

City of Kingston

Municipal Public Health and Wellbeing Plan 2021-25 Year 2 Action Plan

Priorities of Council's Municipal Public Health and Wellbeing Plan (MPHWP) 2021-2025 closely align with the Council Plan 2021-25. As such, a broad range of strategies and action plans across the organisation, work towards delivering on the goals and objectives set out in the MPHWP.

This Year 2 Action Plan combines Council's social action plans into one. It brings together actions for different population groups and priorities of our community to help Kingston be a connected, resilient and sustainable community.

Council's Disability Action Plan and Reconciliation Action Plan remain standalone plans to meet the requirements of the plans. Relevant actions from these plans have been included in this Action Plan and other Council plans and strategies to detail a whole of Council response.

It is important to note that the Year 2 Action Plan is not an exhaustive list of every health and wellbeing action that Council delivers. Health and wellbeing actions are embedded in the day to day operations of many Council departments and their partners. As such, the actions in the Year 2 Action Plan are either new, high profile/impact or have a signature budget.

Intersectional approach

The preparation of the MPHWP 2021-2025 included research and analysis of data through an intersectional lens.

The action plan identifies target groups for actions based on this intersectional analysis.

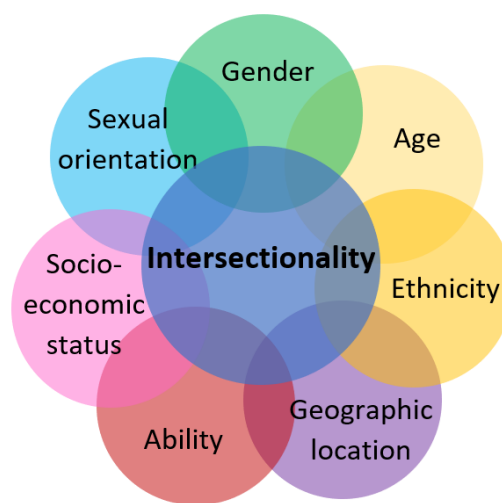
Intersectionality refers to the way that different characteristics of a person can potentially expose them to multiple layers of discrimination and marginalisation¹.

Aspects of a person's identity can include social characteristics such as age, gender identity, ethnicity, mental health and socioeconomic status. This can then lead to inequities such as poorer access to services and health outcomes.

The intersectional lens and inequities experienced by different population groups will be factored into the planning and delivery of the actions. This enables specific approaches to be implemented to ensure barriers are reduced and equitable access for participation is provided.

Monitoring and reporting

Yearly reviewing and reporting on the progress of the actions in this Action Plan will be implemented. Outputs and outcomes will be reviewed to understand where change in our community has been made under the MPHWP objectives. We will learn from our successes and challenges experienced, and adapt our actions in the next year's Action Plan to respond to emerging community needs.



¹ State Government of Victoria, 2021, *Understanding intersectionality*, <https://www.vic.gov.au/understandingintersectionality>

Goal 1. A healthy and well community

Kingston is a place that creates opportunities for all people to achieve optimal mental, physical and social wellbeing throughout all stages of life.

Objective 1.1 Increase participation in physical activity			
Actions	Lead	Partner	Target groups
Create accessible and inclusive public spaces where people feel encouraged to move through new outdoor fitness stations.	<ul style="list-style-type: none"> • Open Space • Active Kingston 	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Whole community • Older people • People with disabilities • People on low incomes
Support groups to provide physical activity opportunities to the community including new walking groups and activity classes.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Better Health Network • Heart Foundation • Active Kingston 	<ul style="list-style-type: none"> • Older people • Men • Low socio-economic status
Support Kingston’s sporting clubs to participate in the ‘Healthy Sports Clubs Framework’ in partnership with the Better Health Network.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Active Kingston • Better Health Network • Sporting Clubs 	<ul style="list-style-type: none"> • Young people • People with poor mental health • LGBTQIA+ • People with disabilities
Support sporting clubs and other community organisations to become more inclusive of diversity and provide programs for people with a disability.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • People with disabilities • LGBTQIA+
Promote sporting options and inclusive sporting clubs to diverse communities through targeted promotional campaigns and networking with community groups and local services.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Active Kingston • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • LGBTQIA+ • Multicultural people • People with disabilities
Promote health and wellbeing messages and local activities linked to significant health weeks such as ‘Are you ok? Day’ and ‘Men’s Health Week’ through Council’s media channels.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Better Health Network • Women’s Health in the South East 	<ul style="list-style-type: none"> • Whole community • Men • Women
Develop the draft Active Recreation and Playspace Strategy for community consultation.	<ul style="list-style-type: none"> • Active Kingston 		<ul style="list-style-type: none"> • Children • Young people • People with disabilities

