



CITY OF  
MONASH



# MONASH HEALTH AND WELLBEING PLAN 2021-2025



# PLAN CONTENTS

Mayor's Message .....	4
Acknowledgement of Country .....	5
Legislative Context .....	6
Consultation Process .....	7
Principles guiding the development of the Monash Health and Wellbeing Plan 2021-2025 .....	8
Staying on Track .....	11
Framework Monash Health and Wellbeing Plan 2021-2025 .....	12
Our everyday business that Contributes to Health and Wellbeing .....	13
PILLAR ONE: Active and Healthy .....	15
PILLAR TWO: Engaged, Confident and Connected .....	29
PILLAR THREE: Safe and Respectful .....	39

# MAYOR'S MESSAGE

**It is with great pleasure that I introduce the Monash Health and Wellbeing Plan 2021-2025. This plan represents our combined efforts to support the Monash community to lead healthy, happy and fulfilled lives. It recognises that good health is far broader than merely being free from illness: that it is a state of physical, mental and social wellbeing. Without good health, it is difficult to live lives to the fullest.**

As your local Council, we want to create supportive environments that make it easy for our community to participate in healthy lifestyles and engage fully in local community life.

At the time of this plan's development, we have experienced a time like no other with devastating bushfires and the COVID-19 pandemic. Councils have a key role in supporting their community to recover from the resulting broad ranging social and economic impacts, while continuing to respond to the major causes of ill health. This plan will play a major role in ensuring our Monash community continues to be healthy, sustainable, resilient, innovative and adaptive.

This plan brings together all the areas within Council that help us define what creates a healthy city. It sets out the strategic health and wellbeing priorities to maximise the health, happiness and wellbeing of the Monash community.

It identifies different sectors of our community and their specific priorities including those with disabilities and their carers, our diverse multicultural community, sustainability and climate change, community safety, gender equity, prevention of violence against women and children, LGBTIQA+, Age-Friendly, sport and recreation, Aboriginal and Torres Strait Islander people, libraries, neighbourhood houses, arts and culture, children, young people and families, place-making and community grants, those experiencing homelessness and those socially isolated and at-risk of loneliness.

We have set our sights high for what we want to achieve and we couldn't do it without the wonderful support of local community partners.

Thank you also to the generosity of everyone who contributed their thoughts and ideas to the development of this plan. I am confident that together we will continue to build a healthy, strong and supportive community for all.

Councillor Brian Little  
MAYOR



## ACKNOWLEDGEMENT OF COUNTRY

Monash City Council acknowledges the Traditional Owners of the land now known as Monash and pays respect to their Elders past, present and emerging.



# LEGISLATIVE CONTEXT

## Council's Legislated and Evidence-Based Role in Health and Wellbeing

Monash Council is committed to supporting its community to lead healthy, happy and thriving lives. As the closest government to our community, we know that we have an essential role in promoting the health and wellbeing of our residents.

The Monash Health and Wellbeing Plan 2021-2025 is one of Council's most important and influential strategic plans. This plan is dedicated to maximising the health and wellbeing of people who live, work, study and play in Monash.

The Monash Health and Wellbeing Plan 2021-2025 [the Plan] is State-legislated and directly aligns to the Victorian State Government's Victorian Public Health and Wellbeing Plan 2019-2023.

Every four years, in accordance with the Public Health and Wellbeing Act 2008, Council develops a Municipal public health and wellbeing plan [MPHWP] to guide the health and wellbeing priorities of the community. The health and wellbeing priorities are to be evidence-based and evaluated.

In this new four year cycle, the Monash Health and Wellbeing Plan 2021-2025 is required to have regard to the Public Health and Wellbeing Act 2008, Local Government Act 2020, Gender Equality Act 2020, Victorian Public Health and Wellbeing Plan 2019-2023 and Climate Change Act 2017.

The Monash Health and Wellbeing Plan 2021-2025 also incorporates Council's Disability Action Plan in adherence with the Victorian Disability Act 2006.

# CONSULTATION PROCESS

**During the development of this plan, Council undertook extensive consultation with the Monash community and our partners.**

Council facilitated deliberative engagement with a broad cross-section of professional bodies, partner agencies, community leadership groups, Council advisory committees, priority cohorts across all ages and stages, all Council departments and the broad Monash population.

Council undertook a Municipal wide survey that was open for a period of 12 weeks and received 375 completed surveys. The survey focused on establishing key public health priorities for Monash and understanding what was important to our community in relation to their health and wellbeing. Extensive focus groups, targeted advisory committee consultations and one-on-one consultations resulted in 35 meetings with approximately 380 stakeholders being formally consulted in the development of this plan. Council tailored consultation questions to allow for facilitated in-person consultation to be held with 160 primary school and pre-school aged children.

Combining the survey consultation and the extensive focus group consultation, Council formally consulted with 755 community representatives who all reflected the full spectrum of community voices and needs.

To support the municipal-wide survey and extensive focus group consultations conducted for the plan, an in-depth analysis of population health and census datasets specific to the Monash community was undertaken. This data collection process provides evidence as to what the key population health statistics and priorities are for the Monash community. It also sets the benchmark for where Monash sits at the beginning of this plan cycle and where we aspire to be by 2025.

In the development of the plan, the health plan team met every three weeks with Council's Corporate Performance team to ensure the new Municipal public health and wellbeing plan and Council plan align and share priorities where appropriate.

The health and wellbeing priorities outlined in the plan's Framework are the direct result of this consultation, data collection and research process.

We have listened to what the community has told us and have developed a plan which is evidenced-based, aspirational, timely, inclusive and representative of the Monash community. We look forward to the partnership journey ahead with the Monash community and our key partners in implementing the plan.

In alignment with the Gender Equality Act 2020, a Gender Impact Assessment was applied all through the plan's consultation and development approach.

A community consultation summary report will be provided to the October 2021 Council meeting. Council will also release a new edition of the 'Our Community Snapshot' document in each year of the plan, which provides detailed statistics and evidence in regards to the health and wellbeing priorities outlined in the Plan.

An ongoing process of consultation and engagement with Council's community partners and residents will be enacted during the life of the plan. A Monash Health and Wellbeing Plan 2021-2025 working group will govern the plan.

# PRINCIPLES GUIDING THE DEVELOPMENT OF THE MONASH HEALTH AND WELLBEING PLAN 2021-2025

The following principles will be used to guide Council's approach and implementation of the Monash Health and Wellbeing Plan 2021-2025.



## HEALTH EQUITY

The Monash Health and Wellbeing Plan 2021-2025 commits to providing services, programs, policies and supports for everyone, but especially for those in our community who are most vulnerable. We recognise that not all people have the same opportunities for good health and the following determinants can influence health equity and outcomes in positive and negative ways:

- > Income and social protection
- > Education
- > Unemployment and job insecurity
- > Gender
- > Sexual identity
- > Cultural identity
- > Food insecurity
- > Housing, basic amenities and the environment
- > Early childhood development
- > Social inclusion and non-discrimination
- > Access to affordable health services

Research shows that the social determinants can be more important than health care or lifestyle choices in influencing health.

