departments to seek support for identified projects, leveraging regional support. |
|          | • Completed a submission to the Federal Government Select Committee for the review of the National Broadband Network. |

**Challenges**

Expected changes to the Federal Government’s delivery of the NBN will mean that Council may need to change its approach in some areas. Council will continue to advocate for funding for projects within the Strategy.

**POLICY IMPLICATIONS**

**Environmental Sustainability**

Nil
Human Rights, Equity and Inclusion
The Digital Strategy highlights the key components to promote digital inclusion and underpins the importance of ensuring access for all to the digital economy.

Economic Development

FINANCIAL AND RESOURCE IMPLICATIONS
It is expected that Darebin will lead projects from the Digital Strategy that will attract federal and state funding. Projects and programs will be listed as part of the New Initiatives and Capital Works budget processes for approval.

CONCLUSION
The Digital Strategy continues to allow Council to collate innovative digital projects that have been delivered across the organisation. These included:

- The introduction of mobile computing for officers which has led to greater efficiencies and increased productivity.
- The continuation of WiFi in Reservoir and the roll out of WiFi in High Street Northcote and Westgarth shopping strips which has enhanced residents, shoppers and local business’ access to the Internet.
- The installation of Top-Hat cabinets which has improved the Internet capabilities of Springthorpe Estate residents, and
- Provided a range of training and information sessions which has improved the digital education of Darebin residents and local businesses.

DISCLOSURE OF INTERESTS

Section 80C of the Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

FUTURE ACTIONS

- Continue to deliver actions from the Darebin Digital Strategy
- Seek federal and state funding to deliver key projects from the Strategy
- Work with the Northern Region Councils under the Melbourne Northern Region Digital Economy Strategy and Charter.

RELATED DOCUMENTS

- Darebin Digital Strategy 2013 – 2018
- Melbourne Northern Region Digital Economy Strategy and Charter
- Council Plan 2013 – 2017

EDDY BOSCARIOL
Manager Economic Development and Civic Compliance
20 October
1. ‘GOING PLACES – DAREBIN TRANSPORT STRATEGY 2007-2027’

AUTHOR: Senior Coordinator, Transport Management – Nathan Moresi

REVIEWED BY: Acting Director Major Projects, Engineering and Transport – Chris Meulblok

STRATEGY SUMMARY:

The Darebin Transport Strategy (DTS) is our plan for managing transport and traffic in the City Of Darebin over the next 20 years. Its aim is to enable all Darebin residents to go wherever they want with ease while addressing the environmental and social issues caused by our existing car-based transport system.

Strategy started on:

The DTS was adopted by Council in October 2007 and launched by the Minister for Public Transport in March 2008.

Strategy ends on:

The DTS is due to finish in 2027.

Strategy to be reviewed by:

The Strategy is currently being reviewed, this is due to be complete before the end of 2014. A further review should be undertaken in 2020.

PROGRESS REPORT

Introduction and Background

There are three high level targets, 16 performance goals and two coverage targets detailed in the DTS. Additionally there are 38 Actions that can be tracked and reported upon.

Key Outcomes for 2013/2014

There are eight key objectives of the strategy, the actions and their outcomes listed below highlight how we have responded to these in 2013/14.

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>To improve local and metropolitan accessibility</td>
<td>Council constructed over 50 projects to provide a safe walking and cycling environment, improve access to public transport and traffic</td>
<td>More of the community can feel safe walking and cycling and using public transport, and will be less...</td>
</tr>
</tbody>
</table>
To increase the role of sustainable transport modes

| Council delivered over 20 programs to support sustainable transport | Supports more people to travel safe and sustainably. |
| All of Council’s capital delivery was planned to support safe walking and cycling. | |
| Council fully funded 10 short courses for parents who would like to increase their skills and confidence when riding with their children. | Encourages more families to ride for recreation and as a mode to travel to school. Surveys following the courses has shown an increase in trips by bike among course participants. |
| With a focus on using public transport and journey planning, Council delivered a travel skills course for NMIT Work Skills students, and a Travel with Confidence course for older adults. The aim has been to support confidence and knowledge to use a variety of transport options. | Supports confidence and knowledge to use a variety of transport options. |

To build new developments that reduce transport demands

<p>| Through the Statutory Planning process, developments are reviewed to ensure that they promote high quality links to sustainable transport modes. Where appropriate, car parking waivers are also supported, particularly where alternate transport infrastructure and travel plans are proposed. | Developments are being constructed with a focus on the need for high quality sustainable transport to service the developments. |
| Council has developed a number of key planning scheme amendments over the last 12 months. These provide the framework for | The amendments to the Darebin Planning Scheme will support greater intensity of development |</p>
<table>
<thead>
<tr>
<th>Development to capitalise on existing public transport, pedestrian and bicycle infrastructure and include the St Georges Road and Plenty Road Land Use and Urban Design Strategic Corridor amendments and Preston Central Western Gateway amendment. The Municipal Strategic Statement has also been updated to strengthen the ties between land use and transport.</th>
<th>In close proximity to existing sustainable transport corridors which will reduce associated private vehicle based transport demands.</th>
</tr>
</thead>
<tbody>
<tr>
<td>To increase social inclusion for residents</td>
<td>Worked with PTV to improve the alignment of bus routes 526 &amp; 552 in order to increase coverage of bus services in Darebin, and to improve bus services throughout Darebin.</td>
</tr>
<tr>
<td></td>
<td>PTV are considering these changes and expect to implement improvements in 2016.</td>
</tr>
<tr>
<td>Council has completed over 50 infrastructure projects and over 20 programs to support active travel along with advocating for improved public transport.</td>
<td>Improving alternate transport modes increases the likelihood of social inclusion for Darebin’s residents.</td>
</tr>
<tr>
<td>To improve health and environmental</td>
<td>Council has completed over 50 infrastructure projects and over 20 programs to support active travel with associated health and environmental benefits.</td>
</tr>
<tr>
<td></td>
<td>More of the community feel safe and enjoy riding and cycling for transport and leisure, increasing their regular exercise and reducing emissions from trips made by motor vehicle.</td>
</tr>
<tr>
<td>To improve community safety</td>
<td>The network of streets in the southwest of Darebin known as the Sumner Estate had its speed limits reduced from 50km/h to 40km/h. Also a number of streets within Darebin that are classified as local roads have experienced speed reductions from 60km/h to 50km/h.</td>
</tr>
<tr>
<td></td>
<td>Speed limit reductions support enhanced safety conditions for all road users, particularly those walking and riding.</td>
</tr>
<tr>
<td>Council has continued to implement actions from the Safe Travel Strategy.</td>
<td>A number of projects and programs have been delivered to improve community safety.</td>
</tr>
<tr>
<td>In conjunction with VicRoads delivered a blackspot funded treatment at the intersection of High Street and Raglan Street.</td>
<td>Improved pedestrian safety by installing a refuge island.</td>
</tr>
<tr>
<td>To integrate quality urban design, economic development and access</td>
<td>Assisted in the development of the Junction Urban Masterplan which was prepared this year, and has a focus on improving access and priority for pedestrians and public transport while making the area safe.</td>
</tr>
<tr>
<td></td>
<td>Future improvements proposed in the Masterplan will lead to increased uptake of sustainable transport modes and encourage</td>
</tr>
</tbody>
</table>
and enjoyable to use, as part of plans to attract business and private investment to the Junction.

new residents to the area to use alternatives to the car.

Continue to work with Economic Development and Public Realm teams to deliver high quality urban environments.

Have made a number of changes within activity centres to better manage parking and access within the centres. Have incorporated public realm outcomes into our capital work projects where possible.

Darebin is represented, and actively participates in the NorthWest4 road safety committee, Metropolitan Transport Forum, Darebin Local Safety Committee, Darebin Disability Advisory Committee, Darebin Transport Advocacy Committee and Darebin Bicycle Advisory Committee and Cross Council Bicycle Network.

Regular communication with stakeholders ensures an understanding of local issues and increased ownership of transport projects within the community.

Local road safety issues are communicated to Victoria Police’s Epping Highway Patrol to share information about the municipality and request enforcement where needed.

Information is shared about road safety issues and enforcement requested where needed.

Council meets regularly with relevant representatives from VicRoads, Public Transport Victoria, and other relevant state government departments and service authorities.

Council is able to facilitate good road, public transport and walking and cycling outcomes for the community.

Schools and residents have been directly engaged in safe travel programs.

There is more buy in from the community and Council is able to tailor programs to users more effectively to our programs which increases the value for money of these programs.

**Challenges**

Increasing car traffic and parking pressure has led to an increase in community expectations and community engagement in transport issues. As a result, Darebin is developing a Traffic Management Strategy and a Walking Strategy across the municipality to guide the future planning and management of transport and traffic on the road network, and support and investment in walking in Darebin. These are due to be completed in early 2015.

State Government changes and reductions in funding opportunities have reduced the number of opportunities to leverage State funding, especially for bigger projects. In light of
this challenge, some funding has been sought via grants to deliver some smaller projects. The outcome of these applications is not yet unknown.

Much of the transport network is outside of the control of Council, including investment and running of public transport, arterial roads, and management and design of all major traffic control items. Managing our local transport network in accordance with the DTS relies on improvements to public transport and increasing support for sustainable modes. In order to leverage improvements in these areas Council advocates to the appropriate bodies. Existing resources within Council are not always appropriate to achieve an effective outcome, or one that matches community expectation.

Accessing data to report on the DTS targets continues to be a challenge, with significant and important statistics becoming available only every 4-6 years. Additional data is being sought through smaller location specific surveys following implementation of capital projects, the community survey, household survey and VicRoads crashstats.

POLICY IMPLICATIONS

Environmental Sustainability

The DTS has environmental sustainability at its core as Council has recognised the link between sustainable transport, local living, accessibility and reduced greenhouse gas emissions. The implementation and monitoring of the Strategy will enable Council to track progress towards its goals and inform the community of this progress.

Human Rights, Equity and Inclusion

The ability for Darebin’s residents to access jobs, schools, community services and shops is an essential element of ‘social inclusion’— the degree to which people are able to participate in community life. However, a significant number of Darebin’s residents do not have easy access to a car. This is exacerbated by the fact that the north of the municipality, where car ownership is lowest, is also the part of Darebin that is least serviced in terms of public transport.

Therefore, the DTS seeks to enhance public transport and improve on community transport delivery in of the municipality. As funding for public transport and community transport is limited, this may require a redistribution of transport resources from well serviced areas of the municipality.

Many of the DTS actions discussed within this report are aimed at ensuring that Council is working towards a fair and equitable transport system. For example, the provision of good quality alternatives to the car will ensure everyone, regardless of whether they have access to a car, has the ability to access jobs, services and social opportunities.

Economic Development

Both the capital works and bike education programs undertaken to meet objectives of the DTS have contributed to improving access to employment for our community, and to additional job opportunities within Darebin.

Other
Most actions discussed in this report also contribute to key objectives in the Darebin Cycling Strategy and Darebin Safe Travel Strategy. More broadly speaking, they also address wider Council strategies such as the Community Health and Wellbeing Plan and Community Safety Strategy.

FINANCIAL AND RESOURCE IMPLICATIONS

The DTS guides all delivery through the Transport Management Unit. Increasing demands and expectations due to growing population pressure on transport networks has created difficulties in implementing some aspects of the strategy in a timely manner.

CONCLUSION

The DTS 2007-2027 continues to achieve positive outcomes in the key action areas of accessibility, use of sustainable transport modes, reducing transport demand through land use, increasing social inclusion for residents, improving health and environmental outcomes, community safety, integrating urban design with economic development and access, and engaging stakeholders through effective communication.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Report to Council on DTS Review
- Update the DTS action plan
- Continue to deliver 2014/15 DTS infrastructure and operating programs
- Development of Darebin Walking Strategy
- Development of Darebin Parking Strategy
- Development of 2015/16 DTS infrastructure and operating programs
- Ongoing monitoring and evaluation of DTS

RELATED DOCUMENTS

- Darebin Cycling Strategy 2013 - 2018
- Darebin Safe Travel Strategy 2010 - 2015

NATHAN MORESI
Senior Coordinator, Transport Management
20 October 2014
STRATEGY SUMMARY:

Darebin’s Disability Access and Inclusion Plan 2009-2013 continues to support the Equity and Inclusion Policy 2012-2015 (E&IP) that identifies twelve groups of Darebin residents at risk of exclusion, including people with disabilities.

Darebin’s Disability Access and Inclusion Plan 2009-2013 officially expired in December 2013 and a new Access and Inclusion Plan is currently being developed. Notwithstanding the temporary absence of a formal Plan, 2014 has seen the delivery of a wide variety of ongoing access and inclusion projects; programs; capital works initiatives as well as the development of a new Plan that will enhance good access across the municipality.

This report provides an overview of key outcomes and challenges of the Access and Inclusion portfolio in 2014 and highlights opportunities for the future.

Strategy start/end dates:

Darebin’s Disability Access and Inclusion Plan 2009-2013 was endorsed in September 2009 and expired in December 2013. A wide variety of ongoing projects, programs and initiatives from this Plan have continued into 2014 and were delivered concurrently with the planning and development of Darebin’s new Access and Inclusion Plan 2014-2018.

Strategy to be reviewed by:

Not applicable

PROGRESS REPORT

Introduction and Background

Legislative context

While it is acceptable for Councils to be without a formal Access and Inclusion Plan while being in the process of developing a new one, all Local Governments are required to take ongoing action to improve access and inclusion in their municipalities in accordance with the Disability Discrimination Act 1992; the Disability Act 2006, the Victorian Charter of Human Rights Act 2006, the relevant Australian Standards for Access and Mobility AS1428 and the Access to Premises Standards 2010. Local Governments are also required under the Disability Act 2006 to provide an annual progress report on all access and inclusion activities and publish details in the Council’s Annual Report.

Notwithstanding the temporary absence of a formal Access and Inclusion Plan, Darebin Council continues to implement a significant number of ongoing policies and programs that ensure Council’s compliance with relevant disability legislation. These policies and programs include the Disability Policy 2009 and Disability Access Capital Works Program. The Disability Policy 2009 articulates Council’s commitments to providing good access in the
areas of information and communications; education and employment; buildings, infrastructure and maintenance, and Council services. The Disability Access Capital Works Program is a long-term planning program that seeks to enhance access to Council owned facilities and buildings on a priority use basis. The Disability Access Capital Works Program supports Council to meet its obligations under the Disability Discrimination Act 1992, Australian Standards for Access and Mobility AS1428 and the Access to Premises Standards 2010.

Disability access and inclusion issues are also addressed thought Council's Equity and inclusion Policy and EIPAT tool which require all significant projects, plans and events to be assessed in terms of compliance with the twelve groups at risk of exclusion. This is monitored annually in the Council Plan both as a KPI and as a priority action area.

Planning and development of the Disability Access and Inclusion Plan 2014-2018

In 2014 implementation of Council's ongoing access and inclusion initiatives occurred concurrently with the planning and development of Darebin's new Disability Access and Inclusion Plan 2014-2018. A review of the expired Plan was carried out in early 2014, whereby key challenges and strategic issues were identified.

In early 2014 a series of community engagement activities were held to develop a new vision for improving access and inclusion in Darebin including strategies and partnerships. Council and the community’s vision for an inclusive Darebin will form the basis of a new Access and Inclusion Plan that is currently in development and will be presented to Council with full details of the Plan’s development at a meeting in late 2014.

Key Outcomes for 2013/2014

The following Access and Inclusion initiatives were implemented in 2014. Reporting on the initiatives has been carried out in reference to the strategic objectives and actions of the Access and Inclusion Plan 2009-2014 as these objectives and actions are still current and relevant.

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
</table>
| Activities and events | Ensure all Council activities and events are 100% accessible of people with a disability | • Council staff made presentations on 'hosting accessible events' for staff and students at Latrobe University in Bundoora in April 2013  
• Council events evaluations continue to include questions around  
  disability access and improvements.  
• Provision of promotional material about International Day of People with Disability to 100 staff attending December 2013 leadership forum. |
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<tr>
<th>Strategy objective</th>
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</tr>
</thead>
</table>
| Advocacy and lobbying    | Achieve a high level of community advocacy and lobbying on disability access issues. | • Continuation of Darebin’s Aboriginal Disability Working Group.  
• Advocacy through submissions to other levels of government regarding a review of Accessible Public Transport Standards 2002 and discussion papers into increasing employment opportunities of people with a disability. |
|                          | Advocate for the specific needs of people with a disability from CALD backgrounds and people who are of Aboriginal or Torres Strait Islander descent |                                                                                                                                          |
| Building, infrastructure and planning | Implementation of the Disability Access Capital Works Program for 2012/2013 to support the rights of people with a disability to equitable access to Council’s facilities and services | Accessibility upgrades made to Bundoora Park Visitor’s Centre, and work progressed to implement upgrades at Yanada House, Reservoir Leisure Centre and the Darebin Intercultural Centre. |
| Workforce development    | Ensure that Council staff are highly trained in disability access       | Transition across Council from use of TTY phone services to National Relay Service, with training provided to staff across Council |
| Governance               | Build upon existing mechanisms which serve to increase participation of people with a disability in Council decision making processes | • DDAC and its members were the first Advisory Committee of Council to participate in a formal induction program, educating and raising awareness of the full breadth of Council’s services, responsibilities and opportunities to engage the community.  
• 8 new members were recruited to Darebin’s Disability Advisory Committee with a focus on diversifying the Committee, increasing the representation of young people, GLBTI & CALD communities, and carers.  
• DDAC meetings have included presentations by City Development |
|                          | Empower and support people with a disability to engage with Council     |                                                                                                                                          |
### Strategy objective

<table>
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<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
</table>
|                    | staff on planning and building regulations, Human Resources staff on employment Strategies for people with disabilities to increase the understanding of the committee and the community of Council's work in this area. | • Successful pilot of All Abilities School Holiday Program for children and young people with a disability and high support needs. 20 young people participated in the program and Council received positive feedback about the program  
• Expanded the mainstream School Holiday Program including enhanced support mechanisms to children with additional needs, developed with support from Northern School for Autism and Croxton School |
| Services           | Improve partnerships and collaborative planning within Council in the delivery of accessible services |                                                                                                                                              |

### Challenges

Darebin is rapidly gentrifying and will see significant population growth and change and economic diversity in the coming years. This will result in significant challenges for the portfolio in the future particularly regarding demand for housing and the provision of affordable, accessible places, facilities and services across the municipality. In particular there is a critical shortage of accessible, affordable and appropriate housing in Darebin. Realisation of Council's vision for an accessible and inclusive city will require concentration of effort to manage gentrification and improve the accessibility of public space.

Another key challenge relates to attitudinal barriers to access in the areas of education, training and employment. The past years have seen a decline in people with a disability in Darebin participating in the paid labour force. This trend is attributable to a variety of factors which include inaccessible workplaces and employment practices. Improving the accessibility of Darebin Council as an employer, and working with businesses more broadly in Darebin to reduce barriers to education, training and employment will be a key challenge for the future of the portfolio. In addition, Council might seek to expand opportunities for people in Darebin to participate in alternative economies such as sharing economies and collaborative economies which are proven to reduce disadvantage and poverty, and maximise urban sustainability and efficiencies.
Nonetheless, the challenges of the Access and Inclusion portfolio present positive opportunities and areas for improvement in the portfolio into the future.

**POLICY IMPLICATIONS**

**Environmental Sustainability**

Access and Inclusion is chiefly concerned with social equity and supporting people with a disability to realise their rights and needs without compromising the ability of future generations to meet their own needs. Key projects and programs of the portfolio aim to enhance sustainable living by advocating for an efficient and networked public transport system; accessible and green public space; an increase in affordable housing stock that incorporates passive environmental design; good governance; food security planning; and opportunities for pathways to participation in non-money based economies as an alternative to paid employment. Alternative economies include collaborative, sharing economies and others that seek to reduce environmental consumption and maximise urban efficiencies.

**Human Rights, Equity and Inclusion**

The Access and Inclusion plan is underpinned by The Equity and Inclusion Policy and a Human Rights based framework. In particular it recognises the following rights of people with a disability under the *Victorian Charter of Human Rights and Responsibilities Act 2006*:

- Recognition and equality before the law
- Protection from inhumane or degrading treatment
- Freedom of expression
- Taking part in public life

**Economic Development**

The Access and Inclusion portfolio seeks to enhance economic development through improving the accessibility of precincts, activity centres and streetscapes, and by enhancing pathways to education, training and employment for people with a disability. The portfolio also seeks to build the capacity of local businesses to be more accessible and inclusive in order to expand their pool of potential clients and customers.

**Other**

The Disability Access and Inclusion Plan aligns with the Equity and Inclusion Policy 2012-15 and contributes to Council’s commitment to residents with a disability expressed in the Council Plan 2013-17 (Diversity Statement and KPI 2.9).

**FINANCIAL AND RESOURCE IMPLICATIONS**

There are no budgetary implications arising from this report.

The Access and Inclusion Plan 2014-2018 which is currently in development, will be funded using Council’s existing operating budget. Darebin’s Disability Access Capital Works Program will continue to be implemented as it has in previous years. Approximately $120,000 was been allocated to the Disability Access Capital Works Program in the 2014-2015 financial year.
CONCLUSION

Notwithstanding the temporary absence of a formal Plan, 2014 has seen the delivery of a wide variety of ongoing access and inclusion projects; programs and capital works initiatives in Darebin, as well as the review of the Disability Access and Inclusion Plan 2009-2013 and the development of a new Plan to enhance good access across the municipality.

Key challenges of the portfolio relate to population growth and the demand for accessible, affordable and appropriate housing and accessible places and services into the future.

Further challenges include reducing barriers to employment experienced by people with a disability.

These challenges and opportunities will be a focus of the new Access and Inclusion Plan 2014-2018 that is currently in development, and that will be presented to Council in late 2014.

DISCLOSURE OF INTERESTS

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

• The draft Access and Inclusion Plan 2014-2018 will be presented to Council for consideration in October 2014.
• Public exhibition of the draft Plan will be held throughout the month of October 2014
• Pending Council endorsement, the new Plan will be officially launched as part of International Day of People with a Disability celebrations in December 2014.

RELATED DOCUMENTS

• City of Darebin Disability Access and Inclusion Plan 2009-2013
• Equity and Inclusion Policy 2012-2015

Natalie McGlone
Social Planning and Policy Officer
20 October 2014
1. **‘DOMESTIC ANIMAL MANAGEMENT PLAN 2013-2017**

**AUTHOR:** Manager Economic Development & Civic Compliance - Eddy Boscariol

**REVIEWED BY:** Director Assets & Business Services – Steve Hamilton

**STRATEGY SUMMARY:**

In July 2013, Council adopted a new Domestic Animal Management Plan (the Plan). The Plan has been developed under the Victorian Government requirement outlined in the Domestic Animals Act 1994. The Plan guides Council and the community towards the goal of responsible animal ownership and management.

**Strategy started on:**

Darebin’s Domestic Animal Management Plan 2013-2017 was adopted by Council on 1 July 2013 and has been submitted to the Bureau of Animal Welfare, Department of Environment and Primary Industries (DEPI) in accordance with the Domestic Animals Act 1994.

**Strategy ends on:**

The Plan ends in June 2017.

**Strategy to be reviewed by:**

The Plan and the activities listed are reviewed and reported annually.

**PROGRESS REPORT**

**Introduction and Background**

Darebin’s Domestic Animal Management Plan was developed in accordance with the Domestic Animals Act 1994. The Plan guides Council and the community towards the goal of responsible animal ownership and management. The focus is also to increase activities that will result in an increase in dog and cat identification and subsequently increase the reclaim rates of impounded animals with the cooperation of the service providers and involvement of Council. It requires the active cooperation from the community, particularly pet owners and their representative groups.

The direction and objectives contained in the Plan are in line with community expectations in regards to the management and administration of dogs and cats within the Municipality.

