

Response 1

Name:

Organisation: Kingsbury United Soccer Club

Feedback: My contribution to this draft plan is on the basis that: Emphasis should be placed on developing JC Donath reserve into a sporting hub to cater for 50,000 residents of Reservoir, northern Preston and Kingsbury.

Emphasis should be placed on subsidy for kids from low social economic families for their kids to participate in organised sports, currently many kids from low social economic families in the city of Darebin cannot afford to join organised sports teams because of the costs involved.

Empowered communities will drive the need for infrastructure development and the use of facilities.

Response 2

Name:

Feedback: Congratulations on the development of the leisure strategy action plan. Good to see cycling mentioned several times, I am a member of the Darebin Bicycle Advisory Committee and keen supported of the Cycle Strategy.

One Q - whilst I applaud the goals that exist especially increasing the participation of women and girls, I wonder why there is not a similar goal in relation to people over 65 whose continued engagement in physical activity and active leisure is vital in an ageing population. Personally, as a 65 year old, I find the City of Yarra programs for older people through their leisure facilities (especially the Collingwood Leisure Centre) much more appealing and user friendly (and cheaper) than the City of Darebin ones eg the Northcote pool.

Comment: I recognise your restricted resource base, but an awful lot of actions begin with "investigate", and do not seem to go on to implement! Lots of looking into things and actions that begin (and end 'consult", "consider", "identify", "investigate".) This makes it sound a bit weak especially as it covers the next 5 years. I'd like to see a firmer commitment to ensuring contracts with non-council orgs leasing/ running council owned facilities eg YWCA have healthy food and drink clauses, and to Council monitoring that this occurs. This fits in with Council commitments within its Municipal Health and Wellbeing Plan and its Food Security Policy.

As an ex basketball and swimming parent I was always appalled at the rubbish sold in canteens, tuck shops, kiosks etc. I know some parents don't want to take their kids to these places because they get nagged to buy the children the junk food.

Response 3

Name:

Organisation: SSGDAC

Feedback I'm a member of the SSGDAC and was sent the leisure strategy for feedback, this generally looks really good. A few points of feedback:

The St Georges Rd bike path is quite bumpy and getting worse, this makes a big difference to commuting and leisure rides.

The bike lane/tram stop in High St, Northcote is inconvenient because pedestrians tend to stand there all the time unaware that it's also the bike lane.

I see a lot of press for sports for men/boys (e.g. the Northern Blues) near the Preston Market but it would be nice to see women's sport would be nice to see promoted more.

The Northcote Kite Festival is a really good outdoor event.

The Northcote Aquatic Centre is very chloriney, compared to similar pools in other suburbs.

The free exercise they do in the park sounds good, but would be good if there was something on weekends too.

The women's cricket matches that were organised earlier this year had sounded good but were on a little bit too early. Would be good if these were done again.

Walking to the market with my shopping trolley is a good motivator for exercise!

Response 4

Organisation: Darebin Women's Advisory Committee (Meeting Minutes)

Feedback: Members of the DWAC provided feedback on the strategy and ideas for action during the meeting. They were advised that further feedback can be provided via email, post or phone until the 1st June.

DWAC members wondered how Council measures informal participation in sports by women. One suggestion was that Council could make use of apps or step counters to capture data on informal activities such as walking or cycling.

It is important that leisure activities cater to the stages of women's lives and the diversity of women's groups. For example how do we reach those groups who are socially isolated and who don't have existing networks?

It is important to reach the elderly, socially isolated people, people in nursing homes and those living in assisted accommodation.

It is important to understand why these groups don't get involved? Does Council collect that type of data?

It is important to identify opportunities/locations to promote free exercise or leisure opportunities. Maternal and Child Health Services are an excellent way to get information to women specially mothers who are recovering from childbirth, and who may need social connections.

For older and isolated women, locations like doctor's surgeries, chemists, churches, carer's organisations could be excellent avenues to promote leisure activities.

Another idea to reach older people is to train Meals on Wheels volunteers to talk to older people about wellbeing and exercise, and also HACC services.

Cost in joining leisure centres and gyms can be a barrier for many women. At Reservoir Leisure Centre you have to pay by credit card or provide bank details. Older people and people on low incomes often don't have credit cards or don't want to provide bank details as they live on tight budgets. There should be discounted rates, as well as casual fee structures.

There is a need to re-define what we mean by leisure, not only sport but for older people it could be dancing or walking at the shopping mall. Council could encourage these activities.

Walking groups at shopping centres could be established. At Westfield Shopping Centre, there is a group that wear sponsorship t-shirts and walk around the shopping mall and catch up for a coffee.

Council could also tap into groups that people pay for, such as gyms. Reach these members before their circumstances change as they get older. Tap into them for consultation to connect them to the community.