## HEALTH PROMOTION

We apply a health promotion lens to all health and wellbeing priorities and are guided by population health data and evidence-based approaches to increase the community's control over its own health. We commit to maximising our community's health and quality of life by addressing and preventing the root causes of poor health and developing programs, policies and services in response.

## GENDER IMPACT ASSESSMENT

We adopt the Gender Equality Act 2020 through our plan and understand that gender can affect the needs and experiences of people of different genders differently, and that sometimes programs and services may reinforce inequalities. We will conduct gender impact assessments to ensure Council's policies, programs and services are designed to benefit all in the Monash community.

## INNOVATION

We are courageous in our approach to solutions and are willing to try new things.

## ACCESS AND INCLUSION

We will remove or reduce barriers to participation by ensuring that information, services and facilities are accessible to people of all abilities and circumstances.

## CLIMATE CHANGE

We will support a resilient and safe community that is adapting to the public health impacts of climate change

## INTERSECTIONALITY

We recognise that people's lives are multi-dimensional and complex and therefore our response to health and wellbeing priorities cannot be developed through a singular lens.



## RESILIENCE

We will prepare for and adapt to changes and we will learn from our experiences, in order to manage other challenges into the future.



# STAYING ON TRACK

## Components of the Health Plan and How We will Measure and Evaluate our Progress

The Monash Health and Wellbeing Plan 2021-2025 has three key documents.

1) **FRAMEWORK, MONASH HEALTH AND WELLBEING PLAN 2021-2025** which outlines the 27 health and wellbeing priorities that Council will focus on and seek outcomes against over the next four years.

2) **FOUR YEAR STRATEGIC ACTION PLAN, MONASH HEALTH AND WELLBEING PLAN 2021-2025** which identifies our health and wellbeing priorities for the next four years and high-level priority actions we will enact to achieve our stated four year outcomes. The high-level plan identifies the outcomes Council commits to against each priority for the next four years and indicators to measure the progress, learnings and success of our actions.

An **ACTION PLAN** which sits under the Four Year Strategic Action Plan will be released every two years and will outline the initiatives that will be implemented, monitored and evaluated to achieve our four-year strategic plan.

3) **OUR COMMUNITY: A SNAPSHOT** which highlights key community evidence integral to shaping our priorities and measuring our success which will be updated and released every year of the plan.

Viewed together, the three documents provide the framework, evidence base and actions for addressing issues which impact the health and wellbeing of the Monash community.

**We will ensure our approach remains live and adaptive to changes in community by taking the following steps. We will:**

- » Annually review and if necessary, amend our Four Year Strategic Action Plan to ensure its currency and responsiveness to the Monash community
- » Update our evidence as new information comes to hand
- » Update community information as new issues emerge
- » Review and expand our approach on the basis of important new information
- » Work in close association with and progress reports to Council staff, community partner agencies and all advisory committees that contribute to the plan
- » Review our achievements against the evidence
- » Release an Action Plan every two years
- » Provide an evaluation report to Council every two years
- » Develop a detailed four-year evaluation at the conclusion of this plan in 2025.

# FRAMEWORK MONASH

## HEALTH AND WELLBEING PLAN 2021-2025

### PILLAR ONE

#### Active and Healthy

A city dedicated to optimal health and wellbeing for its community

#### HEALTHY LIFESTYLE

1. Active Living
2. Healthy Eating and Preventing Obesity
3. Prevention from harm, Gambling, Alcohol and Tobacco

#### HEALTHY MINDS

4. Loneliness
5. Mental Health
6. Strong Connected Families and Resilient Young People
7. Age-Friendly

#### HEALTHY ENVIRONMENTS

8. Built Spaces
9. Open Spaces and Green Spaces
10. Climate Change and Health

### PILLAR TWO

#### Engaged, Confident and Connected

A city which actively listens, engages and values community voice in shaping its own future

#### CONNECTED

11. Active Community Engagement
12. Creative Expression and Community Events
13. Lifelong Learning
14. Strengthening Neighbourhoods and Communities

#### SUPPORTED

15. Accessible and Affordable
16. Homelessness and Social Housing
17. Assertive Outreach

### PILLAR THREE

#### Safe and Respectful

A city where every member of the community is valued and respected

#### ADVOCACY

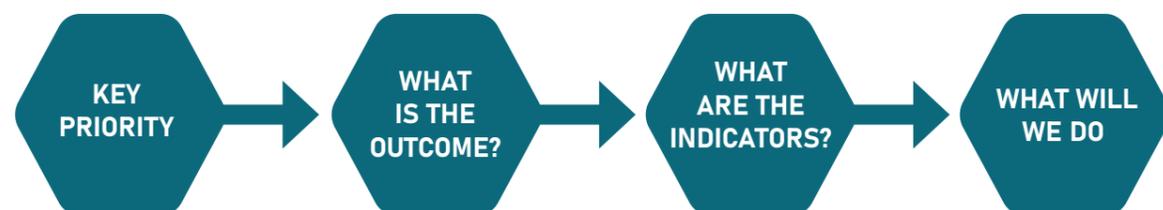
18. Advocacy and Policy

#### INCLUSIVE FOR ALL

19. Addressing All Forms of Discrimination
20. Equitable Communications
21. Fair For All Abilities
22. Gender Equity
23. LGBTIQA+
24. Celebrating Diverse Communities
25. Aboriginal and Torres Strait Islander Reconciliation

#### SAFE COMMUNITIES

26. Preventing Violence Against Women and Children
27. Community Safety



# OUR EVERYDAY BUSINESS THAT CONTRIBUTES TO HEALTH AND WELLBEING





# PILLAR ONE

## ACTIVE AND HEALTHY

A city dedicated to optimal health and wellbeing for its community



### HEALTHY LIFESTYLES

#### 1. PRIORITY: ACTIVE LIVING

##### Outcomes we want to achieve in 4 years

- » Monash community to be more physically active and less sedentary
- » Increased participation in sport, active and passive recreation activities
- » Increased opportunities for active transport.

##### Indicators to measure our 4-year progress

- » Increase in physical activity in Council activities, programs, facilities and infrastructure
- » Victorian Population Health Survey datasets (Monash specific) – Health Conditions and Wellbeing, Health Behaviours, Inner Eastern Region self-reported health data
- » Bicycle Network's annual Super Tuesday bicycle count to track commuter bike usage in Monash.

#### WHAT WE WILL DO

- » Provide physical activity programs, facilities and infrastructure that enable the community to be more physically active across all life stages:
  - › Reach out to targeted cohorts with low levels of physical activity
  - › Activate open, urban and neighbourhood spaces to enhance community connectedness, increase incidental exercise, promote free activities in the park and encourage physical activity in all forms
  - › Improve walkability through the quality of footpaths, improved street lighting, increased access to public toilets, seating and increased time for crossing at lights to encourage physical activity.

- » Promote and provide opportunities for active transport via walking and cycling pathways to connect people locally to their neighbourhood and green spaces.

