



City of
DAREBIN

the place
to live

Towards Equality

Darebin City Council's Equity,
Inclusion and Human Rights
Framework 2019-2029



**Ngarrgma Wurundjeri
Woi wurrung guljin
gurringanyinu bik
wenerop Darebin dharri.**

**Ngarri yana ngarnga bik,
baan ba ngarrgu.**

**Gahgook-al nangg
bambuth, yalingbu ba
gama-dji.**

Darebin City Council acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners and custodians of the land and waters we now call Darebin.

Council recognises their continuing connection to land, water and culture.

Council pays respects to Elders past, present and emerging.

Who are we?

The City of Darebin is a diverse community of people and we value and celebrate the things that make us different as well as the things that bring us together.



161,609

people live in Darebin



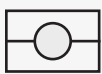
138

languages are spoken



208

asylum-seekers reside in Darebin



Almost 1%

of residents are Aboriginal or Torres Strait Islander people



Approx 7%

of our population has difficulty speaking English



6%

of residents identify as lesbian, gay or bisexual



19.3%

of households are low income (less than \$650 per week)



59%

of residents were born in Australia and 33% were born overseas.



37

religions are practised in Darebin



21%

have a permanent or long-term disability



2,000+

Darebin is home to 2,000+ international students

Towards Equality

Darebin City Council's Equity, Inclusion and Human Rights Framework 2019-2029

Darebin City Council is committed to serving and responding to the diverse needs of our community. In line with the Council Plan 2017-2021 and Council's long-standing commitment to social justice, we consider the principles of equity, diversity, inclusion and human rights in everything we do.

Towards Equality is a framework that will guide and help us strive for a just society by reducing disadvantage, standing against discrimination and sharing resources equitably, in partnership with the community, local agencies and organisations. It puts equity, inclusion and human rights at the heart of all our work and will help us build a stronger, healthier and happier community where everyone is welcome, valued and respected.

Towards Equality will help us hear and understand the diverse needs of all Darebin residents so that everyone is able to access the services they need. We want to make sure that every person can be involved in their local community, because we are all better off when everyone is able to belong, contribute and thrive.

Towards Equality recognises the current climate change and social justice challenges we are facing both locally and globally and the need to address them together.



Vision

Darebin aspires to be a community for all, a fair city, where everyone can thrive and belong. We will work towards a discrimination-free Darebin and seek to reduce the impact of poverty and disadvantage.

**“All human
beings are
born free
and equal
in dignity
and rights.”**

Article 1, Universal Declaration of Human Rights 1948

Six Guiding Principles

The Towards Equality Framework is guided by six principles we believe are important in a truly equal and fair community.

Principle 1

Recognising Australia's First peoples and the right to self-determination for Aboriginal and Torres Strait Islander people as a foundation for equity and fairness

Acknowledging the Traditional Owners of the land and recognising Aboriginal and Torres Strait Islander communities in Darebin provides the foundation for all of our social justice work. There cannot be a fair, just and healthy Australian society without this essential first step. It is the most important and appropriate starting point for Towards Equality and all of Council's work to build equity, inclusion, human rights and wellbeing in our community.

Principle 2

Upholding human rights

When we uphold human rights for all, including people who experience poverty, discrimination or disadvantage, everyone in the community benefits from a fairer, healthier and more socially cohesive community. Towards Equality places human rights at the centre of Council's values and work.

Principle 3

Advancing social justice

Social justice aims to remove inequalities so that all people can have equal access to wealth, health, wellbeing, justice and opportunity. Council recognises that people are different and that Australian society today is not a level playing field. This means we may need to distribute funding, resources, services and programs more fairly, to reach groups and people experiencing inequality and disadvantage.

Principle 4

Delivering meaningful, equitable and inclusive community engagement

Engagement with all Darebin residents is essential to create a fairer and more inclusive City. Genuine engagement means listening to the aspirations and views of the people of Darebin, especially those whose voices might be less often heard, and enabling people, especially those most affected by Council's decisions, to participate in the process. Council will include these views in our decision-making and account for how we do this.

Principle 5

Championing health equity

Everyone should have an opportunity to reach their full health potential. Council recognises that this cannot be achieved without equity and inclusion and without addressing the factors that create disadvantage, poverty and discrimination. Being included supports physical, social, mental, cultural and spiritual health and wellbeing. This helps create a resourceful, resilient and connected community.

Principle 6

Supporting climate justice

Climate change and inequality are strongly linked. First Nations people, people on lower incomes and other disadvantaged or vulnerable groups usually contribute least to causing climate change but are likely to be most affected by it. Towards Equality will help us bring people and communities together to discuss and guide our decisions about climate change so its impacts do not make poverty, discrimination and disadvantage worse.