Another idea is to install gym equipment in the parks. In other countries such as Brazil these are used extensively. Police are often co-located at these sites to improve safety.

Sport can be an excellent platform for violence prevention strategies. There is a great opportunity with sport to tackle sexism in sporting culture. This could be done by training coaches on gender equity and the prevention of exclusionary behaviours.

Committee members noted it was challenging to work with club coaches as a lot of them are volunteers.

The same can be said for homophobia in sport. It is important that the strategy also finds synergies with the sexuality, sex and gender diversity action plan and use sport as a vehicle to promote inclusion for LGBTIQ people as well.

Response 5

Name:

Organisation: DAREBIN WOMENS ACTION COMMITTEE

Feedback: I am one of the members of the DWAC. I am writing to you to give you feedback on the Leisure Strategic Plan.

In the strategy it is not clear why there are declining levels of sport. It is not clear what the barriers to participation are.

For some people, playing sport and being too physically active can actually be a health hazard.

Why is it a 10 year plan? What is the strategic thinking behind this time line and does that need to be explained?

Playing and engaging in sport is very expensive for families. How can the strategy enable all families to access sport for their children at a lower cost? My son wants to play baseball, but it is very expensive to register, uniforms, practice etc.

What about encouraging the playing of sport that is not mainstream i.e.: Martial Arts, Thai Chi, Yoga, dancing, Indian Kabbadi and other cultural type sports. There are so many that could be explored.

What about being in partnership with Sports Without Borders who work with mainstream peak sport agencies to diversify the membership and opportunities to CALD communities, who may otherwise not know about this.

A sports EXPO would be an ideal way to encourage people to link with sport.

I played soccer with the Falcons/ a women's sports club about 5 years ago. I was observing women's behaviour towards other women who played with them and opposite them. Most of the time inclusive, but sometimes left a lot to be desired. There needs to be some work done in the anti-racism, discrimination space in the sports club arena, some training and or campaign. Playing sport because you enjoy it, not about winning. At an end of season ceremony the women were wolf whistling and demonstrating in appropriate behaviours towards other women, checking them out and commenting on their appearance. I did not last long in this environment. I was bullied and treated as an outsider. I put it down to experience and resilience building. Glad to be far from that crowd now.

Please keep my comments anon.

I think your strategy needs to do more to encourage young people to take on coaching opportunities and to be trained in that space at no cost.

Opportunities that build the capacity of young people as leaders in sport. There was an African sports program that I supported a while ago and my observation was that the teenage youth could have been challenged and supported to lead their own teams, rather than to have everything done for them- they needed to learn leadership and what it means to take responsibility for others. A component can also be mentoring/coaching

support to young people as they learn to coach a team. In a sport of their choice.

Redefine what leisure and physical activity means.

For seniors, encourage walking groups, create partnerships with local large shopping centres and arrange walking groups and sponsorship.

Similarly with Mother's Groups and playgroups- there needs to be more to connect Mum's with other Mums.

More emphasis on playing sport, rather than winning.

More needs to be explained as to how the strategy supports disadvantaged communities to access physical activities: People with a disability, CALD, low income, seniors, gender etc.

More emphasis needs to be made on how being physically active can help people to heal, recover from illness, that this helps people to feel well, the way physical activity can support mental health and recovery. Physical activity needs to be integrated in recovery of mental health patients. When I was recovering from a mental breakdown 15 years ago, I requested joining a gym as part of my recovery while in hospital, but no one would allow me to do that because there was no one to supervise me, I had to be watch 24/7 and my whereabouts had to be known.

I like the idea of having a group of women trial fitbands and or other social media device to assist Darebin in tracking informal activity. This would be a great opportunity to capture data on what type of programs may be of benefit to connect others.

Many people like exercising with their IPODS and this really disconnects them from their environment.

Loud thumping music in gyms is so hideous. I am a member of Reservoir Leisure Centre. I love it, I think it has a great atmosphere and is very inclusive of our community. What I find hideous however, is exercising to loud thumping music at 5.30am. Honestly. If leisure centres could actually reflect the daily routine of nature and start quietly and slowly in the morning with music and lighting that is aligned to the starting of the day. I would love that. It would be much better for us.

I also dislike the sexualisation of women in video clips. Bums, boobs, crutches - It's all in your face. I think it makes us feel like we want to be like those women and it makes men expect that women should be shaped like those people in the video clips.

I exercise to challenge myself, to push myself, to build resilience, stamina and to be my best. I also know that I will feel better, think clearer and enjoy my day.

Please get rids of those images in our gyms!

I look around the gym and see normal everyday people, who are chubby and happily sweating.

The plan does not talk about how you are going to evaluate it.