#### LEAD AND PARTNERS

**Lead:** Active Monash  
**Partners:** CYFS, City Design, Social Inclusion, Cultural Development and Events, Community Strengthening, Communications

**Lead:** Active Monash, Engineering, Horticulture, Communications  
**Partners:** Sustainability, City Design

## FOUR YEAR STRATEGIC ACTION PLAN, MONASH HEALTH AND WELLBEING PLAN 2021-2025



## HEALTHY LIFESTYLES

### 2. PRIORITY: HEALTHY EATING AND PREVENTING OBESITY

#### Outcomes we want to achieve in 4 years

- » Increased fruit and vegetable intake in the Monash community in all life stages
- » Influence overweight and obesity rates in Monash through targeted education, highlighting the importance of healthy eating across all life stages.

#### Indicators to measure our 4-year progress

- » Council Maternal and Child Health Data, specifically breastfeeding rates (CDIS)
- » Victorian Population Health Survey datasets (Monash specific) – Health Conditions and Wellbeing, Health Behaviours, Inner Eastern Region self-reported health data, Fruit and Vegetable Intake Measure
- » Providing education and information on the Victorian Government's Healthy Choices traffic light system to all Council services and settings that provide catering and food services.

WHAT WE WILL DO	LEAD AND PARTNERS
» Actively seek local partnerships and grants that promote healthy eating and nutrition and support regional and state-wide initiatives.	<b>Lead:</b> Community Strengthening, Active Monash <b>Partners:</b> Link Health, Inner East Primary Care Partnerships
» Educate, promote, encourage and provide healthy eating and nutrition across all Council programs, services and events, through all stages of life.	<b>Lead:</b> Community Strengthening, Active Monash, CYFS, Council Operations, Communications <b>Partner:</b> State Government, MAV
» Promote and influence early years nutritional outcomes.	<b>Lead:</b> CYFS
» Promote access to healthy, local, sustainable and affordable food.	<b>Lead:</b> Sustainability <b>Partner:</b> Horticulture, Community Strengthening
» Council-specific settings and services providing catering, actively promote the use of the Victorian Government's Healthy Choices traffic light system guidelines.	<b>Lead:</b> Active Monash, MGA, Council Operations <b>Partners:</b> Community Strengthening, Communications



## HEALTHY LIFESTYLES

### 3. PRIORITY: PREVENTION FROM HARM: GAMBLING, ALCOHOL AND TOBACCO

#### Outcomes we want to achieve in 4 years

##### GAMBLING HARM

- » Sustained advocacy against the predatory gambling environments and advertising and action in the prevention of harm from gambling
- » Increased awareness within the Monash community about gambling harm and support services available.

##### ALCOHOL HARM

- » A defined Council public health position on alcohol
- » Influence alcohol culture change
- » Improved community safety.

##### TOBACCO HARM

- » Decrease the number of environments in which to smoke.

#### Indicators to measure our 4-year progress

##### GAMBLING HARM

- » Implementation of Alliance for Gambling Reform campaigns at a localised level
- » Participation in Council-run events that are designed to provide alternative recreational activities to gambling.

##### ALCOHOL HARM

- » Victorian Population Health Survey Dataset: Health Behaviours, Inner Eastern Region Self-reported Health Data
- » Monash Sporting Clubs Framework implementation and evaluation.

##### TOBACCO HARM

- » Victorian Population Health Survey Dataset: Inner Eastern Region Self-reported Health Data, Health Behaviours.

WHAT WE WILL DO	LEAD AND PARTNERS
» Implement the priorities of the City of Monash Public Health Approach to Gambling Policy Statement.	<b>Lead:</b> Community Strengthening <b>Partner:</b> Active Monash, Property
» Monitor and respond to the emerging needs within the community regarding addiction with gambling, social media, technology and related platforms.	<b>Lead:</b> Community Strengthening, CYFS, Communications



# HEALTHY LIFESTYLES

## 3. PRIORITY: PREVENTION FROM HARM: GAMBLING, ALCOHOL AND TOBACCO (cont.)

WHAT WE WILL DO (cont.)	LEAD AND PARTNERS (cont.)
» Promote and educate social responsibility in community settings such as sports clubs in relation to their influential role in preventing harm from gambling, alcohol and tobacco.	Lead: Active Monash, Community Strengthening, Communications
» Implement the policy priorities of the City of Monash Prevention of Alcohol Harm Policy Statement.	Lead: Community Strengthening, Active Monash
» Promote and advocate to minimise harm from smoking and second-hand smoke in Monash with the application of the new Local Law 'Smoke Free Areas' and health promotion advocacy.	Lead: Community Amenity Partners: Community Strengthening, CYFS, Communications
» Collaborate with community organisations and established networks focusing on the prevention of alcohol harm and positive culture change.	Lead: Community Strengthening
» Increase the capacity and accountability of community groups and sporting clubs to provide a healthy, safe and inclusive environment free-from-harm for all participants.	Lead: Active Monash, Community Strengthening





## HEALTHY MINDS

### 4. PRIORITY: LONELINESS

#### Outcomes we want to achieve in 4 years

- » Influence a reduction of loneliness and social isolation in Monash
- » Recognise the importance of social health and facilitating connections and community engagement as a way of reducing loneliness.

#### Indicators to measure our 4-year progress

- » Annual Community Satisfaction Survey
- » Monash Youth Survey
- » Municipal public health and wellbeing survey
- » All relevant Council surveys targeted to specific cohorts
- » Monash programs, social policies and strategic planning and evaluation.

#### WHAT WE WILL DO

- » Implement the priorities of the Monash Loneliness Framework 2020-2025.

#### LEAD AND PARTNERS

**Lead:** Community Strengthening, CYFS, Active Monash, Communications, People and Culture, Libraries, Social Inclusion, Cultural Development and Events  
**Partners:** Relevant community agencies and community groups

- » Link with established partnerships and networks to ensure that the Monash community has awareness of and access to critical support services when required.

**Lead:** Community Strengthening  
**Partner:** Local Support Network member organisations/services

### 5. PRIORITY: MENTAL HEALTH

#### Outcomes we want to achieve in 4 years

- » An increase in programs that target positive mental health, wellbeing and resilience.

#### Indicators to measure our 4-year progress

- » Victorian Population Health Survey: Mental Health and Wellbeing
- » Monash Youth Survey
- » Municipal public health and wellbeing survey
- » Community participation in programs that target positive mental health, wellbeing and resilience.



## HEALTHY MINDS

### 5. PRIORITY: MENTAL HEALTH (cont.)

#### WHAT WE WILL DO (cont.)

- » Support the positive mental health of our community through education, navigating referral pathways and the promotion of available resources and targeted campaigns.
- » Provide a series of internally-focused programs that focus on the health and wellbeing of all Monash employees.

#### LEAD AND PARTNERS (cont.)

**Lead:** Community Strengthening, CYFS, Communications

**Lead:** People and Culture

### 6. PRIORITY: STRONG CONNECTED FAMILIES AND RESILIENT YOUNG PEOPLE

#### Outcomes we want to achieve in 4 years

- » Council will increase the capacity of parents and carers to be confident in their role as the primary influence in a child and young person's life
- » Young people in Monash will be provided with opportunities to be engaged and connected.

#### Indicators to measure our 4-year progress

- » Council-specific data collection for program and service targeted to parents, carers and young people.

