

ITEM 6 PUBLIC EXHIBITION - DRAFT DIVERSITY, INCLUSION AND BELONGING POLICY

Throughout Our Wollongong 2028, there are a significant number of strategies and actions that are related to Council's approach to diversity, inclusion and belonging for both our community and the organisation's workforce. The introduction of a Diversity, Inclusion and Belonging Policy is an overarching document which articulates Council's commitment and leadership in this area. It will be enacted through our Values, as well as the various strategies and actions from across our Community Strategic Plan.

RECOMMENDATIONS

- 1 The draft Diversity, Inclusion and Belonging Policy be placed on public exhibition.
- 2 A further report be provided to Council at the conclusion of the exhibition period.

REPORT AUTHORISATIONS

Report of: Leila Hogan, Organisational Development Manager
Authorised by: Renee Campbell, Director Corporate Services - Connected + Engaged City

ATTACHMENTS

- 1 Draft Diversity, Inclusion and Belonging Policy

BACKGROUND

Our Wollongong 2028 contains a number of strategies and actions which have a direct line of sight to matters relating to improving or impacting on Council's approach to diversity, inclusion and belonging.

Diversity is recognising our differences such as what we look like, what we can or can't do, what we know, and our beliefs. Diversity also relates to our age, sex, gender, sexuality, race, marital status, health and ability.

Inclusion is about everyone having equal access and opportunities.

Belonging is when people feel safe, respected and accepted.

The introduction of a Diversity, Inclusion and Belonging Policy demonstrates Council's commitment and leadership in this area.

PROPOSAL

The draft Diversity, Inclusion and Belonging Policy is an enabler towards the realisation of our Goals and sets out Council's commitment to creating a place where diversity is valued, people are included and feel they belong. The draft Policy will guide decisions on the services Council provides for the community and how the organisation will shape and support the workplace in the delivery of those services.

The focus of this draft Policy is a Statement of Commitment that has been developed to affirm Council's commitment to diversity, inclusion and belonging. The plain English statement outlined below helps our people to associate with, and align themselves, to the organisation's diversity, inclusion and belonging commitment to support the community that Council serves:

Our strength is the diversity of our people.

Together our responsibility is to create an inclusive place where everyone is welcome, valued and belongs.

We lead with courage, openness and curiosity. Our conversations and actions celebrate diversity, inclusion and belonging.

The draft Diversity, Inclusion and Belonging Policy will also provide an overarching ‘whole of Council’ approach and assist Council in embedding the principles of diversity, inclusion, access and equality into its many plans, policies, systems and activities; along with demonstrating the organisation’s values in action. The draft Policy will also inform Council’s Workforce Diversity Management Plan and Workforce Diversity Policy.

There are many activities that Council is currently engaged in, or providing, to our community that supports our commitment to diversity, inclusion and belonging. These include [as a sample only]:

- a Disability Inclusion Action Plan
- the development of a Reconciliation Action Plan
- investigations of our accessibility options for people with disability [eg beaches, footpaths, public toilets]
- all ages and abilities play space
- incorporating child-friendly and age-friendly principles in design.

Also, delivering services and activities like programs for young people, LGBTQI activities, story time program and Refugee Week celebrations, just to name a few.

It is proposed to place the draft Diversity, Inclusion and Belonging Policy on public exhibition for a period of twenty-eight [28] days. Following exhibition any submissions received, together with any proposed amendments to the draft Policy, will be presented to Council for adoption.

CONSULTATION AND COMMUNICATION

A working party was established from across the organisation who possessed a diverse range of experiences and perspectives, as well as representing various backgrounds, ages and gender to develop the Diversity, Inclusion and Belonging Statement of Commitment. The working party will continue to provide a reference point to the organisation. Feedback on the Statement of Commitment was sourced from across the organisation and helped to further refine the Statement.