You need to expand your key stakeholders beyond schools and Universities, you need to include Sports Without Borders and connect with other areas of Council that work directly with community associations. You also need to have Women's Health in the North as a key stakeholder and other Women based organisations if you are planning to build and lift image of women in sport.

Like the idea of Pop up Sports.

Look at the concept of consumer participation advisory group to link into the Plan and advise on how it is tracking.

RLC needs upgrading.

Need to include free memberships for disadvantaged communities such as asylum seekers accessing free exercise programs through leisure facilities.

Healthy food in health facilities.

Campaign on reducing drugs in sport. Have observed people boozing on the sidelines while watching sport. Culture of drug taking and health are side by side.

More information available in Languages Other than English.

Response 6

Name:

Feedback: In the summary on page 2 “physical activity by all sectors of the community is increased”

I checked out the park area of J Donath Reserve behind Keon Park Tennis Club’s tennis courts 3 & 4 which backs onto the Australian Cricket pavilion. It is worth a look as it is such a large pavilion and I do not think It is used to its capacity.

Just an idea as Council is funding more basketball/netball areas in the Community – that area could house a tennis hitting wall, a basketball/netball court and a new clubhouse (like the existing ones in the reserve) and used as a share facility by cricket and basketball. Car parking would have to be taken into consideration etc.

Also there is a sign on the tree in the car park at the Keon Park Tennis Court that is being removed – but there is a not saying it is on hold – not sure of the circumstances, but it isn’t a very good looking tree and makes a mess – if you look at those pussy willow plants in the garden they look good or a gum tree for shade. I put some geraniums in, presently they look shaggy, but I am waiting for them to take root and I will cut them into shape.

Above are only suggestions – will continue to check the strategy and if I have any more ideas will advise

Response 7

Name: Darebin Women in Sport Network

Feedback: *Priorities:*

Consolidate all abilities. Club input into pavilion design. Start female teams. Playing space availability. Facilities (particularly toilets). Keep kids playing in Darebin and control our facilities better (tennis). Sports clubs ability for pavilions to cater for women.

Important issues for sports participation:

Aligning women's sport opportunities with childcare sites. Align FEiP opportunities with junior sport. Getting mum's and dad's active.

Issues around casual, informal and incidental physical activity:

Lighting and security - especially in winter. Make new programs affordable or free of charge. Localised approach, especially with juniors. Equipment available for parents.

Environment and infrastructure issues:

Netball courts at Donath (near tennis courts) should be considered.

Most important factors to get females more engaged in sport:

Have female or CALD coaches, would be a more welcoming environment. Mixture of indoor outdoor opportunities. Focus on Child and Maternal Health centres for promotion. Ensuring safe environments is priority for mothers i.e. fully fenced ovals so kids don't run away. Marketing - how would you start to reengage? - web, mothers groups, darebin parm walking. When women have kids how do we get them back into sport?

Response 8

Name:

Feedback: 2.5, 2.7, 2.21 – include Transport as a Responsibility.

2.6 – within available resources.

3.3 – seems a bit huge – might need expanding / breaking down?

3.6 – prefer wording in 5.27, otherwise needs expanding - also should be Leisure leading as well as others –paths in Open Space are listed within the Open Space Management Plan – so needs a priority instead of other units leading.

Direction 2, suggest another Action: x.x - Implement Pedestrian Priority Network upgrades to walking network to support access to recreational facilities – Transport – Other Units to lead – Resources subject to Capital bids.

4.8...in conjunction with Public Realm and Transport... – responsibilities include Transport.

5.27 - ...closely with Transport and Public Realm... – responsibilities include Transport.

Although, 5.27 doesn't really respond to Direction 10 as it doesn't refer to working with other councils?

Response 9

Name:

Organisation: Preston Cricket Club

Feedback: In regards to the action plan, it's fine to get a detailed expensive consultant's report such as this one (far too complex for volunteer workers to take seriously), but if it's too ambitious we'll find that very little gets done.

From a local club's point of view, would suggest you break this down and advise us of exactly how you want us to look in 5 years' time.

Knowing what you already do from our rental rebate information, work out a specific plan for each club with timeframes, monitor it closely and stay engaged.

Meet with each club to explain face to face. I believe you guys need to get out of the office more & see what challenges we face on a daily basis. Remember that the majority of volunteers are very, very busy, even before they pump additional hours into the community.

I think it's mentioned in the report, but you need to highlight some of the volunteers in Darebin. Most clubs have very interesting long term volunteers who basically run their own clubs. Organise with the local paper to include a volunteer of the week or month. I could recommend several from outside our club. You did a breakfast a few years back which was good.

