

OUR DAREBIN PLAN

2025-2029

Our Plan, Our Vision, Our Darebin

THIS IS DAREBIN'S COUNCIL PLAN FOR 2025-2029

It sets the direction and priorities for the next 4 years that will help us make Darebin a better place for everyone. The plan is a step toward creating the future our community wants for Darebin in 2041. It also includes the Health and Wellbeing Plan, which outlines the supports and services people can access to live well. For more information, call our Multilingual Telephone Line on (03) 8470 8470 to speak with a customer service officer in your language.

ARABIC

هذه هي خطة مجلس داربين (2025-2029)

تحدد هذه الخطة التوجهات والأولويات للسنوات الأربع القادمة، ما سيساعدنا على جعل داربين مكاناً أفضل للجميع.

تُعد هذه الخطة خطوةً نحو بناء المستقبل الذي يطمح إليه مجتمعنا لداربين بحلول عام 2041.

كما تتضمن خطة الصحة والرفاه، التي تُحدد أوجه الدعم والخدمات التي يُمكن للناس الحصول عليها لعيش حياة كريمة.

للمزيد من المعلومات، يُرجى الاتصال بخطينا الهاتفي متعدد اللغات على الرقم (03) 8470 8470 للتحدث مع أحد موظفي خدمة العملاء بلغتك.

CHINESE SIMPLIFIED

这是戴瑞宾市的《2025-2029 年市议会规划》。

它确立了未来四年的指导方针和优先任务，将帮助我们建设成为一个人人安居乐业的更加美好的地方。

该规划朝着实现“2041 年戴瑞宾市社区愿景”的目标迈出了一大步。

此外，该规划还包括了《身心健康规划》，其中列明了居民可以获得的支持和服务，以帮助他们过上更好的生活。

详情请致电我们的多语种专线 (03) 8470 8470 以您的母语咨询客户服务工作人员。

GREEK

Αυτό είναι το σχέδιο του Δήμου του Darebin για την περίοδο 2025-2029

Καθορίζει την κατεύθυνση και τις προτεραιότητες για τα επόμενα 4 χρόνια που θα μας βοηθήσουν να κάνουμε το Darebin ένα καλύτερο μέρος για όλους.

Το σχέδιο είναι ένα βήμα προς τη δημιουργία του μέλλοντος που θέλει η κοινότητά μας για το Darebin το 2041.

Περιλαμβάνει επίσης το Σχέδιο Υγείας και Ευεξίας, το οποίο περιγράφει τις υποστηρίξεις και τις υπηρεσίες που μπορούν να έχουν πρόσβαση οι άνθρωποι για να ζήσουν καλά.

Για περισσότερες πληροφορίες, καλέστε την πολύγλωσση τηλεφωνική μας γραμμή στο (03) 8470 8470 για να μιλήσετε με έναν υπεύθυνο εξυπηρέτησης πελατών στη γλώσσα σας.

HINDI

यह 2025-2029 के लिए डारेबिन का काउंसिल प्लान है।

यह आगामी चार वर्षों के लिए हमारी दिशा और प्राथमिकताओं को निर्धारित करता है, जिससे डारेबिन को सभी के लिए एक बेहतर स्थान बनाने में सहायता मिलेगी।

यह योजना उस भविष्य की ओर एक कदम है, जैसा हमारा समुदाय 2041 में डारेबिन को देखना चाहता है। इसमें स्वास्थ्य और कल्याण योजना भी शामिल है, जो उन सहायता और सेवाओं की जानकारी देती है जिनका उपयोग लोग एक अच्छी ज़िंदगी जीने के लिए कर सकते हैं।

अधिक जानकारी के लिए, अपनी भाषा में ग्राहक सेवा अधिकारी से बात करने के लिए हमारी बहुभाषी टेलीफोन लाइन (03) 8470 8470 पर कॉल करें।

ITALIAN

Questo è il Piano del Comune di Darebin per il periodo 2025-2029.

Delinea la direzione e le priorità per i prossimi 4 anni che ci aiuteranno a rendere Darebin un posto migliore per tutti.

Il piano rappresenta un passo avanti verso la creazione del futuro che la nostra comunità desidera per Darebin nel 2041.

Include anche il Piano per la Salute e il Benessere, che delinea i supporti e i servizi a cui le persone possono accedere per vivere bene.

Per ulteriori informazioni, chiamate la nostra linea telefonica multilingue al numero (03) 8470 8470 per parlare con un addetto al servizio clienti nella vostra lingua.

MACEDONIAN

Ова е планот на Советот на општина Даребин за периодот 2025-2029 година.

Во него се поставени правците и приоритетите за следните 4 години коишто ќе ни помогнат да го направиме Даребин подобро место за живеење за сите.

Планот е чекор кон создавање на иднината што нашата заедница сака да ја живее во Даребин во 2041 година.

Истиот опфаќа и План за здравје и благосостојба што ги прикажува поддршката и услугите до коишто можат да пристапат луѓето за да имаат добар живот.

За повеќе информации, јавете се на нашата повеќејазична телефонска линија на (03) 8470 8470 за да можете на вашиот јазик да разговарате со службеник за услуги за клиенти.

NEPALI

यो २०२५-२०२९ को लागि डारेबिनको काउन्सिल योजना हो।

यसले डारेबिनको काउन्सिलको आगामी ४ वर्षको लागि दिशा र प्राथमिकताहरू तय गर्दछ जसले हामीलाई डारेबिनलाई सबैका लागि उत्कृष्ट ठाउँ बनाउन मद्दत गर्नेछ।

यो योजना २०४१ मा हाम्रो समुदायले डारेबिनको लागि चाहेको भविष्य सिर्जना गर्ने दिशाको एक कदम हो।

यसमा स्वास्थ्य र कल्याण योजना पनि समावेश छ जसले मानिसहरूले राम्रोसँग जीवनयान गर्न पहुँच गर्न सक्ने सहयोग र सेवाहरूको रूपरेखा प्रस्तुत गर्दछ।

थप जानकारीको लागि, तपाईंको भाषामा ग्राहक सेवा अधिकारीसँग कुरा गर्न हाम्रो बहुभाषी टेलिफोन लाइन (०३) ८४७० ८४७० मा फोन गर्नुहोस्।

PUNJABI

ਇਹ 2025-2029 ਲਈ ਡੈਰੇਬਿਨ ਦੀ ਕੌਂਸਲ ਯੋਜਨਾ ਹੈ।

ਇਹ ਅਗਲੇ 4 ਸਾਲਾਂ ਲਈ ਦਿਸ਼ਾ ਅਤੇ ਤਰਜੀਹਾਂ ਨਿਰਧਾਰਤ ਕਰਦੀ ਹੈ ਜੋ ਸਾਨੂੰ ਡੈਰੇਬਿਨ ਨੂੰ ਹਰ ਕਿਸੇ ਲਈ ਬਿਹਤਰ ਜਗ੍ਹਾ ਬਣਾਉਣ ਵਿੱਚ ਮਦਦ ਕਰਨਗੀਆਂ।

ਇਹ ਯੋਜਨਾ ਉਹ ਭਵਿੱਖ ਤਿਆਰ ਕਰਨ ਵੱਲ ਇੱਕ ਕਦਮ ਹੈ ਜੋ ਸਾਡਾ ਭਾਈਚਾਰਾ 2041 ਵਿੱਚ ਡੈਰੇਬਿਨ ਲਈ ਚਾਹੁੰਦਾ ਹੈ।

ਇਸ ਵਿੱਚ ਸਿਹਤ ਅਤੇ ਭਲਾਈ ਯੋਜਨਾ ਵੀ ਸ਼ਾਮਲ ਹੈ, ਜੋ ਉਹਨਾਂ ਮਦਦਾਂ ਅਤੇ ਸੇਵਾਵਾਂ ਦੀ ਰੂਪ ਰੇਖਾ ਤਿਆਰ ਕਰਦੀ ਹੈ ਜਿਨ੍ਹਾਂ ਤੱਕ ਲੋਕ ਵਧੀਆ ਜ਼ਿੰਦਗੀ ਜਿਉਣ ਲਈ ਪਹੁੰਚ ਕਰ ਸਕਦੇ ਹਨ।

ਵਧੇਰੇ ਜਾਣਕਾਰੀ ਵਾਸਤੇ, ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਕਿਸੇ ਗਾਹਕ ਸੇਵਾ ਅਧਿਕਾਰੀ ਨਾਲ ਗੱਲ ਕਰਨ ਲਈ ਸਾਡੀ ਬਹੁਭਾਸ਼ੀ ਟੈਲੀਫੋਨ ਲਾਈਨ ਨੂੰ (03) 8470 8470 ਤੇ ਫ਼ੋਨ ਕਰੋ।

SOMALI

Kani waa Qorshaha Golaha Darebin ee 2025-2029.