#### WHAT WE WILL DO

- » Foster partnerships with community organisations to provide programs and services that build the capacity of parents and carers.
- » Promote a strong literate community that supports parents and carers with accessible literacy programs.

#### LEAD AND PARTNERS

**Lead:** CYFS  
**Partners:** Integrated family services network, community groups and organisations

**Lead:** Libraries  
**Partners:** CYFS

- » Monitor and respond to key indicators of social, emotional and mental wellbeing of children and young people through the provision of strength-based, person-centred programs, activities and services.

**Lead:** CYFS  
**Partners:** Integrated family services network, community groups and organisations

- » Facilitate opportunities for intergenerational interaction through Council services and programs.

**Lead:** CYFS

- » Facilitate opportunities for children and young people to connect to their natural environment.

**Lead:** Social Inclusion, CYFS, Active Monash  
**Lead:** CYFS, Horticulture, Sustainability



## HEALTHY MINDS

### 7. PRIORITY: AGE-FRIENDLY

#### Outcomes we want to achieve in 4 years

- » Establish Monash as an Age-Friendly and Dementia-Friendly community.

#### Indicators to measure our 4-year progress

- » Dedicated evaluation frameworks for Age-Friendly and Dementia-Friendly Cities.

WHAT WE WILL DO	LEAD AND PARTNERS
» Establish Monash as a dementia-friendly community.	<b>Lead:</b> Social Inclusion <b>Partners:</b> People and Culture, City Design, Alzheimer's Australia
» Provide a range of programs targeted at older people that build connection and support wellbeing and actively encourage older people from a diverse range of backgrounds to be represented on Council committees, networks and forums and through the Age-Friendly ambassador program.	<b>Lead:</b> Social Inclusion <b>Partners:</b> Libraries, Active Monash, Community Strengthening, Cultural Development and Events, MGA
» Active inclusion of LGBTIQA+ older people by including positive and supportive themes in programs and events.	<b>Lead:</b> Social Inclusion <b>Partner:</b> Community Strengthening, Active Monash
» Educate and raise awareness on ageism and elder abuse and actively challenge attitudes and behaviours that enable elder abuse to occur.	<b>Lead:</b> Social Inclusion <b>Partner:</b> Community Strengthening, Communications
» Develop a whole-of-community approach to addressing ageism and preventing elder abuse.	<b>Lead:</b> Social Inclusion <b>Partner:</b> Community Strengthening, Libraries





## HEALTHY ENVIRONMENTS

### 8. PRIORITY: BUILT SPACES

#### Outcomes we want to achieve in 4 years

- » Council buildings are fit-for-purpose, multi-use and are designed according to community need using evidence-based principles of service delivery.

#### Indicators to measure our 4-year progress

- » Community consultation in the development of Council buildings.

WHAT WE WILL DO	LEAD AND PARTNERS
» Support our community to lead an active and healthy life through building accessible, fit-for-purpose and safe facilities that recognise active and passive recreation.	<b>Lead:</b> Active Monash <b>Partners:</b> Community Strengthening, City Design
» Facilitate integrated, co-located neighbourhood based buildings that respond to the needs of children, young people and their families and carers.	<b>Lead:</b> CYFS and City Design <b>Partner:</b> Infrastructure and Environment
» Advocate for sufficient resources to support infrastructure ensuring that new builds or renovation works consider co-location of services in their design.	<b>Lead:</b> CYFS, City Design, Community Strengthening

### 9. PRIORITY: OPEN AND GREEN SPACES

#### Outcomes we want to achieve in 4 years

- » A Monash community that has a strong connection to the natural environment and an understanding of its direct impact on overall health and wellbeing.

#### Indicators to measure our 4-year progress

- » Community participation and engagement with Council delivered programs, services and campaigns.

WHAT WE WILL DO	LEAD AND PARTNERS
» Actively plan and design for an increase in all abilities, sensory and intergenerational playgrounds in Monash.	<b>Lead:</b> Active Monash, City Design <b>Partner:</b> Community Strengthening, Social Inclusion, CYFS



## HEALTHY ENVIRONMENTS

### 9. PRIORITY: OPEN AND GREEN SPACES (cont.)

WHAT WE WILL DO (cont.)	LEAD AND PARTNERS (cont.)
» Maintain and promote attractive, green and shady spaces to encourage time spent outdoors and a greater connection to the natural environment and overall wellbeing.	<b>Lead:</b> Sustainability, Horticulture, Active Monash
» Activate open spaces by increasing interpretive signage and maps.	<b>Lead:</b> City Design, Sustainability, Communications
» Activate public open space to enhance community connections through a range of physical activity, cultural, arts and events programs.	<b>Lead:</b> Active Monash, Cultural Development and Events, Libraries, MGA
» Actively work towards increasing tree canopy cover on Council land to increase the social and environmental benefits to the community by improving air quality, reducing summer air temperatures and creating habitat for birds and other wildlife.	<b>Lead:</b> Sustainability, Horticulture, Strategic Planning
» Actively promote Council's GreenShoots programs across all Council programs and services to educate the community and build awareness on the importance of tree planting and the biodiversity benefits.	<b>Lead:</b> Sustainability <b>Partners:</b> Libraries, CYFS, Social Inclusion, Communications
» Promote and encourage businesses, residents and schools to grow native plants on their own land to increase overall wellbeing and contribute positively to climate change.	<b>Lead:</b> Sustainability

### 10. PRIORITY: CLIMATE CHANGE AND HEALTH

#### Outcomes we want to achieve in 4 years

- » A resilient Monash community that is adapting to the public health impacts of climate change
- » Build organisational capacity to respond to climate risk so we can proactively adapt to change
- » Building Council and community's resilience to extreme climate conditions.

#### Indicators to measure our 4-year progress

- » Active engagement and participation in programs and services offered by Council's Sustainability and Libraries teams
- » A coordinated Council approach to climate change
- » Annual Community Survey
- » Municipal public health and wellbeing survey
- » Coordinated release of information, communications and available resources in times of extreme climate conditions and global events.



## HEALTHY ENVIRONMENTS

### 10. PRIORITY: CLIMATE CHANGE AND HEALTH (cont.)

WHAT WE WILL DO (cont.)	LEAD AND PARTNERS (cont.)
» Develop the community's resilience to climate change through the development of a climate adaptation strategy.	<b>Lead:</b> Sustainability <b>Partner:</b> All of Council
» Strengthen Council's coordinated response in relation to extreme climate conditions such as heatwaves, major storms, bushfires and poor air quality with a particular focus on our most vulnerable community residents.	<b>Lead:</b> Public Health <b>Partners:</b> Sustainability, Social Inclusion, CYFS, Communications, Libraries, Community Strengthening <b>Partners:</b> South East Volunteers, Women's Health East
» Actively seek collaboration and partnerships with academic institutions and state agencies to identify opportunities that support actions for climate change.	<b>Lead:</b> Sustainability <b>Partners:</b> Academic institutions, state agencies
» Support community organisations to develop and deliver sustainable initiatives.	<b>Lead:</b> Libraries <b>Partners:</b> Sustainability, CYFS
» Develop library collections and programs to promote community discussion on sustainability and climate change.	<b>Lead:</b> Sustainability
» Partner on Zero Net Precincts and research collaborations with Monash University.	<b>Partners:</b> Monash University
» Adopt Environmental Sustainable Design principles in all capitals works projects.	<b>Lead:</b> City Design <b>Partner:</b> Sustainability
» Actively promote and recognise the important role that libraries have in keeping our community warm and cool in extreme weather conditions.	<b>Lead:</b> Libraries, Sustainability, Communications
» Support children and young people to amplify their voice regarding the impact of climate change on their environment.	<b>Lead:</b> CYFS