Make yourselves more accessible – nobody likes continual “out of office” messages, phone messages or answering letters/emails months down the track. Clubs will not take this seriously if council doesn't get on the front foot and be seen to do things differently. If you guys lead the way there's more likelihood people will follow.

Response 10

Organisation: Netball Victoria

Feedback: Thank you so much for the opportunity to provide feedback with regards to the Draft Darebin Leisure Strategy.

It is great to see that you are focusing on increasing participation with under-represented communities (particularly women and girls) and this aligns well with Netball Victoria's (NV) strategic objectives. Netball is the most popular female team sport in Australia, and Netball Victoria are working to increase participation amongst CALD communities, Aboriginal and Torres Strait Islander communities and people with a disability.

NV also recognises the need to develop physical activity opportunities that are flexible and less formally structured. We look forward to communicating our plans on new models and products over the next 12 months and sharing our learnings with one another.

More Detailed Comments:

- Consideration of adding page numbers to the report will allow for easier reading.
- NV supports the councils goal of 40% organise sport participants being women and girls by 2020 and NV looks forward to working with council to ensure they achieve this measure. The current state netball participation average is 2.3%. Darebin's participation rate is currently 0.7%.
- Goal 2.15 - NV supports council's objectives to provide free or subsidised club memberships for people experiencing hardship. Such programs do exist in a handful of local councils that we have partnered with and our experience tells us that it has a positive impact in increasing netball participation rates, particularly amongst under-represented communities.
- Goal 1.5 - NV is developing new products and models such as CardioNet and Rock up Netball and we look forward to working collaboratively by using such products as a platform for Darebin Council to achieve these goals.
- Goal 1.6 –NV was proud to support the 2015 Presidents Breakfast and Melbourne Vixens athlete Geva Mentor was in attendance at this event. We look forward to providing ongoing support of this and other similar events.

NV direction in Facility Planning:

NV is developing a Regional Facility Strategy for Netball in Victoria (2016-2025) with the following aims:

- Establish a strategy to guide the development of Association and League netball facilities within each NV Zone (Northern, Western, Central West, Central East, North East, and Eastern).

- Determine the most critical to upcoming / future requirements and identify key priorities to ensure facilities are catering for growth, are compliant and playable.
- Identify the infrastructure and sports development requirements across Victoria
- Further develop, test and finalise the NV Draft Preferred Facilities Requirements Manual with Leagues, Associations and LGA's
- Provide a base level understanding of the underlying modelling, economics and justification of the NV hierarchy of facilities along with minimum standards to assist all parties in planning and developing facilities (LGA's, Associations/Leagues, NV and SRV).

With your assistance, Netball Victoria through this strategy can help you achieve the following goals:

- (pg9) – D3 – Goal 1.12 – from June through to December 2015, NV will be engaging with Darebin Council to assist NV develop a Regional Facility Strategy. Collaboratively, we can assist in their sports facility provisions.
- (p12) – D3 Goal 2.13 – Councils assistance with NV's regional facility strategy will help shape this. NV also engage the services of 2MH to conduct facility audits (<http://vic.netball.com.au/facility-advisory-services/>)
- (14) D4 Goal 2.25 - Aspects throughout Goal 5 through pavilion redevelopments, multi-use court facilities and master planning input.

Response 11

Name:

Organisation: Health and Wellbeing Reference Group

Feedback: **General comments**

- The work of Leisure Services demonstrates a strong health equity lens, as evident in the fees and charges policy which provides a significant platform for Council to work with sporting clubs to create more inclusive respectful settings, and more equitable engagement in sport and recreation. With this in mind reference to Health and Wellbeing Plan and Equity and Inclusion Policy in the Our policies section will help shape and provide context to the strong equity lens that is evident through the action plan, and helps define the scope and boundaries of the work we carry out in the Leisure Services team.
- In addition to the meeting the targets associated with the goals, will there be outcomes measures developed for the actions to monitor annual performance?
- As we understand the women's participation in sport plan never quite made it out of a draft document, even though it is evident that this work is progressing. Is it worth this plan being implemented as an action? The Women's participation in sport plan is a space that can deepen the work to both prevent violence against women and increase gender in sport.

Goals

- Under the goals, they have a measure 'Achieve greater equity for women and girls in sport', the targets are about female participation in organised sport and membership. However, there are also actions that think about women's leadership in sport and ensuring safe facilities, in particular 2.16 and 2.19. Is it relevant to consider measuring women's leadership in sporting clubs and a target of gender audits. Research really points to these factors contributing to increase in women and girls participation and impacting on the longer term increase in participation of women and girls.

