Exploring Policy Approaches: Specific, universal and mixed approaches to supporting multicultural communities

Elissa McMillan
Diversity, Access and Equity Policy

Supporting a vibrant and inclusive community


The Diversity, Access and Social Inclusion Strategy (2009-13) sought to promote accessible and inclusive activities and programs across Council. The strategy brought together the Disability Action Plan, the Multicultural Plan and further strategies to promote access and equity for diverse communities in Moonee Valley.

A review of the strategy identified particular successes in relation to embedding human rights and inclusive communications across the organization as well as in the delivery of projects to support our diverse community.

The review considered the strengths and limitations of the existing structure and found that while there was benefit in an overarching approach to diversity planning, literature suggests that key diversity, access and social inclusion priorities are better addressed through targeted action plans that sit under an overarching policy.
Diversity, Access and Social Inclusion Strategy

MOONEE VALLEY CITY COUNCIL
Draft Diversity Access and Social Inclusion Strategy
2008 - 2012

A strategy for enhancing the access and social inclusion of communities across Moonee Valley.

Integrating Multicultural, Disability and Indigenous Planning


This broader approach provides Council with future opportunities to integrate and lead on key issues affecting the lives of our local Indigenous communities and women.

The integration of the two plans into the DASIS will further strengthen Council's work by consolidating resources and coordinating service provision.

The DADIS will provide the necessary commitment and foundations for Council's Indigenous policy development via the Reconciliation Action Plan. This broader approach also provides opportunities for Council to integrate and lead on key issues affecting the lives of women in our local community.

Additionally, the MetroAccess and the AAA programs are critical components of the new Disability Access Planning Framework within the broader Diversity Access and Social Inclusion Strategy. These programs are integral to the implementation of a coordinated whole of Council approach to service provision for people with a disability in Moonee Valley.
## Diversity, Access and Equity Policy

### Diversity, Access and Equity Policy summary

**GOAL:** support an inclusive city that respects the human rights of all its citizens, celebrates their diversity and promotes their participation in all aspects of community life.

<table>
<thead>
<tr>
<th>Policy themes</th>
<th>Key concepts</th>
</tr>
</thead>
</table>
| **THEME 1** Fostering respect and celebrating diversity | • Respecting the human rights of all citizens  
• Acknowledging and celebrating diversity  
• Imagery in communication that reflects diversity |
| **THEME 2** Promoting participation     | • Social inclusion  
• Creating opportunities and connections  
• Accessible and inclusive services and information  
• Recreation, leisure and community life  
• Economic participation and lifelong learning |
| **THEME 3** Creating accessible places and spaces | • Safe and welcoming environments  
• Active planning and design  
• Accessible infrastructure  
• Shared use of facilities |
| **THEME 4** Leadership and representation | • Employment strategies  
• Organisational awareness  
• Partnerships and advocacy  
• Civic participation, representation and informed decision-making |

### Consultation activities and key findings

Interviews were conducted with a range of external agencies, individuals and internal staff. Participants in the consultation were asked about the values or principles that most resonated with them when thinking about diversity, access and equity. These are reflected in the word cloud below. The words that stand out the most are the ones that most resonated.

**Values and principles**
Associated Action Plans

LGBTIQ Action Plan 2015–17
Lesbian, Gay, Bisexual, Transgender, Intersex and Queer

Disability Action Plan 2014–23
LGBTIQ Action Plan

Part A: Action Plan

The following table details the actions, target audience, timing of implementation and responsibility only.

- Indicates that the actions will continue beyond Year 1.

