

COUNCIL PLAN ACTION PLAN

2023-24

Incorporating the
Municipal Public Health and Wellbeing Plan



Acknowledgements

Acknowledgement of Traditional Owners and Aboriginal and Torres Strait Islander people

Darebin City Council acknowledges the Wurundjeri Woi-wurrung people as the traditional owners and custodians of the land and waters we now call Darebin and affirms that Wurundjeri Woi-wurrung people have lived on this land for millennia, practising their customs and ceremonies of celebration, initiation and renewal.

Council acknowledges that Elders past, present and emerging are central to the cohesion, intergenerational wellbeing and ongoing self-determination of Aboriginal communities. They have played and continue to play a pivotal role in maintaining and transmitting culture, history and language.

Council respects and recognises Aboriginal and Torres Strait Islander communities' values, living culture and practices, including their continuing spiritual connection to the land and waters and their right to self-determination. Council also recognises the diversity within Aboriginal and Torres Strait Islander communities.

Aboriginal and Torres Strait Islander people and communities have had and continue to play a unique role in the life of the Darebin municipality. Council recognises and values this ongoing contribution and its significant value for our city and Australian society more broadly.

Extract from Darebin City Council's Statement of commitment to Traditional Owners and Aboriginal and Torres Strait Islander people 2019.

Darebin's Diversity Statement

Situated on the traditional lands of the Wurundjeri Woi-wurrung people, the City of Darebin is now home to a diverse community of people with different socio-economic status, gender, age, ability, race, culture, ethnicity, language, sexuality, sex characteristics, gender identity, beliefs, occupations, income, education, carer status and household type. The Darebin community cherishes this diversity and values it as an important civic asset.

Darebin City Council acknowledges the history and contributions of the various communities, migrants and refugees who have made the municipality their home. Their endeavours have enriched the economic, social, cultural, artistic, community and civic character of the city, and created a cosmopolitan locality where variety and difference are welcomed and encouraged.

Council also acknowledges that who we are today as a municipality rests on the history of loss and dispossession inflicted upon Aboriginal people, past and present, despite their strengths, resilience and continued contributions to our city.

Council Plan

incorporating Municipal Public Health and Wellbeing Plan

Strategic Objectives, Indicators and Actions

Our 10 Big Actions

1

Build infrastructure for the future by redeveloping Northcote Aquatic and Recreation Centre, redeveloping BT Connor Pavilion in Reservoir, and building Darebin Intercultural Centre in Preston

2

Plan infrastructure for decades to come by commencing scoping for the redevelopment of Reservoir Leisure Centre, activating Edwardes Lake Boat House in Reservoir, building new kindergarten facilities.

3

Continue to lead with our response to the climate emergency by updating our Climate Emergency Plan to set out how to best achieve zero greenhouse gas emissions for Darebin by 2030, offering solar installations and energy retrofits to pensioners and vulnerable communities, delivering new business and community power purchase partnerships, supporting a shift to a circular economy and massively reducing our waste going to landfill, and delivering projects and programs aimed to improve safety for people cycling, walking and wheeling, increasing active travel which will also reduce transport emissions

4

Deepen our commitment to truth and justice for First Nations communities in partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Aboriginal and Torres Strait islander peoples who live and work in Darebin

5

Support vulnerable members of our community by providing support with COVID-19 recovery, expanding our Homelessness Assertive Outreach program, and supporting community-led programs in East Reservoir and East Preston, to achieve greater physical and mental health, and wellbeing for all





6 **Champion local business and creative industries** by providing support with COVID-19 recovery, undertaking engagement to inform the future development of an Economic Development Strategy, and improving the lighting and safety of our retail precincts and business activity centres

7 **Build a more inclusive community for all** by supporting Darebin's multicultural communities, reducing racism and discrimination, increasing access to our Council's services and sporting assets by groups who are under-represented, developing our Disability Action Plan to improve access for all to our services and infrastructure, and developing a Sexuality, Sex and Gender Diversity Action Plan to support the inclusion, rights and wellbeing of our LGBTIQ+ communities, including Rainbow Tick Accreditation for several services

8 **Improve the quality of development** and work to protect all that we love about Darebin by pursuing protections for Preston Market, conducting a Planning Scheme review informed by in-depth community consultation, and reviewing to amend our Parking Permit Policy

9 **Protect our natural environment and biodiversity** by significantly improving water quality in Edwardes Lake, increasing tree canopy coverage in our parks, residential areas and retail precincts, and enhancing understorey planting

10 **Expand our delivery of quality universal services** across the lifespan by providing more three-year-old kindergarten places, continuing to deliver our flagship Age Friendly Darebin project, implementing aged care reforms, and registering to become a home care package provider



Darebin 2041 Community Vision

Darebin is an equitable, vibrant and connected community.