Principles 1 (Recognition of, and justice for, Aboriginal and Torres Strait Islander people) and 2 (Upholding human rights) underpin all other principles and guide all of our work towards equality.

Three Goals

To help us work towards our vision of an inclusive and fair community, and allow us to measure our progress, Towards Equality outlines three important goals and outcomes.

01

GOAL 1

We will build an organisation that is inclusive and reflective of Darebin's diverse communities, where social justice, accountability, participation and community engagement, human rights, diversity and wellbeing are core principles that inform all of our policies, practices and business.

Outcomes

A diverse and inclusive Council (as an organisation) that reflects our community.

Measures

Staff census and surveys.

02

GOAL 2

We will build Council services, programs, places and spaces that are inclusive, responsive, accessible and equitable and respond to the diversity of needs, rights and priorities in our communities.

Outcomes

Accessible, equitable, inclusive and responsive Council services, programs, places and spaces.

Measures

Indicators and data collection at service and program levels.

Impact and outcomes of Equity Impact Assessments undertaken per year.

03

GOAL 3

Working in collaboration with partner agencies, organisations and residents, we will contribute to building inclusive and empowered Darebin communities by facilitating and advocating for equitable opportunities for all people to be heard, connected, respected and supported to participate in community life and in decisions important to their lives.

Outcomes

An inclusive and empowered community where social cohesion and community harmony are fostered.

Measures

Health and wellbeing indicators at Darebin and neighbourhood levels, such as those that consider community connection and engagement, feeling valued by society.

“To me, a fair city is a safe and free place to live and work in, for all people.”

Darebin community member



Social Justice commitments

Social justice means that every person in the community is treated fairly, equally and with dignity. Their rights are recognised and protected. Systemic and structural inequalities (the barriers people face because of poverty and discrimination) are addressed so people can have equal access to services, opportunities and capacity to influence.

The Towards Equality Framework brings together all of our social justice commitments to the Darebin community.



We are particularly committed to supporting the rights of people and groups who experience discrimination and disadvantage, including:

- Aboriginal and Torres Strait Islander people
- Children
- Older people
- Culturally and linguistically diverse people, migrants and refugees
- Women and girls
- Lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people
- People with a disability
- Young people
- People experiencing poverty, including intergenerational disadvantage, in the context of historical and growing inequalities

We know that people and their identity and experiences, as individuals and as part of a community, may be made up of many of these different components and are, of course, not limited to one.

Our approach recognises the complexity and whole picture of people's lives.



Understanding disadvantage

There are many reasons why an individual, group or community, despite their strengths, wisdom, skills and resilience, may be excluded or treated unequally. To help us identify and understand those reasons Towards Equality looks at:

People

Identifying which people may experience disadvantage or discrimination is important to understand how inequality is experienced in Darebin.

To work this out, we consider:

- gender - particularly the experiences of women and girls
- lifespan - with a focus on children, young people and older people
- people who often experience discrimination - particularly Aboriginal and Torres Strait Islander people, people with a disability, Culturally and Linguistically Diverse (CALD) people and LGBTIQ+ people, and
- socio-economic status - people on low incomes and/or in housing stress and intergenerational disadvantage.

Places

The Australian Bureau of Statistics (ABS) provides information about the people living in Darebin, including their income, employment, education, housing, disability and English skills. The information shows us where the areas of disadvantage are in our city and helps us locate inequality and provide services in places that need them most.

Experiences

The experiences and factors that might place people at risk of exclusion can be difficult to identify but may include (there are many more):

- homelessness
- unemployment
- low level of education
- intergenerational trauma and disadvantage
- poor health
- pregnancy and breastfeeding
- migration, including seeking asylum or having refugee status
- low English skills
- food insecurity
- limited access to technology.

We have developed a tool, the **Equity Impact Assessment**, that considers people, places and experiences together and helps us to identify opportunities to address inequality and disadvantage in Darebin.



Implementation – how will we do this?

Over the past two decades, Council has worked to decrease poverty and discrimination and remove barriers that increase inequality. While our actions cannot, in themselves, resolve these complex issues, we can listen to, and work in partnership with, our community to make sure that our services, programs and decisions always consider equity and social justice. This means sharing resources so those who have less are given more, and carefully considering ways to make our community fair for all. This also means advocating to State and Federal Governments when we cannot directly act.