Actions

- 2.1 Continue to investigate opportunities to work in collaboration with Community Wellbeing team and align future programs to achieve outcomes identified, we may want to more specific to the key aspects of the health and wellbeing plan relating to physical activity in particular such as:
 - Including opportunities for strengthening social connections in physical activity initiatives and programs
 - Advocate and facilitate access and use by Darebin people who experience disadvantage and exclusion from leisure and physical (somewhat covered in 2.8)

- 2.4 Create improved and increased safe environments for social and informal sport – perceptions of safety are often raised in regarding to a barrier for physical activity and yet lots of the spaces that we get safety concerns about are because they are not ‘activated’ with legitimate activities. It would be great to see how the CW team could be involved in this action to find opportunities to activate spaces for social and informal sport that also bring wider community safety benefits through this activation.
- 2.8 Increase the type and number of participation opportunities targeting groups under-represented in sport and active recreation. A particular emphasis will be placed on areas included in the 2014-2018 Neighbourhood Action Plans, including East Preston and East Reservoir.
- 2.11 include preventing violence against women / gender equity as topics in this action.
- 2.18 moving beyond White ribbon - Sporting clubs are a critical setting for preventing violence against women and provide great opportunity to shift community attitudes and challenge masculine culture that is both harmful and exclusive. While the white ribbon campaign doesn’t has the capacity to progress this work beyond awareness raising, the work that leisure have been doing with clubs around inclusion certainly does. It would be great to see an action around this work and Community Wellbeing would be happy to support this as part of the PVAW action plan.
- 2.19 – Recommend change ‘gender friendliness’ audits changed to ‘gender audits’ – this allows more scope for thinking about gender more broadly and is more accurate. This supports both the PVAW and GE action plan and is work that could be supported by either PVAW officer or the Diversity Policy Officer. Public Realm and Leisure will have auditing experience, but it could be helpful to have gender expertise too. It’s great to see that the recommendations of the audits will be fed into infrastructure plans. Attached is the VAW assessment tool that was developed by Maribyrnong in 2010 (I think) and WHIN Gender audit tool as food for thought for auditing practices.
- 3.8 Roll out a program to improve the availability of healthy food choices at Darebin sports clubs and reduce junk foods, particularly at clubs where children play. Include CW as responsible partner here as this supports 5.2 in the Health and Wellbeing Plan and will be further informed by the briefing paper which we are preparing at the moment on this topic.
- 4.3 Undertake community safety audits with Victoria Police to identify recommendation to improve perceptions of safety and deter crime, including the installation of security systems at all Darebin sporting pavilions. The installation of cameras is one approach however there may be other physical elements that can be address to reduce and prevent crime. CW in partnership with VicPol can support this. With that in mind you can upgrade 6.1 can be updated, see below.

- 4.9 Work in conjunction with the public realm team to create casual recreation opportunities in new places and spaces, including car parks and pop up parks and areas identified as having low perceptions of safety – like with 2.4 this can also support the action of spaces to improve perception of safety.
- 6.1 Ensure CPTED (crime prevention through environmental design) principles are incorporated into the design on new and upgrades of existing facilities improve perceptions of safety and prevent crime and anti-social behaviour.

Response 12

Name:

Organisation: Preston Lions FC

Feedback: Having had a look through the recent draft paper, I just wanted to raise a point in regards to point 5.16 which mentions the drafting of "Master Plans" for a number of reserves.

I know that BT Connor Reserve recently was looked at and a Master Plan was to be drawn up, which we are waiting on a copy of. Is our Master Plan outside of this next 5 year plan and "current"?

Response 13

Organisation: Internal – Equity and Diversity

Feedback: **Relevance of the Human Rights Charter and Equal Opportunity Act:**

The plan does not make mention of Human Rights Charter and Equal Opportunity Act as a basis for planning. Under the Equal Opportunity Act, Council as well as sporting organisations like clubs and leisure centres have a duty to be proactive in preventing discrimination and responding appropriately if it occurs.

I mention this in light of a recent social media campaign which received media attention, where Moreland City Council was asked to explain why their leisure centre forms did not have an “other” gender option and only male or female. Questions of Moreland’s compliance with the Equal Opportunity Act were raised, as having only ‘male’ and ‘female’ categories on intake/registration forms may indirectly discriminate against people on the basis of their gender identity.

Mentioning the Charter and Act as legal frameworks is important, but can also serve as a tool to drive implementation.

Our obligations under the Act are also in line with Council’s Health and Wellbeing Plan’s strategy to promote freedom of discrimination as the basis for wellbeing. This recognises that discrimination can be systemic (coming from the practices of organisations/systems) or individual (beliefs, attitudes and actions of individuals). Under the Equal Opportunity Act, an organisation can be held liable for discrimination, if discrimination is either systemic or individual (i.e. an employee acts in a certain way)

Focus on Women & Under-Represented Groups:

Focus on women is fantastic. There is a need to recognise that diverse women with a range of needs/preferences live in our municipality. We must try to cater to this diversity if we aim to increase the participation of all women. One suggestion is to focus on women through their stages of life (i.e. young, middle aged, senior) and to acknowledge that women can be CALD, sexually and gender diverse, have different abilities, income and education levels, migration status, employment.