Darebin respects and supports First Nations People, values country, our diverse communities and places.

Darebin commits to mitigating the climate emergency, creating prosperity for current and future generations.

Supporting this Vision, are the pillars of:



Vibrant, Respectful and Connected

- Celebrating all diverse communities and uplifting different voices in places of power
- Connection to, and preservation of, local history acknowledging past harm and trauma
- Vibrant and dynamic spaces, amenities and events
- Recognising Aboriginal and Torres Strait Islander values, living culture and connection to country
- One Darebin, no suburb left behind



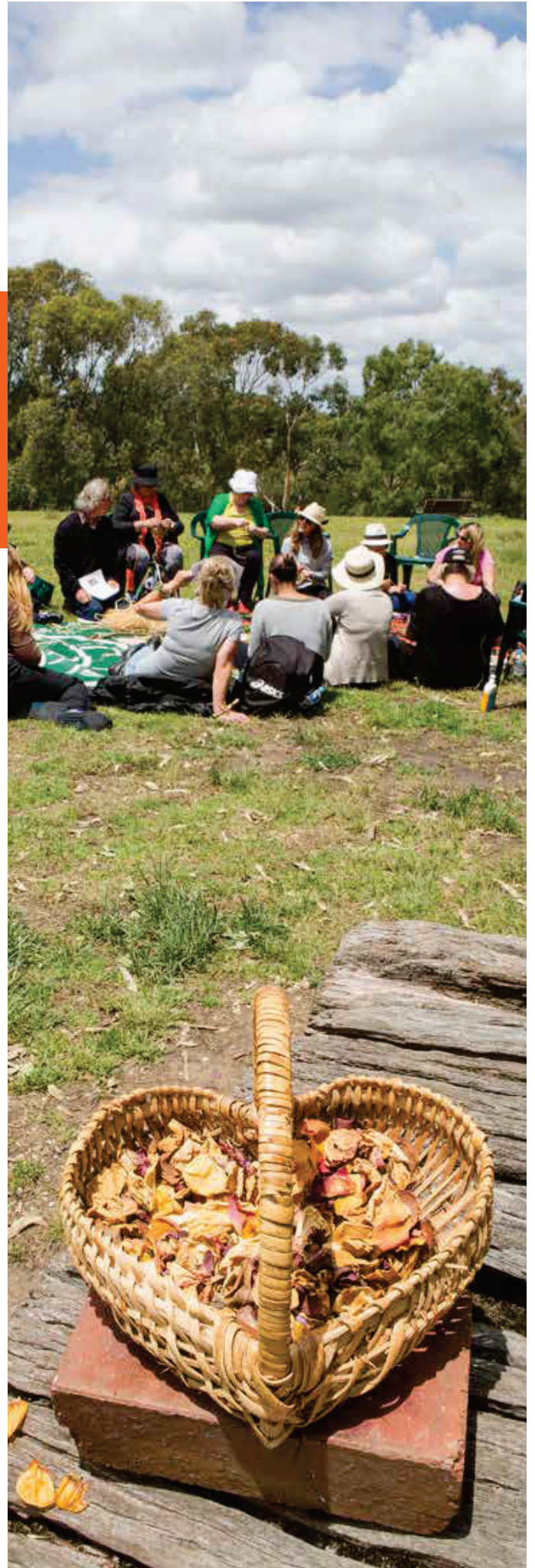
Prosperous, Liveable and Flourishing

- Encouraging and incentivising business investment and growth in the sustainability sector
- Creating equitable and diverse opportunities for employment and volunteering
- Being a 20-minute city with access to amenities and services close to our homes
- Sustaining community ownership of services and maintaining the health and wellbeing of all, across all life stages
- Making Darebin a Victorian centre for creative industry and the arts
- Ensuring development and the built environment are designed for liveability and sustainability



Climate, Green and Sustainable

- Taking urgent action on the climate emergency, leading and educating communities and businesses
- Making decisions that are community driven, transparent, socially and equitably just and equitable
- Providing and promoting safe and sustainable transport
- Regenerating, enhancing and protecting ecosystems and biodiversity
- Integrating ecological solutions in the built environment, promoting sustainable development and retrofitting practices, which protect natural assets and strive for zero carbon emissions





Strategic Direction 1: Vibrant, Respectful and Connected

Our Darebin will celebrate all our diverse communities.