To implement our Framework, we will:

- use the Equity Impact Assessment in all of our planning
- continue to provide a range of services and programs that address inequality and enable people to be included and live well, and
- support and amplify community voices and advocacy and continue to advocate to other levels of government to address disadvantage and foster wellbeing.

The Towards Equality Framework helps us analyse the many factors that may increase people's risk of exclusion and disadvantage. It asks us to consider people, places and experiences and strengthens the application of human rights, health equity and environmental justice in our planning and decision-making.

As the climate emergency grows and social, economic and health inequalities increase, it is important that we recognise, celebrate and

listen to our diverse community, support their rights and participation, and offer services, programs, places and spaces that are inclusive and accessible to everyone.

Guided by the Towards Equality Framework, Council will work towards a discrimination-free Darebin, maintain the diverse make-up of our community, foster human rights and ensure a fairer, more inclusive Darebin for all.



To find out more, or to read the full version of Towards Equality - Darebin City Council's Equality, Inclusion and Human Rights Framework 2019-2029, please go to darebin.vic.gov.au/towardsequality

Darebin City Council has developed Towards Equality – Equity, Inclusion and Human Rights Framework 2019 – 2029, which aims to make Darebin a community for all, a fair city where everyone can thrive and belong. This is a summary document of the Framework. To access the full document, visit www.darebin.vic.gov.au/towardsequality

Chinese Simplified

戴瑞宾市议会制订了《2019-2029年走向平等——公平、包容与人权框架》。该框架旨在将戴瑞宾市建设成一个共享社区，一个人人安居乐业且有归属感的公平城市。本文档为该框架的概要。查阅该框架全文，请访问 www.darebin.vic.gov.au/towardsequality

Greek

Το Δημοτικό Συμβούλιο του Darebin έχει δημιουργήσει το Πλαίσιο 2019 - 2029 Προς την Ισότητα - Ισότητα, Ένταξη και Ανθρώπινα Δικαιώματα, το οποίο στοχεύει να καταστήσει το Darebin μια κοινότητα για όλους, μια δίκαιη πόλη όπου όλοι μπορούν να ευημερήσουν και να ανήκουν. Το παρόν είναι μια συνοπτική περίληψη του Πλαισίου. Για να έχετε πρόσβαση στο πλήρες έγγραφο, επισκεφτείτε τη διεύθυνση www.darebin.vic.gov.au/towardsequality

Hindi

डेयरबिन सिटी काउंसिल का विकास समानता - इकित्ती, समावेशन और मानवाधिकार फ्रेमवर्क 2019 – 2029 की दिशा में किया गया है, जिसका उद्देश्य है डेयरबिन को एक ऐसा समुदाय बनाना जो सभी के लिए हो, एक ऐसा निष्पक्ष शहर बनाना जहाँ हर कोई फल-फूल सके और उसे अपना सके। यह इस फ्रेमवर्क का एक सारांश दस्तावेज़ है। पूरा दस्तावेज़ देखने के लिए, www.darebin.vic.gov.au/towardsequality पर जाएँ।

Italian

Il Comune di Darebin City ha sviluppato Verso l'uguaglianza – quadro 2019-2029 per l'equità, l'inclusione e i diritti umani, che mira a rendere Darebin una comunità per tutti, una città equa dove tutti possono prosperare e sentire un senso di appartenenza. Questo è un documento di sintesi del quadro. Per accedere al documento completo, visitare www.darebin.vic.gov.au/towardsequality

Macedonian

Општина Даребин изработи рамка Кон рамноправност - еднаквост, вклучување и човекови права 2019 - 2029, која има за цел да го направи Даребин заедница за сите, праведна општина каде секој може да напредува и да припаѓа. Ова е краток документ на рамката. За да пристапите до целосниот документ, посетете ја страницата www.darebin.vic.gov.au/towardsequality

Nepali

डेयरबिन नगर परिषदले समानतातर्फ – निष्पक्षता, समावेशीता र मानव अधिकारसम्बन्धी प्रारूप 2019 – 2029 को विकास गरेको छ। यस प्रारूपले डेयरबिनलाई सबैजना फल फुल सक्ने र सबैले आफ्नै ठाउँ सबैको साझा समुदाय बनाउने लक्ष्य लिएको छ। यो उक्त प्रारूपको सारांश कागजात हो। यस कागजातको पूर्ण पाठ पढ्न www.darebin.vic.gov.au/towardsequality मा जानुहोस्।

