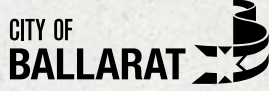




CITY OF BALLARAT

Inclusion Framework 2022–2026



The City of Ballarat recognises that some groups of people are more likely to be excluded or discriminated against.

We will take a whole-of-organisation approach to being more inclusive of our diverse communities.

Because everyone has the right to feel safe, accepted, supported, respected and valued in their community.

.....

This Framework commits us to do better in developing policies, processes and practices that remove barriers to access and inclusion.

.....

What our community told us

"Inclusion is important because the diversity of our community makes it a better, more interesting and equitable place to live."

Community survey

"People can be included, but not necessarily accepted. This is not true inclusion."

Community-led conversation

"Inclusion means feeling part of the community and not an 'add on' or 'burden'. It should be common practice."

Community survey

The City of Ballarat Inclusion Framework

Our vision for inclusion

Ballarat is an inclusive city where diversity is not only accepted but welcomed and celebrated.

Our city values the contribution of all people and our spaces, places, programs, events and services are designed to be welcoming and accessible to all.

We recognise that not everyone has the same experience and we work to make sure that people receive the support they need to ensure that no one is left behind.

Inclusion principles



Our diversity is our strength



Equity



Intersectionality



Diversity and inclusion is business as usual



Strong partnerships



Inclusive engagement

Areas for action



Priority groups and plans

Children and families

Municipal Early Years Plan 2022-2026

Young people

Youth Strategy 2022-2026

Older people

Ageing Well in Ballarat Strategy 2022-2026

Women

Gender Equality Action Plan 2021-2025

Aboriginal and Torres Strait Islander People

Reconciliation Action Plan 2022-2024

LGBTIQA+ people

LGBTIQA+ Inclusion Plan 2022-2026

People from diverse cultural and religious backgrounds

Intercultural Plan 2022-2026

People with disability

Disability Access and Inclusion Plan 2022-2026

There is currently no separate plan for the financially vulnerable priority group. This group is considered in the development of each of the plans above.

"There are no losers in this. Everybody will benefit."

Community-led conversation