Objective 1.2 Improve healthy eating			
Actions	Lead	Partner	Target groups
Work with Neighbourhood Houses, Community Centres and welfare organisations to deliver healthy eating workshops.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Neighbourhood Houses & Community Centres Community welfare organisations 	<ul style="list-style-type: none"> Whole community Multicultural people Low income
Build capacity of Council event organisers to provide healthy food options as outlined in the Healthy Choices guidelines.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Arts, Events & Libraries Procurement and Contracts Governance 	<ul style="list-style-type: none"> Whole community
Provide healthy food options at Council run After School Hours Care programs, guided by the Vic Kids Eat Well program.	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> School age children

Objective 1.3 Improve mental wellbeing			
Action	Lead	Partner	Target groups
Establish a community focused Kingston Mental Health Working Group with relevant stakeholders to support collaboration.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Family, Youth & Children's Services Derrimut Weelam Gathering Place Uniting (Mental Health Hub Cheltenham) Brotherhood of St Laurence (NDIS Area Coordinator) Danny Frawley Centre at St Kilda FC Better Health Network Family Life Alfred Carers Southeast Suicide Prevention Network Victoria Police EACH 	<ul style="list-style-type: none"> Whole community People living with poor mental health

Provide mental health and wellbeing education, training and wellness sessions to diverse community groups.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Derrimut Weelam Gathering Place Mental Health Working Group Sporting clubs Women's Health in the South East 	<ul style="list-style-type: none"> People living with poor mental health Young people Women Multicultural people Aboriginal & Torres Strait Islander people
Provide training to enable Community Centres, Neighbourhood Houses and sporting clubs to better engage people with mental health issues.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Community Centres & Neighbourhood Houses Sporting clubs 	<ul style="list-style-type: none"> People with poor mental health

Objective 1.4 Reduce harm from alcohol and other drugs, smoking and gambling			
Actions	Lead	Partner	Target groups
Lead localised Kingston advocacy campaigns aligned with the Alliance for Gambling Reform advocacy agenda to prevent and reduce gambling harm.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Alliance for Gambling Reform 	<ul style="list-style-type: none"> People experiencing harm from gambling
Increase awareness and knowledge in the community about gambling harm and the affects it has on the community by supporting local organisations and providing customised education.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Arts, Events & Libraries Community Centres & Neighbourhood Houses Gambler's Help Southern 	<ul style="list-style-type: none"> Multicultural people Young people Older people Low socio-economic status People experiencing harm from gambling
Develop partnerships with and provide support to organisations, services and the community to address the impacts of gambling harm in Kingston and improve pathways to gambling support services.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Gambler's Help Southern 	<ul style="list-style-type: none"> People experiencing harm from gambling
Work with community groups and sporting clubs to reduce reliance on funding or support received from the gambling industry.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Community groups Sporting clubs
Promote information about Council's Alcohol-Free Zones and partner agency health messages to reduce harmful alcohol and drug use through Council's media channels.	<ul style="list-style-type: none"> Compliance & Amenity 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Family, Youth & Children's Services 	<ul style="list-style-type: none"> Whole community Young people Multicultural people

Educate the community about smoking laws and no-smoking areas through Council's media channels and local signage to reduce tobacco-related harm.	<ul style="list-style-type: none"> • Compliance & Amenity 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • Whole community
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Goal 2. A safe and secure community

Kingston is a safe, respectful and supportive place for all to live, work and play, that is free from all forms of inequality and violence.