Waxay samaynaysaa jahada iyo mudnaanta 4ta sano ee soo socota taas oo naga caawin doonta in aan ka dhigno Darebin meel u fiican qof walba.

Qorshuhu waa in talaabo loo qaado xagga abuurista mustaqbilka bulshadeena doonaysa sida laga dhigayo Darebin 2041.

Waxaa kaloo ku jira Caafimaadka iyo Qorshaha Samaqabka, kaas oo hoosta ka xariiqaya kaalmooyin iyo adeegyada dadku u heli karaan hab si fiican loogu noolaado.

Macluumaad intaas ka badan, wac Khadka Telefoonka ee Luqadaha badan oo ah (03) 8470 8470, oo wac Khadkeena Luqadaha badan si aad ula hadasho Sarkaalka macmiilaha adeega luqadaada.

SPANISH

Este es el Plan del Concejo Municipal de Darebin para 2025-2029.

Establece la dirección y las prioridades para los próximos 4 años, que nos ayudarán a hacer de Darebin un lugar mejor para todos.

Este plan es un paso hacia la creación del futuro que nuestra comunidad desea para Darebin en 2041.

También incluye el Plan de Salud y Bienestar, que describe los apoyos y servicios a los que las personas pueden acceder para vivir bien.

Para obtener más información, llame a nuestra Línea telefónica multilingüe, al (03) 8470 8470, para hablar con un funcionario de atención al cliente en su idioma.

URDU

یہ 2025-2029 کے لیے ڈیئرین کا کاؤنسل پلان ہے۔

یہ اگلے 4 سالوں کے لیے ہماری سمت اور ترجیحات طے کرتا ہے جن سے ہمیں ڈیئرین کو سب لوگوں کے لیے بہتر جگہ بنانے میں مدد ملے گی۔

یہ پلان 2041 میں ڈیئرین کا مستقبل ہماری کمیونٹی کی خواہشات کے مطابق ڈھالنے کی طرف ایک قدم ہے۔

اس میں 'صحت اور اچھے حال کا پلان' بھی شامل ہے جو لوگوں کو اچھی زندگی گزارنے کی خاطر مہیا مدد اور خدمات کی وضاحت کرتا ہے۔

مزید معلومات کے لیے ہماری ملٹی لنگوئل ٹیلیفون لائن (03 8470 8470) پر فون کریں اور اپنی زبان میں کسی کسٹمر سروس آفیسر سے بات کریں۔

VIETNAMESE

Đây là Kế hoạch của Hội đồng Thành phố Darebin cho 2025-2029.

Kế hoạch này đặt ra phương hướng và các ưu tiên cho 4 năm tới, giúp chúng ta biến Darebin thành nơi tốt đẹp hơn cho tất cả mọi người.

Kế hoạch này là bước tiến để tạo tương lai mà cộng đồng chúng ta mong muốn cho Darebin vào năm 2041.

Kế hoạch này cũng bao gồm Kế hoạch Sức khỏe và An sinh, đề ra các hỗ trợ và dịch vụ mà mọi người có thể sử dụng để sống vui, sống khỏe.

Muốn biết thêm thông tin, hãy gọi cho Đường dây Đa ngữ (03) 8470 8470 của chúng tôi để nói chuyện với nhân viên dịch vụ khách hàng bằng ngôn ngữ của quý vị.



Acknowledgement of Country

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.

Mandy Nicholson, My Booris (detail), 2004, acrylic on canvas, 86 x 36cm. Darebin Art Collection.



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PART ONE: **Introduction**



Our position statements

The Statement of Commitment to Traditional Owners and Aboriginal and Torres Strait Islander People, Diversity and Equity Statement, Health and Wellbeing Statement and Climate Emergency and Climate Risk Statement are important key position statements for Darebin City Council.

These four statements are inter-connected and aim to support joined-up thinking and collaborative work across Council.

Statement of Commitment to Traditional Owners and Aboriginal and Torres Strait Islander People

20 years on from Darebin Council's initial "Statement of Commitment to Aboriginal Australians" (1998), this updated Statement of Commitment renews, strengthens and formalises Council's long-standing commitment and relationship with the diverse Aboriginal and Torres Strait Islander Communities of Darebin. Full statement in Appendix A.

Diversity and Equity Statement

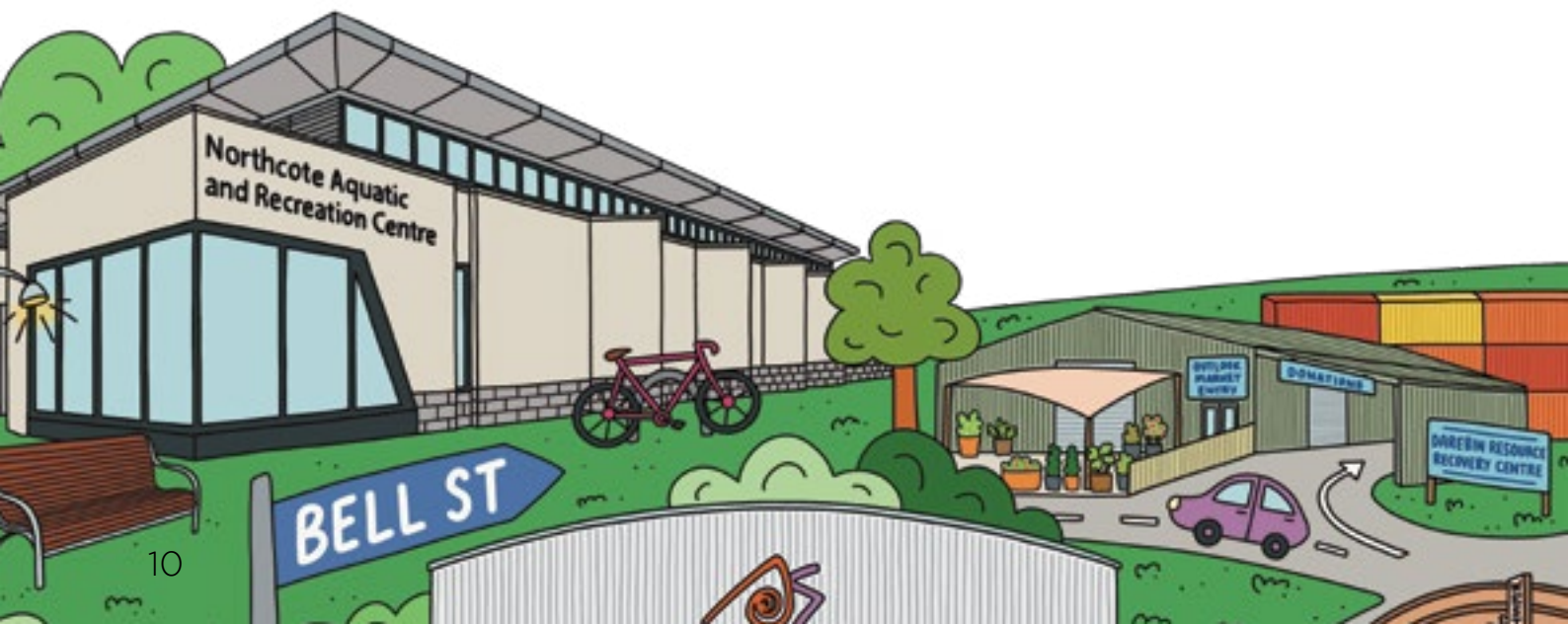
Council's dedication to diversity and equity is explained in Towards Equality: Equity, Inclusion and Human Rights Framework (2019-2029). The framework commits us to considering diversity, inclusion, equity and human rights across all of Council's organisational culture, practices, processes and decision-making. Full statement in Appendix B.

Health and Wellbeing Statement

We recognise our unique position in influencing the natural, physical, social, cultural and economic environments that support health and wellbeing for our community. Our goal is to enable our community to be healthy, strong and resilient people, connected to opportunities, and striving for health equity for all. Full statement in Appendix C.

Climate Emergency and Climate Risk Statement

At Darebin we are committed to working with our community to transition to clean, healthy and safe homes and businesses powered by renewable electricity, and to ensure that our community is safe and thriving. Our second Climate Emergency Plan 2024-2030 details achievable actions and goals that will reduce Council and community emissions, support everyone to plan, prepare and adapt to climate impacts and care for Country. Full statement in Appendix D.