There is a need to recognise the compounding effect of intersecting inequities (i.e. a young unemployed asylum seeker woman will not have the same “inclusion needs” as a middle class Anglo-Saxon professional woman). The plan currently construes the groups as being distinctly separate.

Success measures: 15% increase in female membership in organised sport. At least 40% of organised sport participants are women or girls by 2020 - could there be a measure for diversity of women within these measures?

Feedback on Specific Points

1.3 Conduct sporting information and development forums for sports clubs – This is a good opportunity to up-skill sports club staff on diversity and social inclusion capabilities

1.7 -1.11 Develop partnerships with Internal Council Departments, community groups, organisations, other levels of government and the private sector to increase, promote, and provide leisure opportunities. Agencies – Victorian Human Rights and Equal Opportunity Commission – Fair Go Sport. The Equity and Diversity Team also works with other Councils and participates in regional partnerships to progress equity and inclusion work. For example Banyule, Moreland and Darebin Councils work closely around the LGBTIQ portfolio.

2.1 Continue to investigate opportunities to work in collaboration with Community Wellbeing Team and align future programs to achieve outcomes identified. Would suggest considering working with the Equity and Diversity Team as well. One main strategy in the health and wellbeing is to promote freedom of discrimination as the basis for emotional and social wellbeing. Several of the Equity and Inclusion Action Plans have Leisure Actions.

Direction 2 – Develop physical activity opportunities to increase unstructured sport opportunities to enhance health, wellbeing and social inclusion

Where appropriate this responsibility could also be shared with the Equity and Diversity Team, Aged and Disability Teams in a similar way as “strengthen partnerships with the youth services team to offer targeted programs and services”.

2.3 Improve access to Council sporting facilities through construction of high quality public toilets and supporting infrastructure:

- Facilities like public toilets can re-affirm exclusionary practices. When re-designing, upgrading public toilet facilities in sporting facilities please take into account:
- Not all people would feel comfortable accessing a strictly male or female toilet. Binary toilets (male or female) can be exclusionary to people who do not identify as male or female or who for safety reasons don't feel comfortable using a particular toilet. Having an option of a third non-binary toilet can solve this issue.
- Baby change facilities are usually only available in female toilets. Consider upgrading male toilets with baby change facilities. Just recently an organisation called Northern Dads, requested that Council do this. Providing equal access to change facilities would allow men to be more involved and share in the responsibility to look after children; which we believe is conducive to gender equity in sport and more broadly.

2.6 Promote and advocate for improvements to walking and biking trails across Darebin.

- This could be broadened to - support community initiatives that encourage people to walk or cycle. Potential partners in this could be: The Squeaky Wheel - that supports women to take up cycling, and the newly opened Wrenchworthy Bicycle Shed at HOP Community House Reservoir – a shed for women, trans and gender diverse people who meet to fix and ride bikes!

Direction 3 Increase participation in leisure activities for under-represented groups, which includes women, CALD, Aboriginal and Torres Strait Islanders, people with a disability, older people, young people, LGBTIQ, and people from low socio-economic backgrounds.

- Equity and Diversity Team could share some of these responsibilities. There are “Leisure Actions” across many of our Equity and Inclusion Plans that could support this work, including diversity capabilities training.

2.11 Offer workshops and awareness programs to staff of leisure facilities and sports clubs within Darebin on topics that could include:

- This action could certainly be supported by Equity & Diversity Staff who are developing the diversity capabilities framework for Council. Expert advice on diversity capabilities could be provided to design a training framework that develops key competencies of use and value to staff in leisure and sporting settings. As mentioned before this would be complying with our obligations under the Equal Opportunity Act.

2.13 Undertake facility audits to analyse and make recommendations on improvements that will improve the participation of:

- Suggestion would also be to include people who identify as LGBTIQ.
- Suggestion is to broaden this, to not only facility but also practices/service audits. So not only looking at physical environments and facilities but at practices, services, attitudes that either promote or discourage inclusion etc.
- One example could be looking at communications/forms/registration practices. Could make use of the Darebin:
 - Inclusive Communications Charter
 - The LGBTIQ Inclusive Forms and Surveys Guidelines
- Note that improvements in the whole facilities such as having baby change facilities in male and female toilets or in a room accessible by mums and dads can be a good measure to improve female participation.