We will uplift different voices in places of power, influence and decision-making.

We will recognise Aboriginal and Torres Strait Islander values, and honour their living culture and connection to country.

We will support connection to, and the preservation of, local history, and acknowledge past harm and trauma.

Our Darebin will be one filled with vibrant and dynamic spaces, amenities and events. It will be a city where no suburb, or person, will be left behind.


We are one Darebin.



Strategic Direction 1: Vibrant, Respectful and Connected




Strategic Objective

1.1 We will prioritise and respect the voices and aspirations of Traditional Owners and Aboriginal and Torres Strait Islander communities in Darebin

Strategic Action		Year 3 Action	
1.1	<p>In consultation with the Traditional Owners, Darebin Aboriginal Advisory Committee and local Aboriginal and Torres Strait Islander Communities develop and commence implementation of a three-year Aboriginal Action Plan</p> <p>Key elements of this Plan, in addition to items mentioned in the Council Plan, to include:</p> <ul style="list-style-type: none"> • Develop partnerships with local Aboriginal Community Controlled Organisations to enhance our work towards mutual goals • A meaningful and comprehensive response to the six key requests of DAAC’s Our Black Lives Matter statement to Council • Continue to implement and expand our Aboriginal Employment Strategy and Aboriginal Action Plan • Begin discussions with Traditional Owners to understand the feasibility and resources required for Council to hand back land and responsibility for land management 	 <p>In consultation with Traditional Owners, the Darebin Aboriginal Advisory Committee and local Aboriginal and Torres Strait Islander Communities develop a three-year Aboriginal Action Plan.</p> <p>Key elements of this Plan, in addition to items mentioned in the Council Plan, to include:</p> <ul style="list-style-type: none"> • Develop partnerships with local Aboriginal Community Controlled Organisations to enhance our work towards mutual goals • A meaningful and comprehensive response to the six key requests of DAAC’s Our Black Lives Matter statement to Council • Continue to implement and expand our Aboriginal Employment Strategy and Aboriginal Action Plan • Begin discussions with Traditional Owners to understand the feasibility and resources required for Council to hand back land and responsibility for land management 	
1-2	Progress a partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and continue to progress “decolonising” Bundoora Park		Progress a partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and continue to progress “decolonising” Bundoora Park
1-3	Deliver initiatives that support truth telling, and provide opportunities for culturally diverse communities, and our broader Darebin community, to learn about Aboriginal and Torres Strait Islander culture and history		Deliver initiatives that support truth telling, and provide opportunities for culturally diverse communities, and our broader Darebin community, to learn about Aboriginal and Torres Strait Islander culture and history
1-4	Increase support to Aboriginal community-controlled organisations by incorporating a specific funding stream into our Community Grants Program		Establish an appropriate grant stream, subject to guidance from the Darebin Aboriginal Advisory Committee

Strategic Objective

1.2 We will develop partnerships with organisations from across our city, to value and include people from multicultural and diverse backgrounds

Strategic Action		Year 3 Action	
1-6	Support and promote a significant increase in participation in Darebin's sports clubs, in particular, for Aboriginal and Torres Strait Islander peoples, women, girls, people of all abilities, and multicultural and diverse communities		Support and promote a significant increase in participation in Darebin's sports clubs, in particular, for Aboriginal and Torres Strait Islander peoples, women, girls, people of all abilities, and multicultural and diverse communities
1-7	Encourage and reward sporting and leisure groups/sporting teams that use Council's recreation spaces, by reducing user fees to those that demonstrate inclusion for Aboriginal and Torres Strait Island peoples, women, girls, people of all abilities, and multicultural and diverse communities		Encourage and reward sporting and leisure groups/sporting teams that use Council's recreation spaces, by reducing user fees to those that demonstrate inclusion for Aboriginal and Torres Strait Island peoples, women, girls, people of all abilities, and multicultural and diverse communities
1-9	Partner with Bowel Cancer Screening, Cancer Council Victoria and local community organisations to increase awareness of bowel cancer and improve community understanding, including for Aboriginal and culturally and linguistically diverse communities, of the benefits of screening, with a particular focus on underrepresented groups undertaking bowel cancer screening		Partner with Bowel Cancer Screening, Cancer Council Victoria and local community organisations to increase awareness of bowel cancer and improve community understanding, including for Aboriginal and culturally and linguistically diverse communities, of the benefits of screening, with a particular focus on underrepresented groups undertaking bowel cancer screening