Purpose of this document

The Our Darebin Plan 2025-29 (the Plan) sets the Council's strategic direction for the next 4 years.

The Plan addresses the Darebin 2041 Community Vision. It reflects the contributions made by the Traditional Owners, the Wurundjeri Woi-wurrung, the Aboriginal and Torres Strait Islander Community in Darebin and the wider Darebin community.

It explains Council's commitment to the community and gives the organisation direction. The Plan shapes how our time and money are used and explains our priority projects. The Plan also outlines our health and wellbeing commitment to the community.

To develop this document, we delivered extensive broad and deliberative engagement across Darebin from June - December 2024. You can find more information about this in the 'how the Plan was developed' section.

We will develop annual actions each year. These actions help us work towards and deliver the priority projects and initiatives that are funded through our Annual Plan and Budget process. We will tell the community how the plan is going in our Annual Report.

The Plan 2025-29 has been developed to meet the legislative requirements in the *Victorian Local Government Act 2020* and the *Victorian Public Health and Wellbeing Act 2008*.

The picture below shows the two documents that have been combined into the Our Darebin Plan 2025-29.



This document has been created in 3 parts.

PART ONE: **Introduction** introduces the document and Councillors.

PART TWO: **Our Plan** explains the Community Vision and the Our Darebin Plan 2025-29.

PART THREE: **Our Context** provides a range of background information for the Plan.

Mayor's Message

I am delighted to introduce the Our Darebin Plan 2025-2029. This plan will shape Council's work over the next 4 years and help achieve the Darebin 2041 Community Vision.

At Council, we want the community to be at the heart of everything we do. To achieve this, in 2024 we worked with the people of Darebin to undertake a review of our Darebin 2041 Community Vision and asked the community about their priorities.

This involved face-to-face conversations, an online survey and more than 80 targeted activities, reaching nearly 3,500 people over seven weeks across the municipality.

We undertook a deliberative engagement process with a diverse community panel made up of around 40 residents randomly chosen to reflect Darebin's demographics. This panel updated the Community Vision and provided their thoughts on key strategic plans.

We also worked with our advisory committees, key partners and Darebin's diverse communities to ensure all voices, perspectives and priorities have been heard.

Our newly elected Councillor group has listened, and this feedback has directly shaped the six strategic directions in this plan. Each direction connects directly to the Darebin 2041 Community Vision and sets our priority areas for the next four years; supported by clear objectives and performance indicators to track our progress and ensure we are making positive change.



The strategic directions are:



Aboriginal Culture and Knowledge



Equity, Diversity and Inclusion



Health and Wellbeing



Climate Leadership and Response



Vibrant Places and Economy



Decision-making, Community Engagement and Transparency

We commit to building on important work from past plans, like responding to the climate emergency through local action. We recognise climate change as one of the greatest health challenges of our time.

We are proud that Darebin was the first council in the world to declare a climate emergency and climate leadership is an important focus of this plan, both in relation to mitigation of climate change and adapting to the changes that are already occurring.

Our commitment to supporting, celebrating and strengthening diversity, equity and inclusion remains unwavering. These values are central to all that we do in addition to specific actions in the plan.

Some new areas of focus over the next four years include:

- Strengthening our approach to partnerships and advocacy.
- Supporting better mental health outcomes by improving services, fostering social connection, and offering learning opportunities through libraries and learning.
- Enhancing and advocating for the expansion of green spaces, and sport and leisure infrastructure.
- Addressing the rising levels of disadvantage, and homelessness by working with other levels of government and community organisations.
- Collaborating with Aboriginal and Torres Strait Islander communities to enhance our understanding, promote self-determination, and support truth, treaty and justice.
- Improving customer service and strengthening the delivery of core services.
- Planning for the growth of our community while ensuring Darebin remains a liveable and inclusive place.
- Ensuring responsible asset management and building long-term financial sustainability. This plan focuses on maintaining and delivering core services and infrastructure while continuing to uplift and celebrate our diverse community. We will keep finding new and better ways to meet the needs of our community over the next 4 years.

Our Darebin Plan integrates our commitment to the health and wellbeing of our community. We will work with partners and community groups to make sure people can keep accessing important health and wellbeing services.

We are developing this plan at a time of significant financial constraint, and we have had to be realistic about what is possible for us to achieve for our community. Over this four-year period, Council is committed to building financial sustainability – through responsible spending and by building our income, being innovative and efficient and through advocacy.

We will review and update this plan and our budget each year. We will develop a new action plan that responds to any changing circumstances – whether that be an emerging need or new funding opportunities.

We are committed to transparency and building trust with our community. We will keep you informed about our work through regular progress reports in our annual action plans.

We look forward to working together to achieve the goals outlined in this plan and bringing our updated Darebin 2041 Community Vision to life.

I hope you enjoy reading the Our Darebin Plan 2025-2029.



**Cr Kristine Olaris OAM (she/her)
Mayor**

Meet your Councillors

Darebin City Council Councillor Group 2024-2028.

From L to R: Cr Ruth Jelley, Cr Alexandra Sangster, Cr Matt Arturi, Cr Gaetano Greco*, Cr Connie Boglis, Cr Kristine Olaris OAM (Mayor), Cr Vasilios Tsalkos, Cr Emily Dimitriadis (Deputy Mayor) and Cr Julie O'Brien.



*Darebin City Council mourns the loss of Cr Gaetano Greco. Cr Greco was a Darebin City Councillor from 2008-2025 and also served as Mayor in 2013-2014.





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Cr Gaetano Greco

North West Ward
2008 - 2025



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DAREBIN 2041

Community Vision

The revised Darebin 2041 Community Vision was developed by the Our Darebin Community Panel and adopted by Council on 24 February 2025.

Pillar 1: Vibrant, Healthy and Connected

- 'One Darebin' – a place where no suburb or person is left behind.
- Basic needs in health, housing, employment, education and community safety are met and advocated for.
- Darebin is a city with access to amenities and services within walking distance of our homes.
- Safe and accessible transport for all is provided and promoted.
- Sustaining community ownership of services and maintaining the health and wellbeing of all, across all life stages.
- There are equitable and diverse opportunities for employment and volunteering.
- Darebin consists of vibrant, safe and dynamic spaces with community amenities and events.
- Darebin is a Victorian centre for creative industry and the arts.

Pillar 2: Respectful and Inclusive

- Diverse communities are celebrated, and we uplift different voices to places of power.
- Aboriginal and Torres Strait Islander values, living culture and connection to Country are recognised.
- Connection to, and preservation of, local history acknowledging past harm and trauma.



Darebin is an equitable, vibrant, healthy and connected community where all residents and businesses experience safety, fulfillment and prosperity.

Darebin respects and celebrates Aboriginal and Torres Strait Islander people, and our diverse communities.

Darebin has responded effectively to the climate emergency by implementing a circular economy and creating a sustainable, green and liveable environment.

Darebin is renowned for its collaborative engagement, integrity, transparency and commitment to financial sustainability.

Pillar 3: **Sustainable, Green and Liveable**

- Urgent action is taken on the climate emergency, including leading and educating communities and businesses.
- Darebin is innovative in facilitating the most effective and efficient recycling and waste management strategies and has established a circular economy.
- Ecological solutions are integrated into the built environment, such as rapidly expanding canopy cover to respond to a warming climate.
- Traditional Owner, the Wurundjeri Woi-wurrung people's knowledge of Country is incorporated into environmental initiatives.
- Regenerating, enhancing and protecting waterways, ecosystems and biodiversity.
- Business investment and growth is encouraged and incentivised in the sustainability sector.
- Development and the built environment are designed for liveability and sustainability.
- Sustainable development and retrofitting practices are promoted which protect natural assets and strive for zero carbon emissions.

Pillar 4: **Collaborative, Transparent and Responsible**

- Our Darebin is responsible, and responsive, to our community's needs, now and into the future.
- Meaningful and impactful engagement occurs regularly with residents, service providers and businesses to build trust in decisions and processes.
- Decisions are made which are community driven, collaborative, transparent and socially just and equitable.
- There is a commitment to financial sustainability in all decisions so as to ensure the best outcomes for both current and future generations.
- Innovative socially and economically beneficial solutions are created to maximise the use of under-utilised open spaces, buildings, streets and other assets.



Plan on a page

Our Darebin Plan 2025-29 addresses the Darebin 2041 Community Vision. We have created 6 strategic directions that align with the Community Vision Pillars. The strategic directions are specific focus areas for Council's work over the next 4 years.

Strategic Direction 1:

Aboriginal Culture and Knowledge

A City that celebrates Aboriginal and Torres Strait Islander culture, values, knowledge and traditions, respects the right for self-determination and takes deliberate action toward Truth-Telling.