2.14 Explore the “club buddy” concept to improve club culture and improve community perceptions of inclusiveness

- There are other measures that can improve club culture and to improving community perceptions of inclusiveness including training of club staff, marketing and communications strategies, policies and procedures, programs/projects. Example of how to do this could be Fair Go Sport project which worked with clubs, sporting organisations and schools through a “whole of club” action learning approach to prevent discriminatory practices in sport. Utilising a similar model to Fair Go Sport through pilot projects could be a way to really embed change.

2.19 Undertake gender audits to ensure that our sporting environments are conducive to female participation:

- Gender Audits must take into account the compounding inequities that can preclude certain women from participating in sport. (i.e disability, low income, migration status, education, even cultural reasons)
- Gender Audits should also capture what could be done with men or men's environments to encourage behaviours that are more gender equitable (i.e care of children, coaching practices etc)
- Gender Audits run the risk of solely focusing on the needs of women and men. This can be discriminatory to people who are gender diverse or transgender.

2.22 Continue to deliver an annual International Women's Day Event, focused on promoting and celebrating female participation in sport and active recreation.

- Would suggest that this is linked to the council-wide International Women's Day Calendar of events/activities.
- To collaborate with other Council departments to increase the visibility and impact of IWD campaign through a shared calendar of events.
- List Equity & Diversity Team and Darebin Women's Advisory Committee as having a shared responsibility.

4.7 Develop and deliver a comprehensive club development program to support sporting clubs and community to be more inclusive and operate effectively.

- Equity and Diversity Team can share expertise, networks on developing the Diversity Capabilities Framework for different teams at Council.
- FYI: The Victorian Government allocated \$10 million dollars for LGBTIQ initiatives. This includes the establishment of Victoria's Gender and Sexuality Commissioner to promote the rights of LGBTIQ people in the community and to champion LGBTI-inclusive practices across governments and society.
- It will also be in the budget to fund programs that promote the mental health and wellbeing of LGBTI Victorians.

Response 14

Organisation: Darebin Disability Advisory Committee

Feedback: Transport to sport and physical activity options:

- Realistic timeframes i.e. 11:30 – 3:30 start which gives time for people with disabilities to ready as it takes much longer
- Support for initial linking people into services such as a mentoring program/leisure buddies – to make the initial step
- Importance of physical activity and wellbeing
- Transport is so important for people with disabilities
- No public transport to Edwardes Lake Park
- Seasonable ability to participate – weather plays a huge part
- Partnerships to support participation i.e. community transport and ongoing support for clubs and implement initiatives. The questions is: how to make it accessible and how to make it sustainable.
- Communication of activities and reminders – a combination of online, mailouts and even 1:1 reminders or prompts. As such that is why partnerships are so important.
- Picture prompting cards by service providers
- Improving the disability management capacity to sports service providers i.e. better trained leaders at NARC.
- Staff are well resourced in disability awareness and individualising the needs and requirements.
- Capacity building for staff who lead programs for people with disability
- Two way conversations on needs and individual requirements to understand needs and build their capacity
- Planning needs in advance of taking classes = more individualised support and inductions to activities
- More individualised support in the initiation stages of a person starting an activity
- Capacity building for leisure centres is required annually
- A structured event that people with disabilities can access and is highly promotable.

Issues with RLC – general

- \$2.50 to get into the spa at RLC?
- Start disability specific programs (1 or 2 a week) to ensure some people with disabilities have a chance to find their feet
- Generally good feedback about RLC.

Issues with NARC – general

- No hydro pool and locked change rooms
- TAC and work cover – tipping into NARC redevelopment

Response 15

Organisation: Darebin Disability Advisory Committee

Feedback: Some of the feedback provided by DDAC is captured below:

- Timing of sports event (too early / too late) can be a barrier to people particularly with high needs accessing sports
- No access to transport – lots of people with disabilities do not drive / public transport is also not always accessible or available depending on where a sporting event may be held e.g. No public transport to Edwardes Lake
- Difficulty in accessing the built environment, however there are many other examples of what and how access can be a barrier to people with disabilities not participating in sports.
- Having access to a person / mentor who can do the initial 'assessment' of a person's needs/ triggers to stress and linking them into the sport
- For some people with disabilities change in seasons/ weather may impact on a person's capacity to attend a sporting event. The environment itself may also be a barrier to a person with a disability attending the event. E.g. indoor pools can be very hot and humid – a disincentive for some.
- There is a need for ongoing support to be built into the funding and development of sporting programs/ events to increase participation of people with a disability.
- Communication and its various modes need to also be considered in how information is disseminated or how it reaches people with a disability. Communication needs to reflect the wide spectrum of disabilities and what this may mean for an individual with a disability and their needs.
- Example provided of Scope being a useful resource to help sporting organisations to tap into communication resources that could broaden how they communicate with people with disabilities.
- Note made that it is not Council's responsibility to supply the supports needed for people with disabilities however Council should be involved in the planning with sporting clubs/ organisations.