Strategic Objective



1.3 We will help to build an inclusive and empowered community, where social cohesion and community harmony are fostered

Strategic Action		Year 3 Action	
1-10	Develop the Disability Action Plan to improve access to services and infrastructure for our residents and visitors		Develop an implementation plan for the Disability Action Plan to improve access to services and infrastructure for our residents and visitors
1-12	Develop and deliver a program to support middle years students (later primary school, and early secondary school-aged) from Darebin schools to connect with each other, and take action on systemic racism issues together, to support student voices		Evaluate the completed pilot program to support middle years students to connect with each other, and take action on systemic racism issues together, to support student voices and provide findings to DET for consideration in any future programs they may choose to run
1-13	Develop a Cultural Diversity Action Plan to improve access, participation and engagement of people from culturally and linguistically diverse backgrounds including:- <ul style="list-style-type: none"> • Access to venues and encourage participation in Council services where participation is low • Work with our sporting and recreation clubs to increase participation 		Develop a Cultural Diversity Action Plan to improve access, participation and engagement of people from culturally and linguistically diverse backgrounds including:- <ul style="list-style-type: none"> • Access to venues and encourage participation in Council services where participation is low • Work with our sporting and recreation clubs to increase participation

Strategic Action		Year 3 Action	
	<ul style="list-style-type: none"> Identify creative opportunities to reflect Darebin's different cultures in the built environment across our city Work with our local organisations to create an active Community Leader network comprising community leaders from our culturally diverse communities 		<ul style="list-style-type: none"> Identify creative opportunities to reflect Darebin's different cultures in the built environment across our city Work with our local organisations to create an active Community Leader network comprising community leaders from our culturally diverse communities




Strategic Objective

1.4 We will embrace diversity and ensure everyone is included in our society, and no one is left behind – by combating discrimination, and championing equity, inclusivity and diversity

Strategic Action		Year 3 Action	
1-14	Continue to become more LGBTIQ+ inclusive across Council's services and activities including work towards Rainbow Tick accreditation for several services		Continue to become more LGBTIQ+ inclusive across Council's services and activities including work towards Rainbow Tick accreditation for several services
1-19	Develop a Sexuality, Sex and Gender Diversity Action Plan to support the inclusion, rights and wellbeing of LGBTIQ+ communities and work to combat homophobia, biphobia and transphobia		Develop a Sexuality, Sex and Gender Diversity Action Plan to support the inclusion, rights and wellbeing of LGBTIQ+ communities and work to combat homophobia, biphobia and transphobia


Strategic Objective

1.5 We will increase social connection to reduce isolation and loneliness, and support positive mental health

Strategic Action		Year 3 Action	
1-20	Deliver Age Friendly Darebin and implement aged care reforms		Deliver Age Friendly Darebin and implement aged care reforms
1-22	Review opportunities through Council services, and in partnership with others, to address the digital divide for public housing and high-risk accommodation residents, culturally and linguistically diverse communities and other excluded groups		Review opportunities through Council services and in partnership with others to address the digital divide for public housing and high-risk accommodation residents, culturally and linguistically diverse communities and other excluded groups
1-23	Provide grants, and deliver and facilitate programs, services, and events that address loneliness, through supporting social connectedness and positive mental health		Provide grants, and deliver and facilitate programs, services, and events that address loneliness, through supporting social connectedness and positive mental health


Strategic Objective

1.6 We will ensure our festivals, events and functions are inclusive and respond equitably to, and value the diverse needs and aspirations of, our community

Strategic Action		Year 3 Action	
1-28	Deliver an annual cultural diversity and social cohesion oration as part of the FUSE festival		Deliver a new annual cultural diversity and social cohesion oration
1-29	Deliver a signature cultural event as part of the FUSE festival in and around the grounds of the Bundoora Homestead Art Centre that showcases culturally diverse artists, music, food, participatory workshops and performances.		Deliver a signature cultural event as part of the FUSE festival in and around the grounds of the Bundoora Homestead Art Centre that showcases culturally diverse artists, music, food, participatory workshops and performances.