# PILLAR TWO

## ENGAGED, CONFIDENT AND CONNECTED

A city which actively listens, engages and values community voice in shaping its own future



### CONNECTED

#### 11. PRIORITY: ACTIVE COMMUNITY ENGAGEMENT

##### Outcomes we want to achieve in 4 years

- » All community voices are listened to, heard and proactively responded to through Council's programs and services
- » Council facilitated programs, activities, events and celebrations respond to community needs, interests and aspirations
- » A socially connected community with accessible supports for those experiencing adversity or vulnerability
- » Volunteering is valued for its ability to strengthen social connections, prevent loneliness and provide meaningful opportunities to contribute to community life.

##### Indicators to measure our 4-year progress

- » Community engagement through Council's municipal-wide and targeted consultations
- » Community participation through Council's programs, services and events
- » Engagement with Monash Council's website and social media platforms
- » Community representation on Council Advisory Committees
- » Participation in volunteering opportunities through Council's services, programs and activities.

##### WHAT WE WILL DO

- » Apply Council's Community Engagement Framework best practice consultation principles to deliver targeted and open consultations with our community.
- » Actively promote and expand the reach of Council's services and programs to increase community and civic engagement.

##### LEAD AND PARTNERS

**Lead:** Communications, Governance, all departments of Council with a consultation component

**Lead:** Communications, Libraries, CYFS, Cultural Development and Events, Active Monash, Sustainability, Community Strengthening, Social Inclusion, Governance



## CONNECTED

### 11. PRIORITY: ACTIVE COMMUNITY ENGAGEMENT (cont.)

WHAT WE WILL DO (cont.)	LEAD AND PARTNERS (cont.)
» Actively develop and promote arts, cultural, physical activity participation opportunities and sustainability programs, activities and events that encourage participation in community life.	<b>Lead:</b> Cultural Development and Events, MGA, CYFS, Social Inclusion, Active Monash, Community Strengthening, Sustainability, Communications
» Continue to facilitate local partnership networks and Council's Advisory Committees to ensure Council is actively listening and responding to the public health and wellbeing priorities of the Monash community.	<b>Lead:</b> Community Strengthening <b>Partners:</b> Council Advisory Committees Local Support Network members
» Deliver the municipal-wide Monash Health and Wellbeing Series, in partnership with the joint Council working group, to respond to contemporary and topical health issues important to the Monash community.	<b>Lead:</b> Community Strengthening <b>Partners:</b> Kingston, Knox, Maroondah, Whitehorse, Boroondara, Yarra Ranges and Manningham Councils
» Provide and promote opportunities for participation in community life through volunteering, creative pursuits and representation on committees across all life stages.	Relevant Council departments
» Engage with volunteer organisations to identify and address key barriers to participation in volunteering.	<b>Lead:</b> Community Strengthening <b>Partners:</b> Local community services/ organisations, South East Volunteers



## CONNECTED

### 12. PRIORITY: CREATIVE EXPRESSION AND COMMUNITY EVENTS

#### Outcomes we want to achieve in 4 years

- » Council facilitated arts-based programs, activities, events and celebrations that encourage creative expression and social connections.

#### Indicators to measure our 4-year progress

- » Community participation and engagement with Council's arts-based programs, services and events.

#### WHAT WE WILL DO

#### LEAD AND PARTNERS

- » Encourage creative expression and the showcasing of local talent through a wide range of activities that reflect our diversity and support community cultural connection.

**Lead:** Cultural Development and Events  
**Partners:** MGA, Libraries, CYFS

- » Develop a Cultural Development and Arts Strategy that encourages engagement in arts and cultural activities to support a sense of connection, belonging and wellbeing.

**Lead:** Cultural Development and Events, MGA  
**Partner:** Libraries, CYFS

### 13. PRIORITY: LIFELONG LEARNING

#### Outcomes we want to achieve in 4 years

- » The Monash community is supported and has access to lifelong learning opportunities across the lifespan.

#### Indicators to measure our 4-year progress

- » Funding to Monash Neighbourhood Houses and participation and engagement in programs
- » Library service engagement data
- » CYFS participant feedback from service delivery.

#### WHAT WE WILL DO

#### LEAD AND PARTNERS

- » Localised implementation of the Victorian State Government's Three-year-old Kindergarten program.

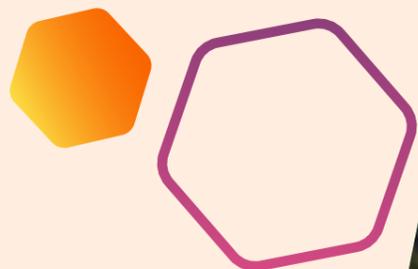
**Lead:** CYFS  
**Partner:** Department Education and Training

- » Facilitate and support the Monash Neighbourhood House Network to enable learning opportunities and social connections at a local level.

**Lead:** Community Strengthening  
**Partners:** Monash Neighbourhood Houses

- » Provide and deliver accessible Library services that promote lifelong learning opportunities, digital literacy and encourage social inclusion.

**Lead:** Libraries  
**Partners:** Social Inclusion





## CONNECTED

### 14. PRIORITY: STRENGTHENING NEIGHBOURHOODS AND COMMUNITIES

#### Outcomes we want to achieve in 4 years

- » A strong and cohesive community that promotes inclusion, strengthens community leadership and encourages participation for everyone.

#### Indicators to measure our 4-year progress

- » Participation in Council's programs, festivals, events and celebrations.

WHAT WE WILL DO	LEAD AND PARTNERS
» Support and facilitate actions that build community pride and a sense of place.	<b>Lead:</b> Community Strengthening
» Encourage residents to connect with their local community through organisations and services such as libraries, neighbourhood houses, playgrounds, sports clubs and local shopping strips.	<b>Lead:</b> Community Strengthening <b>Partner:</b> Economic Development, Active Monash, Libraries, CYFS
» Increase the capacity and accountability of sports clubs to provide inclusive and diverse opportunities to participation.	<b>Lead:</b> Active Monash
» Actively promote inclusive and diverse programs, festivals, events and celebrations that foster inclusivity and encourage participation in local neighbourhood events and activities.	<b>Lead:</b> Cultural Development and Events <b>Partners:</b> Active Monash, Community Strengthening, CYFS, Social Inclusion Economic Development, Sustainability, Community Amenity, Horticulture, Monash Halls, community groups, local traders





## SUPPORTED

### 15. PRIORITY: ACCESSIBLE AND AFFORDABLE

#### Outcomes we want to achieve in 4 years

- » Provide programs, services and activities that are accessible and affordable to all Monash community members
- » Barriers to participation are identified and addressed to increase accessibility of programs, services and activities.