Strategic Direction 2:

Equity, Diversity and Inclusion

A City where our rich diversity is celebrated, everyone can thrive and belong, and our services, programs, places and spaces are equitable, responsive, inclusive and accessible to all.

Strategic Direction 3:

Health and Wellbeing

A City where everyone in the community can access the opportunities, infrastructure and services they need to be physically and mentally safe and healthy.



Strategic Direction 4:

Climate Leadership and Response

A City that is a climate leader, drives opportunities for achieving zero emissions, adopts by transforming how we provide services, open spaces and infrastructure, and works with our community to build ongoing resilience.

Strategic Direction 5:

Vibrant Places and Economy

A City that is liveable with vibrant places and spaces, safe streets and a thriving local economy.

Strategic Direction 6:

Decision-making, Community Engagement and Transparency

A City that is well-managed, transparent and trusted by its community and partners, with clear and respectful communication that builds confidence in Council's decisions.

PART TWO: **Our Plan**





Strategic Direction 1: **Aboriginal Culture and Knowledge**

Woi-wurrung translation to come

STRATEGIC OBJECTIVE

A City that celebrates Aboriginal and Torres Strait Islander culture, values, knowledge and traditions, respects the right for self-determination and takes deliberate action toward Truth-telling.



Strategic Context

The Wurundjeri Woi-wurrung people are the Traditional Owners of the land that we now call Darebin and have cared for Country for many thousands of years.

Council recognises and celebrates Traditional Owners, the Wurundjeri Woi-wurrung people, and Aboriginal and Torres Strait Islander peoples and culture in Darebin and is committed to a future based on justice, respect, understanding and elimination of disadvantage.

Darebin is home to one of the largest populations of Aboriginal and Torres Strait Islander peoples in metropolitan Melbourne, whose contribution to the City's social and cultural fabric is highly valued and celebrated.

Darebin is an important meeting place, and many key Aboriginal Community Controlled Organisations, that provide critical services to local communities, are located in Darebin. Darebin Parklands was the site for the opening of Statewide Treaty negotiations.

This Strategic Direction will centre self-determination across Council's work and focus on supporting Victorian Treaty and Truth-telling, developing a partnership agreement with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and establishing the Aboriginal Action Plan. Internally we will work on building a culturally competent organisation to deliver Aboriginal culturally safe services, practice and programs.



Strategic Indicators



The following indicators deliver on the strategic objective.

Indicator	Target/Desired trend
Number of community engagement sessions targeting Aboriginal and/or Torres Strait Islander community on Council strategies, plans and projects.	Increase or maintain
Number of community education sessions on Aboriginal culture including Treaty.	Increase or maintain
Number of working relationships (partnerships) with Aboriginal Community Controlled Organisations.	Increase or maintain
Number of Aboriginal community organisations supported through the community grants program.	Increase or maintain
Number of Aboriginal cultural community events and festivals.	Increase or maintain

What Council planning is to do

Our 4-year Strategies	Initiatives	When
1.1 Commit to a journey of self-determination with Wurundjeri Woi-wurrung People and Aboriginal and Torres Strait Islander communities	1.1.1 Support the Victorian Treaty.	Yr 1 - 4
	1.1.2 Continue to support Treaty through Truth-Telling in Darebin, progressing self-determination, justice and equality for Aboriginal and Torres Strait Islander people.	Yr 1 - 4
	1.1.3 Finalise Darebin's Aboriginal Action Plan 2025-2029 and deliver actions in the plan.	Yr 1 - 4
	1.1.4 Develop a partnership agreement with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, including entering into Treaty negotiations.	Yr 1 - 4
	1.1.5 Deliver a community grants stream for Aboriginal and Torres Strait Islander community groups and not-for-profit organisations to help resource community projects and programs.	Yr 1 - 4
1.2 Preserve, celebrate and educate the Darebin community about Aboriginal heritage and living culture	1.2.1 Celebrate and commemorate days of significance in the national calendar of Aboriginal and Torres Strait Islander people.	Yr 1 - 4
	1.2.2 Explore opportunities for renaming significant places, including Council wards, with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and the community.	Yr 3 - 4
1.3 Build a culturally safe Council and organisation to deliver inclusive and culturally safe spaces and services	1.3.1 Develop a culturally competent organisation to deliver Aboriginal culturally safe Council services and programs.	Yr 1 - 4
	1.3.2 Continue to foster economic opportunities for Aboriginal and Torres Strait Islander people through employment networks and partnerships with businesses and organisations in Darebin.	Yr 1 - 4





What Council is currently doing

Council currently delivers a range of services, programs, strategies, plans and projects that recognise and celebrate Aboriginal culture and knowledge in Darebin.

- Uphold the Statement of Commitment to Aboriginal and Torres Strait Islander People.
- Deliver the Darebin Schools NAIDOC Yarning Conference.
- Host an inclusive community event, Ganbu Gulin, recognising and celebrating Aboriginal and Torres Strait Islander peoples.
- Support community events around key Aboriginal days of significance such as the National Apology to the Stolen Generations, Sorry Day, NAIDOC Week and Reconciliation Week.
- House a collection of artwork from Aboriginal and Torres Strait Islander artists in Darebin.
- Exhibit a permanent truth-telling, cultural history display at Bundoora Homestead.





Strategic Direction 2: **Equity, Diversity and Inclusion**

Woi-wurrung translation to come

STRATEGIC OBJECTIVE

A City where our rich diversity is celebrated, everyone can thrive and belong, and our services, programs, places and spaces are equitable, responsive, inclusive and accessible to all.



Strategic Context

Darebin is home to people of diverse backgrounds, beliefs, attributes and identities. Darebin's community values this diversity, and we are committed to being welcoming, accessible and inclusive. Everyone is better off when all people within a community can belong, contribute and thrive.

Our community is made up of people from over 112 countries who speak 88 different languages and 40 different religions. 17.6 per cent of residents identify as LGBTIQ+² and there are 1,056 same-sex couple households³. In Australia, 21.4 per cent of the population have a disability⁴ and there are 9,855 people in Darebin with a disability who need help with everyday activities⁵. In 2021, it was estimated that 1,029 people were experiencing homelessness in Darebin.⁶

As required by law, Council opposes all forms of racism and discrimination in the community and seeks to address and prevent them. Council holds legislated responsibilities to protect and promote human rights, promote gender equality in an intersectional way, and ensure our policies, services and programs are accessible, equitable, safe, inclusive and responsive, with particular emphasis on people who are at risk of discrimination or disadvantage.

We will drive change by responding to the rising pressures of homelessness and by establishing key plans that commit to gender-sensitive action on cultural diversity, disability, and LGBTIQ+⁺. We will celebrate diversity, address equity and foster inclusion across all stages of life. We will do this through our services, programs, places and spaces.

² Victorian Health Population Survey 2023

³ Census of Population and Housing, 2021, TableBuilder

⁴ ABS National survey of disability, ageing and caring 2022

⁵ [Need for assistance | City of Darebin | Community profile](#) accessed 27 May 2025

⁶ [Population highlights | City of Darebin | Community profile](#) accessed 27 May 2025



Strategic Indicators

The following indicators deliver on the strategic objective.



Indicator	Target/Desired trend
Number of community-led festivals and events, including culturally diverse events across Darebin.	Increase or maintain
Community satisfaction with Council's support of diversity, inclusion and fairness.	7.3 – 7.8
Community satisfaction with Council's support of diversity, inclusion and fairness of people from multi-lingual households.	6.5-7.3
Number of Council plans, policies and programs that apply the Equity Impact Assessment (including the legally mandated Gender Impact Assessment) to their planning process, in line with the Towards Equality Framework and <i>Gender Equality Act 2020</i> .	Increase or maintain



What Council is planning to do

Our 4-year Strategies	Initiatives	When
2.1 Plan and establish Council's strategic response to build equity, inclusion and human rights for our community	2.1.1 Develop and implement a refreshed Disability Access and Inclusion Plan.	Yr 1 – 4
	2.1.2 Finalise and implement the Cultural Diversity and Inclusion Action Plan.	Yr 1 – 4
	2.1.3 Finalise and implement the LGBTIQ+ Action Plan.	Yr 1 – 4
	2.1.4 Establish a Council-wide framework to integrate positive equity, gender equality, wellbeing and climate outcomes into projects and services, having regard to the Sustainable Development Goals.	Yr 1
	2.1.5 Deliver the Gender Equality Action Plan.	Yr 1 – 4
2.2 Develop and deliver equitable services, programs and places	2.2.1 Grow community capacity and provide resources to enable local people to deliver local community-run events and social activities.	Yr 1 – 4
	2.2.2 Work in partnership to deliver initiatives to support people experiencing homelessness.	Yr 1 – 4
	2.2.3 Work in partnership to deliver community development activities and place-based projects that respond to local community issues and needs.	Yr 1 – 4
2.3 Create an approach to supporting the community that recognises life stages, life changes and events that shape people and their needs	2.3.1 Deliver the Darebin Family, Youth and Children Strategy.	Yr 1 – 4
	2.3.2 Expand community kindergarten facilities to enable access to three- and four-year-old kindergarten.	Yr 1 – 4
	2.3.3 Deliver Age Friendly Darebin.	Yr 1 – 4
	2.3.4 Deliver aged care reforms.	Yr 1 – 4





What Council is currently doing

Council currently delivers a range of services, programs, strategies, plans and projects that drive equity, inclusion and diversity outcomes in Darebin.

