

Towards Equality Framework

Summary of the feedback received and of the changes made to the Framework in response

| Feedback from consultation (synthesis) | Changes made (high-level description and location in document) |
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| <p>Include that Council's role is to partner and advocate:</p> <ul style="list-style-type: none"> - working through partnerships and in sustained and dynamic collaboration with community groups /co-designing projects with and for communities - making it clear that Council can't (and shouldn't) take care of and manage the community all by itself - - acknowledging what Council can influence directly i.e. its services and programs - recognising the need for advocacy | <p>Further clarification that this is not work that Council can do on our own, leading to:</p> <ul style="list-style-type: none"> - clarification (in goal 2 notably) that the services and programs we can influence are first and foremost Council's own. - strengthened recognition (notably in goal 3, but also at various points throughout the Framework) of the need for collaboration and to work in partnership, with agencies, organisations and community. - strengthened acknowledgement of the role of advocacy (throughout and in section 6.4) |
| <p>Recognise that people are placed at risk, marginalised or disadvantaged by systemic factors, not through fault of their own</p> | <p>Strengthened acknowledgement of the systemic and structural dimension of issues.</p> |
| <p>With a huge diversity in discriminatory behaviours, a blanket 'increased risk of discrimination lens' might run the risk of losing some of the specificities.</p> <p>Community members sharing persistent problems with racism, unconscious bias, white privilege and homophobia.</p> <p>Racism was identified as particularly and structurally prevalent, notably for Aboriginal and Torres Strait Islander people.</p> | <p>Strengthened "culture" lens with:</p> <ul style="list-style-type: none"> - re-categorising the "increased risk of discrimination" lens (in the People component of Understanding disadvantage) into a separate culture lens, an abilities lens and a sexual orientation, gender identity and intersex status lens (section 2.1) - increased emphasis on Aboriginal cultural rights and recognition of the ensuing need for decolonisation (throughout) |
| <p>Note the release of Victorian Equal Opportunity and Human Rights Commission (VEOHRC) report on application of the Human Rights Charter by local governments, including a new Framework for a strong human rights culture</p> | <p>Strengthened alignment with newly released VEOHRC report on a Framework for a strong human rights culture (section 4.2)</p> |
| <p>How will Council use the Framework to actually open up to scrutiny / make sure the community can use the Framework to hold Council to account?</p> | <p>Increased accountability from Council back to the community (throughout), including invitation for community members to use the Framework as a self-advocacy tool and to hold Council to account (section 6.4).</p> |