The Plan’s intent is to ensure that after four years Darebin will be able to:

- increase the number of registrations for dogs and cats
- increase the awareness and understanding within the community
- reduce the incidence of dog attacks
- reduce euthanasia rates to a maximum of 10% for dogs and a maximum of 50% for cats within four years
- improve the knowledge and understanding of officers.
Key Outcomes for 2013/2014

Year 1 Activities

2013-14 Key Highlights and achievements through implementation of Darebin’s Domestic Animal Plan 2013-17:

<table>
<thead>
<tr>
<th>Issue</th>
<th>Activity</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration and identification</td>
<td>1.1.1 Council to review pet identification tags and provide the most appropriate through registration process.</td>
<td>A review of pet identification tags available was conducted prior to 2014 renewal of registrations. The findings found in favour of the bright coloured slim line shaped plastic tags for the following reasons: • light weight in comparison to metal tags • slim, narrow shape • colour coded assists officers in the field to easily identify registration status.</td>
</tr>
<tr>
<td></td>
<td>1.1.3 Council to review microchipping program in collaboration with Vets and neighbouring municipalities to create more opportunities for microchipping.</td>
<td>Three opportunities were created for microchipping. Council provided two microchipping events at Preston City Hall at a discounted rate in April 2014. Free microchipping was also offered to the first 25 participants that attended our Pet Expo held in March 2014.</td>
</tr>
<tr>
<td></td>
<td>1.2.6 Council to develop a new pet owner information pack (to contain information about on-lead and off-lead areas, desexing to reduce overpopulation and promote responsible pet ownership). Provide information in different languages and distribute through Council customer service centres, Vets, DAB and Council’s pound service provider.</td>
<td>Staff have compiled a number of relevant DEPI fact sheets and brochures and provided these to Customer Service Centres and Veterinarian clinics for distribution. Council also received funding through 2014/15 new initiative budget process to develop new forms and brochures consistent with Council’s corporate branding style. Project to be completed in 2014/15 period.</td>
</tr>
<tr>
<td></td>
<td>1.2.7 Introduce alternative communication methods – mail, Community News, Rate Notices, infringement notices, Council displays and social media. Council to continue to provide information on</td>
<td>Council has released a number of articles both through the community newsletter and also the local paper in relation to Darebin’s Domestic Animal Management Plan 2013-17 in order to create and promote community interest in animal management and welfare. Since July 2013 Council has published</td>
</tr>
<tr>
<td>1.3.4 Council to use media and website to promote the benefits and value of registration.</td>
<td>An article was published in the local paper in February 2014 titled ‘Pet Registrations – helping us reunite you with your pets’ which dealt with registration and microchipping.</td>
<td></td>
</tr>
<tr>
<td>1.3.5 Council to introduce doorknocking of properties of selected areas in the Municipality where there are low numbers of animal registrations.</td>
<td>500 properties throughout the Municipality were checked for presence of pets without current registration. Also included in the sample population were properties where registrations had lapsed. The exercise was not found to be cost effective with less than 7% of new registrations identified through this process.</td>
<td></td>
</tr>
<tr>
<td>1.3.7 Council to increase opportunity for education in parks.</td>
<td>Council officers attended on average 22 park patrol visits per month. Also introduced were additional evening park patrols between 6-7PM during the months of October through to March 2014.</td>
<td></td>
</tr>
</tbody>
</table>
| 1.4.1 Council to host a pet expo and promote registration, microchipping, trainers, shelters, rescue groups and foster carers. | Held Darebin’s first pet expo Sunday 23 March, as part of Darebin’s Kite and Community Festival, with great success and interest from residents and visitors. Some of the achievements include: • 13 stall holders (including 6 local traders, 2 rescue groups, 2 local Vet, National Pet Register) • 38 pets scanned for microchip • 5 pets micro-chipped at the event (4
**Animal nuisance**

<table>
<thead>
<tr>
<th>2.2.1</th>
<th>Review the current allowable number of animals in line with Darebin’s Planning Scheme as part of the General Local Law 2005 review.</th>
<th>A number of internal business unit consultations were completed in April and May 2014 in relation to the local law review. A Council briefing paper on the local law review was provided in June 2014. Community consultations were carried out from July through to early September 2014. Review to be completed by the end of June 2015.</th>
</tr>
</thead>
</table>

| 2.3.2 | Council to attend State Government education sessions in schools and consider providing an extension of this program for target groups. | Attendance to sessions provided by the DEPI was not possible. Council officers were however able to attend three local schools and delivered an interactive educational presentation on responsible pet ownership.  
- Holy Spirit Primary School, 80 children in attendance  
- NMIT, 15 in attendance  
- East Reservoir Primary School, 40 in attendance |

| 2.4.1 | Council to explore opportunities to review signage for on/off lead parks, identify issues with off lead parks, location and use of bag stations and bins. | An audit of signage of 38 parks with designated off lead areas was carried out in August and September 2013. A capital works budget bid was submitted and approved with sufficient funding for dog signage in dog off lead parks throughout Darebin to be upgraded/replaced over the next three years. |

| 2.5.1 | Council to review information provided and improve communication on cat nuisance issues and promote responsible pet ownership program. | In October 2013 Council reviewed the cat management and trapping process. Since October requests for cat trapping were removed from Customer Service staff and are only distributed after investigation by Local Laws Officer. Decision to undertake cat trapping is made by the officer investigating the complaint. |

<p>| 2.6.1 | Council to review cat trap process to include notification of neighbouring properties within 50 meters of that property that cat trapping is taking place to encourage responsible pet ownership. | Since August 2014, before trapping has taken place, officers provide written notification of the process to neighbouring properties within 50 metres that the trapping is taking place. |</p>
<table>
<thead>
<tr>
<th>Section</th>
<th>Task Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.7.3</td>
<td>Council could introduce trick based behavioural training programs to reinforce obedience in dogs and promote referral to further training opportunities.</td>
<td>One of the entertainers at the Pet Expo held in 2014 introduced the concept of trick based behavioural training.</td>
</tr>
<tr>
<td>Dog attacks and declared dogs</td>
<td>3.1.2 Development of an information kit for owners of declared dogs making them aware of their obligations under the Act regarding identification and keeping those dogs by providing them with relevant section of the Act, brochures and fact sheets.</td>
<td>Developed an information kit from a range of DEPI brochures.</td>
</tr>
<tr>
<td>Overpopulation and euthanasia</td>
<td>4.1.1 Pound service provider to advise Council when owners have not collected their pet within the statutory holding period. Council Officer to visit the property (if resident still lives in Darebin) to encourage the collection of their pet. Where this is not possible Council to put the pet in third chance process.</td>
<td>Council staff attended RSPCA Animal Welfare Seminar 2014 which aims to connect key stakeholders on Domestic Animal Act – implementation, regulation and effectiveness. In the first year of implementing the Plan: • 96% of dogs were returned to owner, rehoused or transferred to rescue by Council (target for the next four years is to reach at least 90%) • 74% of cats were returned to owner, rehoused or transferred to rescue by Council (target for the next four years is to reach at least 50%)</td>
</tr>
<tr>
<td></td>
<td>4.2.1 Council to explore options for low cost juvenile de-sexing and to consider options through budget process.</td>
<td>Submitted a budget bid 2014-15 for juvenile desexing initiatives for $21,700 (for 211 cats). Bid proposal was unsuccessful for this period but the initiative will be reviewed and resubmitted in 2015-16.</td>
</tr>
<tr>
<td></td>
<td>4.4.1 Council to investigate opportunities for pets to be transported home from the pound service provider and applicable costs.</td>
<td>Reviewed pound service provider contract to include transportation of animals back to Darebin from shelter. Council is currently using this service to transfer unclaimed animals transported back to Council and transferred to rescue groups. Service of delivery of animals to resident’s homes will be introduced at a cost, fee to be determined and introduced through 2015-16 budget process.</td>
</tr>
<tr>
<td></td>
<td>4.4.2 Animal surrendered to Council (apart from those</td>
<td>Establishing relationships with rescue organisations has provided residents</td>
</tr>
</tbody>
</table>
involved in dog attacks or deemed unsuitable) the owner will be requested to hold the animal for 48 hours while rescue groups or foster care organisations attempt to rehouse the animal. who need to surrender their pets more options with a greater chance of a better outcome for their pets. This was achieved through persuading residents to hold onto their pet for several days until a rescue organisation was able to visit and assess rehousing options.

<table>
<thead>
<tr>
<th>4.5.1 Council to create lost and found animals registered using social media and Council’s website.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduced Darebin’s Lost animals Facebook page to quickly alert and reunite owners with their pets – it’s a new initiative but already there is a large following (1,766 likes as at 9 July 2014).</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4.6.1 Investigate the feasibility for Council to provide third chance for Darebin animals. Council to be offered third chance for rehousing Darebin dogs after the statutory holding time. Council to provide 24-48 hours for an approved rescue group to rehouse animals.</th>
</tr>
</thead>
<tbody>
<tr>
<td>The specifications and contract for Council’s pound service provider was reviewed and written to meet all of the requirements set out in the Domestic Animal Management Plan. In November Council awarded the contract for the provision of animal collection and pound services to the Lost Dogs Home. A copy of the specification for the provision of animal collection and pound services can be found on Council’s website along with monthly statistics of animal outcomes. Council has established relationships with 22 rescue organisations through section 84Y agreements in accordance with Domestic Animals Act 1994, for unclaimed lost animals that are not candidates for general adoption. This is a first in local government. Recognised savings in 2013-2014 were used and services were realigned in order to bring the Third Chance initiative forward. Third chance initiative was not supported through 2014-15 budget process. This initiative will be reviewed and resubmitted in 2015-16.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4.7 An external reference group will be established and meet 3 times a year throughout the life of the Plan.</th>
</tr>
</thead>
</table>
5.1.1 Identify minimum training requirements for all Local Laws staff by consultation with management and staff including Certificate IV in Government and Animal Control.

5.1.2 Offer at least one opportunity for additional training each year in the areas of prosecutions training, conflict management, communication / education technique.

5.1.3 In consultation with management and staff, identify opportunities for Local Laws Officers to be actively involved in providing input into current and future animal management practices.

All staff completed their professional development reviews and plans for the coming year 2014/2015 in August.

Staff attended the following training in 2013-2014:
- Certificate IV in Government and Animal Control (Statutory Compliance)
- Dog Bite Prevention and Harm Minimisation Training
- Environment Enforcement Training
- Emotive Call Training
- Identify Family Violence Training
- Language Aid Assessment Training
- First Aid Level 2

Management also attended RSPCA Animal Welfare Seminar 2014 which aims to connect key stakeholders on Domestic Animals Act – implementation, regulation and effectiveness.

Through the implementation of the new Plan, Darebin has recorded impressive results well within the targets set out in the plan. Euthanasia rates for first 6 months for dogs – 4% and cats – 26%. Domestic Animal Management Plan 2013-2017 stated targets for dogs – 10% and cats 50% within four years.
Table 1: 2014 achievements in relation to dogs and comparisons to relevant state averages.

<table>
<thead>
<tr>
<th>Dogs</th>
<th>2014 Jan-June Statistics</th>
<th>% rate</th>
<th>Darebin 2012/13</th>
<th>2003 State average&lt;sup&gt;1&lt;/sup&gt;</th>
<th>2005/06 State average&lt;sup&gt;2&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of dogs impounded</td>
<td>359</td>
<td></td>
<td></td>
<td>485</td>
<td></td>
</tr>
<tr>
<td>Returned to owner by Council</td>
<td>48</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number returned to owner</td>
<td>235</td>
<td>79%</td>
<td>71%</td>
<td>53%</td>
<td>55%</td>
</tr>
<tr>
<td>Number rehoused</td>
<td>28</td>
<td>8%</td>
<td>10%</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Number transferred to rescue</td>
<td>18</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surrendered to rescue</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number euthanized</td>
<td>13</td>
<td>4%</td>
<td>16%</td>
<td>34%</td>
<td>31%</td>
</tr>
</tbody>
</table>

Table 2: 2014 achievements in relation to cats and comparisons to relevant state averages.

<table>
<thead>
<tr>
<th>Cats</th>
<th>2014 Jan-June Statistics</th>
<th>% rate</th>
<th>Darebin 2012/13</th>
<th>2003 State average</th>
<th>2005/06 State average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of cats impounded</td>
<td>379</td>
<td></td>
<td></td>
<td>269</td>
<td></td>
</tr>
<tr>
<td>Returned to owner by Council</td>
<td>5</td>
<td>8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number returned to owner</td>
<td>27</td>
<td>5%</td>
<td>11.5%</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Number rehoused</td>
<td>60</td>
<td>16%</td>
<td>8%</td>
<td>15.5%</td>
<td>17%</td>
</tr>
<tr>
<td>Number transferred to rescue</td>
<td>128</td>
<td>30%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number euthanized</td>
<td>97</td>
<td>26%</td>
<td>85%</td>
<td>73%</td>
<td>74%</td>
</tr>
</tbody>
</table>

Challenges

- The Plan is resource intensive and consumes a great portion of the department’s time.
- Rescue organisations demands are high and Council resources are stretched in order to meet their needs.
- Negativity from various rescue organisations and individuals test the patience of staff.

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<sup>2</sup> State average statistics provided by Department of Primary Industries, Getting to Zero Summit, 2009.
• Euthanasia rates are dependent on extra resources and extra funds which are not always achievable.

POLICY IMPLICATIONS

Environmental Sustainability

The environment and the protection of wildlife is a strong consideration in the development of the Domestic Animal Management Plan as well as the provision of the animal management service.

Human Rights, Equity and Inclusion

Darebin’s demographics and cultural identity is recognised through the development of new initiatives and the Domestic Animal Management Plan as well as the provision of this service.

Darebin’s Equity and Inclusion Planning Tool (EIPAT) was used to assist the consultation process of the Plan. A number of EIPAT groups were identified who were likely to be affected by the Plan. The four year plan provides a comprehensive list of universal actions that will address many of the issues likely to be experienced by the EIPAT group. The Plan is reviewed annually and any emerging ideas and innovations will be captured and supported.

Economic Development

Initiatives listed in this Plan advocate for better outcomes for Darebin’s business community. Through the introduction of a Pet Expo this year, Council was able to promote a number of local animal related businesses including vet clinics and reputable rescue organisations. This is expected to grow over the next three years.

Other

City of Darebin Council Plan 2013-2017

There are a number of shared goals in the Council Plan which support the strategic direction of Councils animal management services.

Healthy and Connected Community
  • Provide the opportunity for isolated residents to connect socially and physically to the wider community via access to social networks, active transport and safe and accessible public places and networks.

Sustainable and Resilient Neighbourhoods
  • Protect and enhance biodiversity, natural and cultural heritage assets, wildlife corridors, local forests, waterways and the built and natural heritage areas.
  • Develop policies to encourage the ethical treatment of all animals and to support responsible pet ownership.

Excellent Service
• Create a business culture that focuses on customer service and the provision of timely and meaningful responses to community needs and requests; and analyse all customer feedback, using it as an opportunity to improve the quality of our services.

Open and Accountable Democracy
• Communicate effectively and in accessible formats and media with all members of our diverse community.
• Identify issues of concern to our community and advocate for strategic solutions.
• Work with organisations, other levels of government and the private sector for the benefit of our community.

Other related plans which are important in development of the Domestic Animal Management Plan are:
• Darebin’s Community Health and Wellbeing Plan 2009-13
• Municipal Emergency Management Plan
• Darebin Open Space Strategy 2012

FINANCIAL AND RESOURCE IMPLICATIONS

Delivery of actions listed in the Domestic Animal Management Plan 2013-17 is dependent on funding through new initiative and capital works budget bids. Funding will be sourced through the budget process for the respective period.

CONCLUSION

Through the implementation of the Plan, Darebin has recorded impressive results well within the targets set out in the plan. Euthanasia rates for first 6 months for dogs – 4% and cats – 26%. Domestic Animal Management Plan 2013-2017 stated targets for dogs – 10% and cats 50% within four years. In the long term we can reduce this even further through education and promotion of responsible pet ownership.

Some of the impressive initiatives introduced in the first year of the Plan include:

• created an online pets lost and found interactive Facebook page
• providing an extra 24-48 hours after the statutory holding period so that rescue group organisations are more likely to be able rehouse animals
• building stronger links with foster care and rescue group organisations
• encouraging responsible pet ownership through community education
• de-sexing, registration and micro chipping programs
• introduction of a full time Rescue Officer achieved through savings from staff vacancies.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.
The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

FUTURE ACTIONS

- The reviewed document be submitted to the Bureau of Animal Welfare, Department of Environment and Primary Industries in accordance with the Domestic Animals Act 1994.

RELATED DOCUMENTS

- *Domestic Animals Act* 1994
- Code of Practice for the Operations of Shelters and Pounds, June 2011
- General Local Law 2005
- Council Report, Pet Registration - 18 March 2013

EDDY BOSCARIOL
Manager Economic Development and Civic Compliance
20 October
EARLY YEARS STRATEGY 2011-2021

AUTHOR: Manager, Children, Families and Community – Cheryl Hermence

REVIEWS BY: Director Community Development – Katrina Knox

STRATEGY SUMMARY:

The Early Years Strategy aims to:

- identify early years needs of Darebin’s children;
- define the role of Council in meeting these identified needs; and
- form the structure for an early years infrastructure plan and a municipal early years services plan that articulate Council’s strategic directions for responding to the identified needs.

Darebin’s Early Years Strategy is composed of three documents: Darebin Early Years Strategy, Darebin Early Years Infrastructure Plan and Darebin Early Years Plan.

Strategy started on:

October 2011

Strategy ends on:

October 2021

Strategy to be reviewed by:

The Darebin Early Years Strategy outlines a long term vision and principle based structure. The plans that emanate from this work are operational plans that are reviewed annually. The annual review of the Darebin Early Years Plan has commenced and is due to be completed by end November 2014. A review and update of the Darebin Early Years Infrastructure Plan has also been completed.

PROGRESS REPORT

Introduction and Background

The Strategy continued to provide the basis for planning and directing tasks and initiatives within the Family and Children Department. The Strategy has been instrumental in providing the framework for the review of programs within the scope of this Strategy. The reviews ensure programs are inclusive, accessible and responsive to the changing needs of families and children. The Strategy acknowledges and drives facilitated partnerships and alliances between internal and external service providers and funding bodies to provide services which are coordinated, accessible and equitable.
**Key Outcomes for 2013/2014**

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Services and Programs</strong>&lt;br&gt;Family and child centred services are delivered that improve outcomes for the whole community.</td>
<td>1.1 Council will continue the provision of inclusive and integrated family and children’s services.</td>
<td>- Percentage of 3.5 year old children attending Maternal and Child Health increased.</td>
</tr>
<tr>
<td>1.2 We will provide services for those with diverse needs and actively remove barriers to access services for those who face the greatest disadvantage.</td>
<td></td>
<td>- Immunisation rates for children residing in Darebin coincide with the Victorian State and the Australian wide coverage.</td>
</tr>
<tr>
<td>1.3 Council will work to attract a strong local mix of services to meet the needs of all families and children. We will actively work with all providers to enhance the quality of services.</td>
<td></td>
<td>- Centralised waiting list program reviewed to ensure the service is inclusive, equitable and responsive to all families.</td>
</tr>
<tr>
<td>1.4 Community based services will be supported by the provision and maintenance of facilities. The Early Years Infrastructure Plan outlines the direction towards early years hubs, multipurpose community facilities and local</td>
<td></td>
<td>- Toy Library program reviewed and practices adjusted to ensure the program is accessible by a diverse range of families.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Co-location of Maternal and Child Health with other early years services in hubs at Reservoir, Bundoora and Oakhill.</td>
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<td></td>
<td></td>
<td>- Pop Up Playgroup initiative at DNECH links families with other Council Early Years’ Services to support families.</td>
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<tr>
<td></td>
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<td>- Rhythm and Rhyme parent group for families affected by domestic violence.</td>
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<tr>
<td></td>
<td></td>
<td>- Primary School Holiday program review ensures the program is accessible and inclusive by those prioritised by government policy.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Families Services in partnership with the North East Alliance provided counselling and support to families in a coordinated and responsive manner.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Enhanced Maternal and Child Health service in partnership with Family Services worked</td>
</tr>
</tbody>
</table>
assertively to engage families and children at risk or poor outcomes.
- Early Home Learning program further extended to provide wider opportunities for families and children.
- Supported Parent and Playgroup Initiative supported 6 organisations to operate facilitated playgroups.
- Community managed services are supported through the provision of resources, advice, program models and staff support.
- Early Years facilities audited to ensure a high quality environment.

2. **Context and Influence**

   *Darebin is a place where children can reach their potential.*

2.1 We will create opportunities to enhance the wellbeing of families and children through community participation.

2.2 Council's planning of the natural and built form of the city will consider how families and children participate in community activity and spaces.

2.3 We will work to further understand the diversity of family and children needs and advocate on behalf of our community.

2.4 We will increase community understanding of the importance and opportunities of the

- Refurbishment of Darebin Child Care and Kindergarten building in Preston to increase capacity.
- Feasibility Study “Early Years Hubs in the South”.
- Darebin North East Community Hub, Keon Park Children’s Hub and Oakhill Family Services Centre completed.
- Toy Library, Maternal and Child Health program and the School holiday program reviews in consultation with the community.
- Forums for families "Child Care in Darebin", "Immunisation for my child", “I am becoming a parent", “Am I ready for school?”
- Best Start program has successfully facilitated the Early Years Indigenous Reference group.
- Forum for community
<table>
<thead>
<tr>
<th></th>
<th>early years.</th>
<th>services working with aboriginal families.</th>
</tr>
</thead>
</table>
|   | 2.5 Council will work to strengthen the capacity of the early year’s workforce through the provision of local training opportunities and advocate on behalf of services. | - Annual training calendar for educators working in the early years.  
- Community understanding of the opportunities and services for children have been enhanced through the ‘Parent Voice’ editions. |
| 3. | **Collaborative Partnerships**  
*Our work is collaborative and improves outcomes for families and children* | 3.1 We will engage with families and children who access our services and encourage involvement in Council decision making processes.  
- “Families with Young Children” survey.  
- “Maternal and Child Health Services to families” survey.  
- “Immunisation Services to Families” survey.  
- Early Years workforce strengthened through participation in a project with Melbourne University in mentoring educators.  
- Facilitation of the Early Years Reference Group, the Best Start Working Group, the Best Start Indigenous Reference Group and by being a key partner in the North East Metro Child and Family Services Alliance.  
- Establishment of the Child Friendly City Advisory Committee.  
- Facilitation of the Transition Network for educators in early childhood and schools.  
- Annual training/workshop calendar for Committees operating early years services.  
- Early Years professionals networks – Child Care Coordinators, Educators Network, Regional Managers Network. |
|   | 3.2 Council will continue to provide strong local service leadership through its coordinated family and children services team. |
|   | 3.3 We will build partnerships with government, local agencies, support groups and early years service providers to realise our common commitments to meeting the needs of families and children. Together our advocacy will be strengthened. |
|   | 3.4 We will facilitate local early years networks to enhance service integration and build collective wisdom. |
Challenges

The Darebin Early Years Strategy continues to direct and shape the structure and operations of the Family and Children’s department. There is an ongoing challenge in partnering internal and external programs which complement and value add as well as forge new partnership models for the community benefit.

During the 2013/2014 year several major building projects have progressed partnership models by providing for a variety of services (both internal and external) to be co-located and service delivery to families to become more coordinated and streamlined.

POLICY IMPLICATIONS

Environmental Sustainability

A key component of each major building project is environmental sustainability, and the use of local and sustainable products are incorporated in each project from the planning stage to the construction stage.

Human Rights, Equity and Inclusion

The Darebin Early Years Strategy was developed to direct Council activities for families of young children in the municipality. The community of parents and carers of young children in Darebin reflect the general community and as such is a diverse group. The Equity and Inclusion Planning and Audit Tool (EIPAT) was not available during the development of this Strategy however any new programs or reviews of services give due consideration to equity and accessibility for all groups identified using EIPAT.

Economic Development

Building projects provide opportunities for job creation within Darebin.

FINANCIAL AND RESOURCE IMPLICATIONS

The Strategy adheres to the allocated budget. New building projects source capital funds from Federal and State Governments.

CONCLUSION

The Early Years Strategy continues to provide the platform to shape and direct programs to enhance the wellbeing of the child, the family and the community. The Strategy has led to service reviews to ensure alignment with Council’s vision and create ongoing community partnerships. These partnerships between programs (internal and external), funding bodies and external service providers have enhanced outcomes for children and families. The
development of new purposeful and contemporary infrastructure (Hubs) assists in the integration of service delivery for community accessibility.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Complete the review of the Darebin Early Years Plan
- Further develop partnerships to enhance access and equitable programs at hubs
- Continue to review programs

RELATED DOCUMENTS

- Darebin Early Years Strategy
- Darebin Early Years Plan
- Darebin Early Years Infrastructure

Cheryl Hermence
Manager Children, Families and Community
20 October 2014
1. EQUITY AND INCLUSION POLICY 2012-2015

AUTHOR: Team Leader, Equity and Diversity – Karin Linden

REVIEWED BY: Director Community Development

STRATEGY SUMMARY:

The Darebin Equity and Inclusion Policy 2012-2015 was endorsed by Council in December 2011 and guides Council in the design and implementation of programs, services and policies to more effectively address barriers to inclusion experienced by Darebin's citizens. It supersedes the former Darebin Diversity Policy setting a new direction in how Council addresses social inclusion, equity and access principles across Council's work. The Council Plan 2013-2017 further strengthens Council's commitment to this policy through Strategies, Actions and KPIs.

The Policy provides significant opportunities for Council at all levels and for Darebin communities to collaborate towards achieving the following goals:

• to build an organisation within Council that is inclusive and reflective of Darebin's diverse communities
• to build services and programs that are inclusive, responsive, accessible and equitable
• to contribute to building inclusive and empowered Darebin communities.

Significant work has been undertaken to support the roll out of the policy across Council. The development of tools and educational material has been imperative in its success to ensure that all staff have a sound understanding of the policy and as it relates to their respective work. A key feature facilitating this process is the Equity and Inclusion Planning and Audit Tool (EIPAT).

Strategy started on:

January 2012

Strategy ends on:

December 2015

Strategy to be reviewed by:

December 2015

PROGRESS REPORT

Introduction and Background

The Darebin Equity and Inclusion Policy makes concerted efforts to include groups and communities affected by experiences of exclusion through a rights-based approach. The intention is to provide a more just and effective basis for Council decisions, policies, services, partnerships, and initiatives with and within the communities of Darebin. The principles underpinning the Policy are: Social justice, Human rights, Accountability, Participation, Empowerment and Diversity.
Equity and Inclusion Planning and Audit Tool

The Equity and Inclusion Planning and Audit Tool is the mechanism through which the EIP is activated and practised and has been developed as a resource for all levels of Council to use on an ongoing basis in their planning, development and evaluation of policies, services and programs. This tool has now been converted to an on-line application.

Monitoring, Reporting and Review

The Policy will be monitored by an Equity and Inclusion Management Committee (EIMC). Reports on the progress of the EIP have been made to the Council's Audit Committee as well as to Council and will be published in the Annual Report.