Objective 2.1 Improve safety in the home and community			
Actions	Lead	Partner	Target groups
Raise awareness about safety in the community through promotion and provision of information related to scams, vehicle security, home safety, business safety and online safety.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Community Centres & Neighbourhood Houses • Arts, Events & Libraries • Customer Service • Neighbourhood Watch • Victoria Police 	<ul style="list-style-type: none"> • Older people • Multicultural people • People with disabilities • Aboriginal & Torres Strait Islander peoples • Young people
Support services to prevent, respond and recover from crime and emergencies through the Community Safety Advisory Committee and delivery of Council emergency management activities.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Emergency Management • Compliance & Amenity • State Emergency Service (SES) • Fire Rescue Victoria (FRV) • Country Fire Authority (CFA) • Ambulance Victoria & St John Ambulance • Lifesaving Victoria • VicRoads • Victoria Police • Department of Justice & Community Safety (DoJ&CS) 	

Develop a communications plan to promote accessible and inclusive home safety and security planning information to our diverse communities.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Older people Multicultural people People with disabilities
Partner with Victoria Police and other stakeholders to coordinate responses to safety concerns in Kingston.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Victoria Police Other partners as relevant 	

Objective 2.2 Improve feelings of safety in the home and community

Actions	Lead	Partner	Target groups
Design public spaces using safer design principles in Council planning (such as visible sightlines and passive surveillance) to promote personal safety and public confidence in neighbourhoods i.e. through activity centre structure plans.	<ul style="list-style-type: none"> City Strategy Open Space Active Kingston 	<ul style="list-style-type: none"> Infrastructure City Works 	
Maintain public spaces to enhance feelings of safety through graffiti prevention and removal.	<ul style="list-style-type: none"> City Works 	<ul style="list-style-type: none"> Infrastructure Open Space Inclusive Communities 	<ul style="list-style-type: none"> Women People with disabilities People who identify LGBTQIA+ Students
Work with Common Cause Australia to develop values-based messages that increase young people's understanding of the value of public assets and the importance of not defacing them with graffiti.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Common Cause Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Young people
Prioritise locations that are affected by crime and anti-social behaviour for public art installations through the implementation of Kingston's Public Art Strategy and Public Art Policy.	<ul style="list-style-type: none"> Arts & Cultural Services 	<ul style="list-style-type: none"> Inclusive Communities City Works 	
Implement Kingston's CCTV camera program in compliance with legislation and Council Policy.	<ul style="list-style-type: none"> City Works 	<ul style="list-style-type: none"> Inclusive Communities 	

Objective 2.3 Reduce the prevalence of family violence

Actions	Lead	Partner	Target groups
Improve community understanding of family violence, prevention and support through workshops, events and promotional campaigns (such as the Kingston Women of the Year Awards, International Women's Day civic event, 16 Days of Activism Against Gender-Based Violence and	<ul style="list-style-type: none"> Inclusive Communities Celebrating Inclusion Working Group 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Arts, Events & Libraries Open Space 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander people People with disabilities LGBTQIA+ Multicultural people

<p>promoting healthy masculinities through programs such as Modelling Respect and Equality).</p>		<ul style="list-style-type: none"> • AccessCare • Active Kingston • Family, Youth & Children’s Services • Kingston Family Violence Working Group • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Older people • Women • Young People
<p>Provide training to build knowledge and capacity of community, organisations and businesses to increase understanding about family violence and gender equity, and support people who have experienced family violence.</p>	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • AccessCare • Active Kingston • Open Space • Family, Youth & Children’s Services • Kingston Family Violence Working Group • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Men • Young People
<p>Provide training to build knowledge and capacity of staff to increase understanding about family violence and gender equity, and support people who have experienced family violence.</p>	<ul style="list-style-type: none"> • People Support • Inclusive Communities 	<ul style="list-style-type: none"> • Family Violence Staff Support Officers 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women • Men • Young People
<p>Explore opportunities to enhance community leadership skills of women and people from diverse community groups to reduce common barriers for them to participate in leadership opportunities.</p>	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Governance • Local Government Victoria • Municipal Association of Victoria • Safe and Equal 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people • People with disabilities • LGBTQIA+ • Multicultural people • Older people • Women