Strategic Objective

1.7 We will continue to be a local government leader in the prevention of violence against women, and gender equity

Strategic Action		Year 3 Action	
1-30	Implement and extend our Gender Equality and Preventing Violence Against Women Action Plan, using an intersectional approach		Implement and extend our Gender Equity and Preventing Violence Against Women Action Plan, using an intersectional approach

Strategic Objective

1.8 We will work towards a discrimination-free, and systemic racism-free Darebin, and reduce the impact of poverty and disadvantage

Strategic Action		Year 3 Action	
1-34	Address inequities in the distribution of resources, and ensure the needs of our most vulnerable people are prioritised by implementing our Towards Equality Framework		Address inequities in the distribution of resources, and ensure the needs of our most vulnerable people are prioritised by implementing our Towards Equality Framework
1-35	Work with the Darebin Ethnic Communities Council, our community, and local organisations, to foster respect and address systemic racism		Work with the Darebin Ethnic Communities Council, our community and local organisation to foster respect and address systemic racism
1-36	Continue to implement the Welcoming Cities Standard, with the aim of becoming a 'Mentoring' level Council		Continue to implement the Welcoming Cities Standard, with the aim of becoming a 'Mentoring' level Council
1-38	Mitigate the impacts of climate change on the health and wellbeing of our disadvantaged communities		Through the development and implementation of the CEP mitigate the impacts of climate change on the health and wellbeing of our disadvantaged communities



Strategic Direction 2: Prosperous, Liveable and Flourishing

Our Darebin will encourage and incentivise business investment and growth in the sustainability sector.

We will create equitable and diverse opportunities for employment and volunteering.

We will make Darebin a centre for creative industry and the arts in Victoria.

We are a 20-minute city, and will ensure our community's access to amenities and services close to our homes.

We will sustain our community's ownership of services across their lifespan. We will maintain the health and wellbeing of all.



Our Darebin will ensure development, and the built environment, is designed for our liveability and sustainability.



Strategic Direction 2: Prosperous, Liveable and Flourishing

Strategic Objective

2.1 We will deliver equitable and accessible infrastructure to provide opportunities for our community to live well

Strategic Action		Year 3 Action	
2-2	Redevelop Reservoir Leisure Centre, incorporating opportunities to enhance health, wellbeing and socioeconomic outcomes		Undertake minor renewal works while commencing scoping for the longer-term options for the redevelopment and rebuilding of the centre to enhance health, wellbeing and socioeconomic outcomes.
2-3	Invest in the Edwardes Lake Boathouse in Reservoir to support a long-term lease arrangement		Continue to advocate to the descendants of the original owner to remove the restrictive covenants so appropriate renewal works of the boat house can occur.
2-6	Expand funded 3-year-old kindergarten		Expand funded 3-year-old kindergarten
2-9	Redevelop KP Hardiman Pavilion in Kingsbury		Continue pavilion design and commence construction.
2-10	Redevelop the Northcote Aquatic and Recreation Centre		Complete construction of the Northcote Aquatic and Recreation Centre
2-11	Develop an Integrated Families, Youth and Children Strategy		Develop an Integrated Families, Youth and Children Strategy
2-13	Plan for the redevelopment of John Hall pavilion and public toilet in Kingsbury		Continue pavilion design and commence construction (subject to Council's decision on capital works funding)

Strategic Objective

2.2 We will design and create public spaces where our people feel safe, welcome, and respected, including improving lighting and safety for people walking, wheeling, cycling and driving

Strategic Action		Year 3 Action	
2-15	Improve road safety, and the cycling, walking and wheeling network, by constructing high priority improvements		Improve road safety, and the cycling, walking and wheeling network, by constructing high priority improvements
2-16	Investigate and prioritise road safety, accessibility, cycling, walking and wheeling improvements across Darebin by using a Local Area Placemaking approach - where one third of the city is reviewed, with community involvement, each year		Investigate and prioritise road safety, accessibility, cycling, walking and wheeling improvements across Darebin by using a Local Area Placemaking approach - where one third of the city is reviewed, with community involvement, each year
2-17	Develop and implement a Community Safety Framework		Develop a Community Safety Framework
2-19	With State Government approval, reduce the speed limit in more local streets across our city		With State Government approval, reduce the speed limit in more local streets across our city

Strategic Action		Year 3 Action	
2-21	Develop a Community Infrastructure Plan to inform Council's decision making on the future of our assets, based on service needs across our city for the next 10 years		Continue to develop a Community Infrastructure Plan, including an implementation plan
2-23	Update flood risk assessments across Darebin, and incorporate them into our Darebin Planning Scheme		Commence work on planning scheme amendment to introduce updated flood levels into Darebin planning scheme
2-24	Continue our Traffic Blackspot Design and Construction Program		Continue our Traffic Blackspot Design and Construction Program
2-27	Actively participate in the Reservoir Revitalisation Board to improve outcomes for the Reservoir community		Actively participate in the Reservoir Revitalisation Board to improve outcomes for the Reservoir community
2-30	Undertake a review of the General Local law		Complete the review of the General Local Law