#### Indicators to measure our 4-year progress

- » Participation and engagement in Council programs, services and activities
- » Tiered membership model for Active Monash
- » Number of people Council supports through Council's Hardship Policy.

WHAT WE WILL DO	LEAD AND PARTNERS
» Promote and deliver affordable and accessible services and activities to reduce barriers to participation for those who are disadvantaged within the community.	<b>Lead:</b> Active Monash, CYFS <b>Partner:</b> Community Strengthening, Cultural Development and Events
» Support community members through the application of Council's Hardship Policy.	<b>Lead:</b> Finance
» Deliver sustainability education activities that reduce day-to-day costs of living and environmental impacts.	<b>Lead:</b> Sustainability
» Explore opportunities to improve mobility and transport options and services that respond to the diverse needs of our community.	<b>Lead:</b> Social Inclusion <b>Partners:</b> Community Strengthening



## SUPPORTED

### 16. PRIORITY: HOMELESSNESS AND SOCIAL HOUSING

#### Outcomes we want to achieve in 4 years

- » Council to continue its involvement with the 13-Council Regional Homelessness and Social Housing Local Government Charter Group Coalition
- » Increase social housing stock in Monash and within the 13-Council Regional Homelessness and Social Housing Local Government Charter Group
- » Community understanding that housing is a fundamental human right for everyone
- » Partnerships and advocacy for a more effective, integrated and supported homelessness service system.

#### Indicators to measure our 4-year progress

- » Dedicated outreach support for people in Monash who are experiencing homelessness or at-risk of experiencing homelessness
- » Increased social housing stock
- » Increased community awareness of the value of social housing from a human rights perspective measured through Monash Community Satisfaction Survey
- » Community engagement with the communications campaign.

WHAT WE WILL DO	LEAD AND PARTNERS
» Provide dedicated outreach support for people in Monash who are experiencing homelessness or at-risk of experiencing homelessness.	<b>Lead:</b> CYFS
» Implement the priorities of the Monash Social Housing Framework 2020-2025.	<b>Lead:</b> Community Strengthening <b>Partners:</b> City Development, 13 Charter Councils, Homes Victoria, CHIA, Community Housing Associations and providers, MAV
» Implement the commitments of the Regional Local Government Homelessness and Social Housing Charter.	<b>Lead:</b> Community Strengthening <b>Partners:</b> City Development, 13 Charter Group Councils, Homes Victoria, CHIA, Community Housing Associations and providers, MAV
» Implement the priorities of the Monash Affordable Housing Strategy.	<b>Lead:</b> City Development <b>Partners:</b> Community Strengthening





## SUPPORTED

### 17. PRIORITY: ASSERTIVE OUTREACH

#### Outcomes we want to achieve in 4 years

- » Monash residents who are socially isolated, homeless, at-risk of experiencing homelessness or are vulnerable are supported to participate in community life through Councils services and support networks.

#### Indicators to measure our 4-year progress

- » Engagement and participation in advocacy campaigns
- » Community engagement through Councils services, programs and outreach support.

WHAT WE WILL DO	LEAD AND PARTNERS
» Respond to community needs and advocate for appropriate services to be located in Monash.	<b>Lead:</b> CYFS, Communications, Community Strengthening
» Provide outreach support to those that are socially isolated, at-risk of experiencing homelessness, are homeless or vulnerable in our community, with a particular focus on groups that are disadvantaged or marginalised and are at-risk of loneliness.	<b>Lead:</b> CYFS, Social Inclusion, Libraries, Community Strengthening.
» Deliver a diverse and meaningful social inclusion program that targets loneliness and social isolation including Coffee and Chat, Monash on the Move, Community Transport and the Carers Network and programs.	<b>Lead:</b> Social Inclusion <b>Partners:</b> Community Strengthening

# PILLAR THREE

## SAFE AND RESPECTFUL

A city where every member of the community is valued and respected



### ADVOCACY

#### 18. PRIORITY: ADVOCACY AND POLICY

##### Outcomes we want to achieve in 4 years

- » Demonstrated advocacy on public health and wellbeing priorities
- » A strategic and collaborative partnership approach that benefits the health and wellbeing of the Monash community.

##### Indicators to measure our 4-year progress

- » Advocacy campaigns that lead to positive health and wellbeing outcomes
- » Annual Monash Community Grant Program allocations
- » Local business engagement in Council-facilitated networks.

##### WHAT WE WILL DO

##### LEAD AND PARTNERS

» Advocate for a strong public transport system and participate in key regional networks that strengthen transport connectivity in the Eastern region.

**Lead:** Engineering  
**Partners:** Sustainability

» Lead public health advocacy on health and wellbeing priorities and partner with service providers, peak bodies and other levels of government to ensure a strong and united position including:

**Lead:** Community Strengthening  
**Partners:** CYFS, Communications

- › Gambling (Alliance for Gambling Reform)
- › Gender Equity and Preventing Violence Against Women (PVAW)
- › Homelessness (Regional Charter)
- › Mental health and medical outreach services for people experiencing homelessness.

» Advocate for accessible specialist services to be located in Monash for people with high level or complex needs including disability services and acute and chronic mental health support.

**Lead:** CYFS, Aged and Community Support, Community Strengthening, Communications

» Develop policy positions and frameworks to support our public health advocacy.

**Lead:** Community Strengthening





## ADVOCACY

18. PRIORITY: ADVOCACY AND POLICY (cont.)	
WHAT WE WILL DO (cont.)	LEAD AND PARTNERS (cont.)
» Internal business cases will be aligned to the priorities of the Monash Health and Wellbeing Plan 2021-2025 and the Council Plan where relevant.	<b>Lead:</b> Corporate Performance <b>Partners:</b> All Council departments
» Fund innovative programs that respond to key priorities of the Monash Health and Wellbeing Plan 2021-2025 through the Monash Community Grants Program.	<b>Lead:</b> Community Strengthening <b>Partners:</b> Cultural Development and Events, Active Monash, Monash Halls
» Develop and support partnerships and networks to strengthen sustainable community programs that contribute to a healthy and resilient Monash.	<b>Lead:</b> Community Strengthening
» Foster partnerships, local business networks and key business events to have an emphasis on employment opportunities and job security, recognising the impact this has on health and wellbeing.	<b>Lead:</b> Economic Development <b>Partners:</b> Eastern Innovation Business Centre
» Reduce barriers to people with a disability obtaining and maintaining employment at Monash Council.	<b>Lead:</b> People and Culture



