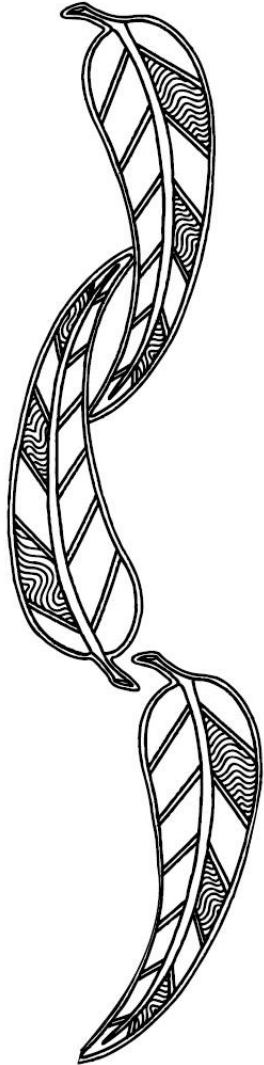
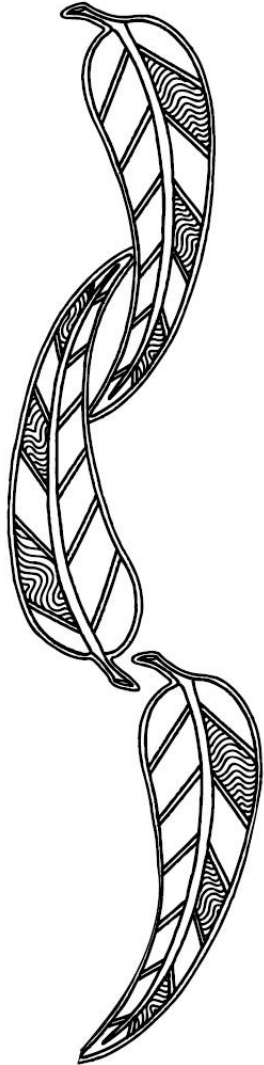


Intersectionality in Practice: Moreland Human Rights Policy



Why we could do it?

- First council to raise Aboriginal flag in 1991 at Brunswick Town Hall
- Moreland Multicultural Policy and Action Plan was introduced in 2001
- 39% of people spoke a language other than English at home in 2011
- 6.2% people reported needing help in their day-to-day lives due to disability in 2011
- Progressive council and supportive senior management prepared to act.... **E.g. Moreland Says No Racism**



Why we needed a change?

Many policies vs simple policy position

Multiple action plans vs shared planning

Competing priorities vs shared outcomes

Multiple events vs shared celebrations



Why is it urgent now?

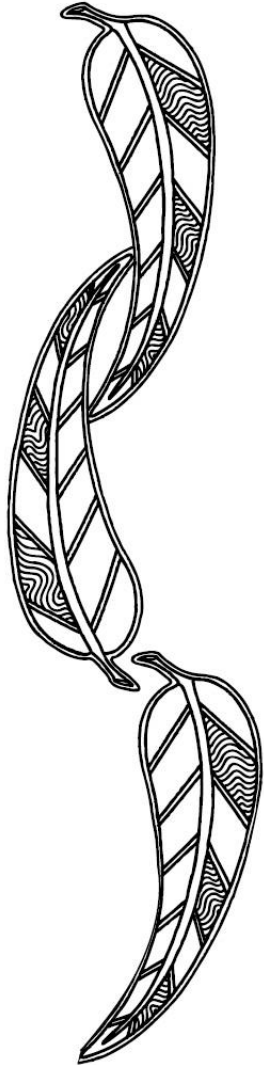
In superdiverse cities we need to take intersectional approach!

Superdiverse cities - increasingly complex social formations interplays of variables, including: *country of origin, migration channel and legal status ...*

Intersectional approach - enables us to understand the connections between structures that shape diverse populations.



**What we
want:**



What we did?

- Combine Moreland Reconciliation Policy, Multicultural Policy and Access and Inclusion (Disability) Policy
- Include commitment to Women and GLBTIQ communities
- Bi-annual shared action plan driven by internal steering group
- Community feedback provided by Human Rights Advisory Committee
- Driven by shared measurable outcomes and principles:



What we want to achieve?

1. Advisory committees, suppliers, and community groups are inclusive
2. Services and events are inclusive and people understand what we communicate
3. Parks and community centres are inclusive and accessible
4. Council workforce reflects the community and is capable to implement the policy



Why it might work?

- Welcoming community
- Progressive and diverse Council
- Supportive senior management
- Passionate staff that can work together



Contact

Petr Svoboda

psvoboda@moreland.vic.gov.au

9240 2467

0422102053