Strategic Objective

2.3 We will facilitate more affordable, social and public housing in Darebin to meet our community's needs

Strategic Action		Year 3 Action	
2-31	Enable and facilitate more affordable and social housing across our city		Facilitate more crisis, affordable and social housing across our city through development of the Property Strategy and the Advocacy Strategy
2-32	Partner with the State Government to ensure its social and public housing investment meets our community's needs, and creates liveable, connected communities through appropriate design and construction		Partner with the State Government to ensure its crisis, housing first, social and public housing, and its consideration of private development, meets our communities needs and creates liveable, connected communities through design and construction.

Strategic Objective


2.4 We will foster local urban streetscapes and activity centres that connect our community, support economic recovery, and encourage people to live, work and play locally

Strategic Action		Year 3 Action	
2-33	Review to amend the Parking Permit Policy to: <ul style="list-style-type: none"> (i) to improve access for people with special needs (ii) to allow owners of single lot dwellings that exist on their own Torrens title, the option to have an additional residential parking permit at the same price as current parking permits (iii) to allow single lot dwellings built after December 2004 that are greater than 300sqm property with three or more bedrooms and that exist on their own Torrens title (even if 		Finalise the new Parking Permit Policy.

Strategic Action		Year 3 Action	
	<p>the property was previously subdivided), to have the same entitlements to parking permits as dwellings built before December 2004</p> <p>(iv) to ensure that renovations of a property that is still a single lot on its own Torrens title and is greater than 300sqm with three or more bedrooms are still entitled to parking permits</p>		
2-36	Develop a policy setting the basis for how Council may permit commercial or private Electric Vehicle charging infrastructure on our public streets		Run an Expression of Interest process to identify potential EV charging partners.


Strategic Objective

2.5 We will invest in service and the built environment to improve access for our residents and visitors

Strategic Action		Year 3 Action	
2-39	Create additional accessible car parking spaces in our city		Create additional accessible car parking spaces in our city
2-40	Deliver programs that support people sleeping rough and experiencing homelessness including Assertive Outreach and advocate for funding for Towards Zero		Advocate for funding to initiate the Towards Zero approach to support people sleeping rough and experiencing homelessness

Strategic Objective


2.8 We will advocate to reduce the harm associated with electronic machine gambling, alcohol and tobacco

Strategic Action		Year 3 Action	
2-47	Support partner and local community organisations, groups, and clubs, to deliver initiatives that encourage the cessation of vaping and smoking		Support partner and local community organisations, groups, and clubs, to deliver initiatives that encourage the cessation of vaping and smoking

Strategic Objective

2.9 We will leverage investment, partnerships and advocacy to drive Darebin's growth and sustainability and ensure Darebin is a great place to do business

Strategic Action		Year 3 Action	
2-49	Invest in economic reactivation and recovery initiatives to support existing and new industries, to ensure Darebin's economy is robust and resilient		Invest in economic reactivation and recovery initiatives to support existing and new industries, to ensure Darebin's economy is robust and resilient
2-50	Continue to implement our Social and Sustainable Procurement Policy to increase the engagement of Aboriginal-led businesses, and focus on job creation for culturally and linguistically diverse peoples, and young people		Host supplier forums, connecting with Aboriginal-led businesses in the Darebin community at least every two months to provide tailored information regarding upcoming procurement.

Strategic Action		Year 3 Action
2-51	Build partnerships across all levels of government and the private sector, to attract new industries and investment into Darebin, to support its future growth	Build partnerships across government and private sector to attract new industries and investment into Darebin, to support its future growth.
2-52	Undertake consultation with industry and other key stakeholders to help inform the future development of an Economic Development Strategy and interest in partnering with Council on ways industry and business can connect, network and influence for the benefit of the Darebin community	Undertake consultation with industry and other key stakeholders to help inform the future development of an Economic Development Strategy and interest in partnering with Council on ways industry and business can connect, network and influence for the benefit of the Darebin community
2-53	Catalyse new jobs at scale in Darebin with businesses, new industry attraction and our partners - including Jobs Victoria Advocates - focusing on jobseekers facing multiple employment barriers including culturally and linguistically diverse peoples, young people, women, and Aboriginal and Torres Strait Islander peoples	 Catalyse new jobs in Darebin with businesses, new industry attraction and our partners - including Jobs Victoria Advocates - focusing on jobseekers facing multiple employment barriers including culturally and linguistically diverse peoples, young people, women, and Aboriginal and Torres Strait Islander peoples