- Deliver Youth Services including Decibels Youth Music and Arts and The Hub at Northland.
- Operate a central registration system for eight participating community-managed childcare services.
- Acknowledge, celebrate and inform the community about days of significance.
- Operate Maternal and Child Health Services.
- Address barriers to equity and inclusion and support human rights through the Towards Equality Framework and cascading policies and programs.
- Apply Equity Impact Assessments (including the legally mandated Gender Impact Assessment) to Council policies and programs.
- Maintain Rainbow Tick accreditation of Council services

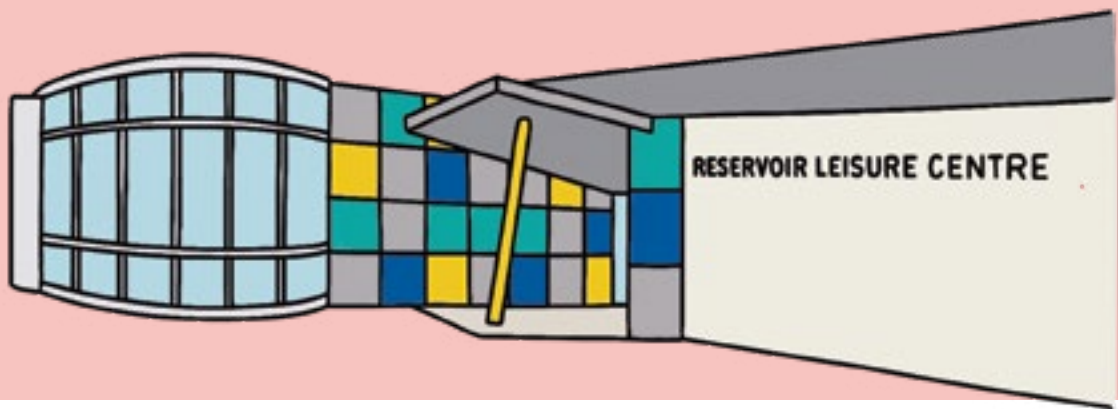


Strategic Direction 3: **Health and Wellbeing**

Woi-wurrung translation to come

STRATEGIC OBJECTIVE

A City where everyone in the community can access the opportunities, infrastructure and services they need to be physically and mentally safe and healthy.



Strategic Context

Council has a unique position in influencing the natural/environmental, physical, social, cultural and economic environments that support health and wellbeing for our community.

We are required by law to protect, promote and improve public health and wellbeing of the local community. Good health and wellbeing help people to thrive.

The Darebin Health and Wellbeing Profile Report (see part 3 of the Plan) shows indicators of health in Darebin compared to the Victorian averages, to inform our priorities.

We will focus on and drive change by working with community and health organisations, to support mental health and help prevent harm from family and gender-based violence. We will promote health by educating and informing the community about modifiable health risks and ways to minimise gambling loss and harm. We will provide community facilities, open spaces and opportunities for the community to stay healthy. We provide spaces and programs for our community to connect with nature, culture and each other.





Strategic Indicators

The following indicators deliver on the strategic objective.

Indicator	Target/Desired trend
Number of health promotion opportunities and educational resources distributed to the community for priority health concerns.	Increase or maintain
Number of participants in Darebin sport and recreation activities across the community, in particular, for people and communities who are at risk of discrimination and disadvantage.	Increase
Percentage of participants reporting increased levels of social connection from community led initiatives.	Increase or maintain
Number of gender inclusive ¹ infrastructure projects delivered per year.	2 or more
City-wide perceptions of safety – Day.	7.8 - 10
City-wide perceptions of safety – Night.	6.5 - 7.3

¹ Gender inclusive facilities are designed to be accessible and welcoming to individuals of all genders, regardless of their gender identity or expression. These facilities typically include toilets, showers, and changing rooms.

What Council is planning to do

Our 4-year Strategies	Initiatives	When
3.1 Collaborate and partner with health organisations to deliver positive health and wellbeing opportunities	3.1.1 Establish and deliver a Darebin Health and Wellbeing forum that brings together key partners to seek funding and enhance advocacy, projects, programs and services that respond to Darebin's health and wellbeing priorities.	Yr 1 - 4
	3.1.2 Work in partnership with health agencies and organisations, including culturally specific organisations (Aboriginal Community-Controlled organisations and others) to develop health promotion responses and distribute key messages and educational materials related to Darebin's key modifiable health risks. This includes encouraging mental health, sexual and reproductive health, harm reduction for alcohol and substance use, and nutritious food choices.	Yr 1 - 4
	3.1.3 Continue to deliver community programs and services to support and strengthen Darebin's diverse communities in partnership with Neighbourhood Houses.	Yr 1 - 4
	3.1.4 Support activities, events and programs that promote social connection and address loneliness for Darebin's diverse community.	Yr 1 - 4
3.2 Create an enabling environment for positive mental health	3.2.1 Support the community's access to mental health and wellbeing programs and services to respond to diverse experiences and needs.	Yr 1 - 4
	3.2.2 Deliver the Electronic Gaming Machine Policy and Action Plan.	Yr 1 - 4
3.3 Foster a safe and respectful community environment	3.3.1 Deliver the Free From Violence project and develop a sustainable ongoing commitment to embed gender equality and family violence prevention practices into programs and services.	Yr 1 - 4
3.4 Maintain and improve community facilities, parks and open spaces to support people to stay healthy and active	3.4.1 Implement and promote sport and leisure activities, including tailored activities and events for people and communities who are at risk of discrimination and disadvantage.	Yr 1 - 4
	3.4.2 Extend community access to Darebin Libraries branches.	Yr 1 - 4
	3.4.3 Continue activities to support redevelopment of Reservoir Leisure Centre.	Yr 1 - 4
	3.4.4 Maintain, renew, upgrade and/or expand parks, recreation and sporting infrastructure to offer opportunities for connection and health, and public toilets to support gender inclusion.	Yr 1 - 4

What Council is currently doing

Council currently delivers a range of services, programs, strategies, plans and projects that drive Health and Wellbeing outcomes in Darebin.

- Deliver the Get Active in Darebin program.
- Provide resources to access free exercise with at-home workouts.
- Maintain over 150 parks for walking, riding, playing, exercising and relaxing.
- Operate golf courses in Northcote and Bundoora Park.
- Provide outdoor gym equipment at a range of local parks in Darebin.
- Provide and operate recreation and aquatic centres in Northcote and Reservoir.
- Operate libraries in Preston, Reservoir, Northcote and Fairfield.
- Operate Bundoora Park Farm.
- Deliver immunisation services.
- Respond to community safety in partnership with community groups, local police and government agencies.
- Investigate public health and safety issues such as residential noise, odour and light emissions.
- Deliver food safety inspections.
- Deliver animal management services.
- Maintain and implement the Domestic Animal Management Plan.
- Maintain and implement the Municipal Emergency Management Plan.





Strategic Direction 4: **Climate Leadership and Response**

Woi-wurrung translation to come

STRATEGIC OBJECTIVE

A City that is a climate leader, drives opportunities for achieving zero emissions, adapts by transforming how we provide services, open spaces and infrastructure, and works with our community to build ongoing resilience.



Strategic Context

In December 2016, Darebin Council was the first jurisdiction in the world to declare a climate emergency and develop a climate emergency plan. At the time Council was alone in advocating that climate change be officially considered an emergency requiring urgent action by all levels of government. Eight years on, this message has been taken up by 2,356 governments around the world.

Climate change is already impacting people in Darebin. The science shows that locally we will continue to see increases in average temperatures, heatwaves, smoke exposure from bushfires, storms, and less rainfall.