		<ul style="list-style-type: none"> Victorian Local Governance Association 	<ul style="list-style-type: none"> Young people
Increase awareness of community members and staff who work with older people about recognising, preventing and responding to elder abuse through education, information provision and staff training.	<ul style="list-style-type: none"> Inclusive Communities AccessCare 	<ul style="list-style-type: none"> Peninsula Community Legal Centre Department of Families, Fairness & Housing (Commissioner for Senior Victorians) Respect Victoria Seniors Rights Victoria 	<ul style="list-style-type: none"> Older people
Foster strong collaboration with local and regional strategic partners and networks, including coordination of the Kingston Family Violence Working Group as a key advisory and consultation mechanism of Council.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Community partners and organisations Women's Health in the South East 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander peoples People with disabilities LGBTQIA+ Multicultural people Older people Women Young people
Advocate for policy, legislative and institutional reform to support gender equality and family violence prevention. Such as advocating for reproductive rights, childcare accessibility and preventing violence against sex industry workers.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Family, Youth & Children's Services Kingston Family Violence Working Group Community partners and organisations 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander peoples People with disabilities LGBTQIA+ Multicultural people Older people Women Young people
Advocate for and support increased services for community members at risk of choosing to use violence, to receive education and interventions that promote respectful relationships and help prevent (re)offending.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Family, Youth & Children's Services Kingston Family Violence Working Group Community partners and organisations 	<ul style="list-style-type: none"> People at risk of perpetrating violence
Support family violence victim survivors to feel safe, connected, heard and empowered, including through inclusion of their stories in Council activities.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Teams engaged with community Family Violence Staff Support Officer network 	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander peoples People with disabilities LGBTQIA+

		<ul style="list-style-type: none"> • Council Advisory Committees • Emerge Women & Children's Support Network • South Eastern Centre Against Sexual Assault • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Multicultural people • Older people • Women • Young people
Deliver place-based programs, projects, interventions and other initiatives in places identified as higher risk for violence and harassment (such as public messaging on signs, bins and public toilets, and targeted programs).	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Arts, Events & Libraries • Open Space • City Works • Family, Youth & Children's Services • Community partners and organisations • Community Centres & Neighbourhood Houses 	<ul style="list-style-type: none"> • Women • People with disabilities • LGBTQIA+

Goal 3. A kind and connected community

Kingston is a welcoming and inclusive place with strong social connections across generations. Reconciliation, culture and diversity are embraced, valued and celebrated.

Objective 3.1 Increase participation in community activities and volunteering			
Actions	Lead	Partner	Target groups
Support the delivery of programs to address the needs of multicultural residents including English classes, employment and career counselling, family violence support, housing advice and L2P driving program.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • South East Community Links 	<ul style="list-style-type: none"> • Multicultural people
Support volunteering in the local community through provision of volunteer training, building capacity of community groups and matching skilled volunteers to support groups.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • Multicultural people • Older people • Young people • People with disabilities