## INCLUSIVE FOR ALL

19. PRIORITY: ADDRESSING ALL FORMS OF DISCRIMINATION	
<b>Outcomes we want to achieve in 4 years</b> <ul style="list-style-type: none"> <li>» A safe and inclusive community built upon equality and respect that doesn't tolerate any form of discrimination.</li> </ul>	
<b>Indicators to measure our 4-year progress</b> <ul style="list-style-type: none"> <li>» Municipal public health and wellbeing plan survey</li> <li>» Monash Youth Survey</li> <li>» Victorian State Government data.</li> </ul>	
WHAT WE WILL DO	LEAD AND PARTNERS
» Proactively address and respond to all forms of discrimination including race, age, gender, sexuality, disability or religion.	<b>Lead:</b> All of Council
» Achieving tangible changes in attitudes and practices that discriminate against people for their race, age, gender, sexuality, disability or religion.	<b>Lead:</b> Community Strengthening, Communications, Social Inclusion, CYFS, Active Monash
» Through established recognition platforms, celebrate the diverse community that is Monash and the contributions of individuals to strengthen our community.	<b>Lead:</b> Communications, Community Strengthening
» Strengthen partnerships and support initiatives delivered at a local, regional and state level that facilitate sustainable change for the reduction of racism and discrimination.	<b>Lead:</b> Community Strengthening <b>Partners:</b> CYFS, VEOHRC, Victoria Police, Welcoming Cities, Monash University.
» Support the community through education and awareness to actively challenge discriminatory attitudes and behaviours.	<b>Lead:</b> Community Strengthening <b>Partner:</b> Social Inclusion, Libraries, CYFS
20. PRIORITY: EQUITABLE COMMUNICATIONS	
<b>Outcomes we want to achieve in 4 years</b> <ul style="list-style-type: none"> <li>» Council communications to the Monash community are targeted, effective, accessible and culturally appropriate.</li> </ul>	
<b>Indicators to measure our 4-year progress</b> <ul style="list-style-type: none"> <li>» Engagement with Council's communications platforms</li> <li>» Community stories of impact captured through Council's communications channels</li> <li>» Participation in digital literacy initiatives.</li> </ul>	



## INCLUSIVE FOR ALL

### 20. PRIORITY: EQUITABLE COMMUNICATIONS (cont.)

WHAT WE WILL DO	LEAD AND PARTNERS
» Support translation of all community facing materials into the diverse languages of Monash.	All of Council
» Capture community stories through Council's communications channels that highlight the health and wellbeing outcomes of Council's services, programs, activities and events.	<b>Lead:</b> Community Strengthening, Communications
» Enhance the community uptake and engagement with the Monash Bulletin, eBulletin and digital literacy initiatives across all ages to increase the community's capacity and strive towards digital equity. Council to equally support those who are unable to access digital initiatives.	<b>Lead:</b> Libraries <b>Partners:</b> BT, Communications, Cultural Development and Events, Social Inclusion, Monash Neighbourhood Houses

### 21. PRIORITY: FAIR FOR ALL ABILITIES

#### Outcomes we want to achieve in 4 years

- » Council facilities, services and programs are equitable, inclusive and accessible.

#### Indicators to measure our 4-year progress

- » Universal access design principles will be applied to all capital works projects
- » Municipal public health and wellbeing survey
- » Partnership with Women's Health East.

WHAT WE WILL DO	LEAD AND PARTNERS
» Create safe, inclusive and accessible spaces through the adoption of Universal Access Design principles in all capitals works projects.	<b>Lead:</b> City Design, Capital Works, Community Strengthening
» Facilitate equitable access and reduce barriers to Monash services, facilities and activities to people with a disability and their carers.	<b>Lead:</b> All of Council
» Better identify the needs of people living with a disability and their carers.	<b>Lead:</b> All of Council
» Engage and support carers in Monash and recognise the challenges that this important role plays.	<b>Lead:</b> Community Strengthening
» Collaborate with Women's Health East to identify shared priorities within A Strategy For Equality: Women's Sexual And Reproductive Health, specifically high rates of sexual violence against women with a disability.	<b>Lead:</b> Community Strengthening and Women's Health East





## INCLUSIVE FOR ALL

### 22. PRIORITY: GENDER EQUITY

#### Outcomes we want to achieve in 4 years

- » Council is a leader in the gender equity space
- » Gender equity is embedded in our community
- » Attitudes and behaviours that condone violence against women are reduced
- » People of all genders feel supported in their daily activities.

#### Indicators to measure our 4-year progress

- » Gender equity is embedded across Council's policies, programs and services in line with the Gender Equality Act 2020
- » Gender impact assessments undertaken on Council policies, programs and services of significance
- » VicHealth Sport Participation in Victoria Survey
- » Monash Annual Customer Satisfaction Survey
- » Monash Youth Survey
- » Municipal Public Health and Wellbeing Survey
- » Respectful Relations and Work-Life Balance Employee Survey.

WHAT WE WILL DO	LEAD AND PARTNERS
» Provide leadership for gender equity at a local, regional and state level.	<b>Lead:</b> Community Strengthening
» Actively promote empowerment and dignity, challenge discrimination and respect human rights to advance gender equity.	<b>Lead:</b> Community Strengthening <b>Partners:</b> All of Council
» Work in multiple community settings to: <ul style="list-style-type: none"> <li>&gt; Promote and normalise gender equity</li> <li>&gt; Challenge gender stereotypes</li> <li>&gt; Strengthen positive, equal and respectful relationships between and among women and men and girls and boys.</li> </ul>	<b>Lead:</b> Community Strengthening, relevant areas of Council that align with priority settings including Active Monash, MGA, CYFS
» Build the capacity of Council staff to undertake gender impact assessments on their policies, programs and services	<b>Lead:</b> Community Strengthening <b>Partners:</b> All of Council
» Promote and demonstrate gender equity practices and provide appropriate resources to educators of young children and young people.	<b>Lead:</b> CYFS and Community Strengthening <b>Partner:</b> Council service providers
» Support systemic approaches to remove bias in employment practices.	<b>Lead:</b> People and Culture <b>Partner:</b> Community Strengthening



## INCLUSIVE FOR ALL

### 23. PRIORITY: LGBTIQA+

#### Outcomes we want to achieve in 4 years

- » The LGBTIQA+ community has a strong voice and representation across Monash
- » Council better understands the needs and priorities of the LGBTIQA+ community
- » Both Council and the Monash community are welcoming and inclusive of people who identify as LGBTIQA+.

#### Indicators to measure our 4-year progress

- » Rainbow Tick Accreditation
- » LGBTIQA+ inclusion training for Monash Council staff
- » LGBTIQA+ Action Plan endorsed by Council
- » Participation and engagement in Council-led LGBTIQA+ events and services
- » Municipal public health and wellbeing plan survey.

WHAT WE WILL DO	LEAD AND PARTNERS
» Formalise communication and feedback mechanism between Council and our LGBTIQA+ communities.	<b>Lead:</b> Community Strengthening, CYFS
» Develop and implement the LGBTIQA+ Action Plan in collaboration with the LGBTIQA+ Advisory Committee.	<b>Lead:</b> Community Strengthening
» Promote and celebrate LGBTIQA+ events and services. Ensure Council's support of our LGBTIQA+ communities is visible.	<b>Lead:</b> Libraries, Community Strengthening, Cultural Development and Events, Active Monash, MGA, CYFS, Communications
» Undertake the Rainbow Tick Accreditation.	<b>Lead:</b> Community Strengthening <b>Partners:</b> Pilot Departments
» Provide staff with LGBTIQA+ inclusion training.	<b>Lead:</b> Community Strengthening, People and Culture
» Continue to develop services and collections for LGBTIQA+ community.	<b>Lead:</b> Libraries



## INCLUSIVE FOR ALL

### 24. PRIORITY: CELEBRATING DIVERSE COMMUNITIES

#### Outcomes we want to achieve in 4 years

- » Monash Council celebrates its culturally rich and diverse community

#### Indicators to measure our 4-year progress

- » Census population profile summary Monash Profile
- » Monash Annual Community Satisfaction Survey
- » Monash municipal public health and wellbeing plan survey
- » Participation and engagement in Council services, programs and events.