The EIP will have a full evaluation and review in 2015.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Equity and Inclusion Policy Update</th>
</tr>
</thead>
<tbody>
<tr>
<td>The administration and use of the tool had a dual focus in 13/14: to support and educate staff about inclusion principles and to ensure these were considered in all strategies and policies that required a Council decision. It was also used to monitor compliance with the EIPAT KPI in the Council Plan.</td>
</tr>
<tr>
<td>The inclusion of a KPI in the Council Plan measuring the extent of Council decisions having been assessed using the EIPAT led to the establishment of a process where all Council Reports were monitored for EIPAT compliance. However, the marketing and educational aspect of the tool implementation used an educational approach and a one-on-one/ team learning including the following aspects:</td>
</tr>
<tr>
<td>• All work units with a strategic focus were presented a power-point on the background and process. The actual tool was also demonstrated in these sessions.</td>
</tr>
<tr>
<td>• All managers were contacted requesting information for forward planning of upcoming projects that may require and EIPAT.</td>
</tr>
<tr>
<td>• EIPAT was demonstrated to Leadership Group.</td>
</tr>
<tr>
<td>• All Projects listed in the forward Council planner were checked for compliance and entered in the tool.</td>
</tr>
<tr>
<td>• Diversity Video was used for educational purposes (accessible on the Internet via YouTube)</td>
</tr>
<tr>
<td>Additionally the tool commenced incorporating processes where issues around the impact of poverty were to be addressed through the tool following a Council resolution to this effect.</td>
</tr>
<tr>
<td>Other work based projects supporting the principles in the policy include the Diversity Capabilities Framework which was completed in 2014 and endorsed by EMT in February. The framework aims to integrate diversity and inclusion values and practices into existing organizational processes and workforce development and to enable progress and results to be measured across the Council. The Framework has three goals which will lead to embedding quality diversity outcomes including organisational, staff and leadership diversity effectiveness. These will be achieved through the delivery of a standardised approach to diversity capability. The first aspect of the framework was delivered through compulsory diversity and Aboriginal training in 13/14. In 14/15 the standardisation of training capability will be rolled out across all training modules.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIPAT Software Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is ongoing development of software and host site. The process involved development of workflow, ongoing consultation and testing of outcomes. Some adjustments to workflow were addressed in 13/14 and the tool is currently working towards incorporating Community Engagement Planning processes and the development of a new shorter report.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Completed EIPAT Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td>In total 236 projects were assessed using the EIPAT of these 26 were required to consider and address (at least one, but often more) groups at risk of exclusion, including the following:</td>
</tr>
<tr>
<td>1. DTAC ANNUAL REPORT TO COUNCIL</td>
</tr>
<tr>
<td>2. BUDDHIST COMMUNITY ROOMING HOUSE</td>
</tr>
</tbody>
</table>
The Equity and Inclusion Support Group was established to support implementation and development of the new Equity and Inclusion Audit and Planning Tool across Council. The role of this group is to provide in-house expertise and advice to staff members in applying the Equity and Inclusion Audit and Planning Tool in their work and in doing so, build organisational capacity and individual skills of staff to effectively design, develop and implement equitable and inclusive policies, programs and services. The Equity and Inclusion Support Group is an advisory group only and does not have decision making powers in relation to final sign-off on strategies, policies etc. that have applied the tool. This responsibility lies with management and Council.

Four EIPAT Support Group meetings were held in 2012/2013

Other Formal Support

Most completed EIPATs required several contact hours of formal support from Community Planning Officer and Equity and Diversity Team Leader. The administration of the tool also requires resources.

Evaluation

The formal evaluation process included the development and implementation of a regular survey of organisational awareness of the Tool and of EIPAT users. The results showed on a 1-5 awareness scale of EIPAT:

- 36% high awareness (4 & 5 score) / 16% medium awareness (3) / 39% low awareness (1 & 2) compared to a higher awareness for the actual policy (45% high awareness)
- 59% of those that were aware had used the EIPAT
- The mean agreement with understanding the purpose, confidence in when to use it, receive support and ability to navigate it ranged from 3.25 to 4.3 –
- Overall satisfaction had a mean of 3.15 indicating a fairly good result for the satisfaction with these aspects and overall.

Additionally, for the purpose of refining and improving the tool feedback and evaluative data on the number of contacts made (projects registered), number of EIPATs completed, EIPATS as a proportion of total number of Council reports and positive/negative feedback on the actual tool has been gathered. This data has been provided to the Equity and Inclusion Management Committee.

Challenges
Ongoing and sustained work is still required to ensure uptake of the EIPAT from the early stages of planning and in the systematic consideration of needs across the whole organisation. There is still confusion in some areas around when to use the tool and how. The integration and use of the tool as seamless approach to planning procedures is a long process requiring culture change through all levels from executive to staff on the ground.

The 13/14 assessment year focused on compliance with the KPI requirements as all projects that require Council consideration are required to be assessed through the tool. This has led to a great number of reports were evaluated with the tool while only 11% required an EIPAT group consideration. Next year will see a change in how the tool is applied to ensure that time is not wasted on projects that do not require a full EIPAT, these include the exclusion of projects that:

• are only considered by Council as a lead up to an upcoming project or as a follow up on a completed project.
• have a high level strategy with complimentary plans (for example the Asset Management Plan where the actions are addressed in the community infrastructure plan, disability access plan etc. These projects are assessed individually at a ‘plan level’.
• where the project is an administrative or specialist issue where it is clear from the outset that it has no direct impacts on the EIPAT target groups.

These types of projects will not be monitored thought the tool, instead they will be recorded external to the tool as belonging in these categories.

Overall the new approach will lead to a greater focus on embedding the tool in the organisational processes and make sure staff continue to familiarise themselves with the use and application of the tool. More work will be done to integrate consultation planning in the tool to make it a ‘one-stop-shop’ for Community Engagement planning. Finally more work is required to integrate Human Rights processes and the assessment of health implications in the tool.

POLICY IMPLICATIONS

Environmental Sustainability

The outcomes of implementing the Policy may have a positive environmental impact for Darebin residents. People who are disadvantaged and excluded often do not have the same opportunity to practise sustainable living, including access to sustainable housing, sustainable housing practices/resources and fresh food. A more inclusive Darebin would also ideally include improvements in sustainable living opportunities for everyone.

Human Rights, Equity and Inclusion

The Policy directly addresses social inclusion and diversity considerations and responds to the human rights charter and Council’s goals and commitments. The Policy identifies a large number of existing Council policies and plans that are relevant to this work and is responsive and consistent with a number of Darebin’s service plans which have access and equity and services/programs targeted to specific and/or specialist groups in the community.

Economic Development
Disadvantaged groups may find it difficult to rent houses, procure jobs, and participate fully in society. This is economic marginalization or exclusion. Despite these difficulties disadvantaged groups enrich our community, contribute economically and socially to society and it is our role to promote that they are seen as part of the economy with equal rights to participate.

Other

The EIP contributes to Council’s commitment to our diverse residents expressed in the Council Plan 2013-17 (Diversity Statement and KPI 2.9).

FINANCIAL AND RESOURCE IMPLICATIONS

There is $15,000 in the budget annually for the technical improvement of the tool. A further $8000 is set aside for the training, promotion, rollout and events that is associated with the EIP policy and EIPAT implementation.

CONCLUSION

The Equity and Inclusion Policy will provide Council with a clear direction and goals and a way forward in embedding equity and inclusion principles and goals across all of Council business. The Policy assist in building the capacity of Council’s equity and inclusion practice and provide some accountability and reporting against Council’s goals and plans. The benefits of equity and inclusion for the Darebin community are in line with Council’s goals and in particular with a healthy and connected community ‘to build a safe, inclusive and equitable community where all feels socially well connected, respected and valued’

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Continuing introduction on EIPAT to all relevant staff through implementation schedule with planned demonstrations and support to all departments over Jul- Dec 2014.
- Continued support to the organisation in the use of the Equity and Inclusion Planning and Audit Tool.
- Integration of a consultation planning module in the tool to make it a ‘one- stop-shop’ for Community Engagement planning. This work has commenced and will be rolled out before December 2014.
- Integration of Human Rights processes and the assessment of health implications in the tool.
• Ongoing improvement to the online version
• Measurement of the application and performance of the tool
• Ongoing meetings of Support Group to apply continuous improvement to the roll out and the application
• Reporting to the Equity and Inclusion Management Committee (EIMC)

RELATED DOCUMENTS

• Equity and Inclusion Policy
• Equity and Inclusion Planning and Audit Tool (Web)
• Council Plan 2013-2017

NAME OF AUTHOR

Team Leader Equity and Diversity
19 September 2014
1. FOOD SECURITY POLICY 2010 - 2014

AUTHOR: Community Wellbeing Team Leader – Jess Fraser

REVIEWED BY: Director Community Development – Katrina Knox

STRATEGY SUMMARY:

The Darebin Food Security Policy provides a framework to inform Council's role and commitment to improving food security in the municipality and guide local level action around improving food security and its determinants.

Darebin City Council aims increase food security in the municipality by addressing the underlying factors across the built, social, economic and natural environments that influence access to healthy and sustainable food in Darebin. Council will aim to do this with a view to addressing both the immediate food access issues faced by the community and the broader issues around sustainable food over the longer-term.

Strategy started on: 29 November 2010

Strategy ends on: 29 November 2014

Strategy to be reviewed by: Review of the Food Security Policy will commence in November 2014.

PROGRESS REPORT

Introduction and Background

The Darebin Food Security Policy has five key action areas which outline Council’s role in addressing food security at the local level. These include:

• Advocacy for food security leadership and resources
• Planning a sustainable and accessible urban environment
• Leading by example
• Community development around healthy and sustainable food
• Partnerships and knowledge building

The Food Security Policy is informed by advice from the Darebin Health Steering Committee and the Darebin Emergency Relief Network.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Advocacy for food security leadership</td>
<td>Lobby for financial and staff resources to support the implementation of</td>
<td>Permanent, part time Sustainable Food Officer appointed in</td>
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<td>and resources</td>
<td>local food security activity</td>
<td>Environment and Natural Resources Department.</td>
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<tr>
<td>2. Planning a sustainable and accessible urban environment</td>
<td>Improve sustainability of food supplies at the local level by encouraging urban food production (i.e. incorporating communal food growing areas in new developments, private backyard gardens, and food growing in public spaces including Council owned land, crown land, neighbourhood houses and housing estates.</td>
<td>Development of 2014 - 2018 Urban Food Production Strategy, endorsed by Council in August 2014. The strategy supports the Food Security Policy by exploring how urban food production can help improve access to reliable supplies of healthy fresh food in Darebin. 2 Sustainable Food Leaders Forums held where the nature strip planting guidelines was launched. The 2013 Darebin Backyard Harvest featured 14 open gardens and 5 workshops. 290 people attended which was a festival record. Continued to support the Northcote Library Food Garden to hold workshops on sustainable food growing and worked with garden members to develop the All Nations Food Forest.</td>
</tr>
<tr>
<td>3. Leading by example</td>
<td>Integrate determinants of food security in to Council policies, plans and programs to promote an ongoing structure for intersectoral leadership and action Support food security programs and initiatives through the Community Grants Program</td>
<td>Food insecurity integrated into 2014 - 2018 Urban Food Production Strategy and 2013 - 2017 Health and Wellbeing plan. Four organisations were funded $20,150 to provide emergency relief and distribute food to disadvantaged community members. Five organisations were granted $15,230 to support community gardens.</td>
</tr>
<tr>
<td>4. Community development around healthy and sustainable food</td>
<td>Establish initiatives such as Community Kitchen Programs that increase Darebin resident’s food literacy around food purchasing, preparation, and nutritious food choices and promote opportunities for social inclusion</td>
<td>7 workshops / events held at East Reservoir garden in 2014 as part of DHS funded Eat and Grow Together project to promote food growing, participation in community gardens and healthy eating. Provided materials for the setup of the Melbourne City Mission healthy cooking program for residents at Eric Street Housing estate.</td>
</tr>
</tbody>
</table>
Investigate the development of a food rescue program to redistribute quality food to people in need that would otherwise go to landfill.

3 Anti-Poverty week events held in October 2013 including 2 highly successful food preserving workshops with Darebin Community Health.

Intercultural Centre Christmas day lunch held with 200 vulnerable residents at risk of exclusion.

Darebin Food bank partnership with SecondBite and Preston Market continues to grow with over 500kg of fruit and vegetables are distributed to Darebin agencies and residents each week through the Salvation Army in Preston.

Fridges and freezers provided to DIVRS and Darebin Community Health to support the provision of fresh produce and meals to vulnerable residents.

| 5. Partnerships and knowledge building | Continue to convene the Darebin Emergency Relief Network to provide a forum for networking and support to local emergency relief providers | Review and enhancement of Emergency Relief Network to include a focus on emergency relief provision to asylum seekers and the development of a yearly action plan to guide the networks’ work. |

Challenges

The demand on emergency relief continues to grow throughout our municipality and will be further compounded in light of changes at a state and federal level to payments supporting disadvantaged residents. This will place an increasing demand on local emergency service providers who will be looking to Council to show leadership and advocacy in this space.

Environmental Sustainability Implications

Food security is fundamentally linked to environmental sustainability with food insecurity an issue that will continue to grow in importance as the capacity to produce and distribute food decreases due to pressures such as water scarcity, land degradation and loss of arable land due to urban growth. Simultaneously, there will be increasing demand for food as the population grows. The Darebin Food Security Policy strives to enhance sustainable food practices from paddock to plate (i.e. from growing food through to food waste) as a key strategy to enhancing food supply and access and therefore, food security.

Equity and Inclusion Implications

Food insecurity is associated with poverty and disadvantage. The Darebin Food Security Policy identifies population groups who are vulnerable to food insecurity in Darebin to ensure that intervention can be targeted to those most in need with the aim of minimising the impact
of food insecurity in their lives. Work over 2013/2014 has focused on the following population groups:

- Residents living in housing estates
- newly arrived migrants, refugees and Asylum seekers
- Households in the Northern suburbs of Darebin, particular young families.
- Older adults and other isolate residents.
- Aboriginal people

Economic Development

A number of local businesses actively participate in the Darebin Food bank network supplying unused fruit and vegetables to the bank. The new strategy will further explore how business can participate in activities and how social enterprise models can be developed to support food security.

FINANCIAL AND RESOURCE IMPLICATIONS

In 2013/14 $5000 was provided for the implementation of the Food Security Policy. Many of the activities outlined above were funded through complementary or external funding sources.

CONCLUSION

The growth and strengthening of the Darebin Emergency Relief Network over the last year has been a significant achievement and has provided a more coordinated approach to the provision of emergency relief and food to the community. The development of a standalone Urban Food Production Strategy will further enhance this element of food security and will also change the focus and scope of the new strategy. As food insecurity grows as a symptom of disadvantage, the review and development of a new strategy will be a timely opportunity for Council to identify how we can continue to support our community to access fresh, nutritious food.

DISCLOSURE OF INTERESTS

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The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Implementation of the Urban Food Production Strategy.

RELATED DOCUMENTS

- 2014-2018 Urban Food Production Strategy

JESS FRASER
Community Wellbeing Team leader
20 October 2014
1. GRAFFITI MANAGEMENT STRATEGY 2008-2012

AUTHOR: Community Wellbeing Team Leader – Jess Fraser

REVIEWED BY: Director Community Development – Katrina Knox

STRATEGY SUMMARY:

The City of Darebin’s Graffiti Management Strategy 2008-2012 articulates Council’s long-term plan and commitment to reducing and preventing graffiti in Darebin. The Strategy outlines Council’s stance in relation to the Graffiti Prevention Act 2007, and promotes a coordinated graffiti management response across Council, combined with an approach that encourages the community to take responsibility for graffiti prevention, reporting and clean up, particularly in relation to private property.

Strategy started on:
The strategy was adopted by Council in June 2008.

Strategy ends on:
The strategy expired on 30th June 2012.

Strategy to be reviewed by:
The strategy was reviewed in late 2012 and consultation commenced for the development of the next strategy in 2013, engaging with over 400 residents. While over 90% of the actions outlined in the plan were completed, the review illustrated that Council’s plan was not sufficiently resourced or structured to respond to the issue, with both reports and prevalence of graffiti increasing significantly in the Darebin municipality over these four years. Furthermore, the approach to removal across departments was not providing the most efficient or cost effective service for Council or the community.

In response to the review of the 2008-2012 Strategy, in 2013/2014 Council committed significant resources to improve graffiti management, including a once-off city wide clean-up of graffiti on public and private property, the centralisation of all removal activities under the coordination of a Graffiti Management Coordinator and a dedicated budget for street art and other graffiti prevention initiatives.

PROGRESS REPORT

Introduction and Background

The 2008-12 Strategy was an evidence-based approach which focused on graffiti prevention; clean up and enforcement of the criminal law act. The 2014-18 Strategy builds on these themes to deliver actions under five key objectives. While 2013/14 was a transition year between the review of the previous strategy and completion of the new 2014/18 strategy, all of the operational functions continue to be in line with these best-practise themes.

Key Outcomes for 2013/2014
<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Maintenance of public amenity.</strong></td>
<td>Implement a once-off-city wide graffiti clean on private and Council property. Work in partnership with Community Correctional Services to establish a routine maintenance graffiti removal service that operates in frequently vandalised parks and facilities around Darebin one day per week.</td>
<td>Total of 27,280m² of graffiti removed from Council and private assets in 2013/14 as part of large scale graffiti clean-up. 11,013 square meters of graffiti removal from Council and private assets in 2013/2014, commercial value &gt;$100,000, cost to Council approx. $10,000.</td>
</tr>
<tr>
<td><strong>2. Promoting community responsibility for graffiti management</strong></td>
<td>Promote Council’s Graffiti Reduction Subsidy Program to private property owners.</td>
<td>Responded to 363 requests for removal on private property, 80% increase from 2012/13.</td>
</tr>
<tr>
<td><strong>3. Support for community art projects and artists</strong></td>
<td>Collaborate with local utility providers to investigate opportunities to create community art on privately owned signal boxes particularly in Darebin’s retail activity centres. Identify and legitimise spaces for public art projects.</td>
<td>28 assets were painted with street art across the municipality as part of three different projects to prevent illegal graffiti, including 22 traffic signal boxes, 3 private properties painted through the subsidised street art program and 3 Council assets.</td>
</tr>
</tbody>
</table>
Host an art exhibition to progress aerosol community art as a creative medium.  

Urban and Iconic held in March – April 2014 at Bundoora Homestead to celebrate National Youth Week in partnership Juddy Roller Studios with very strong attendance and feedback.

**Challenges**

While the increase in resources and centralisation of graffiti has significantly improved the outcomes relating to removal and prevention, the centralised model only commenced in January 2014, which delayed both the implementation of the city wide clean up and the completion of the 2014/18 Strategy. The ongoing challenge will also be managing the community expectation is Council’s responsibility for removal from private property to ensure it remains within resources and encourages community ownership.

**Environmental Sustainability Implications**

Graffiti is linked to environmental damage specifically due to aerosol spray paint can litter, and paint and chemicals being washed down drains during the graffiti removal process, thereby polluting stormwater systems. Effective graffiti management and prevention processes can help reduce the overall environmental impact of graffiti.

**Equity and Inclusion Implications**

Graffiti negatively impacts on perceptions of safety and can distort understanding regarding actual levels of safety and crime. When individuals feel unsafe in their environment this can decrease their participation in the community and negatively impact on their sense of wellbeing. Graffiti can often have a greater impact on older residents who feel fearful in the local areas as a result of incidences of graffiti. Graffiti can often be more prevalent in areas of low socio-economic status; however this is not the case in Darebin with the highest volume of graffiti located in the southern part of the municipality.

Residents of all backgrounds, age groups, gender and socioeconomic status contact Council for assistance with removing graffiti from their property. The new Strategy identifies that residents have varying capacity to remove graffiti from their property and may face barriers related to cost, age and disability. The initiatives will aim to ensure that residents have equal access to resources which will support them to remove graffiti and maintain the amenity of their property.

Involvement in graffiti occurs amongst people from different age groups, genders and cultural backgrounds. Although not exclusively, involvement in graffiti is often more prevalent amongst young people and more specifically young people from disadvantaged backgrounds. As a result the initiatives aimed at preventing and diverting involvement in graffiti will focus on young people, with further focus on young people from disadvantaged backgrounds.

**Economic Development**

A large volume of graffiti in Darebin is located on commercial properties. The build-up of graffiti can negatively impact perceptions of safety and amenity in retail activity centres. The new strategy includes a number of actions that involve working directly with businesses in
both a removal and prevention role to reduce the impact of graffiti on retail precincts in Darebin.

FINANCIAL AND RESOURCE IMPLICATIONS

In 2013/2014 $356,000 was allocated for graffiti management including graffiti removal, prevention activities and a dedicated graffiti removal coordinator. This was supported by $18,000 in external funding from the department of Justice to deliver the traffic signal box street art program.

CONCLUSION

2013/2014 was a transition year to a new graffiti management model and strategy. Despite the challenges of this transition, Council’s first ever large scale graffiti clean-up was implemented alongside a highly successful street art program, both of which have received very positive feedback from the community. The new centralised graffiti removal approach is proving to be more efficient and the dedicated prevention budget is allowing space for innovative approaches to prevent graffiti to be piloted. With these enhanced resources, new graffiti management structure and new strategy, Council is well positioned to continue making improvements in this area.

DISCLOSURE OF INTERESTS

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The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Adoption of 2014/2018 Graffiti Management Strategy in October 2014
- Implementation of year one action plan.

RELATED DOCUMENTS

- 2009 -2012 Graffiti Management Strategy
- 2013-2014 Council Plan Paint the City program KPI (A2295739)

JESS FRASER
Community Wellbeing Team leader
20 October 2014
GREEN BUSINESS ATTRACTION STRATEGY 2012 - 2017

AUTHOR: Manager Economic Development and Civic Compliance – Eddy Boscariol

REVIEWED BY: Director Assets and Business Services – Steve Hamilton

STRATEGY SUMMARY:

The Green Business Attraction Strategy outlines a framework to enable Council to provide an environment and structure to attract business and employment growth in the green business and sustainability sector.

The Strategy includes concentrating Council’s actions in four key strategic directions:

- Business support
- Promotion and facilitation
- Land use planning
- Partnerships

Strategy started on:
The Green Business Attraction Strategy was adopted by Council in September 2012.

Strategy ends on:

Strategy to be reviewed by:
The Strategy directions and priorities will be reviewed and reported annually.

PROGRESS REPORT

Each action within the Strategy was assigned a timeframe for commencement. Including:

- short term 0 - 18 months
- medium term 1 - 3 years
- long term 3 - 5 years

The Strategy has been running for 18 months and achieved some significant outcomes in 2013/14.

Sixteen of the nineteen short term actions and five medium term actions were completed. There was a large focus on the engagement of green businesses and promotion of their products and services. During this time one long term action was also achieved, this being, the establishment of a Low Cost Green Business Accreditation Program.

Achievements for the 12 months from June 2013 through to July 2014 are outlined below:

<table>
<thead>
<tr>
<th>Strategic objective</th>
<th>Outcomes</th>
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</table>
| Business Support    | • Held a networking meeting for the Green Business Network in November 2013.  
                    | • Retrofitted 21 businesses through the Light$mart program in 2013/14.  
                    | • Issued 5 businesses with certificates and 15 businesses |
with stickers under the “We are Greening our Business” program.
- Produced a map that identifies the green and sustainable clusters in Darebin. This was showcased at the Darebin Sustainable Living Expo.
- Council’s business services and events were promoted to Darebin's green business sector.

| Promotion and Facilitation | Identified 82 sustainable and green businesses on the business directory.
|                           | 21 case studies of businesses that showcase local green businesses and their success developed.
|                           | Held the Darebin Sustainable Living Expo on 8 February 2014 promoting over 44 businesses with 500 attendees |

| Land Use Planning          | Referenced the Green Business Attraction Strategy in the draft Planning Scheme and Municipal Strategic Statement. |

| Partnerships               | Attended Northern Alliance Greenhouse Action (NAGA) meetings
|                           | Commenced work on the (NAGA) ‘Easy Energy Efficiency for SMEs’ which is a 3 year project funded by the federal government.
|                           | Promoted the Yarra Valley Water program ‘Choose Tap’.
|                           | Attended the BEN (Business Efficiency Network) program run by Hume City Council.
|                           | Promoted the Darebin Solar Bulk Buy program to businesses. |

**Challenges**
There are many Darebin businesses that are reducing their environmental impact, operating costs and resource consumption; however they don’t always see the value in promoting their green operations. Finding suitable low cost accommodation for new green and sustainable businesses to locate in Darebin is also a challenge.

**POLICY IMPLICATIONS**

**Environmental Sustainability**
The goal of this Strategy is to increase the number of green businesses operating in Darebin.

**Human Rights, Equity and Inclusion**
Darebin has a culturally diverse community and it will be important to support and promote programs and initiatives that assist the employment needs of various groups within the community.

**Economic Development**
Outcomes of this Strategy also assist the delivery of the Council’s Business Development and Employment Strategy 2012-2015 which advocates for better outcomes for the Darebin business community.
FINANCIAL AND RESOURCE IMPLICATIONS
Projects and programs (medium – long term) will be listed as part of the New Initiatives and Capital Works budget processes for approval. Additional hours may be required by the Sustainable Business Officer to deliver the medium and long term actions.

CONCLUSION
The implementation of the Green Business Attraction Strategy has achieved significant results to date in particular within the objectives of Land Use Planning and Business Support. These two strategic directions allow for Council to set the environment to attract and increase the number of green businesses operating in Darebin.

DISCLOSURE OF INTERESTS
Section 80C of the Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Officer reviewing this report, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this report.

FUTURE ACTIONS
- Goals and actions from the Strategy to be implemented to achieve outcomes
- Evaluate and review the Strategy
- Report to Council as required

RELATED DOCUMENTS
- Darebin Digital Strategy 2013-2018
- Green Business Attraction Strategy 2012 – 2017
- Council Plan 2013 - 2017

EDDY BOSCARIOL
Manager Economic Development and Civic Compliance
20 October
The Health and Wellbeing Plan is a legislated document required under the Victorian Public Health and Wellbeing Act that outlines Council's strategic approach to improve the health and wellbeing outcomes for all residents. The Plan aims to address the social determinants of health that contribute significantly to health outcomes and inequities that exist in our community through a whole of Council approach. While there are social, economic, cultural, built and natural conditions which are not created nor easily changed by local government, Council does and can play a significant role, as a strong partner, to mitigate and transform these conditions.