Develop a feature on the new Council website for community groups and organisations to promote local volunteering opportunities to the community.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Community groups and organisations
Implement an online volunteering recruitment system to support recruitment of Council volunteers.	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> AccessCare Inclusive Communities Arts, Events & Libraries Open Space Family, Youth & Children's Services 	<ul style="list-style-type: none"> Whole population
Improve processes and training for Council volunteers to meet Child Safe Standards requirements.	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Council volunteers
Share information about opportunities for people with a disability to engage in arts, culture, recreation and leisure programs through Council's networks and media channels.	<ul style="list-style-type: none"> Inclusive Communities Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Active Kingston Arts, Events & Libraries Family, Youth & Children's Services 	<ul style="list-style-type: none"> People with disabilities
Encourage the participation of people from diverse backgrounds and under-represented groups on Councils Advisory Committees through targeted promotional campaigns and networking with community groups and local services.	<ul style="list-style-type: none"> Inclusive Communities Governance 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Access and Equity Advisory Committee 	<ul style="list-style-type: none"> Multicultural people Older people Young people People with disabilities LGBTQIA+ Aboriginal & Torres Strait Islander people
Provide information about the community grants program to encourage community groups, organisations and sporting clubs to apply.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Whole population
Establish an LGBTQIA+ community reference group to provide advice to Council.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> LGBTQIA+
Promote and participate in the annual Pride March.	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> LGBTQIA+
Explore opportunities to acknowledge and celebrate the LGBTQIA+ community via the community grants program.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> LGBTQIA+

Objective 3.2 Reduce social isolation and loneliness			
Actions	Lead	Partner	Target groups
Encourage and support the community to engage in social activities through promotion of social opportunities (e.g. Your Voice newsletter) and individual support to connect people into social groups.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> AccessCare Arts, Events & Libraries 	<ul style="list-style-type: none"> Multicultural people Older people
Provide support to local services, community groups, senior groups and multicultural clubs to build their capacity to deliver opportunities for social connection.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Multicultural people Older people
Strategically review and plan for changes to community group operations expected in the future.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Older people
Promote Kingston Libraries as a safe place for people to 'be' and connect with their community.	<ul style="list-style-type: none"> Arts, Events & Libraries 		<ul style="list-style-type: none"> People who are lonely People with disabilities Older people Families Young people
Provide spaces and opportunities for young people to meet and form friendships and connections through programs such as the FreeZa Committee and Aspendale Youth Cove.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people
Facilitate the weekly Queer in Kingston support group to provide social support to young people who may identify as same sex attracted, gender diverse or questioning their sexuality and gender.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people LGBTQIA+
Create stronger connection with the LGBTQIA+ 55+ community through the annual Seniors Festival.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> AccessCare Arts, Events & Libraries 	<ul style="list-style-type: none"> LGBTQIA+ Older people

Objective 3.3 Reduce discrimination			
Action	Lead	Partner	Target groups
Improve Kingston's recruitment procedures and processes to minimise bias and create more equal opportunities.	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Multicultural people LGBTQIA+ People with disabilities Older people
Contribute to a more inclusive work environment through training and celebration of key days, such as Cultural Diversity Week, IDAHOBIT, NAIDOC Week, Wear it Purple day and International Day of People with a Disability.	<ul style="list-style-type: none"> People Support 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Multicultural people LGBTQIA+ Faith groups Aboriginal & Torres Strait Islander people

			<ul style="list-style-type: none"> • People with disabilities • Multicultural people
Advocate for asylum seekers by supporting the Back Your Neighbour campaign to deliver advocacy activities for people seeking asylum to access vital health and welfare services.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	
Implement Council's Reconciliation Action Plan to work toward a unified community through respecting and embracing Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • People Support • Advocacy, Communications & Engagement • Open Space • Arts, Events & Libraries • Procurement and Contracts • Family, Youth & Children's Services 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander people
Commence work to attain Rainbow Tick accreditation to provide a safe and inclusive workplace and services for the LGBTQIA+ community.	<ul style="list-style-type: none"> • People Support 	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • LGBTQIA+
Identify locations and LGBTQIA+ awareness days to fly the rainbow flag at Council buildings.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • LGBTQIA+
Identify Kingston facilities, services and events as LGBTQIA+ friendly through inclusion of the rainbow flag and other means.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Youth Services 	<ul style="list-style-type: none"> • LGBTQIA+
Provide and promote LGBTQIA+ educational resources to increase community awareness and inclusion.	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • LGBTQIA+
Develop an updated Disability Action Plan for Council to reduce and remove barriers experienced by people with a disability.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • People with disabilities
Implement Council's Gender Equality Action Plan to address systemic barriers that create gender inequality.	<ul style="list-style-type: none"> • People Support 	<ul style="list-style-type: none"> • Advocacy, Communications & Engagement • Inclusive Communities • Governance • Customer Experience • Information Services and Strategy 	<ul style="list-style-type: none"> • Women • Men • Non-binary people