Arabic

لقد وضع مجلس مدينة داربين إطار عمل نحو المساواة (Towards Equality) - الإنصاف والإدماج وحقوق الإنسان للفترة 2019 - 2029، والذي يهدف إلى جعل داربين مجتمعاً للجميع، مدينة عادلة حيث يمكن للجميع أن يزدهروا وينتموا. وهذه وثيقة موجزة للإطار. للوصول إلى المستند الكامل، قم بزيارة الموقع www.darebin.vic.gov.au/towardsequality

Urdu

ڈیئرین سٹی کاؤنسل نے 'مساوات کی جانب - انصاف، سب کی شمولیت اور انسانی حقوق کا فریم ورک 2019 - 2029' تشکیل دیا ہے جس کا مقصد ڈیئرین کو سب کی کمیونٹی، ایک انصاف پسند شہر بنانا ہے جہاں ہر شخص پھول پھل سکتا ہو اور وابستگی رکھتا ہو۔ یہ دستاویز فریم ورک کا خلاصہ ہے۔ مکمل دستاویز دیکھنے کے لیے یہاں دیکھیں www.darebin.vic.gov.au/towardsequality

Punjabi

ਡੇਅਰਬਿਨ ਸਿਟੀ ਕੌਂਸਲ ਨੇ 'ਬਰਾਬਰਤਾ ਵੱਲ - ਬਰਾਬਰਤਾ, ਸੰਮਿਲਨ ਅਤੇ ਮਨੁੱਖੀ ਅਧਿਕਾਰ ਢਾਂਚਾ 2019 - 2029' ਵਿਕਸਿਤ ਕੀਤਾ ਹੈ, ਜੋ ਡੇਅਰਬਿਨ ਨੂੰ ਸਭਨਾਂ ਵਾਸਤੇ ਇੱਕ ਭਾਈਚਾਰਾ ਬਣਾਉਣ ਦਾ ਟੀਚਾ ਰੱਖਦਾ ਹੈ, ਜਿੱਥੇ ਵਧੀਆ ਸਹਿਰ ਜਿੱਥੇ ਹਰ ਕੋਈ ਵਧ-ਫੁੱਲ ਸਕਦਾ ਹੈ ਅਤੇ ਸੰਬੰਧ ਰੱਖ ਸਕਦਾ ਹੈ। ਇਹ ਇਸ ਢਾਂਚੇ ਦਾ ਸਾਰਾਂਸ਼ ਦਸਤਾਵੇਜ਼ ਹੈ। ਪੂਰੇ ਦਸਤਾਵੇਜ਼ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਲਈ www.darebin.vic.gov.au/towardsequality ਦੇਖੋ।

Somali

Golaha Degmada Darebin waxay abuurtaa hanaan-shaqada ee 2019 – 2029 kaas oo la xiriira xuquuqda aadanaha, ka mid ahaanshaha, xaqsoorka, iyo sinaanta, kuwaas loogu talagalay in looga dhigo dhamaan dadweynaha Darebin Degmo loo siman yahay oo qof walbaa leeyahay kuna baraar. Kani waa dukuminti la soo koobay oo hanaanka-shaqada. Si aad u hesho dukumintiga oo dhan, booqo www.darebin.vic.gov.au/towardsequality

Spanish

El Concejo Municipal de Darebin desarrolló el "Marco hacia la igualdad: equidad, inclusión y derechos humanos 2019 – 2029", con el objeto de convertir a Darebin en una comunidad para todos, una ciudad justa donde todos puedan prosperar y participar. Este documento es un resumen del Marco. Para acceder al documento completo, visite www.darebin.vic.gov.au/towardsequality

Vietnamese

Hội đồng Thành phố Darebin đã soạn thảo văn kiện Hướng tới Bình đẳng Bình quyền – Khuôn khổ Bình đẳng, Không phân biệt và Nhân quyền 2019 – 2029, nhằm mục đích biến Darebin thành cộng đồng dành cho tất cả mọi người, một thành phố công bằng nơi mọi người đều có thể phát triển mạnh và không cảm thấy lẻ loi. Đây là văn bản tóm tắt Khuôn khổ này. Muốn có văn kiện đầy đủ, truy cập www.darebin.vic.gov.au/towardsequality

CITY OF
DAREBIN

274 Gower Street, Preston
PO Box 91, Preston, Vic 3072
T 8470 8888 F 8470 8877
E mailbox@darebin.vic.gov.au
darebin.vic.gov.au

 National Relay Service
relayservice.gov.au

If you are deaf, or have a hearing or speech impairment, contact us through the National Relay Service.

 Speak your language
T 8470 8470

العربية Italiano Soomalii
繁體中文 Македонски Español
Ελληνικά नेपाली اردو
हिंदी ਪੰਜਾਬੀ Tiếng Việt