Strategy started on:
18 November 2013

Strategy ends on:
31 October 2017

Review will commence October 2016

PROGRESS REPORT

Introduction and Background

The plan was developed between March and October 2013, engaging with more than 400 people. The vision of the Plan is ‘Healthy people and connected communities’ and strives for health equity for all through five key goals which have been developed on our understanding that people’s health and wellbeing is influenced by the social, economic, cultural, built and natural conditions in which Darebin people live, work and age. The 2013 - 2017 Health and Wellbeing Plan has dual roles; it is a strategic document that highlights and reaffirms the whole of Council approach to improving health and wellbeing, while it also includes some very direct strategies and actions in the next four years that are specific to the plan and not contained in any other Council’s strategies.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
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</thead>
<tbody>
<tr>
<td>1. <strong>Strengthen opportunities for all Darebin children to develop, thrive and learn in their early years</strong></td>
<td>To highlight our early years as the critical foundation for our ongoing health and wellbeing</td>
<td>Ongoing implementation of the Darebin Early Years Strategy, Action Plan and Darebin Early Years – Infrastructure Plan. Facilitated bus trip to the Darebin Children’s expo with over 50 parents and children from Walker Street Housing estate. Development of the Family Violence prevention Playgroup and provision of a one day per week outreach service at Reservoir Neighbourhood House.</td>
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<tr>
<td>2. <strong>Enable and support lifelong learning, education and employment opportunities and outcomes for all</strong></td>
<td>To support improved wellbeing outcomes for Darebin students To facilitate improved access and opportunities for learning and employment pathways for all</td>
<td>Completion of the Darebin Education Enquiry and report. Launch of the Darebin Jobs Link website to support local businesses and employees to work and employ locally.</td>
</tr>
<tr>
<td>3. <strong>To promote freedom from discrimination and violence as basis for emotion and social wellbeing</strong></td>
<td>To strengthen community capacity and connectedness based on respect for self and for each other</td>
<td>Reservoir Neighbourhood Renewal project completed, mainstreamed and year 8 report launched in July. Received $50,000 from the Diversity and Social Cohesion Grant Program of the Department of Immigration and Citizenship to support the Say No To Racism project. 3 East Preston community events including the highly successful Community movie night held with Northland shopping centre with 320 people attending. 3 Walker Street housing estate community events. 2 events at Eric Street Housing estate as part of a community development project with Office of Housing and Melbourne City Mission. 2 community conversations on emotional wellbeing as part of the Health and Wellbeing Plan development.</td>
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<tr>
<td>5. Protect and promote Darebin people’s physical health</td>
<td>To increase regular physical activity for all Darebin</td>
<td>Over 20 different healthy lifestyle events held in 2013/14 across the themes of healthy eating, physical activity and chronic disease prevention. Completion of the federally funded Healthy Communities initiative in March 2014. Over 5000 residents participating in the program over the 2 years with an estimated sustained participation rate of 500 residents.</td>
</tr>
</tbody>
</table>

**Challenges**

Much of the work that supports physical health through exercise and healthy eating education has been implemented using the externally funded Healthy Communities initiative, which provided $500K over 2 years. While Council has provided some funding for the ongoing implementation of the Plan, there will be a significant reduction in the programs provided to the community in this area and will require the community expectation for Council to continue to provide these programs to be managed appropriately.

**Environmental Sustainability Implications**

Factors in our natural environment such as the provision of open spaces, access to clear air and water and natural vegetation, and protection against climate change are important in maintaining health and wellbeing. Goal 4 in the Wellbeing Plan has a direct focus on environmental sustainability with objectives, strategies and actions in regards to both the built and physical environment.
Equity and Inclusion Implications

The Health and Wellbeing Plan includes a number of strategic directions which are specifically designed to address social inclusion and diversity in the Darebin community. The community engagement plan development of the 2013 – 2017 Community Health and Wellbeing Plan has been built around the EIPAT to ensure that the health needs and issues on residents at greatest risk of exclusion are accurately represented in the plan’s priorities and actions.

Economic Development

Meaningful participation in the economic environment is recognised as a key factor for health and wellbeing. This is support through Goal 2 of the Plan which seeks to enable and support lifelong learning, education and employment opportunities.

FINANCIAL AND RESOURCE IMPLICATIONS

In 2013/14 $14,000 was provided for implementation and the review and development of the new 2013/17 Plan. This was supported by the externally funded Healthy Communities initiative.

CONCLUSION

While 2013 / 2014 was a transition year between the completion of the previous Plan and the development of the 2013-17 Plan, a wide variety of programs were delivered to support the health and wellbeing of our residents. The State alignment of the planning cycle provided a unique opportunity for Council to undertake the planning and community engagement process in partnership with Darebin Community Health, Women’s Health in the North and North East Primary Care Partnership. This has allowed joint action planning around priority areas and the enhanced ability to work in partnership over the next four years.

DISCLOSURE OF INTERESTS

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The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Implementation of plan and review.

RELATED DOCUMENTS


JESS FRASER
Community Wellbeing Team leader
20 October 2014
The Darebin Heatwave Strategy 2013–2017 outlines Council’s strategic response to minimise the adverse effects of extreme hot weather conditions on vulnerable residents in the Darebin community. The City of Darebin Heatwave Strategy and Action Plan includes three priority areas:

1. To enable all services in Darebin to address issues of heatwave in a coordinated way;
2. To ensure all members of the Darebin community and particularly those at-risk know how to keep themselves safe in heatwave conditions and;
3. To design and maintain our city to reduce the effects of heatwaves

Strategy started on:
March 2013.

Strategy ends on:
June 2017.

Strategy to be reviewed by:
Review to commence June 2017.

PROGRESS REPORT

Introduction and Background

Following a heatwave in January and February 2009 and an estimated 374 deaths, the Victorian Government instigated heatwave planning measures through a local government platform. It is expected that every Council will have a Heatwave Plan in place and review it annually. While the Plan was adopted in March 2013, Council has undertaken work to reduce the effects of heatwaves since 2009. This includes convening a Darebin Heatwave Reference Group; a nomination of Council officers to receive and respond to Heat Alerts as required; provision of the Darebin Fan Fair Program which delivered free pedestal fans to eligible Darebin residents in order to provide them with an affordable cooling option, provision of the Darebin Cool Shade Program which delivered free external window shades to eligible Darebin residents in order to help them keep their homes cool, and discussion to establish a Darebin Citizen At-Risk Register.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. To enable all services in Darebin to address issues of heatwave in a coordinated way</td>
<td>Liaise with Red Cross, Office of Housing, and Department of Human</td>
<td>Meetings held with internal and external stakeholders to identify</td>
</tr>
<tr>
<td>coordinated way</td>
<td>Services to clarify local responsibilities and to ensure all at-risk groups of individuals are being informed about actions for safety in a heatwave</td>
<td>service provision and gaps. Developed initiatives with Preston Office of Housing for the dissemination of information to housing estates and residents identified as high risk. 40 pedestal fans distributed to Eric Street housing estate residents.</td>
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<tr>
<td>2. To ensure all members of the Darebin community and particularly those at-risk know how to keep themselves safe in heatwave conditions</td>
<td>Implement heatwave safety campaign messages each year, ensuring information is available in all relevant local languages. Incorporate a message about staying safe in a heatwave and preparing for a heatwave into Council’s call waiting messages, webpage and social media outlet. Incorporate information and actions addressing safety in a heatwave utilising HACC Community Support Worker Rosters, with an aim to developing staff training session of all direct care workers to follow up with their clients. Consult with relevant advisory committees prior and post heatwave period to review messages and campaign effectiveness</td>
<td>Brochures available in various languages at customer service centres and events. Safety information on Darebin on-hold message, website, social media. Articles in a wide range of community newsletters and local paper. Client welfare checks conducted by Aged Care workers, as well as cooling collars, fans, shades, water bottles distributed to clients during heatwaves. Information and flyers for clients and staff provided at HACC roster sessions. Worked with the Medicare Local to distribute heatwave safety resources to GPs and pharmacies in Darebin in an effort to reach residents who weren’t engaged in Council services. Meeting with relevant advisory committees, including Safety, Active and Healthy Ageing Board, emergency management committee.</td>
</tr>
</tbody>
</table>
**Know your neighbours campaign** - working with Interfaith Officer to distribute information and encourage messages through faith leaders and communities.

| 3. To design and maintain our city to reduce the effects of heatwaves | Incorporate strategies to increase shade and reduce heat into Council’s planned Urban Forest Strategy – particularly in playground areas and along walking and cycle paths and in car parking areas. | Actions to reduce effects of heatwave incorporated into Urban Forest Strategy. |

**Challenges**

There is no single agency that has complete responsibility for building, maintaining and protecting the health of at-risk populations in a heatwave. Council can play a key role in facilitating partnerships between other levels of government, local agencies and the broader community to increase resilience, reduce the health impacts associated with heatwaves and provide support to those most vulnerable in the community. Further to this, an ongoing challenge for all agencies is reaching isolated residents at risk of heat stress who are not engaged with any services and encouraging communities to support each other and their vulnerable neighbours.

**Environmental Sustainability Implications**

The Heatwave Strategy is strongly linked to the Community Climate Change Action Plan (CCAP), which has several actions that improve community resilience to predicted weather changes such as heatwaves. Further to this the Climate Change and Peak Oil Adaptation Plan identify the development of a heatwave plan and its integration in the health and emergency management response as an immediate action. Priority three: *To design and maintain our city to reduce the effects of heatwaves* articulates Council’s long term plans and actions to reduce the scale of change and decrease the impact of heatwaves on the built environment.

**Equity and Inclusion Implications**

Evidence shows that heatwave conditions cause illness and death, particularly in at-risk population groups including the elderly, the very young, those taking certain prescribed medications, people with chronic illnesses, people with psychiatric illnesses, people who are homeless and people who are socially isolated, people from low-socio economic background and those who abuse alcohol and/or illicit drugs.

These at-risk population groups comprise a significant proportion of every Local Government constituency including that of the City of Darebin. All of these groups are listed, with others, in Council’s Equity and Inclusion Policy 2012 – 2015 as groups at risk of exclusion and are the focus of the Darebin Heatwave Strategy and Action Plan. The strategy includes a wide range of actions to ensure these groups are informed about safety in heatwave conditions and are supported in all possible ways.
There are significant economic impacts resulting from heat stress, these include impacts on:

- infrastructure such as energy, water, information and communication technology and transport resulting in suspension of services
- Agricultural crops leading to increase in prices on food products
- Manufacturing due to downtime on machines limiting business operations
- Construction due to lost labour during heatwave

**FINANCIAL AND RESOURCE IMPLICATIONS**

In 2013/2014 $5000 was allocated for the implementation of the action plan.

**CONCLUSION**

In 2013/14 Council implemented a number of initiatives to support the community to cope better during heatwave periods and therefore avoid and prevent deaths due to extreme heats. However, the responsibility for this work does not rest solely with Council as a number of service providers have direct contact with clients who are most vulnerable during heatwaves and are better placed than Council to play an effective role. In addition to supporting our own clients and providing community education, Council will continue to play a coordinating role to bring agencies together to plan and prepare for heatwave periods, share resources, identify and address gaps and strengthen advocacy efforts.

**DISCLOSURE OF INTERESTS**

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The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

**FUTURE ACTIONS**

- 30 September 2014 – Heatwave Taskforce meeting with relevant stakeholders to discuss heatwave 2014/15 preparedness and identify gaps in service provision.

- Develop and implement comprehensive and targeted heatwave education campaign from October 2014.

- Review of campaign in April 2015.

**RELATED DOCUMENTS**


JESS FRASER
Community Wellbeing Team leader
20 October 2014
1. DAREBIN HUMAN RIGHTS ACTION PLAN 2012-2015

AUTHOR: Human Rights Officer – Amelia Basset

REVIEWED BY: Director, Community Development – Katrina Knox

STRATEGY SUMMARY:

The Darebin Human Rights Action Plan (DHRAP) cascades from the Equity and Inclusion Policy 2012-2015 (E&IP) that establishes a human-rights based approach to valuing and responding to the diverse needs of the Darebin community. The DHRAP reflects Council’s recognition of human rights as universal and its affirmation of the right of all people to be treated with respect, equality and dignity. The DHRAP also reflects and supports Council’s legal responsibility to act consistently with the human rights in the Victorian Charter of Human Rights and Responsibilities. The DHRAP informs the Darebin Anti-Racism Strategy 2012-2015 which is a local strategy that sets the vision for a racism-free Darebin. The DHRAP, Aboriginal and Multicultural Action Plans ensure a coordinated response to actions in the Darebin Anti Racism Strategy.

Strategy started on:

The Darebin Human Rights Action Plan was adopted in 2012 (Council resolution on 6 August 2012).

Strategy ends on:

2015.

Strategy to be reviewed by:

December 2015.

PROGRESS REPORT

Introduction and Background

The DHRAP reflects Council’s recognition of human rights as universal and its affirmation of the right of all people to be treated with respect, equality and dignity. It strengthens Council’s capacity to address complex and multi-dimensional factors which cause and maintain poverty and discrimination in the lives of people.

The DHRAP also reflects and supports Council’s legal responsibility to act consistently with the human rights protected by the Victorian Charter of Human Rights and Responsibilities, and these actions are reported on annually by Council to the State Government through the Victorian Human Rights and Equal Opportunity Commission.

In its second year of implementation, steady progress is being made in building capacity across the organisation and the community in understanding human rights and undertaking advocacy to promote and protect human rights.

Key Outcomes for 2013/2014
The DHRAP follows the structure established in the EIP and aims to effect change in the three areas of: Council as an organisation; Council’s services and programs; the wider Darebin community including citizens and groups.

**Objective 1: To ensure that Darebin City Council acts in ways that are compatible with human rights in all decisions which affect Darebin communities.**

<table>
<thead>
<tr>
<th>Action</th>
<th>Key achievements 2013/2014</th>
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<tr>
<td><strong>CHARTER CHECK</strong></td>
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</table>
| Integrate, apply Darebin Charter Check in templates of Council briefings & reports | • Wording in template reviewed and strengthened.  
• Part of required field in Council template.  
• Also now integrated as an EIPAT requirement  
• Stronger focus on Charter Check in staff training & development on human rights |
| Provide ongoing support on use of Charter Check in development of all laws, policies & service decisions |                                                                                                                                                    |
| Integrate & utilise Charter as part of review of any local laws          | • Human rights impacts raised at key points of formal General Local Law review process (Feb-June)                                                      |
| Provide information to Darebin Councillors on human rights obligations, including the Victorian Charter | • Three hour workshop delivered with lawyer from Human Rights Law Centre with five Councillors in attendance (July)                                       |
| **TRAINING**                                                           |                                                                                                                                                           |
| Integrate human rights in design, development & implementation of Diversity Capabilities Framework | • Member of DCF steering group  
• Human rights considerations evident in DCF documents                                        |
| Provide tailored human rights training to specific programs to enhance their human rights practice & advocacy | • Two general staff workshops (Aug & Nov) with twenty five staff participating in total  
• One tailored workshop designed in consultation with & for Arts & Culture                             |
| Review & refine online human rights training for all staff              | • Initial consultation and planning with P&D  
• Action on hold while tender process for online learning provider occurs                               |
| **CUSTOMER SERVICE**                                                   |                                                                                                                                                           |
| Explore & collaborate in integrating human rights in the development of a whole-of-Council satisfaction & complaints mechanism | • Human rights considerations incorporated into drafting of new complaints handling policy & process (Nov)  
• Human rights considerations incorporated into new Service Excellence service standards              |
| **EXTERNAL REPORTING**                                                  |                                                                                                                                                           |
| Carry out mandatory reporting of Council’s initiatives and responsibilities to State Government | • Report prepared and submitted by timelines (February)  
• Report published by VHREOC with several highlights on Darebin Council’s human rights work (April) |
| **COMMUNITY SUPPORT FUND**                                             |                                                                                                                                                           |
| Include human rights as part of Council’s community grants program      | • New assessment category includes priority funding for projects which include a human rights component  
• All community information sessions included specific information and examples of how human rights can be integrated into projects seeking funding (March/April) |
Objective 2: To integrate human rights practice within Council’s service and program developments and delivery.

<table>
<thead>
<tr>
<th>COMMUNITY ENGAGEMENT FRAMEWORK</th>
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</table>
| Build internal capacity for the ongoing application of the CEF across Council | • Supported design and delivery of two staff workshops on CE  
• Supported design and analysis of staff survey on CEF & CE generally. |
| Disseminate information to communities about Council’s CEF | • Provided brochure and explanation as appropriate inc community workshops on human rights. |

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<thead>
<tr>
<th>SCHOOLS</th>
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<tbody>
<tr>
<td>Promote good practice of human rights education and programs in Darebin’s primary and secondary schools</td>
<td>• Actions paused until new Community Renewal officer commences, in order to facilitate relationships with schools.</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>ARTS, CULTURE &amp; EVENTS</th>
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</table>
| Explore & integrate ‘freedom from discrimination’ across Council’s diverse arts & culture season, venues & events | • Advocacy and human rights activity and information at Kite Festival (February)  
• Two human rights conversations promoted through & held at Intercultural Centre. |

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<thead>
<tr>
<th>ADVISORY COMMITTEES</th>
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<tbody>
<tr>
<td>Collaborate with Council’s Advisory Committees &amp; encourage joint initiatives which address ‘freedom from discrimination’</td>
<td>• Actions paused until review of Advisory Committees completed and recommendations implemented.</td>
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<tr>
<th>INTERGENERATIONAL RESPECT</th>
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<tbody>
<tr>
<td>Northcote Town Hall courtyard</td>
<td>• No progress as yet – action moved until later 2014</td>
</tr>
</tbody>
</table>
| Newly arrived communities | • Partnerships built via Spectrum’s Intergenerational Conflict in CALD Communities network (bimonthly)  
• Supported statewide conference (Nov) |

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<tr>
<th>LGBTI RESPECT &amp; EQUALITY</th>
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</table>
| Develop funding submission/proposal for short film of the voices and experiences of children growing up in LGBT families – to be used as community education resource  
Provide ongoing support for short film (as above) | • Presented to & lead discussion at two meetings of Darebin’s SSGDAG to further refine action (Nov & June)  
• Two meetings with Rainbow Families Council committee to discuss format, content, tone, privacy issues etc (Oct & May) |

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<tr>
<th>INTERNATIONAL HUMAN RIGHTS DAY</th>
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</table>
| Celebrate human rights day annually | • Community event held at Batman Park focus on Constitutional recognition of Aboriginal people (Dec)  
• Partnerships with range of organisations & groups strengthened eg RecVic, Recognise  
• Three Councillors in attendance  
• Reignited calls for change to name of Batman Park & to reflect local Aboriginal history  
• Council resolution (March) |
Objective 3: To strengthen community capacity to implement human rights values and for advocating dignified treatment and equal access to services for all. To reinforce community relationships based on the human rights values of freedom, respect, equality & dignity.

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<tr>
<th>FIRST AUSTRALIANS</th>
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</table>
| Coordinate quarterly Aboriginal-led walk through Darebin Spiritual Healing Trail & document the stories and conversations shared | • Approx. one hundred and sixty people walked Spiritual Healing Trail as part of Springtime Events calendar & in honour of Uncle Reg Blow  
• Reflections gathered and used for evaluation, publication & planning |

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<thead>
<tr>
<th>PUBLIC EDUCATION</th>
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</table>
| Develop a public education program | • Banner series developed for display on Council buildings: Wurundjeri Welcome, Say No To Violence, Darebin Welcomes Refugees & Human Rights Matter Every Day  
• One human rights-themed traffic box painted (Reservoir)  
• Human rights component of new website drafted for consideration by Communications |

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<thead>
<tr>
<th>COMMUNITY CAPACITY BUILDING</th>
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</table>
| Develop an easy to use guide to enable community members to raise human rights issues with public authorities  
Design and support “Standing Up For Our Everyday Lives in East Reservoir” workshop | • Fold-out guide in brochure/poster format developed for understanding human rights and undertaking advocacy: simple English, easy to use and Darebin specific  
• Guide integrated into human rights training delivered to five elders groups in Darebin (July-May) inc Reservoir East  
• Guide available through Neighbourhood Houses, Customer Service Centres, Darebin Community Health and other organisations |

Challenges

As the Plan has progressed through its three cycle, a key issue has been the shifting priorities of departments which has impacted on their ability to progress HRAP actions. While HRAP actions were developed in consultation with areas across Council, these consultations occurred in early 2012 and in some cases no longer reflect the focus or capacity of the areas responsible for their enaction. The challenge for the final year of the HRAP will be identifying which actions can be renegotiated and the extent to which this renegotiation can occur without impacting on their integrity.

Another challenge (linked somewhat to the above point) has been the level of support given to and ownership of the HRAP across the organisation. Human rights concepts and language take time to understand – they are complex, they can be quite nebulous and at times they may be perceived as running counter to organisational considerations such as risk management, financial prudence and corporate governance. However the staff workshops have received consistently high levels of positive feedback – ditto the Councillor workshop held in mid-2013. How to bring these concepts closer together in people’s minds is one challenge – in other words, making human rights relevant in this current organisational context. Further integration and use within the EIPAT tool and regular promotion and
support of human rights work from organisational leaders and senior staff would also assist to address this challenge.

Much of the HRAP focus is (rightly) on building community capacity for understanding human rights and undertaking advocacy – requiring actions of a sizeable scope and scale. It has been challenging to realise this scope and scale within the EFT (0.6) and budget allocated to the HRAP. This will be the subject of careful assessment and documenting over the next 18 months of the HRAP. Meantime there will be greater focus on exploiting strategic opportunities within existing Council work to progress HRAP actions, rather than the HRAP providing the genesis of actions.

Progress in some areas of the HRAP has been slowed due to the officer in charge taking up a secondment opportunity from the start of June with no back-fill of the role.

Policy Implications

Financial and Resource Implications

In 2013-2014 Council allocated a budget of $8000 for the implementation of the HRAP. Actions, events and projects were progressed within this budget, as well as through the FT of the Human Rights Officer’s position. Additional resources were provided via collaboration with other Council departments to support actions in the Plan, notably the Intercultural Centre, as well as some external stakeholders, notably Spectrum MRC, Darebin Community Health Service and the Darebin Neighbourhood House network.

Environmental Sustainability Implications

Nil.

Equity and Inclusion Implications

The Equity and Incision Planning and Audit Tool (EIPAT) was applied in the development of the HRAP.

Human rights are one of the core principles of the Equity and Inclusion Plan, and the HRAP supports a human rights-based approach to working with diverse and disadvantaged communities across Darebin.

The HRAP is aligned with the explicit support for a broadened understanding of diversity as expresses in the Darebin City Council Plan 2013-2017 Diversity Statement, supporting the achievement of KPI 2.9 and contributes to the Council goal of a healthy and connected community.

CONCLUSION

Work on the HRAP in the past year has consolidated the work commenced in 2012 being the first year of the Plan. The HRAP has further consolidated and more visibly demonstrated Darebin’s human rights work – for which it has an excellent reputation throughout the City of Darebin and across the local and state government sectors.
There is scope for this work to be further strengthened through both internal and external partnerships. The community remains eager for information and capacity building in human rights and advocacy and Council is held in very high regard for its commitment to this work by citizens and groups.

**DISCLOSURE OF INTERESTS**

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The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

**FUTURE ACTIONS**


**RELATED DOCUMENTS**

- Equity and Inclusion Policy 2012-2015
1. **LEISURE STRATEGY 2010-2020**

**AUTHOR:** Manager, Leisure and Public Realm – David Shepard

**REVIEWED BY:** Director Culture Leisure and Works – Daniel Freer

**STRATEGY SUMMARY:**

The Leisure Strategy aims to create an inclusive environment where Darebin’s diverse community can experience physical and mental wellbeing by participating in sustainable sport and recreation activities. The implementation of the Leisure Strategy will encourage higher participation rates in sport and recreation activities. The Leisure Strategy will provide support to traditionally disadvantaged communities so that people from all walks of life have the same opportunities to be active.

**Strategy started on:**

The Leisure Strategy was adopted by Council in October 2010.

**Strategy ends on:**

The Leisure Strategy will end in 2020.

**Strategy to be reviewed by:**

The Leisure Strategy directions and priorities will be reviewed and reported upon annually and it will also undergo review upon completion of the strategy’s initial 4 Year Action Plan late in 2014.

**PROGRESS REPORT**

**Introduction and Background**

The Leisure Strategy informs the types of leisure related services that Council offers and intends to offer to the community and influences how these services are delivered. The Strategy also provides Council with a four year action plan which is more specific and lists each key action and the target year in which the action will ideally be completed. Over the past year we have been working through the year four priority actions and planning to develop a new action plan.

**Key Outcomes for 2013/2014**

<table>
<thead>
<tr>
<th>Strategy objective</th>
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<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support social sport and recreation programs and increase opportunities to enhance health, wellbeing and social inclusion</td>
<td>Continue 'Free Exercise In the Parks' programs targeted at Darebin's disadvantaged communities</td>
<td>Council has again funded the Free Exercise in the Parks program. This has resulted in ongoing opportunities for those who may not be able to access traditional recreation facilities.</td>
</tr>
<tr>
<td>Facilitate and partner with community groups to support participation in leisure activities, with a specific emphasis on Aboriginal and Torres Strait Islanders</td>
<td>Conduct a leisure needs study with the indigenous community</td>
<td>The draft Darebin Aboriginal Sport and Recreation Needs Study was completed in 2013.</td>
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</tr>
<tr>
<td>Develop a pavilion hierarchy and development plan to guide the future development of pavilions</td>
<td>The Outdoor Sports Venues Infrastructure Plan was developed.</td>
<td>This plan creates a priority list for all sporting venue related capital works.</td>
</tr>
<tr>
<td>Examine the opportunities for the future development of women in sport, facilities, programs and services through the lens on women’s’ access and participation</td>
<td>The Darebin Women in Sport network has continued, with membership from women involved in Darebin sports clubs.</td>
<td>Darebin women involved in sport feel more supported and have a forum to discuss barriers, success stories and other issues. The network is providing guidance to the draft women’s participation in sport plan.</td>
</tr>
<tr>
<td>Develop incentive programs to acknowledge, promote and reward clubs who are inclusive and who align their activities with the Leisure Strategy vision and goals</td>
<td>Inaugural Sports awards developed and were presented at the annual Presidents Breakfast for sports clubs. Draft Sports Fees and Charges Policy developed which rewards club’s for being inclusive.</td>
<td>Clubs are encouraged to put more effort into meeting Council goals which results in higher participation by Darebin residents, particularly disadvantaged residents.</td>
</tr>
<tr>
<td>Undertake a development plan for the future of the Northcote Aquatic and Recreation Centre (NARC)</td>
<td>A successful funding application was submitted to State Government for the feasibility of redeveloping NARC</td>
<td>The project was expanded to consider all major leisure facilities and determine priorities for development.</td>
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</table>

**Challenges**

The Leisure Strategy has provided the framework for a number of initiatives to be introduced for the benefit of the community. The main challenge we face is from community expectations regarding the time it takes to renew sport and recreation infrastructure. We have improved our communication with sport and recreation groups regarding this issue.