Objective 3.4 Increase inclusion, respect and belonging			
Actions	Lead	Partner	Target groups
Build the capacity of representatives from diverse communities to promote inclusion, respect and belonging in the community through participation on Kingston's Interfaith Network.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Multicultural people Faith groups
Support, deliver and promote events focused on awareness and celebration of our diverse community to increase knowledge about all cultures, faiths, human rights and discrimination (such as Cultural Diversity Week, IDAHOBIT, NAIDOC Week, LGBTQIA+ discrimination, International Day of People with a Disability, Kingston Women of the Year Awards and the Spring Fair).	<ul style="list-style-type: none"> Inclusive Communities Arts, Events & Libraries Celebrating Inclusion Working Group 		<ul style="list-style-type: none"> Multicultural people LGBTQIA+ Faith groups Aboriginal & Torres Strait Islander people People with disabilities Women
Include images of people from diverse backgrounds in a positive way in Council documents and promotional materials to foster respect and inclusion in the community.	<ul style="list-style-type: none"> Inclusive Communities Advocacy, Communications & Engagement 		<ul style="list-style-type: none"> Older people Multicultural people LGBTQIA+ Faith groups Aboriginal & Torres Strait Islander people People with disabilities
Develop a leadership program for young leaders to support inclusion and belonging of young people from diverse backgrounds in community life.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Multicultural people Young people LGBTQIA+
Support women's participation in sport through support for female teams, showcasing female competitions and providing the appropriate facilities.	<ul style="list-style-type: none"> Active Kingston 		<ul style="list-style-type: none"> Women
Facilitate a fortnightly gathering for local Aboriginal and Torres Strait Islander Elders at the Derrimut Weelam Gathering Place to promote social connection and belonging.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Derrimut Weelam Gathering Place 	<ul style="list-style-type: none"> Aboriginal & Torres Strait Islander people
Engage with international students through tertiary institutions to encourage greater participation in community life and awareness of community responsibilities.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> International students
Investigate information needs and gaps of newly arrived residents, including international students, regarding community responsibilities and life in Australia.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Newly arrived residents

Goal 4. A liveable community

Kingston is a sustainable and resilient place where people have equitable access to natural, built, social and economic environments.

Objective 4.1 Increase preparedness and resilience for the impacts of climate change			
Actions	Lead	Partner	Target groups
Develop skills and knowledge of community members who are most vulnerable to the impacts of climate change through delivery of targeted education sessions and information provision.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> City Strategy AccessCare 	<ul style="list-style-type: none"> Multicultural Older people People with disabilities
Develop and adopt a Climate Adaptation Plan to serve as a guide for supporting Council staff and community members to adapt to the impacts of climate change.	<ul style="list-style-type: none"> City Strategy 		<ul style="list-style-type: none"> Older people People with disabilities People who are homeless Children under 5 years old People with chronic health conditions
Participate in the South East Councils Climate Change Alliance project to increase community resilience to the impacts of climate change.	<ul style="list-style-type: none"> City Strategy Inclusive Communities 	<ul style="list-style-type: none"> Emergency Management 	<ul style="list-style-type: none"> Older people People with disabilities People who are homeless Children under 5 years old People with chronic health conditions