### THEME 1: Featuring respect and celebrating diversity
- Public art displays: Increased visibility of LGBTIQ people in public places and culture celebrated
- Identity opportunities for public nature art displays to recognize and contribute LGBTIQ identity in Moonee Valley
- General community: Artists, LGBTIQ people, families and allies
- Year 1
  - Arts and Culture, Leisure and Open Spaces, Community Planning and Development

### THEME 2: Promoting participation
- Accessible Libraries: Ubiquitous accessibility to all community members
- Continue to ensure Moonee Valley Libraries are accessible to all community members and that this accessibility reflects the diversity of our LGBTIQ community
- General community, LGBTIQ people, families and allies
- Year 1
  - Library and Learning

### THEME 3: Creating accessible places and spaces
- Community Infrastructure: Accessible and inclusive facilities envisioned in new or upgraded facilities
- Explore feasibility of project briefs and facilities to consider design approaches and provision of gender neutral spaces and facilities
- General community
- Year 2
  - Community Planning and Development
Disability Action Plan

Introduction

This plan is the product of extensive consultation, research analysis and policy review. Council listened to people with a disability on their experiences while living, working or participating in recreation in Moonee Valley. We talked to councillors, Disability Reference Group members and managers. 27 different local and state-wide organisations attended workshops on issues for people with a disability.

We heard about the experience of persons with a disability in our community and their experience of our services. More than 100 residents completed surveys.

Residents also gave their time in workshops, one-on-one interviews and group meetings.

This Disability Action Plan (the plan) responds to these views and emphasises themes of most importance to people with a disability living and working in the City of Moonee Valley.

This plan builds on Council’s previous work and provides a whole of Council vehicle to continue to achieve an inclusive community within the City of Moonee Valley. It will add to the achievements of the Diversity, Access and Social Inclusion Strategy 2008 which include:

- the delivery of high-quality social and direct support to many residents
- the introduction of hearing loops to assist in making meetings at the Moonee Valley Civic Centre more accessible
- the introduction of the companion card into Clackline Centre programs
- the installation of electric scooter recharge points across the city
- building partnerships with key providers within and outside the organisation
- the development of International Day of People with Disability as a major focus for awareness raising and celebration.

The plan has been organised into the four themes highlighted in Moonee Valley’s Diversity, Access and Equity Policy:

1. Fostering respect and celebrating diversity
   1.1 Attitudes towards disability
   1.2 Information and communication

2. Promoting participation
   2.1 Financial barriers
   2.2 Inclusive activities and events

3. Creating accessible places and spaces
   3.1 Housing
   3.2 Transport
   3.3 Physical access
   3.4 Services

4. Leadership and representation
   4.1 Employment
   4.2 Volunteering

1.1 Attitudes towards disability

Having an impairment often makes life more complicated and sometimes difficult. Having a disability is different. Disability occurs when others judge capacity before they know what is possible; turn away, do not think to include, or do not employ on the basis of physical, intellectual or psychological attributes and perceived skills.

Many people make assumptions based on what they think people with a disability can and cannot do, should or should not do, often based on how comfortable they feel.

The assumptions we make about the right to participate fully in community life can be read in our laws, in the built environment, in our attitudes, and in the services offered and the way we offer them. It is easy for people with impairments and their carers to internalise our attitudes, to feel hurt, unwanted or excluded. This plan is about changing the balance.

Decisions we make everyday can have a significant impact on peoples’ capacity to join in, participate and be included. Our thoughtfulness in decision-making can make a great difference.

Council will:

1.3.1 Advocate for a more inclusive community
1.3.2 Take a leadership role in demonstrating inclusion in its festivals, events, activities, services and workforce
1.3.3 Provide practical training for staff on their obligations embedded in everyday decision making
1.3.4 Take a leadership role in promoting practical training for clubs, groups and traders about inclusion
1.3.5 Take a leadership role in the promotion of inclusion with the community
Statement of Commitment to Wurundjeri people and to all Aboriginal and Torres Strait Islander people

In 2010, a Statement of Commitment was signed by Council and Wurundjeri Elders, Auntie Doreen Garay Wandin during NAIDOC Week. The signed statement is displayed in the foyer of Council’s Civic Centre.

The Reconciliation Policy reaffirms Council’s commitment to Wurundjeri people and to all Aboriginal and Torres Strait Islander people.

Respect
Council respects:

- The Wurundjeri people of the Kulin Nation as the First Australians on this land.
- The unique status of Aboriginal peoples as the original custodians of traditional lands and waters.
- The special and distinctive spiritual and material relationship that Aboriginal peoples have with the land, water, trees, rocks, hills and valley creeks, rivers and flood plains of the Moonee Valley area.
- The value of the diversity and strength of Aboriginal and Torres Islander people and cultures to the heritage of all Australians.