**POLICY IMPLICATIONS**
Environmental Sustainability

The warm season grass conversion program continues at Council’s sports grounds and results in significant savings in Council’s water use.

Human Rights, Equity and Inclusion

A key driver of the Leisure Strategy is to reduce the barriers to participation in sport and recreation activities faced by people from disadvantaged communities. Leisure Services has developed partnerships with external organisations to support disadvantaged communities in order to facilitate access to sport and recreation activities. Leisure Services also encourages and supports sports clubs to become more inclusive of marginalised groups.

Economic Development

Delivery of leisure related capital works programs creates jobs in the municipality.

Other

Nil.

FINANCIAL AND RESOURCE IMPLICATIONS

The main financial impact from the Leisure Strategy is the renewal of ageing sports infrastructure and the installation of new sports lighting. Costs to do this are quite high and therefore the renewal cycle could be around 15 years but can vary significantly depending on the level of funding in each year’s capital budget. The defunding of local government regarding the Access for All Abilities program has placed pressure on Leisure Services capacity to support disadvantaged population groups.

CONCLUSION

The Leisure Strategy has continued the development of long term capital planning for leisure infrastructure with creation of the Outdoor Sports Venues Infrastructure Plan, identified the need to increase participation opportunities for traditionally disadvantaged and marginalised communities, highlighted through the ongoing success of Free Exercise in the Park and the Draft Sports Fees and Charges Policy and places an emphasis on ensuring that we are proactive in the environmental sustainability of our leisure facilities, their operations and user groups.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.
FUTURE ACTIONS

- Capital bids to support year 4 actions
- New Initiative bid for a Participation and Inclusion officer to fill the gap left by the defunding of the Access for All Abilities program
- Evaluate 4 Year Action Plan and review Leisure Strategy
- Recommend second phase implementation plan to Council

RELATED DOCUMENTS

- Leisure Strategy 2010-2020

DAVID SHEPARD
Manager Leisure and Public Realm
20 October 2014
NOTES:

1. When you have completed your report/s, please save it and any attachments into the Objective folder (fA333918) called ‘Annual Reports to Council on Darebin Strategies - 2014’ (see attached objective link).

2. Please name the report as follows - ‘Date of meeting - Strategy Title’ (for example: ‘20 October 2014 – Leisure Strategy’). If there are any attachments, please use the same name with the word ‘Attachment/s’ at the end.

3. Your Director needs to approve the report.

4. Please don’t forget to publish your documents.

REPORTS ARE TO BE SAVED IN THE FOLDER BY close of business, Friday, 19 September 2014
1. MULTICULTURAL ACTION PLAN 2012-2015

AUTHOR: Multicultural Affairs Officer - Cesar Diaz

REVIEWED BY: Director Community Development

STRATEGY SUMMARY:

The Darebin Multicultural Action Plan 2012 – 2015 (MAP) is one of a series of plans that Darebin City Council has developed under the Equity and Inclusion Policy. It guides Council’s work in service provision, planning, advocacy and engagement with its culturally diverse community.

Strategy started on:

The MAP was first adopted in 2012.

Strategy ends on:

Dec 2015.

Strategy to be reviewed by:

Dec 2015.

PROGRESS REPORT

Introduction and Background

The MAP contains 49 action grouped under the three Equity and Inclusion goals. All the actions, processes and activities planned for 2013-2014 were implemented within the timeframe including the components of ongoing actions corresponding to this reporting period.

This year has been very productive and successful with quite a number of additional actions linked to the plan fully supported.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Foster and support an organisational culture that respects, values and harnesses cultural diversity as an advantage</td>
<td>Ensure cultural and linguistic diversity is covered in the Diversity Capabilities Framework</td>
<td>Cultural and linguistic diversity included in the Framework and diversity training delivered to Managers in 13/14.</td>
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<tr>
<td>Support implementation and promotion of</td>
<td></td>
<td>Policy and Guidelines reviewed updated and launched</td>
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<thead>
<tr>
<th>Interpreting and Translation Services</th>
<th>CALD Communication Guidelines reviewed and promoted via the intranet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue to include information on cultural diversity work performance in Council's Diversity Report</td>
<td>Information updated and included in Annual Report 13/14</td>
</tr>
<tr>
<td>Design and deliver services and programs that are culturally relevant, appropriate and responsive to Darebin's culturally and diverse communities</td>
<td>Continue to highlight Council's commitment to respecting and reflecting Darebin's diverse community in the Council Plan 2013-17</td>
</tr>
<tr>
<td>A specific Diversity statement was included in the Council's Plan and throughout the goals and actions</td>
<td></td>
</tr>
<tr>
<td>Service areas across Council relevant to actions in the MAP were regularly consulted on progress</td>
<td></td>
</tr>
<tr>
<td>Reports on the implementation of MAP individual actions submitted to manager including key outcomes, activities and challenges on a monthly basis</td>
<td></td>
</tr>
<tr>
<td>Design and development of 4 Equity and Diversity banners to promote Council's commitment to Human Rights, Social inclusion, Preventing Violence against Women. Banners displayed on balcony over City Hall.</td>
<td></td>
</tr>
<tr>
<td>Implementation of Anti-Racism Strategy (Read separate Implementation Report)</td>
<td>Actions planned for 2013 – 2014 completed including the success of Council's funding application for the Say No To Racism Project to address the issue of bystander inaction and empower community members to respond to racism</td>
</tr>
<tr>
<td>Strategic Action Plan developed and reports presented at Darebin Anti-Racism Steering Committee</td>
<td></td>
</tr>
<tr>
<td>Say Not To Racism project on track. Pilot training provided and launch of training package in Sept 2014</td>
<td></td>
</tr>
<tr>
<td>A funding submission prepared and sent for a 2nd stage of the project</td>
<td></td>
</tr>
<tr>
<td>A permanent sign was designed and erected outside Solaris building welcoming Asylum seekers in the</td>
<td></td>
</tr>
<tr>
<td>Work with the Darebin communities to harness the cultural heritage and diversity, promote intercultural</td>
<td>In coordination with the Aboriginal Action Plan and the Human Rights Action Plan, continue to hold a range of activities across Darebin annually that bring</td>
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<tr>
<td>Continue to promote Council’s commitment to interculturalism through promoting the activities of the Darebin Intercultural Centre</td>
<td>A partnership approach was used to Approximately thirty events supported and promoted including cultural events, human rights anti-racism, health and wellbeing, interfaith, peace, Aboriginal, movie nights and training</td>
</tr>
<tr>
<td>Report on indicators that provide Council with quantitative and qualitative data on program and service outcomes for culturally and linguistically diverse communities</td>
<td>Indicators included and reported on in the Annual Diversity Report. More work is required in developing methodologies around CALD reporting across the organisation. The Staff Census completed in June 2014 contribute to our understanding of how the organisation reflect the community we serve.</td>
</tr>
<tr>
<td>Newly Arrived and Asylum Seekers</td>
<td>First stage of the Darebin Asylum Seekers Support in partnership with the Darebin Ethnic Communities Council successfully completed. Actions include the continuation of a Council co-ordinated process through a service agreement with an external stakeholder to establish and deliver actions to facilitate the inclusion of asylum seekers in the life of the community and to inform them on Health, Education, and Employment issues. Two key outcomes in this area were the development of a community passport that has attracted the attention of other Councils and leading a process to sign a Local Government Joint Statement on Asylum Seekers. Council supported funding for a second stage of the project. Service Agreement was signed</td>
</tr>
</tbody>
</table>
| Relations and combat racism | Together local businesses, service providers and community groups with a focus on antiracism | Interfaith Events
Ganesh Festival (800 participants)
Intersecting events in other equity and diversity portfolios supported
Say No To Racism project consultations and pilot training conducted and delivered successfully
Individual project areas regarding community education and ‘venues against racism’ action to be discussed at the Darebin Anti-Racism Committee for possible project brief and implementation during 2015. |
<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Continue to promote the use of Darebin’s Intercultural Centre as a space for intercultural activity</td>
<td>The activities at the centre during the period have been fully supported.</td>
<td></td>
</tr>
</tbody>
</table>
| Darebin Interfaith Development Portfolio | Darebin Interfaith Council review completed and appointment of Interfaith officer complete. 
First year of Interfaith Action Plan implemented successfully with a number of events completed including:
- Review of MOU with ISV (Islamic Society of Victoria)
- Reactivation of Darebin Interfaith Committee
- United Nations Day Interfaith Day event to sign welcome to Stranger commitment
- Gathering of religious leaders and Council to share information and build partnerships
- 3 Interfaith breakfast seminars on Aboriginal recognition in the constitution; Government policy on Asylum seekers; Restoring hope conversation on Asylum seekers access to services
- Establishment of a Prayer Room |
| Continue to support the work of the Darebin Ethnic Communities Council | Partnership approach with DECC and MOU continued to deliver a number of projects for 13/14, most significantly the service agreement for the Asylum Seeker project but also a number of other work |
Challenges

The implementation of the MAP as with other plans and strategies cascading from the E&IP, is the ownership of and support to the plan across the organisation. While this plan covers an area that most Council staff I familiar with and feel comfortable working within it is envisaged that issues becomes more sustained throughout the years and further embedded throughout Council. There is also a high level of understanding in some parts of the organisation and a genuine participation in multicultural events, buy-in on issues around asylum seekers and the understanding of antiracism activities is fairly high.

Darebin Council continues to meet the challenge of supporting asylum seekers. The collaboration with other stakeholders will continue to present challenges and benefits in terms of increasing Council’s community engagement to deliver on this key social project.

This year presented significant challenges in the delivery of the Anti-Racism Action Plan and the Say NO to Racism project. The complexity and sensitivity of this issue required the implementation of a consultation and community engagement process to establish the need, educate and create a network of individuals, community groups and agencies to collaborate with Council in the development and delivery of the project.

This reporting period also presented challenges in our community engagement with faith leaders and religious communities. The employment of a permanent part time Interfaith Development Officer has proven very effective in building bridges and reactivating Council’s engagement with its faith communities. This year has been particularly challenging in terms of the numbers of additional events and processes that had to be organised while implementing the Darebin Interfaith Strategic Plan.

Financial and Resource Implications

Actions and strategies identified in the Multicultural Action Plan for 2013-2014 are met within existing operational budgets. The multi-cultural budget includes the both the multicultural and the Interfaith portfolio at $46,000. This includes $6000 for the Ganesh festival (transferred from Creative Cultures) , $7000 is earmarked for telephone interpreting (for the whole of the organisation) . The funds covered a variety of activities, events (in addition to intersecting activities with the other Equity and Diversity portfolios for some activities and events (anti-Racism, Human Rights etc) . Interfaith and Multicultural portfolio events such as
general community events, interfaith breakfasts, welcome to Country, promotion, room hire, speakers and catering are some of the expenditure that is required to deliver the MAP.

Environmental Sustainability Implications

No impact.

Equity and Inclusion Implications

The MAP Action Plan applied the EIPAT tool and Darebin’s Community Engagement Framework during its developmental phase. The Multicultural Action plan specifically addresses the needs of Darebin’s multicultural residents and the culturally and linguistically diverse (CALD) community is the priority groups identified in the Equity and Inclusion Policy. By proposing concrete actions to begin addressing issues of discrimination and exclusionary practices on the basis of cultural background across the municipality, the action plan benefits this group identified as vulnerable by the Equity and Inclusion Policy.

Economic Development

No impact.

Other

The MAP aligns with the Equity and Inclusion Policy 2012-15 and contributes to Council’s commitment to our diverse residents expressed in the Council Plan 2013-17 (Diversity Statement and KPI 2.9).

CONCLUSION

The implementation of the MAP during the period met the objectives, actions and outcomes for 2013 - 2014 creatively. Value was added to the plan by the successful approval of external grants, the discussion and implementation of innovative ideas and in particular the development of partnership agreements in regard to policy review and activities.

A key contributor to the success in the implementation of the plan has been the integrated approach to policy development and the synergies between the different Equity and Diversity Action Plans and the wellbeing portfolio.

FUTURE ACTIONS

The implementation of the Multicultural Action Plan during 2014 – 2015 will focus on the following areas:

- Consolidation and planning in regard to matching resources with workload and in particular the number of events and to what degree some of the additional event advance or complement current strategic equity and diversity goals

- Playing a more strategic and service role for the organisation through advice and assistance to staff on the implementation of the EIPAT tool and the Community Engagement Framework
• Maintain and further develop current synergies between linked policies and action frameworks within Council

• Development of existing partnerships and exploring new partnerships in the municipality with key stakeholders to maximise delivery of Council diversity commitments

• Promotion of our work through Council’s internal and external publication outlets

• Explore and apply for external grant opportunities to complement existing resources and in support of project development

• Commencement of Review of Multicultural Action Plan at the end of 2015

• Continuing work to familiarise new and existing staff with the Multicultural portfolio and the actions across the organisation

• Collaborative work with the Islamic Women’s Centre for Human Rights, Shia and Sunni Muslim leaders to have dialogue and work around the new anti-terrorism laws with the community.

• Council will host the 2016 Victorian Interfaith Network State Conference

RELATED DOCUMENTS

• Multicultural Action Plan 2012-2015
1. OPEN SPACE STRATEGY 2007 - 2017

AUTHOR: Manager, Leisure and Public Realm – David Shepard
REVIELED BY: Director Culture Leisure and Works – Daniel Freer

STRATEGY SUMMARY:

The Open Space Strategy aims to create a well connected network of accessible open spaces that meet the diverse needs of the community and provide a range of social and environmental benefits. The implementation of the Open Space Strategy will encourage residents and visitors to engage with their natural environment, build strong community partnerships, provide habitat for urban flora/fauna and provide green spaces to recharge and cool surrounding built areas.

Strategy started on:
The Darebin Open Space Strategy was adopted by Council on 7 July 2008.

Strategy ends on:
The Open Space Strategy will end in 2017.

Strategy to be reviewed by:
Review of this strategy is undertaken annually and assesses the number of strategy recommended actions completed. The Open Space Strategy directions and priorities will be reviewed and reported upon annually as well as undergo thorough formal review in 2015-2016.

PROGRESS REPORT

Introduction and Background

The Open Space Strategy informs the types of open space planning and capital works projects offered by Council and intends to provide a network of multi-purpose open spaces for the community. The Strategy also provides Council with a phased implementation plan which lists key actions in sets A-C and the target years in which the actions will ideally be completed. Financial year 2013-2014 continues Phase B of the actions.

Key Outcomes for 2013/2014

| Continue to provide support for Merri Creek Management (MCMC and Darebin Creek Management Committee (DCMC) | • Monetary support provided to DCMC and MCMC in the 2013-2014 financial year totalled $376,278 divided as follows: MCMC ($161,184), DCMC ($52,392) and Darebin Parklands/DCMC ($162,702).
| | • Coordinator Public Realm went to 90% meetings of DCMC and MCMC as representative and proxy for Councillor representatives. |
### Pocket Park Upgrades
- Increasing accessibility for all in parklands through improvements to 6 small parks.
- Improvements include new signage, seating, bins, garden bed planting, tree planting as well as other repairs and amenities as required.

### Increasing Amenity and Accessibility
- Bins, benches, water fountains installed in locations as recommended by Pathway requests and site evaluations.
- Each pocket park and play space receiving an upgrade received new signage as proposed by Darebin's standard suite, trees for shade, seating, bins and other infrastructure as required.

### Cycling Strategy
- Cycling Strategy 2013-18 has been adopted by Council.

### Playspace Upgrades
- Six new play spaces were designed, consulted and upgraded –
  - One major regional playspace has been upgraded at Merri Park (Northcote)
  - Celebratory openings were held at Merri Park (Northcote), and other play spaces.

### Standardised Sign Installation
- All pocket parks, playspaces and neighbourhood parks upgraded this financial year have new signs from the Darebin Standard Suite.

### Tree Planting to Minimise Overall Tree Loss
- Where possible trees have been installed in parks, playspaces and neighbourhood parks to increase canopy cover, minimise tree loss over time, improve tree succession and to increase natural shade.

### Public Toilets
- Darebin Toilet Strategy is 95% complete.
- Funding obtained for implementation in 2014/2015

### Consultation and Engagement
- Consultation took place for all playspaces and pocket parks upgraded in 2013/2014.

### Challenges

Expectations regarding size, quality and type of play space and neighbourhood park have dramatically increased. The expectations on consultation have also increased.

### POLICY IMPLICATIONS

#### Environmental Sustainability

Environmental sustainability is a key component of each capital works project and the use of reclaimed, revitalised, up cycled, recycled, local and sustainable products are considered in each project.

#### Human Rights, Equity and Inclusion

Equity and accessibility is a key driver of the Open Space Strategy as each open space and play space has elements and activities that cater to a multitude of age groups, diverse backgrounds and ability levels.
Consultation with the community with respect to capital upgrades facilitates community input into the design outcome.

**Economic Development**

The implementation of works to deliver the Open Space Strategy creates jobs within the municipality

**Other**

Nil.

**FINANCIAL AND RESOURCE IMPLICATIONS**

The major financial and resource implications of the Open Space Strategy is the presence of funding to carry out the actions suggested by the action plan and staff members to perform associated tasks. Some positions are currently capitalised to ensure enough staff are available to deliver the number of capital works projects required.

**CONCLUSION**

The 2013-2014 financial year saw positive gains toward achieving the Strategy’s vision in the form of pocket park and play space upgrades and finalising the Greenstreets Strategy.

**DISCLOSURE OF INTERESTS**

The *Local Government Act* 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

**FUTURE ACTIONS**

- Create capital bids to support outstanding works

**RELATED DOCUMENTS**

- Open Space Strategy 2007-2017

**DAVID SHEPARD**
Manager Leisure and Public Realm
20 October 2014
1. PLAYSPACE STRATEGY

AUTHOR: Manager Leisure and Public Realm – David Shepard

REVIEWED BY: Director Culture, Leisure and Works – Daniel Freer

STRATEGY SUMMARY:

The implementation of the Play Space Strategy will provide an environment where children, youth, older people and people of all abilities and backgrounds are welcome. Council will endeavour to provide for play within 500 metres of every home. These playspaces will be sustainable and safe with evolving, challenging and dynamic elements. Consultation with the community will be incorporated into the development of play spaces so that each play space reflects the diversity of each neighbourhood community.

Strategy started on:

The Darebin Play Space Strategy was adopted by Council in July 2010.

Strategy ends on:

The Play Space Strategy will end in 2020.

Strategy to be reviewed by:

The Play Space Strategy directions and priorities will be reviewed and reported upon annually as well as undergo thorough formal review in 2019-2020.

PROGRESS REPORT

Introduction and Background

The Play Space Strategy informs the types of planning and capital works projects offered by Council and intends to provide a network of multi-purpose play spaces for the community. The Strategy also provides Council with a phased implementation plan which lists key actions in sets A-C and the target years in which the actions will ideally be completed. A large number of playspaces have been upgraded in the past four years.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Playspace updates</td>
<td>Design and construction of new playspaces</td>
<td>New playspaces developed at:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Merri Park</td>
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<tr>
<td></td>
<td></td>
<td>• Wilson Reserve</td>
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<tr>
<td></td>
<td></td>
<td>• Swain Reserve</td>
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<td></td>
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<td>• Shand Reserve</td>
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<tr>
<td></td>
<td></td>
<td>• Foch Reserve</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Henderson Park</td>
</tr>
</tbody>
</table>
Designs finalised for
- Pitcher Park
- Doug Hannan Reserve
- Hayes Park

Challenges
Expectations regarding size, quality and type of play space and neighbourhood park have dramatically increased.

POLICY IMPLICATIONS

Environmental Sustainability
Environmental sustainability is a key component of each capital works project and the use of reclaimed, revitalised, up cycled, recycled, local and sustainable products are considered in each project.

Human Rights, Equity and Inclusion
Equity and accessibility is a key driver of the Play Space Strategy as each open space and play space has elements and activities that cater to a multitude of age groups, diverse backgrounds and ability levels.

Consultation with the community with respect to capital upgrades facilitates community input into the design outcome.

Economic Development
The construction of new playspaces creates jobs within the municipality.

Other
Nil.

FINANCIAL AND RESOURCE IMPLICATIONS

The major financial and resource implications of the Play Space Strategy is the presence of funding to carry out the actions suggested by the action plan and staff members to perform associated tasks.

CONCLUSION
The 2013–2014 financial year saw positive gains toward achieving the Strategy’s vision in the form the design and implementation of several play spaces in the municipality.

DISCLOSURE OF INTERESTS
The *Local Government Act* 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

**FUTURE ACTIONS**

- Evaluate progress made toward achieving the actions (Set A) set out for 2010-2014
- Create capital bids to support outstanding works

**RELATED DOCUMENTS**

- Play Space Strategy 2010-2020

**DAVID SHEPARD**  
Manager Leisure and Public Realm  
20 October 2014
1. RESPONDING TO HOUSING STRESS: A LOCAL ACTION PLAN 2013 -2017

AUTHOR: Community Planner – Nick Matteo

REVIEWED BY: Director Community Development – Katrina Knox

STRATEGY SUMMARY:

To increase the level of social and affordable housing and reduce housing stress so that low income and disadvantaged residents are not ‘priced out’ of Darebin away from their support networks.

Strategy started on:

December 2013.

Strategy ends on:

June 2017.

Strategy to be reviewed by:

December 2014.

PROGRESS REPORT

Introduction and Background

Key actions have been commenced in each of the 6 Strategies outlined in the action within the endorsed timelines.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protect and increase the level of public housing.</td>
<td>Prepare structure plans for each of the public housing estates to protect existing stock in any proposed renewal programs proposed by the State Government.</td>
<td>In principle agreement from DHS to proceed with this joint approach. Budget bid for pilot site not successful.</td>
</tr>
<tr>
<td>A balanced approach to homelessness.</td>
<td>1. Prepare a rooming house closure protocol. 2. Convene meeting of rooming house operators regarding new minimum standards to protect vulnerable residents.</td>
<td>1. Draft completed in partnership with community housing agencies and awaiting approval from DHS. 2. First Northern region operators / owners meeting held in</td>
</tr>
<tr>
<td>Increase the level of social and affordable housing in Darebin</td>
<td>Formally endorse a Social and Affordable Housing Program on Council owned sites.</td>
<td>September 2014</td>
</tr>
<tr>
<td>--------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
<td>----------------</td>
</tr>
</tbody>
</table>

Challenges

The main challenges were associated with the cuts to the public sector initiated by the State Government. This has resulted in the need to extend timelines for many of the actions in the action plan.

Financial and Resource Implications

It is anticipated that another budget bid will be prepared for a pilot project to develop a structure plan for one of the city’s public housing estates.

A budget of $10,000 is allocated to the Equity and Diversity team to facilitate the implantation of the Plan.

Environmental Sustainability Implications

There are no direct Implications with regards to this action plan.

Equity and Inclusion Implications

The EIPAT was applied to the action plan and has directly informed a range of action for those disadvantaged groups such as:

- Homeless
- Aboriginal
- People with a disability
- Low socio economic background
- Isolated people
- People with mental illness.

Economic Development

The economic impacts are that the Responding to Housing Stress Action Plan will encourage the increase the supply of affordable housing which will:

1. Attract key workers to the area including builders, teachers, nurses etc
2. Development will occur close to high employment areas

CONCLUSION

Within the changes to Federal and State Government Policy and cuts to public sector at the State level, effective progress has been made especially on two of the key innovate actions around rooming houses and a social housing pilot in Darebin.
FUTURE ACTIONS

Seek endorsement for Darebin Social and Affordable Housing Program to trigger development on Council owned sites.

Prepare budget bid for 2015 / 2016 budget for a public housing pilot project

Continue building relationship with rooming house operators

Continue advocacy

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

RELATED DOCUMENTS

City of Darebin Responding to Housing Stress –A local Action Plan 2013 -2017
1. ROAD MANAGEMENT PLAN (RMP) 2013-2017

AUTHOR: Acting Manager City Works

REVIEWED BY: Director City Works and Development

STRATEGY SUMMARY:

Council as a road authority has adopted a Road Management Plan under the Road Management Act 2004 as its policy defence against claims for damages from road users and articulates the levels of service provided to maintain the integrity of Council's road assets, ensuring that these assets are safe for all road users.

Council, within the timeframe specified under the Act, must review the Road Management Plan every four years and make the revised Plan available for public submissions prior to final adoption.

**Strategy started on:**

01 July 2013 following a Council meeting at which strategy was approved.

**Strategy ends on:**

November 2016

**Strategy to be reviewed by:**

Within six months after each general election or by the next 30 June, whichever is later

PROGRESS REPORT

Introduction and Background

Council, in its role as a road authority, needs to comply with the requirements of the Road Management Act 2004 (RMA). The aim of this Act is to provide a safe and efficient road network via a coordinated approach and a legal framework for the management of public roads.