PLANNING AND POLICY IMPACT

This report contributes to the delivery of the following Our Wollongong 2028 Goals. It will assist in the delivery of the following:

Goal 3 – “We have a creative, vibrant city”

Community Strategic Plan	Delivery Program 2018-2021	Operational Plan 2019-20
Strategy	3 Year Action	Operational Plan Actions
3.2.3 Local groups and communities are actively supported to provide community-based programs, events and festivals that celebrate cultural traditions and contemporary practices	3.2.3.1 Support the coordination of an externally funded calendar of activities delivered across the city	<ol style="list-style-type: none"> 1 Facilitate events occurring for NAIDOC Week, Reconciliation Week and Sorry Day 2 Collaborate with Culturally and Linguistically Diverse Communities [CALD] community to support community events and celebrations 3 Deliver library programs that recognise and reflect the cultural diversity of our community 4 Deliver youth programs across the Wollongong LGA.
3.3.2 Partner with Aboriginal and Torres Strait Islanders and culturally and linguistically diverse communities and schools	3.3.2.1 Deliver and support a range of projects and programs which build harmony, understanding and cultural awareness	<ol style="list-style-type: none"> 1 Support newly arrived and refugee communities through the delivery of the Illawarra Refugee Challenge with community partners

Goal 4 – “We are a connected and engaged community”

Community Strategic Plan	Delivery Program 2018-2021	Operational Plan 2019-20
Strategy	3 Year Action	Operational Plan Actions
4.1.1 Provide residents with equitable access to information and opportunities to inform decision making	4.1.1.1 Ensure an effective community engagement framework that connects the community to Council decision making	<p>2 Resource and support a range of engagement options to provide advice across identified target groups</p> <p>6 Actively engage people with disability and carers in the delivery, evaluation and monitoring of the Disability Inclusion Action Plan 2016-20</p>
4.1.3 Government continue to partner with our local Aboriginal community	4.1.3.1 Council continue to partner with our local Aboriginal community	2 identify additional opportunities for working in partnership with the local Aboriginal community
4.3.1 Positive leadership and governance, values and culture are built upon	4.3.2 Build a workplace culture that is safe, engaged, responsive and professional	<p>3 Implement the Workforce Strategy 2018-22</p> <p>8 Deliver Council's Workforce Diversity Policy</p>

Goal 5 – “We have a healthy community in a liveable city”

Community Strategic Plan	Delivery Program 2018-2021	Operational Plan 2019-20
Strategy	3 Year Action	Operational Plan Actions
5.1.1 We work in partnership to build on opportunities to strengthen vulnerable communities	5.1.1.1 Partner with community-based organisation in the provision of services	<p>3 Deliver the funded actions of the Ageing Plan 2018-2022</p> <p>4 Support newly arrived and refugee communities through sector development and coordinator, community awareness and education</p>
	5.1.1.2 Continue to undertake social, land use and environmental planning activities assists in service planning	<p>1 Assess the changing profile of the community to inform service delivery</p> <p>5 Continue to engage children and young people in planning and design processes</p>
5.1.3 Involvement in lifelong learning, skills enhancement and community-based activities is promoted	5.1.3.1 Deliver a diverse suite of projects to the community that foster and enhance community strengths and participation	<p>1 Deliver a range of youth services with a focus on youth participation and community development, target programs, music, culture, and sector development and coordination</p> <p>3 Offer a program of activities in libraries to celebrate and engage with our diverse community</p> <p>4 Deliver tailored library programs to facilitate access and participation of people with a disability</p> <p>5 Support the delivery of programs that provide social connection for frail aged people and their carers</p> <p>6 Implement, monitor and report on the Disability Inclusion Action Plan 2016-2020</p>