The effects of these extreme conditions and related disasters will have a wide and far-reaching impact on the services Council provides, and on the community's health and wellbeing. The *Climate Change Act 2017* requires local governments to consider climate change in planning for health and wellbeing.

We will drive change by delivering on commitments in the Climate Emergency Plan to care for and heal Country, initiatives to work towards zero emissions, adapting Council's services and assets and supporting business and community to adapt to and cope with the impacts of climate change.



Strategic Indicators

The following indicators deliver on the strategic objective.

Indicator	Target/Desired trend
Emissions in Council operations.	Decrease
Number of new trees planted to support tree canopy growth.	Increase or maintain
Percentage of participants demonstrated increased knowledge and practices in climate change.	Increase or maintain
Number of climate actions and programs delivered annually.	Increase or maintain
Number of landfill tonnes (t) per ratepayer.	Decrease
Percentage of kerbside collection waste diverted from landfill.	Increase

What Council is planning to do

Our 4-year Strategies	Initiatives	When
4.1 Work alongside Wurundjeri Woi-wurrung and all Aboriginal and Torres Strait Islander people to maintain and share their culture and knowledge to protect, preserve, revitalise, and heal Country to support self-determination and maintain a thriving, resilient natural environment	4.1.1 Build strong relationships with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Aboriginal and Torres Strait Islander people to embed cultural knowledge into how we manage our natural resources and Country and grow our staff and community's cultural awareness.	Yr 1 – 4
	4.1.2 Protect and manage creek corridors and waterways through partnerships with Traditional Owners, community groups, other government bodies and the Environment Protection Authority Victoria.	Yr 1 – 4
	4.1.3 Maintain green spaces, connection to nature, tree canopy and biodiversity prioritising locations with lower tree canopy coverage.	Yr 1 - 4
4.2 Work towards zero emissions by pursuing ambitious energy efficiency and renewable energy opportunities for Council operations and buildings, and for Darebin homes, businesses, organisations and transport	4.2.1 Deliver the Climate Emergency Plan and prepare a new three-year action plan by 2027.	Yr 1 – 4
	4.2.2 Support the community to divert waste from landfill, through Council's residential waste services.	Yr 1 – 4
	4.2.3 Progressively transition to highly efficient and climate resilient buildings by implementing Council's Environmentally Sustainable Design Policy for new builds, asset renewals and equipment replacement.	Yr 1 - 4
	4.2.4 Deliver an Energy Support Program, including electrification support, that prioritises low-income households.	Yr 1
4.3 Adapt Council services, assets and infrastructure to respond to climate change projections	4.3.1 Continue to respond to changing flood risk through community education, management of Darebin's local drainage network and through Council's statutory roles under the <i>Planning and Environment Act 1987</i> and <i>Building Act 1993</i> .	Yr 1 - 4
4.4 Support the community and businesses to successfully adapt to and cope with the impacts of climate change	4.4.1 Partner with business, government and organisations to establish a climate resilient neighbourhood.	Yr 2 - 3
	4.4.2 Respond to the impacts of climate change on the health and wellbeing of Darebin's diverse community.	Yr 1 - 4
	4.4.3 Develop a coordinated, accessible and inclusive response to climate impacts.	Yr 1 - 4

What Council is currently doing

Council currently delivers a range of services, programs, strategies, plans and projects that demonstrate climate leadership and response in Darebin.

- Deliver the Street Tree Planting Program.
- Continue partnerships to improve the Edwardes Lake Park precinct.
- Deliver waste and recycling services.
- Deliver the Urban Forest Strategy.
- Deliver Watershed the Water Cycle Management Strategy.
- Deliver electrification program for Council buildings to transition off gas.
- Deliver the Electric Vehicle Charging Policy.
- Deliver the Environmentally Sustainable Design Building Policy.



OUR DAREBIN PLAN 2025-2029





Strategic Direction 5:

Vibrant Places and Economy

Woi-wurrung translation to come

STRATEGIC OBJECTIVE

A City that is liveable with vibrant places and spaces, safe streets and a thriving local economy.



Strategic Context

Darebin has grown significantly over the last 10 years, which is expected to continue. Darebin's estimated population in 2024 is 159,963 and expected to grow to 215,000 by 2041. Between 2021-2041, 65,000 new residents and 28,700 new dwellings are expected.

With many more people living in Darebin, there is a need to enable housing near services and the pressure on the transport network is also expected to increase. Providing a transport system that is safe and accessible, with a variety of options, including walking, wheeling and cycling, is a priority for Darebin.

Council has a legislative obligation for planning the use, development and protection of land under the Planning and Environment Act 1987. Darebin contains several key activity centres focused predominantly along our north-south linear transport corridors. Preston Central, Northcote, Northland and Reservoir are Darebin's larger activity centres. Plan for Victoria sets out how these centres, and other well-connected housing choice and

transport centers like High Street and St Georges Road in Thornbury will support new homes over the next 25 years. Darebin will also have a housing target to support 69,000 new homes by 2050.

Darebin's thriving main streets are celebrated as among the 'coolest High Streets' globally. Vibrant street culture, live music, art and unique Darebin 'vibe' are an integral part of local identity. The cultural, hospitality, and entertainment offering of Darebin's centres have been and will continue to be a significant attractor for new residents.

We will drive change by delivering good basic services that are important to our community and the amenity of Darebin, keeping our streets, infrastructure and open spaces attractive, safe and welcoming. Planning for the expected growth in housing and population is a priority, including responding to the impact on our transport network to keep it safe and accessible for everyone. Addressing the housing crisis is also a priority with a focus on planning and advocacy.



Strategic Indicators

The following indicators deliver on the strategic objective.

Indicator	Target/Desired trend
Satisfaction with industry and business programs that support the growth of our local economy.	Increase or maintain
Spend data across Darebin.	Increase or maintain
Number of active planning scheme amendments and strategic planning projects underway.	> 3
Casualty (fatal and serious injury) crashes per Darebin resident on Darebin local roads.	Decrease by 10% each year
Proportion of transport journeys within Darebin that are made using active and sustainable transport.	Increase
Number of missed bins annually.	Decrease
Number of dumped rubbish reports .	Decrease
Number of requests for graffiti removal from council assets.	Decrease
Number of community reports of shopping areas needing street cleaning.	Decrease

What Council is planning to do

Our 4-year Strategies	Initiatives	When
5.1 Plan for housing growth and development that meets the needs of our diverse community	5.1.1 Finalise and implement the Housing Strategy including design controls, planning scheme updates and roadmap for increasing social and affordable housing in Darebin.	Yr 1 - 4
	5.1.2 Start work on a new Development Contributions Plan to ensure Darebin's housing growth is supported with timely provision of new infrastructure.	Yr 3 - 4
	5.1.3 Review and update the Open Space Strategy and seek a higher Open Space Levy through a planning scheme amendment.	Yr 1 - 2
5.2 Manage Darebin's transport network to increase safety, accessibility and sustainability	5.2.1 Maintain and improve the transport network, including pedestrian crossings, bike infrastructure, speed reductions and other road safety treatments to make Darebin's streets safer for everyone.	Yr 1 - 4
	5.2.2 Engage the community to identify safety, accessibility and amenity concerns to inform improvements to the transport network.	Yr 1 - 4
5.3 Support social and economic revitalisation to help Darebin become a great place to visit and do business	5.3.1 Continue to proactively protect Preston Market's social, cultural and historical value for generations to come through advocacy, community and stakeholder engagement, support of the Preston Market Traders and participating in future planning decisions including the development plan and planning permit decisions.	Yr 1 - 4
	5.3.2 Develop and deliver the High Street Preston Streetscape Upgrades.	Yr 1 - 4
	5.3.3 Collaborate with local community and Traders Associations to develop shared visions for Darebin's key activity centres (Reservoir, Preston, Northcote and Fairfield).	Yr 1 - 2
	5.3.4 Revitalise the Active Space program to address increasing shopfront vacancies in main street destinations.	Yr 1 - 4
5.4 Enrich, diversify, and grow Darebin's creative economy and cultural ecology by delivering events, festivals, arts centres, arts programming and curation that reflect and connect with local communities	5.4.1 Continue to review Darebin's programming and curatorial frameworks to empower local artists and creative communities to create, inspire and embed a diversity of experience.	Yr 2
	5.4.2 Deliver a new Festivals and Events Framework to guide a refreshed annual program, with celebrations delivered across the municipality, within the northern, central and southern suburbs.	Yr 1
	5.4.3 Review the Darebin Public Art Framework and Guerrilla Art Framework to ensure public space amenity and vibrancy is enhanced and retained.	Yr 2
5.5 Enhance and maintain public spaces and infrastructure to improve amenity (Basic Services)	5.5.1 Deliver good standards of cleaning and maintenance of public places prioritising high-use parks, play spaces and civic areas.	Yr 1 - 4

What Council is currently doing

Council currently delivers a range of services, programs, strategies, plans and projects that create vibrant places and support the local economy.