Objective 4.2 Increase availability of social and affordable housing			
Actions	Lead	Partner	Target groups
Implement the Social and Affordable Housing Strategy and continue to explore housing opportunities with private developers on key government sites and provide support to the Homes for Homes initiative.	<ul style="list-style-type: none"> City Strategy 	<ul style="list-style-type: none"> Inclusive Communities AccessCare 	<ul style="list-style-type: none"> Low socio-economic status People who are homeless
Deliver the Community Connection Program to connect community members who are homeless or at risk of homelessness with relevant housing programs.	<ul style="list-style-type: none"> AccessCare 		<ul style="list-style-type: none"> People who are homeless

Objective 4.3 Increase equitable participation in the workforce and local economy			
Actions	Lead	Partner	Target groups
Evaluate the small food business pilot program utilising Council's commercial kitchen facilities.	<ul style="list-style-type: none"> City Economy & Innovation 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Women Multicultural people
Establish a partnership with a start-up support provider to support local entrepreneurs.	<ul style="list-style-type: none"> City Economy & Innovation 		<ul style="list-style-type: none"> Young people General population
Establish a Kingston employment services providers local network to pursue and enhance regional collaborative opportunities.	<ul style="list-style-type: none"> City Economy & Innovation 	<ul style="list-style-type: none"> Inclusive Communities Wellsprings for Women Outlook Australia Holmesglen Tafe 	<ul style="list-style-type: none"> Multicultural people Unemployed people People with disabilities Young people
Deliver the work ready program to equip young people with skills and knowledge for employment.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people
Deliver the financial literacy program to increase knowledge about how to be financially responsible.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people
Support employment opportunities for people who are unemployed through the Jobs Victoria Advocates Program (particularly people with a disability and people from non-English speaking backgrounds).	<ul style="list-style-type: none"> City Economy & Innovation 	<ul style="list-style-type: none"> Inclusive Communities AccessCare Brotherhood of St Laurence 	<ul style="list-style-type: none"> People with disabilities Multicultural people

Objective 4.4 Increase the accessible and equitable supply of facilities, services and activities			
Actions	Lead	Partner	Target groups
Map and benchmark the provision of community and health facilities and services in Kingston to identify gaps in provision.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Active Kingston 	
Deliver transport information sessions to increase the ability and confidence of community to use all modes of transport safely, and to maintain independence and social connections.	<ul style="list-style-type: none"> Inclusive Communities Infrastructure 		<ul style="list-style-type: none"> Older people Multicultural people
Review and monitor Council's Community Bus service to ensure current and emerging needs of the community are considered.	<ul style="list-style-type: none"> AccessCare 		<ul style="list-style-type: none"> Older people Multicultural people People with disabilities

Ensure accessibility is considered in the planning and maintenance of facilities, infrastructure and places to support access for people of all abilities.	<ul style="list-style-type: none"> • Infrastructure • Open Space • Project Management Office • Active Kingston 	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • People with disabilities • Older people
Identify signage requirements through the Wayfinding Strategy to inform future installations.	<ul style="list-style-type: none"> • Open Space 		
Undertake research to identify vulnerable community groups in Kingston and any structural barriers experienced.	<ul style="list-style-type: none"> • Inclusive Communities 		<ul style="list-style-type: none"> • Vulnerable people

Objective 4.5 Increase access to and improve amenity of open spaces and the natural environment			
Actions	Lead	Partner	Target groups
Engage with targeted community groups, the Access and Equity Advisory Committee and Interfaith Network to gain information for the draft Open Space Strategy to improve the accessibility and inclusion of outdoor public spaces.	<ul style="list-style-type: none"> • Open Space 	<ul style="list-style-type: none"> • Inclusive Communities 	<ul style="list-style-type: none"> • Older people • Multicultural people • People with disabilities • LGBTQIA+ • Women
Plan upgrades of open spaces through development of the Open Space Strategy to improve quality, safety and accessibility of existing facilities.	<ul style="list-style-type: none"> • Open Space 		<ul style="list-style-type: none"> • Older people • Multicultural people • People with disabilities • LGBTQIA+ • Women
Ensure master plans provide for accessible, quality public open spaces for passive and active recreation.	<ul style="list-style-type: none"> • Open Space • Active Kingston 		<ul style="list-style-type: none"> • Older people • Multicultural people • People with disabilities • LGBTQIA+
Investigate opportunities to improve public access and connectivity along the coastline, while recognising and protecting culturally and environmentally sensitive areas.	<ul style="list-style-type: none"> • Open Space 		<ul style="list-style-type: none"> • Whole community
Develop maps identifying locations and features of accessible infrastructure and promote this information to the community to improve access to Kingston's beaches, parks, playgrounds and recreation facilities.	<ul style="list-style-type: none"> • Inclusive Communities • Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> • Open Space • Active Kingston 	<ul style="list-style-type: none"> • Older people • Multicultural people • People with disabilities • LGBTQIA+ • Women