WHAT WE WILL DO	LEAD AND PARTNERS
» Celebrate community diversity.	<b>Lead:</b> Community Strengthening, Cultural Development and Events <b>Partners:</b> All of Council
» Build connections with new migrants, refugees and emerging communities to assist their settlement in Monash.	<b>Lead:</b> Community Strengthening <b>Partner:</b> CYFS
» Develop and implement programs for culturally and linguistically diverse (CALD) to participate in active recreation and structured activities including Active Monash's CALD Program.	<b>Lead:</b> Active Monash <b>Partner:</b> CYFS
» Build the capacity of the Monash Community Ambassador Program to support Council's programs and initiatives that focus on increasing connections with local CALD community groups.	<b>Lead:</b> Community Strengthening <b>Partners:</b> Libraries, Social Inclusion, Cultural Development and Events, CYFS
» Build intercultural understanding between different ethnic, religious and cultural groups.	<b>Lead:</b> Community Strengthening
» Partner with cultural community organisations to improve ways to engage with international students through existing networks, programs and activities.	<b>Lead:</b> Community Strengthening <b>Partners:</b> CYFS, community organisations, Monash University, Holmesglen TAFE



## INCLUSIVE FOR ALL

### 25. PRIORITY: ABORIGINAL AND TORRES STRAIT ISLANDER RECONCILIATION

#### Outcomes we want to achieve in 4 years

- » A coordinated and integrated approach to Aboriginal and Torres Strait Islander reconciliation within Monash Council
- » Monash Council will work alongside Aboriginal and Torres Strait Islander peoples to advance reconciliation in our workplace and across Monash.

#### Indicators to measure our 4-year progress

- » Endorsement of a Monash Aboriginal and Torres Strait Islander Reconciliation Framework and Action Plan
- » Participation in Aboriginal Cultural Awareness training for all Council staff.

WHAT WE WILL DO	LEAD AND PARTNERS
» Council to develop and endorse a Aboriginal and Torres Strait Islander Reconciliation Framework and Action Plan to outline a whole-of-Council approach to understanding, engaging with and advocating for Aboriginal and Torres Strait Islander people in Monash.	<b>Lead:</b> Community Strengthening <b>Partners:</b> All of Council, local Aboriginal Torres Strait Islander stakeholder organisations
» Provide Aboriginal and Torres Strait Islander Cultural Awareness training for all staff.	<b>Lead:</b> People and Culture <b>Partner:</b> Community Strengthening







## SAFE COMMUNITIES

### 26. PRIORITY: PREVENTING VIOLENCE AGAINST WOMEN AND CHILDREN

#### Outcomes we want to achieve in 4 years

- » Increased community understanding of what constitutes violence against women and family violence
- » Increased community understanding of how to challenge attitudes and behaviours that enable violence against women and family violence
- » Increased capacity across Monash prevent and to support victim survivors of violence against women and family violence.

#### Indicators to measure our 4-year progress

- » Monash Municipal public health and wellbeing survey
- » Incidences of Family Violence, Victoria Police Family Violence data portal
- » MCH, Family Services data.

WHAT WE WILL DO	LEAD AND PARTNERS
» Build community understanding around attitudes and behaviours that enable violence against women and family violence, and the services that are available to them.	<b>Lead:</b> Community Strengthening. <b>Partner:</b> CYFS.
» Develop new and strengthen existing partnerships across the City of Monash to facilitate sustainable change to prevent violence against women and family violence.	<b>Lead:</b> Community Strengthening <b>Partners:</b> CYFS, Monash Uni, Together for Equality and Respect partnership (TFER)
» Provide targeted and meaningful training to Council Departments, Monash service providers and community groups to assist them in relation to preventing family violence and responding to disclosures.	<b>Lead:</b> Community Strengthening, CYFS, Community Amenity
» Enable and empower people who are experiencing family violence to transition to a safe environment.	<b>Lead:</b> CYFS
» Collaborate with Women's Health East to identify shared priorities within a Strategy for Equality: Women's Sexual and Reproductive Health In Melbourne's East 2020-2025 and Together for Equality and Respect.	<b>Lead:</b> Community Strengthening <b>Partner:</b> TFER, Women's Health East



## SAFE COMMUNITIES

### 27. PRIORITY: COMMUNITY SAFETY

#### Outcomes we want to achieve in 4 years

- » Increase perceptions of safety in Monash
- » Create safe and inclusive spaces for women and gender-diverse people.

#### Indicators to measure our 4-year progress

- » Annual Community Satisfaction Survey
- » Crime Statistics Victoria
- » Monash municipal public health and wellbeing plan
- » Child Safe Standards throughout Council
- » Maintain United Nations accreditation as a Child-Friendly City.

WHAT WE WILL DO	LEAD AND PARTNERS
» Promote Monash as a safe, inclusive and accessible community.	<b>Lead:</b> Community Strengthening <b>Partners:</b> All of Council
» Lead programs and initiatives that improve perception and actual safety of Monash residents to increase community participation and connection.	<b>Lead:</b> Community Strengthening, City Design
» Apply a gender lens to our public spaces to increase perceptions of safety for women and gender-diverse people.	<b>Lead:</b> Community Strengthening <b>Partners:</b> Active Monash, Monash Uni
» Apply an age-friendly and dementia lens to our public spaces to increase perceptions of safety for our ageing community.	<b>Lead:</b> Social Inclusion <b>Partners:</b> Community Strengthening, Active Monash, Monash University
» Collaborate with relevant internal and external stakeholders to advocate for and create safe physical, urban and natural environments through adherence to Safer Design principles including Crime Prevention Through Environmental Design (CPTED) and well-lit spaces.	<b>Lead:</b> City Design. <b>Partners:</b> Capital works, Sustainability Engineering, Community Strengthening



Monash Civic Centre | 293 Springvale Road, Glen Waverley, 3150 | 8.30am to 5.15pm | Monday to Friday  
Oakleigh Service Centre | 3 Atherton Road, Oakleigh, 3166 | 8.30am to 5.15pm | Monday to Friday  
9518 3555 | [www.monash.vic.gov.au](http://www.monash.vic.gov.au) | [mail@monash.vic.gov.au](mailto:mail@monash.vic.gov.au)  
National Relay Service (for people with hearing or speech impairments) 1800 555 660

Language Assist

普通话	9321 5485	Ελληνικά	9321 5482	廣東話	9321 5481	සිංහල	7005 3002	Italiano	9321 5483
हिंदी	7005 3000	Việt Ngữ	9321 5487	தமிழ்	7005 3003	한국어	9321 5484	Bahasa Indonesia	7005 3001