- Deliver parking management services.
- Maintain and enforce the Darebin Community Amenity Local Law 2025.
- Manage land use and development through the Darebin Planning Scheme.
- Deliver statutory planning services.
- Deliver our requirements under the *Road Management Act 2004*.
- Collect special rates to support Darebin Traders' Associations.
- Deliver the Economic Development Framework.
- Deliver the Your Street, Your Say program.
- Deliver the Graffiti Management Strategy 2023.
- Operate cultural and art centres in Northcote, Preston and Bundoora.
- Deliver Speakeasy performing art program.
- Deliver FUSE Festival.





Strategic Direction 6:

Decision-making, Community Engagement and Transparency

Woi-wurrung translation to come

STRATEGIC OBJECTIVE

A City that is well-managed, transparent and trusted by its community and partners, with clear and respectful communication that builds confidence in Council's decisions.



Strategic Context

Council operates under the *Local Government Act 2020*, and a range of other pieces of legislation. These rules create the context for Council's community service and compliance requirements. Council's role is to listen, engage and understand what is most important to Darebin's community, then use its resources to meet those needs. The needs of Darebin's diverse community are changing, and people's expectations of Council are changing too.

Like many Councils across Victoria, Darebin must respond to higher costs and a more challenging economy. At the same time, we must stay financially sustainable now and in the future.

Darebin Council has a significant asset portfolio which must be managed, maintained and used appropriately to meet community needs.

To drive change, Council needs to be innovative and find new ways to meet community needs, leveraging technology and working in partnerships. Our goal is to be a trusted partner, committed to good, transparent decision-making informed by evidence, reliable data and insights. Council aims to provide good governance that benefits the wellbeing of everyone who lives, works and spends time in Darebin.



Strategic Indicators

The following indicators deliver on the strategic objective.



Indicator	Target/Desired trend
Decisions made at meetings closed to the public.	7% or less
Community satisfaction with council decisions.	60% or more
Community satisfaction with engagement.	70% or more
Procurement expenditure with Darebin businesses and suppliers.	Increase
Victorian Auditor General's Office adjusted underlying result.	Increase
Victorian Auditor General's Office asset renewal.	Increase
Victorian Auditor General's Office capital replacement.	Increase

What Council is planning to do

Our 4-year Strategies	Initiatives	When
6.1. Listen and engage with our community, advocate and work in partnerships to respond to current and future needs, and build confidence in Council	6.1.1 Develop and deliver strategic advocacy priorities.	Yr 1 – 4
	6.1.2 Develop a Partnership Framework.	Yr 1 – 4
	6.1.3 Improve community engagement by delivering the community engagement continuous improvement program.	Yr 1 – 4
6.2 Enable community members to access our services in a way that suits them and improves their experience	6.2.1 Deliver a Digital Darebin Program to upgrade our IT Systems.	Yr 1 – 4
	6.2.2 Develop and implement a Customer Experience strategy.	Yr 1 – 4
6.3 Make informed decisions, be transparent, accountable and a trusted custodian of community aspirations and data	6.3.1 Develop and implement a good governance continuous improvement plan.	Yr 1 – 3
	6.3.2 Take good care of community data to help Council make informed decisions and protect privacy.	Yr 1 – 4
	6.3.3 Take relevant action to protect Council systems and community data based on industry best practice and ongoing monitoring.	Yr 1 – 4
	6.3.4 Explore, understand and identify Darebin's response to adopting the UN Sustainable Development Goals	Yr 1 – 4
6.4 Deliver responsible and transparent stewardship by managing our community assets, resources and finances well	6.4.1 Review the 10-year Financial Plan to ensure financial sustainability now and in the future.	Yr 1 – 4
	6.4.2 Deliver good value for community through Council's procurement of new suppliers and management of contracts.	Yr 1 – 4
	6.4.3 Regularly review the Workforce Plan to make sure we are resourced to deliver the Council Plan.	Yr 1 – 4
	6.4.4 Obtain and improve the quality of data on community assets and use this to inform infrastructure renewal and maintenance plans, including the next update of the Asset Plan.	Yr 1 – 4
	6.4.5 Implement a range of financial sustainability measures to reduce costs and improve revenue to fund community services and infrastructure.	Yr 1 – 4

Our 4-year Strategies	Initiatives	When
6.5 Maximise the benefits the community gain from Council properties and facilities through strategic and improved use	6.5.1 Regularly offer available Council properties for use by community and commercial organisations through a fair and accessible process.	Yr 1 - 4
	6.5.2 Progressively review opportunities to make better use of facilities, such as shared use, relocation or consolidation, when they are due for renewal.	Yr 1 - 4
	6.5.3 Assess Council property holdings to ensure they are suitable for current and future service provision, considering opportunities for private use and reinvestment.	Yr 1 - 4
	6.5.4 Undertake substantial work to redevelop one major Council owned site within Preston to revitalise the local area, improve amenity and access to community spaces.	Yr 1 - 4





What Council is currently doing

Council currently delivers a range of services, programs, strategies, plans and projects to support decision-making, community engagement and transparency in Darebin.

- Implement the Public Transparency Policy 2020.
- Deliver the Community Engagement Policy.
- Respond to the Monitor's Report.
- Deliver our requirements under the *Privacy Act 1988*.
- Implement the Complaints Handling Policy.
- Implement a range of policies that guide Councillor activities including the Code of Conduct, Media and Social Media Policy and Gift Policy.
- Implement the Governance Rules 2020 including the Election Period Policy.
- Implement the Risk Management Policy.
- Deliver our responsibilities under the *Gender Equality Act 2020*, *Charter of Human Rights and Responsibilities Act 2006*, *Disability Discrimination Act 1992* and *Equal Opportunity Act 2010*.



PART THREE:

Our Context





City context

Our city and people

Situated on the traditional lands of the Wurundjeri Woi-wurrung people, Darebin is home to a vibrant and diverse community. The Darebin community is made up of people from a wide range of genders, ages, abilities, races, cultures, ethnicities, languages, sexual orientations and sex characteristics. The Darebin community values this diversity as an important civic asset.

Darebin City Council acknowledges the history and contributions of the migrant and refugee communities, who have made the municipality their home and enriched the city's economic, social, cultural, artistic, community and civic character, creating a cosmopolitan locality that is welcoming and inclusive.

Our city covers 53 square kilometres of land stretching from the inner northern suburbs of Northcote and Fairfield to Reservoir and Bundoora. It is located between 5 and 15 kilometres north of Melbourne's central business district.

The City of Darebin is divided into nine single-member wards.

The City of Darebin includes the following suburbs: Alphington, Bundoora, Coburg, Fairfield, Keon Park, Kingsbury, Macleod, Northcote, Preston, Reservoir and Thornbury.



**NORTH WEST
WARD**

**NORTH EAST
WARD**

**NORTH CENTRAL
WARD**

**WEST
WARD**

**CENTRAL
WARD**

**SOUTH
WEST
WARD**

**SOUTH
CENTRAL
WARD**

**SOUTH
EAST
WARD**

**SOUTH
WARD**



OUR COMMUNITY

Population



159,963

estimated residential
population 2024

9,855

people with disability
who need support with
everyday activities

Gender*



49% 51%

male

female

*Data on non-binary and gender-diverse
populations is currently limited, but we
recognise the importance of including all
gender identities in our planning and services.

LGBTIQA+

(lesbian, gay, transgender,
inteseq, queer, asexual +)



17.6%

identify as LGBTIQA+

76%

identify as non-LGBTIQA+

6.4%

did not know or refused to say

Place of birth



64%

born in Australia

31%

born overseas

(Main countries: Italy,
China, India, Greece, United
Kingdom, Vietnam, New
Zealand and Lebanon)

4%

not stated

1%

Aboriginal or Torres
Strait Islander

Place of birth of parents



59%

have either one or both
parents born overseas

Languages spoken at home



32%

speak a language other
than English at home

88

languages in total

63% English only

5% Italian

6% Greek

3% Mandarin

2% Arabic

2% Vietnamese

13% other

4% not stated

Age



5%

0-4 years

10%

5-14 years

5%

15-19 years

6%

20-24 years

19%

25-34 years

16%

35-44 years

14%

45-54 years

10%

55-64 years

7%

65-74 years

8%

75+ years

LGBTIQA+ data from Victorian
Health Population Survey 2023.