Goal 5. An informed and empowered community

Kingston is a place that ensures all members of the community have access to appropriate information to make informed decisions about their diverse health, education and lifelong learning needs.

Objective 5.1 Improve provision of accessible health and wellbeing information, programs and services			
Actions	Lead	Partner	Target groups
Redevelop Kingston Youth Services website and social media platforms to ensure it is accessible, secure, and customer focused.	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Family, Youth & Children's Services 	<ul style="list-style-type: none"> Young people
Support community groups through training and information to develop accessible website content for the new integrated community directory.	<ul style="list-style-type: none"> Inclusive Communities 		<ul style="list-style-type: none"> Community groups and organisations
Identify printed materials for conversion into easy English and/or translated materials to ensure non-digital community members have access to key information.	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Multicultural people People with disabilities Non-digital community members
Promote initiatives and services of local community health organisations to the broader community via Council's networks and media channels such as Probus Network meetings, Kingston Your City and Your Voice newsletters.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement Better Health Network Community groups 	
Investigate opportunities for Council provided information displays at local shopping precincts to promote health and wellbeing information.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement City Economy & Innovation Local Traders Associations Local health providers 	
Provide culturally sensitive health and wellbeing information and service referrals to local Aboriginal and Torres Strait Islander community members.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Derrimut Weelam Gathering Place 	<ul style="list-style-type: none"> Aboriginal & Torres Strait Islander people
Promote and celebrate the diverse range of programs, services, events and activities provided by Kingston Council in new ways to reach community members that are unaware.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Advocacy, Communications & Engagement 	<ul style="list-style-type: none"> Whole community

Objective 5.2 Increase participation in lifelong learning and education			
Actions	Lead	Partner	Target groups
Review mix of long day care, sessional and full-day kindergarten programs provided by the Family and Children's Centres to ensure services continue to meet community needs.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Pre-school aged children Families
Support families to have equitable access to kindergarten education for their children through delivery of the Kindergarten Central Registration Scheme.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Families with pre-school aged children
Provide supported playgroups for vulnerable families to engage in developmentally appropriate play-based learning and learning parenting skills for engaging in their child's development at home.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Vulnerable families with pre-school aged children
Support young people to develop soft employability skills through short courses aligned to their interests and hands on experience through Youth Services committees.	<ul style="list-style-type: none"> Family, Youth & Children's Services 		<ul style="list-style-type: none"> Young people
Provide programs and information to the community regarding life transitions such as retirement planning, financial literacy, transport and entry into aged care.	<ul style="list-style-type: none"> Inclusive Communities 	<ul style="list-style-type: none"> Arts, Events & Libraries AccessCare 	<ul style="list-style-type: none"> Older people Multicultural people People with disabilities
Provide digital literacy programs with access to computers and iPads to enable people to better access services and connect socially online.	<ul style="list-style-type: none"> Arts, Events & Libraries 	<ul style="list-style-type: none"> Inclusive Communities AccessCare 	<ul style="list-style-type: none"> Older people Multicultural people
Review and refresh the mix of library services and programs across the municipality to ensure they continue to meet community needs.	<ul style="list-style-type: none"> Arts, Events & Libraries 		