The Act gives road authorities the option of developing a as Road Management Plan (RMP). A RMP provides a policy defence against claims for damages from road users and articulates the intervention levels that will be implemented to maintain the integrity of Council's road assets, ensuring that these assets are safe for all road users.

The Road Management Plan:

- Establishes a management system for the road management functions of Council which is based on policy, operational objectives and available resources;
- Establishes the relevant standards or policies in relation to the discharge of duties in the performance of those road management functions; and
- Details the management systems that Council proposes to implement in the discharge of its duty to inspect, maintain and repair those public roads for which Council is responsible.
Council adopted its initial RMP in 2004 and revised it in 2009 and most recently in 2013. Under section 54(5) of the RMA “a road authority must in accordance with the regulations conduct a review of its road management plan at prescribed intervals”. Regulation 301 of the Road Management (General) Regulations 2005 (RMR) requires that Council complete its review of the RMP within six months after each general election or by the next 30 June, whichever is later.

To complete the review, Regulation 302 & 303 of the RMR requires a public notice be published advising of the review of the RMP, a 28 day period for submissions from the public to the revised Plan and consideration of any submissions before Council can adopt the revised RMP.

**Key Outcomes for 2013/2014**

The Road Management Plan covers the following key elements:

- **Asset Description** - Explains the criteria for the inclusion or exclusion of roads that Council is responsible for and outlines hierarchies for roads and footpaths.
- **Asset Standards** - Describes the level of intervention for asset management and defect rectification.
- **Operation Responsibility** - Details the division of operational responsibility between Vic Roads, Public Transport Providers and Council.

Issues Addressed in the Review:

In developing the revised RMP, an internal project group was created to:

- review the assets included in the scope of the Plan
- compared the timeframes in the 2009 RMP with neighbouring municipalities
- review current timeframes with risk profiles
- review the management systems used by the City Works department

The project group also had an internal audit undertaken in 2012 on “Road Management Plan Compliance” through Council’s Audit Committee which provided feedback on the structure of the RMP and systems used by the City Works department to refer to in the review. All the recommendations have been incorporated into the revised RMP.

**Challenges**

The changes made to the RMP were based on the current resources available to the City Works department and recent increases over the last few years in capital expenditure in footpath renewals will need to be maintained into the future to meet our obligation under the RMP.

**POLICY IMPLICATIONS**

**Environmental Sustainability**

Recycled materials are used in the maintenance of road assets where possible. The predominant recycled materials used is recycled concrete as crushed rock and hot mix asphalt which has a proportional of recycled asphalt in the mix.

**Human Rights, Equity and Inclusion**
The levels of service provided in the RMP apply to all users who access the Darebin’s road assets using their own transport or public transport.

**Economic Development**

NIL

**Other**

The RMP reflects the purposes and objectives of Council as specified under Parts 6 and 7 of the Local Government Act, 1989. These objectives are described in the draft City of Darebin Council Plan 2013 – 2017, which sets the strategic objectives of Council. These include:

“Promote an innovative, vibrant and thriving economy with physical infrastructure that is both well maintained and appropriately regulated.”

**FINANCIAL AND RESOURCE IMPLICATIONS**

The levels of service provided under the revised RMP as detailed in Appendix A, are able to be delivered within the current operating and capital budgets for infrastructure maintenance. Any reduction of these budgets during the life of the RMP may jeopardise the organisation’s ability to deliver the level of service detailed in this Plan.

**CONCLUSION**

Council as a road authority has adopted a Road Management Plan under the Road Management Act 2004 as its policy defence against claims for damages from road users and articulates the levels of service provided to maintain the integrity of Council’s road assets, ensuring that these assets are safe for all road users.

**DISCLOSURE OF INTERESTS**

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

**FUTURE ACTIONS**

- Council officers to monitor the impact of the changes to timeframes and ensure our compliance rates continue to be met.

**RELATED DOCUMENTS**

**Acts**

- Road Management Act 2004
- Local Government Act 1989

**Regulations**
• Road Management (General) Regulations 2005
• Road Management (Works and Infrastructure) Regulations 2005

Codes of Practice
• Code of Practice ‘Worksite Safety – Traffic Management’
• Code of Practice – ‘Operational Responsibility for Public Roads’
• Code of Practice – ‘Management of Infrastructure in Road Reserve”

Council Documents
• Darebin – Road Asset Management Plan
• Darebin - Road Geometry and Drainage Design Guidelines
• Darebin - Defects and Safety Inspection Manual
• Darebin – Register of Public Roads
• Darebin - Drainage Strategy
• Darebin - Open Space Asset Management Plan
• Darebin - General Local Law 2005

Brett Grambau
Acting Manager, City Works
NOTES:

1. When you have completed your report/s, please save it and any attachments into the Objective folder (fA333918) called ‘Annual Reports to Council on Darebin Strategies - 2014’ (see attached objective link).

2. Please name the report as follows - ‘Date of meeting - Strategy Title’ (for example: ‘20 October 2014 – Leisure Strategy’). If there are any attachments, please use the same name with the word ‘Attachment/s’ at the end.

3. Your Director needs to approve the report.

4. Please don’t forget to publish your documents.

REPORTS ARE TO BE SAVED IN THE FOLDER BY close of business, Friday, 19 September 2014
1. ‘SAFE TRAVEL STRATEGY 2010 – 2015’

AUTHOR: Senior Coordinator, Transport Management - Nathan Moresi

REVIEWED BY: Acting Director, Major Projects, Engineering and Transport - Chris Meulblok

STRATEGY SUMMARY:

The Darebin Safe Travel Strategy (STS) is Darebin Council’s five year plan to make the City of Darebin a safer place to live and travel around for all residents and visitors. The Darebin Safe Travel Strategy adopts an innovative approach to safe travel by seeking to protect the most vulnerable road users – pedestrians and cyclists.

Strategy started on:

The STS was adopted by Council in November, 2010.

Strategy ends on:

The STS will end in 2015.

Strategy to be reviewed by:

The STS is due to be reviewed this financial year.

PROGRESS REPORT

Introduction and Background

The STS has four key objectives, a number of actions undertaken in 2013/14 are highlighted below against each of these objectives.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduce the negative effect of high impact road users on safe travel</td>
<td>Drive with your Heart Campaign Darebin has coordinated street events encouraging safe and sustainable travel on our roads.</td>
<td>Creates healthier, more liveable neighbourhoods. The program encourages ownership amongst participants and strengthened communities.</td>
</tr>
<tr>
<td></td>
<td>Not so Fast Campaign A community education program to increase awareness of speed limits in residential streets via the placement of speed trailers, stickers and correspondence.</td>
<td>The program encourages drivers to slow down, drive safely and be aware of pedestrians and other activities.</td>
</tr>
<tr>
<td></td>
<td>Speed Reductions The network of streets in the</td>
<td>Reducing vehicle speeds supports enhanced safety</td>
</tr>
</tbody>
</table>
southwest of Darebin known as the Sumner Estate had its speed limits reduced from 50km/h to 40km/h. Also a number of streets throughout Darebin that are classified as local roads have had their speed limits reduced from 60km/h to 50km/h.

Prioritise the safety of vulnerable road users

<table>
<thead>
<tr>
<th>Bike Education in Schools</th>
<th>Bike Education for Parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Darebin has provided Bike Education training to teachers, as well as a bicycle trailer loan program for schools so that students are taught practical ride safely skills.</td>
<td>Council fully funded 10 short courses for parents who would like to increase their skills and confidence when riding with their children.</td>
</tr>
</tbody>
</table>

Encourages safe riding habits and confidence in cycling amongst the younger generation of Darebin residents. Increases confidence and safe riding skills of families to ride for recreation and as a mode to travel to school.

Engage key partners and stakeholders through effective communication

<table>
<thead>
<tr>
<th>Communication with Police</th>
<th>Engagement with Schools</th>
<th>Engagement with State Govt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local road safety issues are communicated to Victoria Police’s Epping Highway Patrol.</td>
<td>Schools and residents have been directly engaged in safe travel programs.</td>
<td>Local and arterial road safety issues are communicated with VicRoads and PTV where appropriate.</td>
</tr>
</tbody>
</table>

Information is shared about road safety issues and enforcement requested where needed. Encourages safe travel across a broad demographic in Darebin. Information is shared about road safety issues and changes to the network made where possible.

Encourage more people to take up sustainable modes of travel by improving infrastructure and amenity

<table>
<thead>
<tr>
<th>Raised School Crossings</th>
<th>Shimmy Routes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Council constructed raised school crossings on Scotia Street, Preston and Cooper Street, Preston.</td>
<td>Council established 3 back street ‘shimmy’ bike routes and delivered a promotional campaign to raise awareness about these routes.</td>
</tr>
</tbody>
</table>

Creates safe crossing points and improves walking and cycling conditions on key routes to school for Bell Primary and St Raphael’s Primary respectively. Increases the number of route options for less experienced riders who don’t feel confident riding on busy roads.

<table>
<thead>
<tr>
<th>St Georges Road Shared Path Safety Improvements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implemented safety measures in stage one of the St Georges Road shared path audit.</td>
</tr>
</tbody>
</table>

Improves safety on the St Georges Road shared path by addressing highest risks identified in stage one of the path’s safety audit.

Challenges
State Government changes and reductions in funding opportunities have reduced the number of opportunities to leverage State funding, especially for bigger projects. In addition Council has a relatively small Capital budget for safe travel projects. In light of this challenge, some funding has been sought via grants to deliver some smaller projects. The outcome of these applications is not yet known. Also, opportunities to leverage off other Council infrastructure projects to improve the safety of vulnerable road users continue to be explored.

Accessing data to report on the STS targets continues to be a challenge, with significant and important statistics becoming available only every 4-6 years. Additional data is being sought through smaller location specific surveys following implementation of capital projects, the community survey and VicRoads crashstats.

Finally, despite the significant amount of time working with schools to introduce safe travel programs, their success has been limited by the level of resources that schools are able to provide to implement these programs. This continues to be a challenge and Council endeavour to provide the necessary support as much as possible.

POLICY IMPLICATIONS

Environmental Sustainability

With its emphasis on sustainable travel, the STS has environmental sustainability at its core as Council has recognised the link between sustainable transport, local living, accessibility and reduced greenhouse gas emissions. The implementation and monitoring of the Strategy will enable Council to track progress towards its goals and inform the community of this progress.

Human Rights, Equity and Inclusion

The ability for Darebin’s residents to safely access jobs, schools, community services and shops is an essential element of ‘social inclusion’: the degree to which people are able to participate in community life.

The STS seeks to enhance walkability, bike paths and access to public transport for all residents. Many of the STS actions discussed within this report are aimed at ensuring that Council is working towards an improved, fair and equitable transport system. For example, the provision of safe alternatives to the car will ensure everyone, regardless of whether they have access to a car, has the ability to access jobs, services and social opportunities.

Economic Development

Both the capital works and bike education programs undertaken to meet objectives of the STS have contributed improving access to employment for our community, and to additional job opportunities within Darebin.

Other

Most actions discussed in this report also contribute to key objectives in the Darebin Transport Strategy and Darebin Cycling Strategy. More broadly speaking, they also address wider Council strategies such as the Community Health and Wellbeing Plan and Community Safety Strategy.
FINANCIAL AND RESOURCE IMPLICATIONS

Safe travel programs have been delivered via Council funding for safe travel and as part of other Transport Management programs. The approach to program delivery adheres to the broader Darebin Transport Strategy principles and the budget has been supplemented by grants from external bodies including VicRoads and TAC.

Increasing demands and community expectations due to growing population pressure on transport networks has created difficulties in implementing some aspects of the strategy in a timely manner.

CONCLUSION

A number of actions have been undertaken in 2013/14 to achieve the four key objectives of the STS with programs such as Drive With Your Heart and Not so Fast targeting speed awareness among drivers and speed reductions in local streets. Safe travel and cycle confidence training has been promoted in the form of targeted education sessions to students, parents and teachers; and we continue to actively engage with the community and partnering bodies to understand local issues and promote safety. A number of important infrastructure upgrades have been completed to address safety risks among cyclists and pedestrians, along with ongoing safety consideration for vulnerable road users in other transport projects.

Limitations in funding are being managed through coordinating alternatives where needed, such as leveraging opportunities to improve safety through other infrastructure projects implemented in other areas of Council. Also, the department continues to seek funding through external grants to supplement the budget and more effectively execute programs.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

- Review of the STS in 2014/15 to determine its successes and areas for improvement.
- Continue to deliver STS actions.
- Continue to engage with community on road safety improvements and education.
- Seek further external funding grants where required.

RELATED DOCUMENTS
• Darebin Safe Travel Strategy 2010 - 2015
• Going Places – Darebin Transport Strategy 2007-2027
• Darebin Cycling Strategy 2013-2018
• Victoria’s Road Safety Strategy 2013-2022

NATHAN MORESI
Senior Coordinator, Transport Management
20 October 2014
1. DAREBIN SEXUALITY, SEX AND GENDER DIVERSITY ACTION PLAN 2012-2015

AUTHORS: Diversity Policy Officer – Cécile Taché

REVIEWED BY: Katrina Knox – Director Community Development

STRATEGY SUMMARY:

The Darebin Sexuality, Sex and Gender Diversity Action Plan 2012-2015 (SSGD-AP) cascades from the Equity and Inclusion Policy 2012-2015 (E&IP) that identifies twelve groups of Darebin residents at risk of exclusion, including lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) community members. The Action Plan comes in response to calls from community members for Council to contribute to addressing homophobia, biphobia and transphobia. The plan aims to foster understanding, inclusion and equality for our gay, lesbian, bisexual, transgender and intersex community members and to strengthen the participation and rights of all in Darebin, regardless of sexuality, sex or gender identity. It is the first time Council has such a plan aimed at addressing discrimination on the basis of sexuality or sex and gender identity.

Strategy started on:

The Sexuality, Sex and Gender Diversity Action Plan 2012-2015 was adopted in 2012 (Council resolution 6 August 2012).

Strategy ends on:

2015

Strategy to be reviewed by:

December 2015

PROGRESS REPORT

Introduction and Background

The SSGD Action Plan 2012-2015 assists and strengthens Council's approach to social inclusion and diversity by proposing concrete actions to begin addressing issues of discrimination and exclusionary practices on the basis of sexuality and sex and gender identity across the municipality. LGBTIQ people, identified as vulnerable by the E&IP, will benefit from the Action Plan.

In its second year of implementation, with the continued support of a very active advisory committee, implementation of the SSGD-AP has progressed steadily and fruitfully. This report provides an update on activities and projects that took place between July 2013 and June 2014.

Key Outcomes for 2013/2014

The SSGD-AP follows the structure set out in the Equity and Inclusion Policy (E&IP) and aims to effect change in the three areas of:
Key achievements from July 2013 to June 2014 include:

**Objective 1:** To achieve an organisational culture that is welcoming, inclusive and respectful of SSGD staff and strives for equal opportunity

- **Training:** GLBTIQ-awareness/inclusiveness training included in Diversity Professional Development Program (DPDP, developed from Diversity Capabilities Framework). LGPro Rainbow network professional development opportunities promoted to staff.
- **Data-gathering and research:** quarterly Community surveys include a question on Council services’ inclusiveness of LGBTI residents. Surveys routinely contain inclusive gender options (male/female/other). Household Survey 2013 includes a question on sexuality for the first time, allowing initial data (most likely underestimated due to novelty and sensitivity) to be gathered on the proportion of Darebin residents identifying as gay, lesbian or bisexual.
- **Partnerships:** strengthening of relationships with peak bodies, community organisations and other local governments through advisory committee (Rainbow Families Council, Australian Lesbian Health Coalition, OutBlack, Midsumma), projects (e.g. VEOHRC, VLGA and Hobsons Bay City Council through “LGBTIQ equality initiatives in local government” forum – see below, Banyule and Moreland City Councils through joint community engagement exercise at Midsumma Carnival – see below) and officers’ stakeholder engagement (e.g. Rainbow network, No to Homophobia, Australian GLBTI Multicultural Council, Victorian AIDS Council and its newly-established Marhaba support group for queer Muslims…). Continued partnership work at officers’ and committee level with Hobsons Bay City Council (Hobsons Bay and Darebin were the first two Councils in Victoria with a LGBTIQ community advisory committee).

**Objective 2:** To ensure Darebin Council services, programs and policies are accessible and responsive to, and inclusive and supportive of, SSGD residents

- **Inclusive language:** “Writing Guide for Sexuality, Sex and Gender Diversity Inclusive Forms and Surveys - A guide to assist Council officers and workers to be inclusive of our LGBTIQ residents through language use in data collection and interactions” developed (taking into account *Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013*) and endorsed.
- **Same-sex attracted and gender questioning (SSAGQ) youth:** Liaison with Reservoir High School about their Fair Go, Sport! SSAGQ-inclusive work and support to students to present at a Human Rights Agencies conference in Canberra in October 2013. Regular contact with Rainbow Network (state-wide support network for people working with SSAGQ young people): Darebin Youth services amongst founding members of newly-created Q North (sub-division of Rainbow Network). Review of youth service model with an SSAGQ lens under way.
- **Libraries:** Subscriptions to LGBTIQ magazines continued and purchase of material to support LGBTIQ community. LGBTI-focused events (e.g. “Secret Histories of Queer Melbourne”) organised. New Multicultural and Diversity Librarian position created – includes LGBTIQ-inclusiveness.
- **Aged and disability:** 2nd year of implementation of HACC Diversity Plan where GLBTI residents are identified as one of the priority groups. SSGDAC representation and
launch of LGBTI-supportive project (“Darebin’s coming out” banner – see below) at Seniors’ Festival lunch October 2013. LGBTIQ-themed event included in Seniors’ month/Springtime festival (screening of “Cloudburst”). Aged and Disability staff participation in Midsumma Carnival. Preparatory work (draft survey, draft engagement plan) for future community consultations with older LGBTIQ residents about their experience of aged care and needs/issues to consider in developing LGBTIQ-inclusive aged care services.

- **Communications**: dedicated SSGDAC/SSGD-AP and IDAHO webpages regularly updated. Integrated LGBTIQ page and stronger messaging around Council’s LGBTIQ-inclusiveness planned as part of redevelopment of website. Internal and external promotion (Mayor’s column for IDAHO, media releases, ads in Leader and LGBTIQ press, social media and information to staff through e-bulletin and intranet) for major events (Midsumma Carnival, Pride March, IDAHO). Regular communication with LGBTIQ e-list (to share information on Council’s GLBTIQ-work).

- **Community Grants/Community Support Program**: 3 projects funded through 2013-14 grants (Labels, Quest for love, Framed/(Re)framing gender). “Same-sex attracted and gender diverse” residents explicitly mentioned as priority group in the Community Support Program 2014-15 guidelines. Promotion of 2014-15 program to LGBTIQ community through Rainbow Network, LGBTIQ e-list and SSGDAC members led to submissions from new LGBTIQ groups.

**Objective 3**: To support residents, as well as sector and community partnerships and projects, to foster a Darebin community culture that is inclusive and respects SSGD residents’ full and equal participation in community life

- **Recognition and commitment**:
  - Development of “Darebin’s coming out” banner: over October 2013-January 2014, at a number of community events or through specific engagement with staff, Community Planning and Aged and Disability services gathered pictures of residents and staff who wanted to show their support for a Darebin that is inclusive of all, regardless of sexuality, sex or gender identity. Over 300 people (resulting in 267 pictures) were happy to take a stand and say they support Darebin LGBTIQ residents and staff. Banner displayed on City Hall for Pride March and used for IDAHO events.
  - Rainbow flag (symbol of LGBTIQ pride and GLBTIQ social movements in use since the 1970s) flown during IDAHO week (May 2014) as per Council’s standard policy (Council resolution 6 May 2013).
  - Recognition of LGBTIQ residents (and of sexuality and sex and gender identity as components of diversity) in the Council Plan 2013-2017 is (gradually) increasingly known across the organisation and referenced in speeches, etc.
  - Rainbow families explicitly acknowledged and welcomed at all Arts and Culture-organised events.

- **Events**: Council organised or participated in a number of events demonstrating its commitment to its LGBTIQ residents:
  - Midsumma 2014: for the second time, Council had a stall at Midsumma Carnival (January 2014). Joint community engagement exercise undertaken in partnership with Moreland and Banyule City Councils and with the support of SSGDAC members and staff from across Council – for feedback on Council’s initiatives to respond to LGBTIQ residents’ needs. Great opportunity for Council visibility in the LGBTIQ community and for community feedback.
Support to Lesbian Comedy Gala at Northcote Town Hall for Midsumma. Arts and Culture support to other Midsumma events.

- Pride March 2014: increased promotion, notably internally through the development of "Darebin’s coming out" banner. Participation from Council (would have been for the third year) in Pride March cancelled due to extreme heat (health and safety risk). Banner displayed on City Hall for Pride March weekend instead.

- International Day against Homophobia, Biphobia and Transphobia (IDAHO) 2014: rainbow flag flown during IDAHO week (12-18 May – see above). Two events organised: community conversation on sexuality, culture and identity (with 35 attendees gathering to hear Alyena Mohummadally and discuss sexual diversity in culturally diverse communities), IDAHO afternoon tea for staff (60 attendees to hear LGBTIQ-community educator Daniel Witthaus). Two events supported: (Re)frameing gender art exhibition and fundraising (100 attendees around trans, genderqueer and gender-diverse youth), presentation of Council’s LGBTIQ work at Whittlesea Council staff afternoon tea.

- Leisure: Recommendations for increased LGBTIQ-inclusiveness in Council-owned or contracted leisure facilities in Darebin – implemented by Northcote Aquatic and Recreation Centre.

- Families: Bouverie Centre “Guidelines for working with same-sex parented families”, Rainbow Families Council ”Who’s in your family?” tool-kit and posters and Darebin Community Health “We’re here” resource shared with Family and Children services and provided for Early Years conference in October 2013. Support to redevelopment of “Who is in your family?” posters (launched May 2014). Preparatory planning for potential film of the voices and experiences of children growing up in gay, lesbian, bisexual and transgendered families (Human Rights Action Plan).

- Culturally-diverse SSGD residents: work started on intersections between sexuality, gender identity and culture: attendance at Colour of Youth conference leading to increased links with Australian GLBTI Multicultural Council and with culturally-sensitive LGBTI support groups organised by Victorian AIDS Council; connection with and support to establishment of Marhaba – support group for queer Muslims; theme for IDAHO event.

- Safety: liaison with and promotion (in Darebin community) of local Gay and Lesbian Liaison Officer (GLLO – Victoria police). Identification and provision of suitable same-sex family violence help pamphlets.

- Advocacy: In response to identified community and sector need, first-ever “LGBTIQ equality initiatives in local government” forum organised January 2014 in partnership with Hobsons Bay City Council (and with support of VEOHRC and VLGA). Over 60 attendees from across the state listened to a snapshot of the legislation (highlighting need for Councils and community-based organisations to be inclusive of LGBTIQ communities) and presentations from six local governments (both urban and rural) having implemented a range of programs, services and initiatives for and with LGBTIQ communities. Very positive feedback.

Challenges

A minor but continuing challenge for 2013-14 was the haphazard and not easily accessible LGBTIQ presence and visibility on Council’s website (despite continued community feedback on the lack of available information and the need for Council to communicate and promote its services and programs better to the GLBTIQ community). This should be overcome through the development of the new Council website.
Another challenge in the implementation of the SSGD-AP, as with other plans and strategies cascading from the E&IP, is the ownership of and support to the plan across the organisation. It is envisaged that, as work on LGBTIQ issues becomes more sustained throughout the years and embedded throughout Council, it will gain more traction. There is gradually increased awareness of the need for LGBTIQ-responsiveness by different departments in Council. The eagerness shown by staff from across Council to attend the IDAHO staff afternoon tea and to participate in the development of the “Darebin’s coming out” banner is also a very encouraging sign. Sustained efforts, including regularly renewed support from the highest levels of the organisation, to continue to raise the profile of the SSGD-AP internally and allowing time for some internal capacity-building on GLBTIQ issues will be paramount to achieve this.

The integration of LGBTI as a group to consider in the online Equity and Inclusion Planning and Audit Tool should also assist with systematic consideration of LGBTIQ needs; however, this still requires ongoing and sustained work, notably to ensure uptake of the EIPAT from the early stages of planning across the whole organisation.

Although not too much of a challenge at this stage, but a risk to be mindful of, are the time, energy and resources required by events. As this is a new area for Council, events at this stage prove very valuable as awareness-raising, visibility-enhancing and community-building tools. However, it will be necessary in future years to ensure they do not distract and take away from longer-term projects needed to achieve and embed cultural change.

POLICY IMPLICATIONS

Environmental Sustainability Implications

Nil.

Equity and Inclusion Implications

The Equity and Inclusion Planning and Audit Tool (EIPAT) was applied in the development of the Plan. The SSGD-AP specifically addresses the needs of Darebin’s gay, lesbian, bisexual, transgender, intersex and queer (GLBTIQ) residents, one of the priority groups identified in the Equity and Inclusion Policy (E&IP). By proposing concrete actions to begin addressing issues of discrimination and exclusionary practices on the basis of sexuality and sex and gender diversity across the municipality, the action plan benefits this group identified as vulnerable by the E&IP.

Through application of the EIPAT, the plan also considers the intersection of sexuality, sex and gender identity with other grounds for vulnerability, notably youth; old age; Aboriginality, cultural and linguistic diversity, disability, social isolation…

The SSGD Action Plan 2012-2015 is aligned with the explicit support for a broadened understanding of diversity expressed in the Darebin City Council Plan 2013-2017 Diversity Statement, supports the achievement of KPI 2.9 and contributes to the Council goal of a healthy and connected community.

Economic Development

Through creating a LGBTIQ-inclusive municipality and supporting LGBTIQ residents to participate fully and equally, the plan might offer opportunities for economic development and potential job creation in the municipality.
The SSGDAP aligns with the Equity and Inclusion Policy 2012-15 and contributes to Council’s commitment to LGBTIQ residents expressed in the Council Plan 2013-17 (Diversity Statement and KPI 2.9).