Strategic Objective

2.10 We will ensure major changes in our city achieve significant improvements in our City

Strategic Action		Year 3 Action
2-62	Protect Preston Market, including advocating Council's position to the State Government during its planning consultation process, and working with our community to advocate for the strongest possible planning controls and Protections	Continue efforts to protect the Preston Market through participating in the strategic and statutory planning processes and supporting traders through existing programs

Strategic Objective

2.11 We will improve the sustainability, accessibility, and design of development on private land in our city

Strategic Action		Year 3 Action
2-65	Complete major planning reform work to: <ul style="list-style-type: none"> Introduce an open space levy to fund open spaces in our city Introduce a Developer Contributions Scheme to help fund infrastructure for our growing population Establish Heidelberg Road Corridor controls Establish Thornbury Park Heritage Estate controls 	Progress a planning scheme amendment to deliver an interim 5% Open Space Levy
2-66	Complete our Central Preston Structure Plan	Complete the Central Preston Structure Plan



Strategic Direction 3: **Climate, Green and Sustainable**

Our Darebin will take urgent action on the climate emergency facing our world. We will lead and educate our community and businesses to redress the imbalance.

We will make decisions that are driven by our community. Our decisions will be transparent, and socially and equitably just. Our decisions will be equitable for our community.

We will provide and promote safe and sustainable transport across our city.

We will lead the regeneration, enhancement and protection of our natural ecosystems and biodiversity.

We will integrate ecological solutions into our built environment. We will promote sustainable development and retrofitting practices that protect our natural assets.

Our Darebin will strive for zero carbon emissions.



Strategic Direction 3: Climate, Green and Sustainable

Strategic Objective

- 3.1 We will adapt to climate change and build the resilience of our community, infrastructure and the built environment, with a focus on our vulnerable communities at risk of fuel poverty, and flooding**

Strategic Action		Year 3 Action	
3-1	Through our Solar Saver 4-year program, support solar installation and energy efficiency retrofits for our vulnerable households, including public and social housing, and renters		Install up to 150 systems and undertake a service review to inform future directions.
3-2	Review our Climate Emergency Plan, including in-depth engagement with our community		Finalise the Climate Emergency Plan and consider the options for future actions that accelerate progress toward net zero, including options for reducing household and business reliance on gas and options for the future of the solar saver program.
3-3	Support our community members experiencing fuel poverty, to prevent heating and freezing		Incorporate fuel poverty into the development and implementation of the new Climate Emergency Plan.

Strategic Objective

- 3.2 Aim to achieve 12% canopy cover on Council owned and managed land by 2025, prioritising catchment biodiversity and shopping areas**

Strategic Action		Year 3 Action	
3-8	Acquire land to create new parks		Finalise the acquisition of the three parcels of land at Clements Reserve.

Strategic Objective

- 3.3 We will drive significant improvements in water quality and biodiversity across Darebin, designating Edwardes Lake as a flagship project to demonstrate water recreation (in the long term)**

Strategic Action		Year 3 Action	
3-11	Establish and adequately resource the Edwardes Lake Taskforce to significantly improve the water quality and amenity of Edwardes Lake in Reservoir		Continue to monitor the health of the lake and invest in activities that improve water quality (as recommended by the taskforce)

Strategic Objective

- 3.5 We will reduce waste and stimulate a local circular economy, where waste resources are re-used rather than discarded**

Strategic Action		Year 3 Action	
3-16	Develop a plan to respond to new State Government requirements for contaminated land		Finalise and implement the Contaminated Land Framework.
3-18	Undertake waste reform and take action towards establishing a circular economy		Undertake community engagement to inform future kerbside waste services for residents.



Strategic Direction 4: Responsible, Transparent and Responsive

Our Darebin is responsible, and responsive, to our community's needs, now and into the future.

We will make our decisions in the best interests of our community – transparently, and with integrity.

We will manage our resources effectively, and plan for our future growth.

We will work in partnership with our community, business, and other government, to fulfill our responsibilities as the custodians of our city.

Our Darebin is progressive. Our Darebin is accountable. Our Darebin is a leader.