5.1.4 Urban areas are created to provide a healthy and safe living environment for our community	5.1.4.1 Provide an appropriate and sustainable range of quality passive and active spaces and facilities	<p>9 Investigate and implement beach accessibility options for people with disability</p> <p>12 Investigate and deliver an all ages and abilities play space</p>
5.2.1 Provide a variety of quality public spaces and opportunities for sport, leisure, recreation, learning and cultural activities in the community	5.2.1.3 Use data to assess the current community infrastructure available, community demand and develop a strategic framework and policies to either rationalise, enhance or expand to meet community needs	10 Install fitness equipment stations through the city that cater to people of all ages and abilities
5.2.2 Healthy active ageing programs are promoted in partnership with government agencies and community organisations	5.2.2.1 Deliver a range of programs and recreational pursuits for older people	<p>1 Provide a variety of affordable senior programs at the leisure centres</p> <p>3 Deliver Community Transport services that connect older people to social and recreational activities</p>
5.4.1 Partnerships continue to strengthen and achieve a safe, accessible and resilient community	5.4.1.2 Facilitate a range of partnerships and networks to develop community safety initiatives	2 Incorporate child-friendly and age-friendly principles in design, planning and service delivery with the community
5.5.1 Manage and maintain community infrastructure portfolio with a focus on access and renewal	5.5.1.3 Coordinate an access improvement program through pre-planning and renewal activities	<p>1 Provide advice on access related matters that reflect the priorities in Council's Disability Inclusion Action Plan</p> <p>2 Establish a program to ensure Disability Discrimination Act compliance is integrated with Council asset management plans</p>

CONCLUSION

Wollongong City Council is currently engaged in exploring, developing, implementing or delivering services, infrastructure and processes that support diversity, inclusion and belonging. The draft Diversity, Inclusion and Belonging Policy embraces the multiple strategies and actions that demonstrates Council's desire to create a place where diversity is valued, people are included and feel they belong.



DIVERSITY INCLUSION + BELONGING COUNCIL POLICY

ADOPTED BY COUNCIL: [TO BE COMPLETED BY GOVERNANCE]

PURPOSE

The purpose of this Policy is to outline Council's commitment to creating a place where diversity is valued, people are included and feel they belong.

POLICY INTENT

The Policy will guide decisions on services we provide for the community and how we will shape and support our workplace.

WOLLONGONG 2028 OBJECTIVES

Our Wollongong 2028 outlines the community's main priorities for the future and includes strategies for achieving them. This Policy guides the way we deliver on our commitments in the Plan. The Policy also supports the delivery of the Workforce Strategy 2018 – 2022, that says "we will ensure our workforce is inclusive and engaged".

DEFINITIONS

Diversity recognises our differences such as what we look like, what we can or can't do, what we know, and our beliefs. Diversity also relates to our age, sex, gender, sexuality, race, marital status, health and ability.

Inclusion is about everyone having equal access and opportunities.

Belonging is when people feel safe, respected and accepted.

Equity is when people have the level of support they need, based on their individual situation, to access services and opportunities.

POLICY

Statement of Commitment:

**Our strength is the diversity of our people.
Together our responsibility is to create an inclusive place where
everyone is welcome, valued and belongs.
We lead with courage, openness and curiosity.
Our conversations and actions celebrate diversity, inclusion and belonging.**

We will:

- Use the Statement of Commitment to inform our decisions and the way we work.
- Welcome diversity and provide an inclusive place for everyone that lives, works in or visits our local government area.
- Strive for equity in access to services, infrastructure and open spaces.
- Support opportunities to celebrate diversity within our community.
- Advocate for and work with our community to create a place where they feel they belong.

Diversity Inclusion + Belonging

COUNCIL POLICY

- Listen to the community to understand their needs and involve them in decisions that affect their lives.
- Work with our staff to develop and implement policies, strategies and programs that promote equity for our staff.

POLICY REVIEW AND VARIATION

- 1 Council is to have opportunity to review and adopt, at least once during its Term, each Council policy.
- 2 A resolution of Council is required to adopt any variations to this policy, with the exception of minor administrative changes, such as updates to legislative references, which may be endorsed by the Executive Management Committee (EMC). Endorsement of administrative changes made to this policy by EMC does not alter the requirement for it to be reviewed and adopted by each Term of Council.

REPORTING

- 1 Organisational Development Manager will monitor the scope and currency of this policy.
- 2 Programs and action plans directly linked to this Policy will be reported on annually.
- 3 The effectiveness of this policy will be evaluated every three (3) years and measured by qualitative and quantitative data.

APPROVAL AND REVIEW		
Responsible Division	[Name of Division]	
Date/s adopted	<i>Executive Management Committee</i> [updated by policy owner]	<i>Council</i> [DD Mmmm YYYY]
Date/s of previous adoptions	[Dates of previous adoptions]	
Date of next review	[Two years from last adoption]	