Response 16

Organisation: Darebin Ethnic Communities Council

Feedback:

- 5-6 Options made available to all families each year
- Give people lots of options and run family days
- Integrate culture and sport – picnic and sport opportunities
- “sports activity days” for the whole family
- Venues and resources to have free opportunity to “come and try” unstructured activity i.e. once a month
- More activities for older and aged people at low costs
- Re-establish walking groups
- Low cost places to access for sport and recreational activity
- Outdoor exercise equipment in parks is popular
- Encouraging dialogues with new arrivals to encourage inter-racial mixing – looking at reducing segregation
- Encourage better sharing of facilities
- To increase social inclusion we need to do research on the base line data
- Sub continental activities i.e. inclusion of dance in parks i.e. encourage groups to have festivals
- Better use the middle of TW Andrews for cultural activities i.e. subcontinent dancing.
- Don’t neglect the more disadvantaged populations, access and financial subsidies needs to be prioritised
- Free, accessible sports opportunities for the whole family
- Opportunities for access at low cost
- Elderly activities linked in with their social activities i.e. latin dancing before or after social events
- Locked in sports (formal activities) have priority. Availability of spontaneous bookings.

Women and Girls

- Women’s only activities
- Women and child activities

Stadium

- Increased provision of community rooms – indoors
- Dancing and indoor activities
- Need to ensure availability of indoor spaces
- Need to organise more walking groups

Response 17

Organisation: Sport and Recreation Victoria

Feedback: Meeting Our Goals: Suggest re-word of Measure 5 to: Continue to improve the functionality, flexibility, durability and accessibility of sporting and recreational infrastructure in the city.

Goal 1 (Direction 2, 1.8):

- From SRV's point of view this should not only focus on "identification" of partnerships and funding opportunities but also look at other strategic and proactive ways to engage with external agencies. This could include involving and liaising with SRV during the early planning and concept of a major facility even if the project does not have any funding from the State.

Goal 2 (Direction 3, 2.13):

- This list should include all of the under-represented groups under the heading "Direction 3"

Goal 5 (Direction 4, 5.14):

- Consider broader plan that considers colours and palettes used within the facilities that takes into account visually impaired, colour blind etc. Signage plan should consider way finding as well as the use of symbols instead of words to assist new arrivals, those who have trouble reading etc.

Goal 5 (Direction 4, 5.15):

- Opportunity to investigate education program/initiative for clubs in relation to healthy choices for food and traffic light systems.

Goal 5 (Direction 7):

- Should be a comment in this section that relates to the creation of more flexible and multi-use opportunities through the establishment of synthetic sporting surfaces.

Goal 5 (Direction 8):

- Council should be striving for excellence in the design and development of its facilities which should be reflected in this section of the Leisure Strategy Action Plan.
- Designing a facility to code or DDA standard should be seen as a minimum requirement or starting point. Council should consider a principle based approach e.g. Universal Design Principles to the development and redevelopment of its leisure facilities, which looks above and beyond standards and promotes best practice in the useability, safety, flexibility and accessibility of a facility.
- Consider rewording to: Use Universal Design Principles in all facility development or redevelopment that consider building standards as a minimum requirement and promote innovation and best practice design outcomes.

Goal 5 (Direction 8, 5.25):

- Meeting building standards should be considered a minimum for all new and existing facilities.
- Include another sentence such as: To promote best practice thinking and innovation all capital works projects to incorporate a principle based methodology such as Universal Design Principles during the design phase.

Goal 6 (Direction 1, 6.1):

- Make reference to Crime Prevention Through Environmental Design (CPTED) Principles which VicPol is supportive of through its Crime Prevention Officers.

Response 19

Healthy and active Ageing Council

- Older people and seniors does not appear in the plan (does at goal 2 direction 4)
- 2.12 include AHA committee
- Need to consider family friendly activities through all life cycle ages
- Reinforcement that we need to consider impacts on and activities for people right across the ages ranges
- Maintaining open space for passive recreation
- Open space and green space provision is extremely important
- Older women and men need to be taken into consideration in the plan
- ACTION – include older people as a priority action in the plan
- Seniors week activities
- Further engagement with groups that support older people, such as neighbourhood houses, U3A and men's sheds
- Placement of seats along walking routes is important. We should consult with older people in the design plans
- The group discussed at length the 'Aunty Jeans' program which runs in the NSW Illawarra. It has been extremely successful as a program to – increase social connections
- Undertake art walks
- FEITP consider specific opportunities for older people
- Need to have better communication with older people