Strategic Direction 4: Responsible, Transparent and Responsive

Strategic Objective


4.1 We will ensure balanced and responsible financial decision making that meets the needs of our community now and into the future

Strategic Action		Year 3 Action	
4-2	<p>Develop and implement an Advocacy Framework and four year Advocacy Plan, informed by our Council Plan priorities, aimed at influencing public policy change and attracting support and funding for our priorities including:</p> <ul style="list-style-type: none"> Investment in early intervention and tertiary mental health services Dedicated sexual and reproductive health service in the Northern region Key transport priorities Increased funding for road safety infrastructure, driver behaviour and law enforcement Towards Zero approach to address homelessness Local Economic Development priorities Protection of Strathallan as public land Community and business use of energy efficiency initiatives Higher and mandatory Environmentally Sensitive Design (ESD) standards in building and planning controls 		<p>Develop and implement an annual statement of advocacy priorities including:</p> <ul style="list-style-type: none"> Investment in early intervention and tertiary mental health services Dedicated sexual and reproductive health service in the Northern region Key transport priorities Increased funding for road safety infrastructure, driver behaviour and law enforcement Towards Zero approach to address homelessness Local Economic Development priorities Protection of Strathallan as public land Community and business use of energy efficiency initiatives Higher and mandatory Environmentally Sensitive Design (ESD) standards in building and planning controls

Strategic Objective

4.2 We will ensure our assets are optimised for the benefit of our community

Strategic Action		Year 3 Action	
4.4	<p>Review our 10 year Financial Plan to ensure a level of revenue and expenditure that maintains a balance between service delivery, asset maintenance and renewal, and provides a strong, sustainable base for the future</p>		<p>Implement the action plan provided to the Minister for Local Government in response to the Monitor's Report</p>
4-5	<p>Review our Asset Portfolio, to ensure maximum benefit for our community is being realised, including the occupancy of unused and under-utilised Council buildings</p>		<p>Establish a Lease and Licensing Policy, with consideration to the inputs provided through deliberative engagement to inform the Council Plan. Establish the Property Strategy</p>

Strategic Action		Year 3 Action	
4-6	Explore opportunities for Council owned and managed land (including airspace) to be used as temporary housing for people at risk or who are experiencing homelessness		Incorporate the consideration of temporary housing opportunities for people at risk or who are experiencing homelessness into the development of the Property Strategy for Council owned land.
4-8	Improve delivery of our services to our community by developing an Asset Management Plan for Open Space, establishing a level of service for each class of our assets, and collecting data on our drainage assets		Undertake drainage asset condition inspections to support the early detection of damage and deterioration and to inform the Drainage Asset Management Plan. Complete the review of the Drainage Asset Management Plan. Complete the review of the ICT Asset Management Plan. Complete the establishment of the Arts and Cultural Collection Asset Management Plan. Complete the review of the Plant and Fleet Asset Management Plan.

Strategic Objective

4.3 We will transform our services and service delivery models to ensure they meet the current, emerging and future needs of our community

Strategic Action		Year 3 Action	
4-10	Transform our models of service delivery through the development of service profiles and conduct service reviews, to improve and ensure accessibility, inclusivity for under-represented groups and consistency of our customer experience		Transform our models of service delivery through the development of service profiles and conduct service reviews, to improve and ensure accessibility, inclusivity for under-represented groups and consistency of our customer experience
4-12	Develop and implement a new 4 year Organisational Strategy to deliver on Council Plan Strategic Direction 4 and other organisational improvement priorities in an integrated and efficient way.		Through the development of an Organisational Strategy the following will be integrated: <ul style="list-style-type: none"> • Customer Service, Technology and Innovation • Engagement, Governance and Risk • Long Term Financial Sustainability, Asset Management and Project Delivery • Leadership, People and Culture
4-13	Establish a long-term investment in IT systems to improve our customer experience, enable our people and deliver effective governance, compliance, improved data and cyber risk management		Progress Council approval of this investment in 2023-24. Integrate this work with our Customer Experience strategy and our People and Culture Plan. Develop detailed business requirements for systems replacement and test the open market for available options. Develop a detailed Benefits Realisation Plan. Develop and incorporate a Governance Platform and standards into the overall ICT Governance Framework and Architecture.

Strategic Objective

4.4 We will improve the effective governance and public accountability of Council

Strategic Action		Year 3 Action
4-14	Improve effective governance and accountability of Council	<p>Deliver a professional development program for Councillors and continue to promote external professional development opportunities available to Councillors.</p> <p>Provide regular reporting to Council to improve transparency on matters including: the status of Council resolutions, the number of Notices of Motion, training undertaken by Councillors, the number of complaints received – customer complaints and complaints about Councillors, matters referred to or received from integrity agencies and the cost of Councillor Conduct matters.</p> <p>Promote the 2024 Council election to raise awareness for potential Councillor candidates across the municipality.</p>