FINANCIAL AND RESOURCE IMPLICATIONS

In 2013-2014, Council allocated a budget of $8,000 for the implementation of the SSGD-AP. Actions, events and projects were progressed within this budget, as well as through Diversity Policy Officer’s time. Additional resources (mostly officers’ time) contributing to the aims of the plan were provided through other Council departments responsible for progressing aspects of the LGBTIQ-inclusive work (e.g. Aged and Disability, Youth services, Arts and Culture, Communications…). For 2014-15, Council has allocated a budget of $8,100 to the implementation of the SSGD-AP.

CONCLUSION

Work on the SSGD-AP has continued to progress very fruitfully over this second year of implementation (bearing in mind this is still a relatively new area of work for Council). Supported by a very active and committed advisory committee, Council has made sustained progress, reached key milestones and laid down groundwork for further achievements in the future. This means that, alongside Hobsons Bay City Council, Darebin City Council is increasingly recognised as a leader in this field that other Councils draw upon or ask for advice.

While this is an area that is still fairly new for Council, 2013-14 has seen increasing momentum across Council to support LGBTIQ work and initiatives. There is still a lot to be gained from increased collaboration internally and strengthening of partnerships externally. It is essential that adequate support for this work, eagerly awaited by our LGBTIQ residents and staff, continues.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS


RELATED DOCUMENTS

- Darebin Sexuality, Sex and Gender Diversity Action Plan 2012-2015
- Equity and Inclusion Policy 2012-2015
1. **SUSTAINABLE WATER STRATEGY**

**AUTHOR:** Manager Environment & Natural Resources – Libby Hynes

**REVIEWED BY:** Director Assets and Business Services – Steve Hamilton

**STRATEGY SUMMARY:**

The Sustainable Water Strategy (SWS) is Council’s overarching strategy to integrate the management of water use, stormwater quality and drainage asset integrity and planning.

**Strategy started on:** 2007

**Strategy ends on:** 2012

**Strategy to be reviewed by:** 2015

**PROGRESS REPORT**

**Introduction and Background**

The SWS incorporates Council’s four major water policy documents into one strategic framework: Sustainable Water Use Plan (SWUP), Stormwater Management Plan (SWMP), Darebin Drainage Strategy (DDS) and Drainage Asset Management Plan (DAMP). This enables joint consideration of the management of water consumption, stormwater quality and drainage asset integrity and planning.

**Key Outcomes for 2013/2014**

The SWS outlines key performance indicators (KPIs) which measure broad progress and achievements. As indicated in Table 1, good progress can be seen against the KPIs during 2013/14. In 2014/15 the Sustainable Water Strategy and its components will be reviewed including these targets which were set from a 1999/2000 benchmark and have largely been achieved.
Table 1 – Sustainable Water Strategy Key Performance Measures

<table>
<thead>
<tr>
<th>Key Performance Indicator</th>
<th>Target</th>
<th>2013/14 Target Attainment</th>
</tr>
</thead>
<tbody>
<tr>
<td>The % reduction in potable water use at council facilities*</td>
<td>25% reduction</td>
<td>47% reduction in potable water use achieved.</td>
</tr>
<tr>
<td>The % reduction in residential potable water use in the municipality*</td>
<td>15% reduction</td>
<td>20% reduction in potable water use achieved.</td>
</tr>
<tr>
<td>The % of complaints in relation to drainage assets and flooding, dealt within target response times</td>
<td>80% compliance within target response times</td>
<td>93.6% of complaints were completed within target response times for drainage asset and flooding.</td>
</tr>
<tr>
<td>The % of customers surveyed satisfied with drainage maintenance work**</td>
<td>65% of the people surveyed are satisfied with the service</td>
<td>Based on a four quarter average, there is a 81.7% level of satisfaction with the drainage maintenance work**</td>
</tr>
<tr>
<td>The drainage inspection program as detailed in the Drainage Asset Management Plan (DAMP)</td>
<td>Assess and rate the condition of 3km of pipe (or 0.5% of the network)</td>
<td>4.5 km of drainage pipe was cleaned and the condition assessed by Road Infrastructure</td>
</tr>
</tbody>
</table>

* From 1999/2000 benchmark  
** (Darebin City Council, 2014 Community Survey – 2nd Quarter, Four quarter rolling average)

Challenges

**Sustainable Water Use Plan (SWUP)**
The overriding target of the SWUP is to reduce potable water consumption and these targets have been achieved. During 2013/14 Council’s water use declined by over 10 megalitres (ML) to 226ML after the 2012/13 spike. This decline has resulted in a 47% reduction in potable water usage against the 1999/2000 benchmark year. This is still higher than during water restrictions where usage fell to below 150ML per year. The key expected challenge for future years is to return to the low levels of water use whilst balancing this against our water needs for irrigation and other purposes. Consideration of alternative water use sources will be considered in line with this. The warm season grass conversion program is continuing and a further three more sportsgrounds (Moore Park, John Hall Reserve and Barling Reserve) were converted to either couch or kikuyu grass surfaces. The grasses are drought tolerant and provide a high quality playing surface. The result is a reduction in water use by more than 25% per ground, once the grasses are established.
While community water use has continued to increase since the removal of water restrictions, residential community water use continues to achieve Council’s 15% reduction target. This year water use in the non-residential community (retail, businesses, industry etc.) decreased by just under 0.4%. Darebin residents used about 2% more water than last year however the consumption per person, per day, stayed at 157 litres, with the increase linked to the population rise within the municipality. Challenges in coming years are expected to continue around community water conservation. These will be addressed as part of the current review of Council’s Water Strategies and with ongoing advocacy at the state level for support to communities.

Table 2: Council and Community Water Use in the City of Darebin

<table>
<thead>
<tr>
<th></th>
<th>Council</th>
<th>Residential</th>
<th>Non-Residential</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1999/2000 Base Year (kL water used)</strong></td>
<td>426,662</td>
<td>10,602,541</td>
<td>4,049,269</td>
</tr>
<tr>
<td><strong>Target for water use reductions from base year by 2010</strong></td>
<td>25%</td>
<td>15%</td>
<td>No target established</td>
</tr>
<tr>
<td><strong>2012/13 kL water use reduction from base year</strong></td>
<td>237,678</td>
<td>8,300,389</td>
<td>2,522,085</td>
</tr>
<tr>
<td></td>
<td>44%</td>
<td>22%</td>
<td>38%</td>
</tr>
<tr>
<td><strong>2013/14 kL water use reduction from base year</strong></td>
<td>200,708</td>
<td>8,526,393</td>
<td>2,506,880</td>
</tr>
<tr>
<td></td>
<td>47%</td>
<td>20%</td>
<td>38%</td>
</tr>
</tbody>
</table>

Stormwater Management Plan (SWMP)

Darebin has developed a strong partnership with Melbourne Water on stormwater quality projects, receiving significant funding for water strategy and water sensitive urban design (WSUD) projects over the past few years.

WSUD, passive irrigation and other environmentally sustainable design techniques continue to be implemented in Council’s capital work projects where possible and practicable. Council’s GreenStreets Strategy also strongly reflects this change in approach by Council.

During 2013/14, Council focused on waterway litter reduction with attention given to stormwater run-off from building sites and policing of dumped rubbish in our streets, open spaces and waterways. The Preston Market Litter Reduction project also engaged traders and the community to reduce littering around the precinct.

The 49.5 million litre Bundoora Park dam continued to harvest (and irrigate with) stormwater from the adjacent Mt Cooper Estate with significant stormwater, waterway quality and water savings outcomes. Key industrial areas prioritised in the SWMP for attention, are now addressed as part of the flood mapping process (see below).

The SWMP is being reviewed as a component of the SWS Review. This review will assess the potential establishment of stormwater quality targets and increased integrated water.
Darebin Drainage Strategy (DDS)

The DDS is currently under review. In support of this review Council has been undertaking a five-year long extensive flood mapping program of the municipality with Melbourne Water. Works in 2014/15 will be undertaken to measure floor levels of dwellings in areas that have been identified with a potential to be affected by stormwater. Information generated from the flood mapping exercise will be used to develop an updated DDS, which is targeted for commencement in 2015.

The updated DDS will include:

- the process to determine the need for capital upgrade works and their prioritisation
- the review of existing drainage standards and potential climate change impacts
- community consultation on various drainage issues such as levels of service and design standards
- development of KPIs for future benchmarking
- consideration of the recommendations and implications of Melbourne Water’s Flood Management and Drainage Strategy.

To support the above, two draft flood risk and associated emergency management documents have been prepared:

- Draft Flood Management Plan (FMP) for the City of Darebin with Melbourne Water (understanding flood risks, clarifying responsibilities, ensuring suitable measures to manage flood risks have been (or are being) implemented etc.). A new draft of this document will be prepared by Melbourne Water, in collaboration with Darebin, in 2014/15.
- Draft Flood Emergency Plan (FEP) with the Victorian State Emergency Service (operational document to be used when flooding occurs - assists in delivery of flood management responsibilities, resource utilisation, support from/to others, implementing emergency risk management measures and coordination with wider emergency management etc.).

Drainage Asset Management Plan (DAMP)

The DAMP examines the drainage asset base, life cycle management, service levels, future demand and the financial costs of managing drainage assets. It also identifies actions to improve drainage asset management practices. A key outcome of the DAMP has been the formation of a Drainage Working Group establishing a cross Council collaboration to cohesively address drainage issues. Key recommendations from the DAMP include:

- annual proactive CCTV inspection, condition assessment and monitoring program to identify and target critical drainage pipes
- review of the DDS – currently in progress
- review of the flood risk management process as part of the DDS Review
- implementation of an asset management information system for drainage assets and
• review and restructure the drainage maintenance workflow processes to improve service efficiency and effectiveness.

The DAMP is proposed to be reviewed in 2015 to take into account outcomes from the flood mapping exercise and also to incorporate principles of integrated water cycle management. In recognition of this new approach the DAMP will be renamed the Stormwater Asset Management Plan (SwAMP).

POLICY IMPLICATIONS

Environmental Sustainability

Actions and recommendations of the SWS and the four related Water Strategies/Plans have strong environmental sustainability foci and outcomes. The primary drivers behind these actions are water quality and water consumption improvements, protection of stormwater infrastructure, climate change adaptation measures and enhanced environmental sustainability outcomes. Continued focus on water consumption and quality in an environment of climate change remains a priority.

Human Rights, Equity and Inclusion

Ongoing access to clean and healthy drinking water is a priority issue for all. Well maintained and managed drainage systems, flood and stormwater protection, improved water quality in waterways and access to irrigated open space have significant social impacts and health benefits for our community.

Actions proposed through the SWS and its related water strategies support the continued focus on supporting sustainable and healthy environments for our community, with equity of access to leisure opportunities and water environments.

Economic Development

Water is essential for business and there are some large commercial water users in Darebin. Through its green business programs Council are encouraging businesses to make efficient use of resources including water. Yarra Valley Water has targeted programs to support high water use businesses to use water efficiently.

Other

The Council Plan aims for Council to lead and work with the community and partners to achieve a rapid transition to an environmentally sustainable city. A specific action under the plan is to review the Sustainable Water Strategy with a focus on the development of a Water Sensitive City including water sensitive urban design.

FINANCIAL AND RESOURCE IMPLICATIONS
Whilst usage declined slightly, increased water tariffs have seen water costs increase by $230,000, or by 47% on the previous year. Over the year Council secured $200,000 of grants from the Melbourne Water Living Rivers fund to contribute to the review of Council’s Water Strategies and the development of an Integrated Water Strategy and to undertake water sensitive urban design improvements. Funding is included in 2014-2015 capital budget to review the Sustainable Water Strategy.

CONCLUSION

Council continues to achieve its water savings target, with a 47% reduction during 2013/14 when compared to the 1999/2000 baseline year. While this year saw a small decline in Council’s overall water usage compared to 2012/13, its current usage is still considerably higher than previously achieved. Significant cost increases were borne by Council this year due to tariff increases. The current review of the SWS, SWUP and SWMP will see Darebin’s transition to a water sensitive city in line with other leading local governments.

Challenges for future years centre on potable water use reduction and balancing this against needs for irrigation in a no water use restrictions climate. Targets surrounding water conservation are being reviewed in 2014/15 and may consider alternative water use options.

Creek and lake water quality remain a high community priority. Stormwater quality targets and stormwater management - including water sensitive urban design to improve water quality - will be explored in the review of the SWMP.

FUTURE ACTIONS

- Continue implementation of Drainage Asset Management Plan.
- Finalise Darebin Drainage Strategy.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

RELATED DOCUMENTS
COUNCIL MEETING

- Darebin Sustainable Water Strategy.
- Darebin Drainage Strategy Review.
- Darebin City Council Stormwater Management Plan.
- Darebin Sustainable Water Use Plan.
- Darebin GreenStreets Streetscape Strategy.
- Darebin City Council Litter Plan.
1. URBAN FOREST STRATEGY 2013-2028

AUTHOR: Manager, Parks and Vegetation- Philip Tulk

REVIEWED BY: Director Culture Leisure and Works- Daniel Freer

STRATEGY SUMMARY:

The Urban Forest is an integral part of Darebin contributing environmental, amenity, human health and well-being benefits. Given the current pressure on our ‘green assets’ due to climate change, medium density development and maintenance requirements, a focused effort is required to ensure the ongoing success of our Urban Forest.

The Urban Forest Strategy calls for an increase in the tree canopy coverage on public land to 25% in 15 years. The current coverage stands at approximately 14%.

The Urban Forest Strategy will increase liveability and provide a greater ‘connection to nature’ by building partnerships with the community and other key stakeholders to explore opportunities for planting in the City of Darebin.

Strategy started on:
The strategy was adopted by Council on 16 December 2013

Strategy ends on:
2028

Strategy to be reviewed by:
The strategy calls for the tree canopy coverage to be measured every five years. The first review will be due 2018.

PROGRESS REPORT

Introduction and Background

The Urban Forest Strategy aims to-

- Develop and maintain a healthy, resilient, diverse and safe Urban Forest that will provide multiple and long-term benefits to the community and the environment
- Create a large scale community carbon reduction project through extensive community consultation and collaboration with community planting groups
- Increase tree coverage on public lands to at least 25% over 15 years in the City of Darebin
- Act as a city-wide policy framework for tree planting and maintenance for Council departments, community based land management groups and other public land holders
- Increase indigenous and native tree diversity on public lands to enhance local habitats for native animals and birds
Over the last six months of 2013-14 financial year Council has as part of the strategy implementation been involved in community planting events, double the number of trees planted in the infill planting program, given away over 4,000 trees to residents at community events, provided trees to several schools and introduced a tree planting program for parks above the usual programs such as pocket park improvements.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop and maintain a healthy, resilient, diverse and safe Urban Forest that will provide multiple and long-term benefits to the community and the environment</td>
<td>Develop and maintain an inventory of the Urban Forest</td>
<td>25% of the street tree population has been surveyed. The survey covers species, age, height, safe useful life expectancy and risk rating</td>
</tr>
<tr>
<td>Create a large scale community carbon reduction project through extensive community consultation and collaboration with community planting groups</td>
<td>Encourage the active participation of Darebin community groups in planting projects</td>
<td>Community planting days were held in conjunction with the Merri Creek Management Committee and Darebin Creek Management Committee. Trees have been provided to the Merri Stationeers and Bell Primary School as local community owned projects</td>
</tr>
<tr>
<td>Increase tree coverage on public lands to at least 25% over 15 years in the City of Darebin</td>
<td>Tree planting opportunities in parks will be identified in Master Plans or site specific plans undertaken as part of park improvement projects</td>
<td>400 additional trees were planted in parks across Darebin</td>
</tr>
<tr>
<td>Increase tree coverage on public lands to at least 25% over 15 years in the City of Darebin</td>
<td>Identify high priority areas for planting that will achieve multiple benefits for Darebin and maximise the contribution to achieving the canopy coverage target</td>
<td>The number of trees planted as part of the infill planting program was doubled to give a net gain of over 900 street trees. This also meant whole streets where completed</td>
</tr>
<tr>
<td>Develop and maintain a healthy, resilient, diverse and safe Urban Forest that will provide multiple and long-term benefits to the community and the</td>
<td>Fund a cyclic (2 year) electric line clearance program to achieve and maintain compliance</td>
<td>Funding was provided in the 2014-15 budget process and the program has gone out to tender. The results of the tender process will be presented</td>
</tr>
</tbody>
</table>
**Environment**

Create a large scale community carbon reduction project through extensive community consultation and collaboration with community planting groups

Provide incentives for tree planting on private land. A program of donating trees to property owners will be considered

Over 4000 trees given to residents at various Council community activities for planting on private property

**Challenges**

Difficulties in 2013-14 have been minimal. There is resistance in some communities to increased tree planting and in others to the removal of aging, no longer safe trees or inappropriate trees.

Council has developed policies such as the tree retention/removal policy to guide decision making. An appeal process has also been introduced to allow resident to appeal against a decision to remove or retain a tree.

**POLICY IMPLICATIONS**

**Environmental Sustainability**

The Urban Forest Strategy advocates for an increased tree canopy across the city which will help to reduce the heat island effect, improves air quality and increases carbon sequestration. The use of water sensitive urban design (WSUD) in streetscapes decreases storm water runoff and increases water filtration which is also identified in this strategy along with Council’s recently adopted GreenStreets Strategy. Avenues of trees create bio-links and important habitat for local fauna.

**Human Rights, Equity and Inclusion**

The Urban Forest Strategy impacts on all members of the community.

Trees and open spaces can contribute to both physical and mental wellbeing. Ensuring access and cultural issues and competing needs for open space are considered in the development of a Darebin Urban Forest Strategy it will benefit the community by providing enhanced green space and a greater connection to nature.

Tree planting and open space activities can bring communities closer together and volunteering harnesses and engages people in their community. These types of engagement activities can cost more in the short term but can create ownership and long term connections with place and community.

**Economic Development**
FINANCIAL AND RESOURCE IMPLICATIONS

Implementation of the new strategy will have financial implications. Once the strategy has been adopted additional funding will be needed in budgets for:

- Additional planting as part of the GreenStreets Tree Program.
- Additional funding for tree maintenance over the long term to ensure electric line clearance complies with state regulations.
- Ongoing support for an increase in the funds available for tree planting and maintenance

The resourcing of this strategy will be considered by Council through its’ annual budget process.

CONCLUSION

The first year of Urban Forest strategy implementation saw a doubling in the net gain of Council’s street tree planting program for the 2013-14 year. There was cooperation between various community groups such as the Stationeers, Creek Coordinating Committees, school groups and Council to actively participate in planting days.

The provision of free trees to residents at community events was well received.

A major issue has been Darebin non-compliance in electric line clearance. Sufficient funds have been made available in the 2014-15 budget to begin the process of achieving compliance within 2 years

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.
FUTURE ACTIONS

- Capital bids to support future actions such as increased tree planting and monitoring of the canopy change
- Continue to work with community groups to increase the tree canopy and create a sense of community ownership
- Address the action items as guided by the strategy

RELATED DOCUMENTS

- GreenStreets Strategy 2012
- Darebin Open Space Strategy 2007
- Darebin Open Space Asset Management Plan 2009
- Community Climate Change Action Plan 2009
- Climate Change and Peak Oil Adaptation Plan 2009
- Sustainable Water Strategy 2007
- Council Minutes – 7 November 2011 and 20 February 2012

PHILIP TULK
Manager Parks and Vegetation
20 October 2014
1. WASTE MANAGEMENT STRATEGY

AUTHOR: Manager Environment & Natural Resources – Libby Hynes
REVIEWED BY: Director Assets and Business Services – Steve Hamilton

STRATEGY SUMMARY:
The Waste Management Strategy sets targets focused on waste avoidance and reduction within Council, households and businesses. This report provides the annual update on progress towards the Strategy's targets.

Strategy started on: 2007
Strategy ends on: 2014
Strategy to be reviewed by: 2015

PROGRESS REPORT

Introduction and Background

The City of Darebin Waste Management Strategy maps a direction towards sustainable waste management in the Darebin community. The strategy includes a range of waste avoidance and reduction objectives, plus actions specific to three key stakeholder groups: Council, households and businesses. The Waste Strategy is currently under review in conjunction with the Litter Plan.

Key Outcomes for 2013/2014

Targets have been identified in the Strategy and progress towards target achievement in 2013/14 is detailed below. The paper consumption target was separately adopted by Council in August 2008.

<table>
<thead>
<tr>
<th>Strategy target</th>
<th>Progress against target in 2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recover 45% of kerbside waste (by weight) for reuse and recycling by 2009. Recover 65% of kerbside waste (by weight) for reuse and recycling by 2014.</td>
<td>In 2013/14 just under half of all kerbside waste (48% by weight) was recovered for reuse/recycling, this is slightly less (1%) than in 2012/13, however during this period 0.5% less overall waste was generated. The recovery target of 65% has not been met due to the inability of the waste management industry to effectively recover organic waste in our region at this point in time. This is a regional issue, which long term contracts have been put in place to resolve.</td>
</tr>
<tr>
<td>A sustained downward trend in the quantity of household waste generated and presented at the kerbside for collection per kg per person per year.</td>
<td>During 2013/14, an average of 347kgs per person* of household waste and recycling was presented for kerbside collection over the year. This represents a significant decrease of 11.34kg in total waste per person annually. This reduction is comprised of a decrease in household waste of 3.28kgs, a decrease in recycling of 8.46kgs and a 0.41kg increase in green waste recycling per person during the year.</td>
</tr>
<tr>
<td>Recover 60% of waste received at Resource Recovery Centre (by weight) for reuse and recycling.</td>
<td>During 2013/14, 41% of waste received (by weight) was recovered and recycled at the Darebin Resource Recovery Centre (DRRC) an improvement of 1% from 2012/13 figures (40%). DRRC has been reinstated as a Permanent Household Chemicals Drop Off Site (formerly Detox Your Home) with a complementary annual Detox Your Home Day (for other household toxic chemicals) held in December each year.</td>
</tr>
</tbody>
</table>
Reduce paper consumption by 10% based on 2007/8 data

7429 reams of paper were purchased in 2013/14 - slightly less than in 2012/13 (7590 reams). This represents a decrease of 2% from last year’s use - and a slight 0.3% decrease from the 2007/08 baseline (7407 reams).

65% of solid waste generated by Council activity will be recovered for reuse or recycling.

Audits are conducted biennially to assess progress against the target. The next audit is scheduled for 2014/15. Council has continued to improve its waste diversion activities at the Civic Centre and outlying centres.

Council spending on goods assessed as having environmental benefit will increase as a percentage of total expenditure.

Expenditure on environmental goods as a percentage of total expenditure (excluding salaries, depreciation and bad debt) in 2013/14 was 21%, a 3% increase from the previous year. Council’s spending on these goods has continually increased over the life of this strategy.

*Population data for 2013/14 is based on the Australian Bureau of Statistics Estimated Residential Population data for Darebin for June 2013 (accessed August 2014) with an additional 1.29% projected increase (as advised by Performance Support Unit). The estimated population used for 2013/14 is 148,691.

Actions over the year included:

**Recycling**

In April 2014 Council adopted improvements to the business recycling service to provide up to two bins to Darebin businesses. Business kerbside recycling commenced in July 2012. As of June 2014, 415 businesses had applied for recycling bins (with 77 applications received in the 2013/14 financial year).

Recycling in our public places continued improvement throughout 2013/14 with 49 permanent and 10 trial public place recycling bins installed in 12 shopping strips, including The Broadway, Reservoir; Miller Street, Thornbury; and various stretches of High Street from Northcote to Preston. There are now approximately 140 public place recycling bins throughout the municipality.

**Hard Waste**

The 2014 area based hard waste collection saw approximately 33,000 households participate. 2,312 tonnes of hard waste was collected with 417 tonnes (18%) being recycled and diverted from landfill. There was an increase in the tonnage of television and computer recycling that occurred as part of the annual hard waste collection in May and June 2014 with 90 tonnes being collected and recycled compared to 57 tonnes in the previous year.

Council introduced an additional booked collection service from September to December 2013 which provided a collection to 2,200 households and collected an additional 160 tonnes of hard waste, of which 11% was recycled. The booked service was reviewed by Council and has been reintroduced for the 2014 spring with increased recycling capability. It will now be occur annually.

**Darebin Resource Recovery Centre**

During 2013/14, 41% of waste was recovered and recycled at the Darebin Resource Recovery Centre (DRRC) which included 221 tonnes of computers and televisions (11 tonnes of computers and accessories, 210 tonnes of televisions). This is an increase of 14% from the 2012/13 financial year.

Sustainability Victoria reinstated DRRC as a Permanent Household Chemicals Drop-off Site, where paint, batteries, compact fluorescent lamps (CFLs) and selected chemicals can be disposed of year round. The annual Detox Your Home mobile household chemical collection
day, which collects other highly toxic household chemicals, was held at the Depot in December 2013. This collection day saw 145 attendees, who dropped off an average of 25.9kg household chemicals per visitor. 3755 kg of household chemical products were collected for safe disposal and recycling as a result of this day.

Education
Nine community waste education events and programs were undertaken in the 2013/14 year. These included workshops focussed on composting, worm farms and food waste as well as annual programs including Clean Up Australia Day and the Spring into Compost program. Council participated in the Back to Earth Campaign along with 10 other Councils in northern and western metropolitan Melbourne, encouraging residents to use their green recycling bin correctly and promoting competitions within our community encouraging participation in composting and green waste recycling.

Council also ran an International Compost Awareness Week promotion in partnership with Back to Earth, where “grow bags” were placed at key Council sites to raise awareness of the campaign and encourage residents to compost at home. Council also introduced its first waste free Recycling Calendar across the municipality in 2014 and developed a month long education and engagement campaign across the municipality for Plastic Free July – encouraging reduced plastic use.