Recognition
Council recognises:

- Aboriginal and Torres Strait Islander people as having a distinct culture, history and legacy that all Australians can share in with vibrancy, diversity and richness.
- The unique spirit and contribution of Aboriginal and Torres Strait Islander people and the richness of traditional languages.
- The historical and environmental significance of the significant and sacred sites, and special places within the city.
- The past injustices inflicted on Australia’s Aboriginal and Torres Strait Islander communities by this and previous generations of non-Aboriginal Australians, and expresses its profound regret that these injustices occurred. In particular, Council’s sorry for the forced removal of Aboriginal children from their families, confiscation of their traditional lands, the implementation of policies designed to extinguish Aboriginal practices, language and culture and for the pain these actions have caused and continue to cause to the Aboriginal and Torres Strait Islander community.

Relationships
Council will advocate for:

- Respect towards and recognition of the contribution of Aboriginal and Torres Strait Islander peoples to Australian society past and present.
- The rights of Aboriginal and Torres Strait Islander people.
- Increased opportunities and self-determination for Aboriginal and Torres Strait Islander people.
- The sustainability of Aboriginal organisations and programs.
Multicultural Action Plan

Moonee Valley Multicultural Action Plan

Phase One Engagement Report
Prepared for Moonee Valley City Council, April 2016

capire
Mediterranean Fiesta

Share your multicultural Moonee Valley story...

We are 1st Gen Aussie families have changed since growing up in the 60s, 70s from another cultural background. Community, we can share our culture & passion for life together in a community that embraces our Indigenous, brothers, sisters and the next generation of migrants to our city.
Harmony Day
A Taste of Moonee Valley

“This is a traditional dish in Eritrea and usually eaten at morning tea with either tea or coffee.”

Recipes and stories that celebrate our diversity!
Challenges

- Delays in MAP development
- Intersectionality
- Increased coordination and reporting
- Different timeframes for policy, action plans and review
Successes

- Targeted and specific approaches to diversity
- Commitment across Council
- Community ownership
- Responsive to emerging needs
LGBTIQ Action Plan Highlights

01 Rainbow Stories in the Valley - MAY 2015
The Rainbow Stories in the Valley project was launched, sharing the stories of people in our community who identify as Lesbian, Gay, Bisexual, Transgender, Intersex and Queer [LGBTIQ].

02 Midsumma - JANUARY 2016
1. Premier Event: All you need is love, a photographic exhibition celebrating diverse families by Lisa White, was held at the Incinerator Gallery.
2. Cabaret events were held at the Clocktower Centre, Dolly Diamond and Moni Jonas: Alive and Intimate and Melissa Longton and Moni Jonas: Me and Mr Jones - The Midsumma Remix.
3. GOWEST Midsumma Program Launch and attendance by the Mayor as a judge for Ms Gay & Ms Transsexual Australia.
4. Pride March, in collaboration with western region councils.

03 Moonee Valley Festival - FEBRUARY 2016
The Rainbow Tent at Moonee Valley Festival, with community members contributing over 200 signatures and comments to our custom Rainbow Flag.

04 Queer Youth Group - FEBRUARY 2016
Establishment of the Queer Youth Group, providing social support for young people.

05 Safe Schools Coalition - APRIL 2016
Letters of support were sent to the Prime Minister, the Minister for Education & Training, The Premier of Victoria, Safe Schools Coalition Australia, and seven member schools within Moonee Valley, in support of the Safe Schools Program.

06 IDAHOBIT - MAY 2016
1. A film screening of the critically acclaimed Australian documentary 'Gayby Baby' was held at the Clocktower Centre in recognition of International Day Against Homophobia, Biphobia, Transphobia.
2. Display of Aisle嗨s at eight bus stop locations across Moonee Valley, stating Council's position to address discrimination based on gender or sexual identity.
3. Rainbow flags were flown at the Civic Centre, the Depot and Moonee Valley Junction.