Litter Plan Implementation
Council’s Litter Plan 2011-14 outlines a suite of actions to address litter and rubbish dumping. Community reported satisfaction around litter collection indicates over 82.5% satisfaction with Council’s services with the highest satisfaction levels relating to Council’s waste collection (91.9%). The Litter Plan is currently under review in conjunction with the Waste Strategy.

Levels of Satisfaction with Council’s Services around Litter

<table>
<thead>
<tr>
<th>Key Performance Indicator</th>
<th>% of people satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfaction with litter collection in public places</td>
<td>82.5%</td>
</tr>
<tr>
<td>Satisfaction with street sweeping</td>
<td>77.4%</td>
</tr>
<tr>
<td>Satisfaction with level of dumped rubbish</td>
<td>76.7%</td>
</tr>
<tr>
<td>Satisfaction with waste collection services</td>
<td>91.9%</td>
</tr>
</tbody>
</table>

Data sourced from: Darebin City Council, Community Surveys. Note: Dumped rubbish data only collected on 4th Quarter Community Survey, other indicators collected quarterly.

From December 2011, EPA Victoria and Council jointly funded a Litter Prevention Officer at Darebin Council, with resourcing increased in 2012/13 to include two Litter Prevention Officer positions and one support role. These roles primarily focus on litter and dumped rubbish investigations and fines with residents, businesses and others.

As a result of this work 639 notices were issued during 2013/14 which resulted in the removal of litter and dumped rubbish by the property owners/occupiers – totalling an estimated 1046 cubic metres of waste that Council did not have to remove. In addition to this, 396 fines were issued over this period. At the same time, dumped rubbish and litter requests to Council have continued to decline as can be seen in the graph below.
Council received funding from the Metropolitan Waste Management Group as part of the Cleaner Yarra and Port Phillip Bay Litter Hotspots Program to address long term litter prevention within the Preston Central area. The project focused on identifying key actions to educate traders to reduce litter and improve waste management practices in this area. Reducing litter and pollution from this catchment will improve water quality in the Merri Creek, the Yarra River and Port Phillip Bay.

Two litter audits were conducted to assess the litter at Preston Market, intensive trader education was undertaken and engagement and education materials were provided in Vietnamese and Chinese, with a translator present at many face to face meetings with traders. Four community education days were held at the market with traders and shoppers in liaison with Preston Market management. A very popular output from the project was that four stormwater drains were painted with street art murals to educate site users on stormwater and litter pollution and links to the bay.

Challenges
During 2013/14, waste to landfill and recycling continued to decline. Overall waste generated by Darebin residents decreased and 48% of kerbside waste was recovered through commingled recycling and green waste recycling. Per capita 1.8% less waste was sent to landfill and a marginal 0.5% increase in green waste recycling occurred.
While 8.3% less recycling was presented at the kerbside for collection, this is trending in the same direction as the overall reduction in waste generation in Darebin this year. Reduced recycling rates are being seen across all metropolitan Melbourne councils. The reduction in recycling is considered to be more likely to be influenced by external factors such as less newspapers read and recycled (due to increased take up of e-communications) and lighter and lesser packaging introduced over recent years.

To meet the current target of 65% diversion of waste from landfill, viable food waste recycling facilities are required on a regional level. Darebin's long term regional organics contract includes provision for facilities to recycle food waste. It is expected that facilities to recycle food waste will not be available for at least two years due to permit development and processing.

The current 65% waste to landfill diversion target was introduced in line with the State Government targets - which have since been abandoned by the current State Government. Current decreasing trends in recycling and waste going to landfill combined with fluctuations in green waste recycling (dependent on rainfall impacts on plant growth) are impacting on the validity of this measure as an indicator of progress. It is proposed that the idea of a waste diversion target will be reassessed as part of the Waste Strategy and Litter Plan Review.

POLICY IMPLICATIONS

Environmental Sustainability
Council, through the Waste Management Strategy, is committed to sustainable waste management. The primary drivers behind the actions of the Waste Management Strategy are waste avoidance and reduction, improved recycling and reuse and decreasing the amount of waste going to landfill.

Human Rights, Equity and Inclusion
Waste management, resource recovery and recycling are significant issues across the community. Engaging CALD communities is recognised as and included as a key consideration in waste management.

Consideration of people with a disability and elderly people is also important and has been embedded into our external Recycling Collection contract.

Council delivered 138 special needs collections this year as part of the hard waste collection. Actions such as these help to remove barriers to participation in kerbside collections.

Discounts are offered for pensioners, carers and those with health care cards for green waste recycling collection (the only residential fee-based kerbside collection). Not-for-profit organisations that support people who experience disadvantage are also given specific consideration in our waste management programs.

The DRRC contract is undertaken by Outlook Environmental, a social enterprise who employs local disadvantaged people to provide the service.

Economic Development
Waste management is a significant and competitive industry. Council retains an in-house service for landfill and green waste collections. External contractors are used for the recycling collection service, the Darebin Resource Recovery Centre, regional landfill (Hansen Wollert) and recycling processing contracts.
FINANCIAL AND RESOURCE IMPLICATIONS

Over the last year the landfill levy increased to $53.20 for each tonne of waste disposed to landfill.

The repeal of the carbon price will not be effective until the 2014/15 year. Due to the effective gas recovery of Council’s contracted landfill, the imposition and reduction in costs from the removal of the carbon price will be minimal compared to the overall costs of the landfill levy.

The provision of the additional booked hard waste service, introduced by Council in September 2013, is estimated to cost $91,000 annually.

CONCLUSION


48% of kerbside waste was diverted from landfill to through commingled and green recycling during 2013/14. Per capita generation of waste and commingled recycling has decreased significantly, while green waste recycling remained fairly static (rising by just over 0.5%). Together this shows a decrease in overall waste and recycling generation of 11.34kgs per person.

Dumped rubbish and litter requests are showing decreasing trends. This may be influenced by additional education and enforcement work and increased hard waste collections. Expanded public place recycling and litter bins and targeted awareness programs are also expected to be contributing to this decrease.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

Future actions will include:

• Continued implementation of the Waste Management Strategy and Litter Plan
• Review of the Waste Management Strategy and Litter Plan in 2015

RELATED DOCUMENTS

• City of Darebin Waste Management Strategy
COUNCIL MEETING

- Darebin City Council Litter Plan
1. WOMEN’S EQUITY STRATEGY 2012-2015

AUTHORS: Diversity Policy Officer and Prevention of Violence Against Women officer– Cécile Taché and Teneille Summers

REVIEWED BY: Katrina Knox – Director Community Development

STRATEGY SUMMARY:

The Women’s Equity Strategy 2012-2015 (WES) builds on Council's extensive work and leadership in advancing women's full and equal participation in community life, including through preventing violence against women. Cascading from the Equity and Inclusion Policy 2012-2015, it is the first formal strategy that Council has adopted on this topic. The Strategy provides a framework for Council's policies, projects and actions aimed at improving gender equity and reducing violence against women within Council as an organisation, within Council's services and programs and within the Darebin community. The Strategy is operationalised through two separate but interconnected action plans: the Gender Equity Action Plan (GEAP) and the Preventing Violence against Women Action Plan (PVAWAP).

Strategy started on:

The Women's Equity Strategy 2012-2015 and Gender Equity and the Preventing Violence against Women Action Plans were adopted in 2012 (Council resolution 18 June 2012).

Strategy ends on:

2015

Strategy to be reviewed by:

December 2015

PROGRESS REPORT

Introduction and Background

Building on Council’s extensive work on, and sustained commitment to, gender equity, women’s full and equal participation in community life and prevention of violence against women, renewed in the Council Plan 2013-17 (strategy 2.16), the Women’s Equity Strategy 2012-2015 (WES) and Action Plans strengthen Council's approach to these issues. Within the overarching structure of the Equity and Inclusion Policy (E&IP), the WES provides a framework to deliver Council’s policies and actions aimed at improving gender equity and reducing violence against women.

In its second year of implementation (effectively taking place through the implementation of the two inter-related GE-AP and PVAW-AP), the WES has progressed steadily and fruitfully. This report provides an update on activities and projects that took place between July 2013 and June 2014.

Key Outcomes for 2013/2014
The WES and GE-AP and PVAW-AP follow the structure set out in the Equity and Inclusion Policy (E&IP) and aim to effect change in the three areas of:

- Council as an organisation
- Council’s services and programs
- the Darebin community

Key achievements from July 2013 to June 2014 include:

**Gender Equity Action Plan**

**Objective 1**: To achieve an organisational culture that is welcoming, inclusive and respectful of women, that strives for equal opportunity and builds the skill and confidence of Darebin women to advance women’s leadership opportunities at all levels across the organisation

- Council’s new Enterprise Agreement ratified in January 2014 renews the strong commitment to gender equity and maintains and builds on existing good practice. Aims include to “create a working environment which promotes gender equity and models nonviolent and respectful relationships” and “the achievement of equal pay for work of equal value and equality in conditions for women [...]”
- Gender equity flagged as an ongoing conversation amongst the Consultative Committee (management and union representatives) to ensure that Council policies, practices and opportunities are reflective of this commitment.
- Equal Employment Opportunity policy reviewed and purchased leave policy updated to allow all employees up to 10 weeks purchased leave.
- International Women’s Day event for staff celebrated for the 8th year and well-attended (70 employees from across Council).

**Objective 2**: To ensure Darebin Council services, programs and policies are gender equitable, inclusive of strategies around prevention of violence against women and actively encourage women’s full and equal participation

- Gender equity commitment in Council Plan 2013-2017 is known across the organisation and referenced in programs, speeches, etc.
- Internal capacity-building: Gender Equity and Analysis training included in Diversity Professional Development Program (DPDP, developed from Diversity Capabilities Framework). One in-house training session delivered by Women Health in the North (WHIN), with positive evaluation.
- Leisure: Darebin Women’s Participation in Sport Network consolidated and meets quarterly. Women’s participation considered as key element to encourage in draft Sporting fees, charges and occupancy agreements policy. Draft Women’s Sport and Physical Activity Participation Plan progressed. Leisure-organised IWD event (see below).
- Youth: programs aimed at girls and young women (e.g. girls drop-in…) supported. Young women’s leadership camp organised with healthy relationships theme (see PVAW-AP below). DWAC and Council invited to launch of I AM A GIRL Education Package.
- Women in Business Network activities: two Darebin Women in Business lunch events organised, one minor (informative workshop with mini-expo and opportunity for local women to showcase their business) and one major (inspirational and motivational networking event - includes well known guest speakers of high calibre). 180 attendees in total. Attendance at events organised for the Darebin business community (33 events and 1,600 attendees) is gender-balanced.
Objective 3: To actively support sector and community partnerships and projects that foster a Darebin community culture that is inclusive, promotes women’s leadership and respects women’s full and equal participation in community life.

- Darebin women’s advisory committee (DWAC) supported throughout the year.
- CALD women: 7th Let the Cultures Unite event (Spectrum-MRC led in November 2013) supported and successful (300 newly-arrived and established migrant and refugee women from many backgrounds attended). Opening Doors forum on experiences of refugee and asylum seeking women organised June 2014 (see PVAW-AP below).
- International Women’s Day 2014 widely promoted (joint cross-Council promotion) and celebrated successfully over two weeks, with multiple events across the municipality. Included inaugural Molly Hadfield Social Justice Oration with Mary Crooks AO, Women’s Intercultural Night, Tea Cosies at Bundoora Homestead, Women of Story at Preston Library, free access to all fitness classes at Reservoir Leisure Centre and Northcote Aquatic & Recreation Centre, support to community-led events (WHIN, Darebin Women’s Sports Club) and Recognising Women in Sport night with Olympian Lauren Burns. Over 350 attendees in total.

Preventing Violence Against Women Action Plan

Objective 1: To reduce and prevent violence against women in Council as a workplace

- Family Violence Policy video developed to be used as part of orientation and induction, to be completed in June 2014 and delivered as part of workplace prevention program.
- Family Violence Policy and resources shared with Council’s Employee Assistance Program (EAP) to ensure consistency with responding to staff experiencing family violence.
- Family Violence related leave incorporated into staff induction process – through Employee Handbook
- ‘Identifying and Responding to Family Violence’ training delivered to 14 staff as part of the continued implementation of Council’s Family Violence Policy and Diversity Capabilities Framework.
- 2 staff have completed the VicHealth Preventing Violence Against Women Short Course.
- Launch of ‘Darebin Says No to Family Violence – a Whole of Organisation Approach’ – a pilot workplace family violence prevention program – partnership with No To Violence to delivery training to staff
- Development of an ‘Identifying and Responding to Family Violence’ training package, delivered to 18 local laws, traffic enforcement and animal management staff in May 2014.

Objective 2: To ensure Darebin Council services, programs and policies are gender equitable, actively encourage women’s full and equal participation and are inclusive of strategies preventing violence against women and children
• In-development with Women’s Health in the North: Promoting Positive Gender Norms training for Family & Children staff – to be delivered November 2014.

• Gender equity and preventing violence against women books and resources highlighted in October Library newsletter as part of Week Without Violence activities in October 2013. Audit of library books that provide positive messages of women and family violence issues as part of a purchasing quota to be completed annually.

• Identifying Family Violence sessions built into Customer Service induction program

• Development of a school-based Respectful Relationships Education (RRE) pilot project – partnership with Thornbury High School. First RRE program delivered to 22 Year 9 students in Term 2 2014.

• A Healthy Relationships session held at the Northland Youth Centre Drop-in program with 15 young people. Session promoted non-violence and respect in relationships

• Identifying family violence session for Council’s School Crossing Staff – 65 attended

• ‘Darebin Says No to Family Violence’ banner erected on Preston City Hall

• Gender Equity Score (GES) included in 2014 1st quarter in Community Survey to assess attitudes towards violence against women and gender equity.

• Secured $30K funding for a family violence prevention playgroup at the Reservoir Neighbourhood House for 2013/14. Delivered by Community Wellbeing and Family Services from February 2014, including a family violence outreach worker presence at the House 1 day p/week.


• Partnership with Berry Street Family & Domestic Violence Service to support Pet removal and accommodation for women experiencing/escaping family violence.

• Prevention of violence against women themed traffic signal box painted in Reservoir as part Council’s graffiti management street art project.

• Healthy relationships sessions with 41 young women at a leadership camp in January 2014 as part of the Council’s community development action plan in partnership with the Preston Mosque.

Objective 3: To work with partners and community in developing and implementing prevention of violence against women initiatives

• Facilitated the Darebin Domestic Violence Network to meet monthly to discuss service system and coordination issues.

• Self Care Day event on 17 October 2013 organised by the Darebin Domestic Violence Network in partnership with Council to celebrate the Week Without Violence and provide a safe and fun event for women experiencing violence.

• Opening Doors forum on experiences of refuges and asylum seeking women – as part of Refugee week. Council facilitated a discussion across settlement/migrant family violence sectors to address violence in CALD communities and to enhance the service system responses.

• Council celebrated the International day of Elimination of Violence Against Women on 25 November, with a march to the oval and celebration of the White Ribbon campaign.

• Continued support for local women’s refuges, including staff working bees.

• Participation in the Building a Respectful Community Advisory Committee to implement the Northern Region Preventing Violence Against Women Action Plan.

• Preventing Violence Against Women Officer presented at the Municipal Association of Victoria’s annual Preventing Violence Against Women forum in December 2013 on
the progress and primary prevention approach of Darebin and neighbouring Northern Councils.

- Supported and funded the redevelopment of Northern Regional Family Violence Help Cards

**Challenges**

Although work in the gender equity/PVAW space is long standing in Council and has in part become embedded, there is still a need for further mainstreaming of the gender agenda to ensure ownership of and support to the WES and GE/PVAW plans across the organisation. Engaging with and securing buy-in across Council for gender equity and prevention of violence against women remains to some degree a challenge, although this has progressed and improved in this second year of implementation of the WES, notably in the PVAW realm.

The integration of a gender lens in the online Equity and Inclusion Planning and Audit Tool should assist with systematic consideration of gender; however, this still requires ongoing and sustained work, both from the perspective of a better articulation of gender within the EIPAT and of take-up of the EIPAT from the early stages of planning across the whole organisation.

Another challenge for the year has been the focus placed on events (notably IWD), which, while valuable as awareness-raising and celebratory tools, distract and take away precious time and resources from longer-term projects.

**POLICY IMPLICATIONS**

**Environmental Sustainability Implications**

Nil.

**Equity and Inclusion Implications**

The Equity and Inclusion Planning and Audit Tool (EIPAT) was applied in the development of the WES and related plans. The WES specifically addresses the needs of Darebin’s women at risk of family violence, gender stereotypes or pay inequity, some of the priority groups identified in the Equity and Inclusion Policy (E&IP). The WES also applies a gender lens to the groups at-risk-of-exclusion mentioned in the E&IP and considers the intersection of gender with other grounds for vulnerability, notably Aboriginality, cultural and linguistic diversity, disability, social isolation…

The WES and GE-AP and PVAW-AP are aligned with the broadened understanding of diversity expressed in the Darebin City Council Plan 2013-2017 Diversity Statement, support the achievement of Strategy 2.16 Gender Equity and contribute to the Council goal of a healthy and connected community.

**Economic Development**

The support offered to women in business in particular and to women’s leadership and full and equal participation in all aspects of community life in general offers opportunities for economic development and potential job creation in the municipality.

**Other**
The Women’s Equity Strategy and Gender equity / Preventing Violence against women Action Plans align with the Equity and Inclusion Policy 2012-15 and contribute to Council’s commitment to gender equity and prevention of violence against women expressed in the Council Plan 2013-17 (strategy 2.16).

FINANCIAL AND RESOURCE IMPLICATIONS

In 2013-2014, Council allocated a budget of $10,000 for the implementation of the GE-AP and an additional $5,000 for International Women’s Day 2014. Actions, events and projects were progressed within this budget, as well as through Diversity Policy Officer’s time and temporary project support for events management. Additional resources (funds and officers’ time) contributing to the aims of the plan were provided through other Council departments responsible for progressing aspects of gender equity as part of their core work (e.g. Leisure Services, People and Development, Business Development…) and through the Darebin Intercultural Centre for events.

For 2014-15, Council has allocated a budget of $10,240 to the implementation of the GE-AP, a one-year funding of $10,000 for the organisation of a Sisters Day Out event (Aboriginal women) and $5,125 for International Women’s Day.

Actions, events and projects in the Preventing Violence against Women Action Plan were progressed through the Preventing Violence against Women Officer position (1EFT) and through a budget of $8,500. Additional resources (funds and officers’ time) contributing to the aims of the plan were provided through other Council departments responsible for progressing aspects of gender equity as part of their core work (e.g. Leisure Services, People and Development, Youth Services…).

Council has created an ongoing 1EFT PVAW officer position and allocated $10,000 for the implementation of the PVAW-AP in 2014-2015.

CONCLUSION

The continued implementation of the Women’s Equity Strategy (WES) and related action plans helps ensure the significant momentum across Council and in the Northern region to support gender equity and prevention of violence against women and children is integrated and supported over the long term. It enables Council to sustain its leadership and commitment in this area.

The Gender Equity and Preventing Violence against Women Action Plans, which operationalise the WES, have progressed fruitfully over 2013-2014.

DISCLOSURE OF INTERESTS

The Local Government Act 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.

FUTURE ACTIONS

RELATED DOCUMENTS

• Women’s Equity Strategy 2012-2015
• Gender Equity Action Plan 2013-2014
• Preventing Violence against Women Action Plan 2013-2015
• Equity and Inclusion Policy 2012-2015
• Darebin Leisure Strategy 2010-2020 and related action plan
• Darebin Youth engagement Strategy 2012-2017

Cécile Taché and Teneille Summers
Diversity Policy officer and Preventing Violence against Women officer
12 September 2014
1. YOUTH ENGAGEMENT STRATEGY 2012 - 2017

AUTHOR: Coordinator Youth – Clinton Fullgrabe

REVIEWED BY: Director Community Development – Katrina Knox

STRATEGY SUMMARY:

The Darebin Youth Strategy 2012 - 2017 was developed to provide direction in planning the services that support all young people across the municipality. This strategy provides strategic directions for Council over a five year period that supports the development and delivery of activities through youth services. For the purpose of this strategy young people are defined as aged 12-25 and live, work or play within a variety of settings across community.

Strategy started on:

The Youth Engagement Strategy was endorsed by council in August 2012.

Strategy ends on:

The Youth Engagement Strategy is a five year document and will conclude in 2017.

Strategy to be reviewed by:

A mid strategy summary review of the Youth Engagement Strategy will be undertaken in 2015 with a detailed post review to be undertaken in 2017.

PROGRESS REPORT

Introduction and Background

Since the Youth Engagement Strategy 2012 – 2017 was endorsed by council in August 2013 a number of outcomes have been achieved through the strategy. The strategy has provided greater direction and strategic alignment for work that the youth service unit has and is currently undertaking. To support the implementation of key strategies detailed in the strategy an annual business plan has been created to support the implementation.

Key Outcomes for 2013/2014

<table>
<thead>
<tr>
<th>Strategy objective</th>
<th>Action</th>
<th>Outcomes</th>
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<tbody>
<tr>
<td><strong>Strategic Action 1:</strong> Council will deliver services to meet the needs of young people in Darebin.</td>
<td>Develop Darebin Statement of Youth principles</td>
<td>Reviewed Darebin youth services mission and vision</td>
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<tr>
<td>Use participant data reports to inform service planning</td>
<td>Monthly statistical data collected on program and activities participation</td>
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| Strategic Action 2: Council will dedicate and attract resources to meet the needs of young people. | Maintain Council’s commitment to delivering youth services  
Apply for external funding to provide additional services and programs  
Maintain recurrent capital contributions to youth services facilities.  
Develop programs and services at safe and sustainable staffing levels | 2 external funding applications submitted  
Planning commenced to determine future capital equipment requirement  
Program reviews commenced to determine staffing requirements |
|---|---|---|
| Strategic Action 3: Council will increase our responses to young people through collaboration across Council departments and with our partner agencies. | Ensure young people are a key consideration within Council policies  
Foster collaboration across Council on youth issues  
Increase gender and cultural specific opportunities for young people  
Engage civic leaders in understanding and responding to youth issues  
Facilitate interagency collaborations | Young people consulted and provided feedback on 3 council strategies or policies  
Gender and cultural lenses placed over current services and programs.  
Partnership matrix developed that illustrates existing relationships and identifies service gaps |
| Strategic Action 4: Council will give young people a greater voice and will advocate with strength. | Develop a range of communication mediums to increase the participation and engagement of young people in Council business  
Extend the Youth Summit to inform local and regional youth sector planning | Reviewed existing communication mediums and platforms to communication with young people  
Delivered annual youth summit with 6 local secondary schools participating  
Established the Darebin Youth Advisory Group and |
Establish the Darebin Youth Advisory Group
Advocate for young people to participate in Council’s advisory structures
meet 4 times. Membership included 14 young people from the community.

| Strategic Action 5: Council will lead planning for young people. | Facilitate networking of youth services across Darebin and regionally
| | Improve local planning for youth services
| | Undertake local service mapping
| | Identify issues for young people and coordinate advocacy and service responses
| | Delivered 4 Darebin youth Network meeting
| | Participated in 19 different industry networks
| | Performed program evaluations to gather experiences of young people in programs and services
| | Undertook benchmarking project against all metropolitan based local government youth services

Challenges

Following the relocation of youth services from the Reservoir civic Centre a number of services and programs were displaced which resulted in some challenges associated with the implementation of the strategy. The location took some time and resulted in some programs and services being placed on hold or their nature of them changing to meeting varying needs.

Previously no implementation plan had been developed to support the coordination of key actions detailed in the Youth Engagement Strategy. This did impact on the implementation has some confusions existed who was responsible for acting specific strategies. The unit has developed a annual business plan in which key youth strategy actions are reflected at a operational level and drives the implementation. Furthermore key tasks and strategies have been details in staff member’s annual performance plan to maintain a level of accountability.

POLICY IMPLICATIONS

Environmental Sustainability
Nil

Human Rights, Equity and Inclusion
The Youth Engagement Strategy includes a number of actions that are designed to address social inclusion and diversity for young people within Darebin community. As a number of the actions included the strategy focus on the unit service model, consultation process and needs assessment.

The EIPAT Tool will be used to ensure all subgroups of young people are engaged. Work commenced in 2013/2014 to review programs and services ensuring a diversity lenses is provided used to consider all cohort of young people.

The vision of the strategy reinforces the commitment as young people are valued citizens who all have opportunities to develop to reach their full potential. Ongoing consideration is given to groups of young people who are at risk of exclusion as detailed within the Youth Engagement Strategy.

**Economic Development**

**Nil**

**FINANCIAL AND RESOURCE IMPLICATIONS**

The implementation of the Youth Strategy currently does not has any financial resources allocated. Through 2013/2014 a detailed financial analysis of the program costing and budget was undertaken to better understand the financial requirement of the unit. As a result further work is planned for 2014/2015 for cost out key actions detailed in the Youth engagement Strategy.

**CONCLUSION**

Youth services will continue to review and reflect upon the implementation of the Youth Engagement Strategy. Throughout 2013/2014 significant reflection on the strategy and the future actions associated has been undertaken. There are a number of key pieces of work scheduled in the upcoming years which will require further planning and partnership development with key stakeholders.

Throughout 2013/2014 a significant volume of programs and services directly supporting the needs of young people were delivered. These programs and services focused on a variety of outcomes all which supported the development of young people across the municipality.

**DISCLOSURE OF INTERESTS**

The *Local Government Act* 1989 requires members of Council staff and persons engaged under contract to provide advice to Council to disclose any direct or indirect interest in a matter to which the advice relates.

The Author of the Briefing Paper, having made enquiries with relevant members of staff, reports that no disclosable interests have been raised in relation to this briefing paper.
FUTURE ACTIONS

- Implementation of annual business plan
- Complete service model and Program review
- Undertake community consultation to identify needs and issues affecting young people

RELATED DOCUMENTS

- Youth Engagement Strategy 2012 – 2017

CLINTON FULLGRABE
Coordinator Youth Services
20 October 2014