Households



63.5%

live with family

26%

couples with children

9%

one-parent families

23%

couples without children

1.5%

other families

29.5%

live alone

7%

live in group houses

1,056

same-sex couple households

Qualifications



50,038

39.6% Bachelor Degree
(32.8% Greater Melbourne)

39.6%

Bachelor's degree or higher

8.7%

Advanced diploma or higher

11.5%

Vocational or higher

40%

no qualifications or not stated

Religion



40

religions in total

45% no religion

38% Christianity (all denominations)

4% Islam

2.5% Buddhism

2.5% Hinduism

8% other religions

5% not stated

Income



\$1,850

median household weekly income

(\$1,802 median household weekly income for Victoria)

Employment



79,088

residents employed

59%

employed full-time

34%

employed part-time

7%

employed, away from work

4,438

unemployed (5.3%)

(5.3% Greater Melbourne)



OUR CITY

2

aquatic and
recreation centres



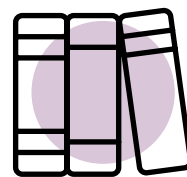
790 ha

of open space



4

libraries



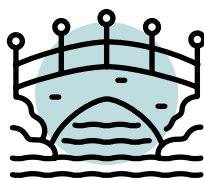
428

buildings



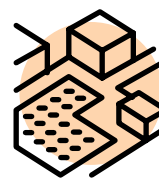
66

road and foot bridges



1,070 km

of sealed paths



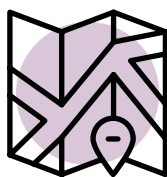
29

wetlands



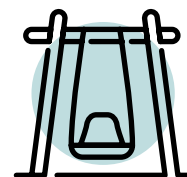
530 km

of roads



175+

parks



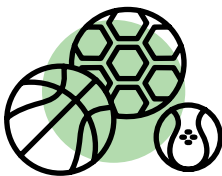
7

natural reserves



29

sports precincts



53

pitches and sports grounds



69,154

residential properties



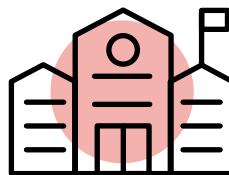
4,799

business properties



534

mixed use properties



The health and wellbeing context

Our Municipal Public Health and Wellbeing Plan

Our Municipal Public Health and Wellbeing Plan is integrated with our Council Plan in Our Darebin Plan 2025-29. This supports coordinated planning and collaborative delivery of health and wellbeing initiatives for our community.

Legislative Context

Victorian local governments have a legal responsibility to protect, promote and improve public health and wellbeing of local communities. Under the *Public Health and Wellbeing Act 2008*, local governments are required to develop a Municipal Public Health and Wellbeing Plan (MPHWP) that outlines actions to enable residents to achieve physical and mental health and wellbeing.

Our role in health and wellbeing

Darebin Council plays a key role in improving the natural, physical, social, cultural and economic environments that support health and wellbeing for people and the community. Through the provision of services and programs, we create opportunities to partner with our community to support their health needs and goals.

Darebin's parks, playgrounds, sporting facilities, leisure centres, community centres, active transport routes, social groups and libraries all contribute towards making Darebin a healthy place for its diverse community. Everyday decisions and actions to move our bodies, listen and learn from others, seek opportunities, share ideas and resources help to build a strong, resilient and healthy community.





Our approach

Our health and wellbeing planning will continue to be informed by the following three distinct but interrelated approaches:

A health equity approach

We believe that good mental and social health and wellbeing cannot be achieved without equity and inclusion. Health equity means that everyone should have a fair chance to be as healthy as possible. To address health inequalities, we will continue to apply a health equity lens in our work with the community. This will help us identify and address the social determinants of health that influence the health and wellbeing of individuals and our diverse community.

Environments for Health approach

We recognise that health and wellbeing is shaped by the conditions we live in – social, economic, cultural, built and natural environments. These are known as ‘environments for health’.

We will continue to build on our current programs, what we’ve learned and strengthen partnerships with community and stakeholders. We will use this approach to influence these ‘environments’ and improve the health and wellbeing of our community.

Life-course approach

We recognise that peoples’ experiences across life stages have an impact on their health and wellbeing. We are committed to understanding and responding to the specific health and wellbeing needs of people in our community at all ages and stages.

One approach is not enough on its own. By combining these approaches, we can better respond to the many factors that shape health and wellbeing and better understand where and how Council can play a role in improving health and wellbeing.






















Darebin Health and Wellbeing Profile Report 2025

This profile brings together information from various sources, including the Australian Bureau of Statistics and the Victorian Population Health Survey to identify Darebin's health and wellbeing priorities. These priorities have shaped the actions that Council will take to support the health and wellbeing of our community.

Indicators where Darebin rated better compared to the Victorian average

	Darebin 2017	Victoria 2017	Darebin 2023	Victoria 2023
 Proportion of people who are overweight but not obese			30.8%	31.4%
 Proportion of people who are obese	16.7%	19.6%	15.7%	23%
 Proportion of people by consumption of sugar-sweetened beverages (daily or several times per week)			30.6%	34.4%
 Proportion of people who smoked tobacco* daily	13.4%	19.8%	9.4%	10%
 Proportion of people who rate their health status (self-reported) as fair or poor	24.2%	20.3%	18.5%	20.9%
 Proportion of people with low or medium level of life satisfaction	22.9%	20.5%		22%
 Proportion of people who believe that multiculturalism makes life in their area better			79.8%	66.5%

Indicators where Darebin rated worse compared to the Victorian average

	Darebin 2017	Victoria 2017	Darebin 2023	Victoria 2023
 Proportion of adults who usually spend eight or more hours sitting on average weekday			34.1%	27.9%
 Proportion of people who vaped weekly or monthly			14.6%	1.9%
 Proportion of adults experiencing loneliness			24%	23.3%
 Proportion of adults in Victoria who sought professional help for a mental health problem in the last 12 months			9.5%	8%
 Proportion of people with high or very high level of psychological distress	19.8%	15.4%	20.6%	19.1%
 Proportion of people who experienced food insecurity in the 12 months			9.5%	8%
 Proportion of people who were “worried” or “sometimes worried” about running out of money to buy food in last 12 months			25.7%	25.1%
 Proportion of adults who experienced racism in the last 12 months			8.1%	6.9%
 Proportion of adults who experienced discrimination in the last 12 months			18.5%	15.8%
 Proportion of people at increased risk of harm from alcohol-related disease or injury			15.9%	13.1%

Source: 2023 Victorian Population Health Survey; (-) indicates that data is unavailable



Involvement of our community and partners

We use health data and targeted community consultation to understand the health needs of Darebin's diverse community. This includes data on health status and determinants that affect health. This approach makes sure our actions are guided by evidence and are tailored to address identified health inequities in our community.

We actively engage with people who are impacted by our programs and services. Their knowledge and lived experience guides how we plan, deliver and evaluate our health and wellbeing actions.



Alignment with the State Public Health and Wellbeing Plan

Darebin's health and wellbeing priorities reference the Victorian Health and Wellbeing Plan 2023-2027. This alignment helps drive collective action towards our shared outcomes. It positions Darebin to work effectively with our partners and government agencies to ensure health benefits for our community.

Consistency with Municipal Strategic Statement

Our Health and Wellbeing Plan is also consistent with the Municipal Strategic Statement/Darebin planning scheme. It aligns with the following purposes of the planning scheme:

- To provide a clear and consistent framework for making decisions about land is used and developed.
- To reflect state, regional, local and community expectations for areas and land uses.
- To provide for the implementation of state, regional and local policies affecting land use and development.
- To support actions that respond to climate change.



Our Health and Wellbeing Priorities

We have identified the below health and wellbeing priorities to focus on in Our Darebin Plan 2025-29, which embeds the Municipal Public Health and Wellbeing Plan, to improve outcomes for our community. These areas of focus include:

- Working in partnership with community and health organisations including establishing a Darebin Health and Wellbeing forum to bring key partners together.
- Support positive mental health by promoting social inclusion and connection, and supporting improved access to mental health and wellbeing programs and services
- Providing education and information to the community about modifiable health risks including vaping, tobacco use and smoking, sexual and reproductive health, preventing harm from alcohol and other substance use.

- Minimising gambling loss and harm.
- Providing accessible and upgraded community facilities and spaces that support sport and leisure opportunities, especially for Darebin's diverse community.
- Preventing harm from family and gender-based violence.
- Addressing the health impacts of climate change.

Annual review

We will review the Darebin Health and Wellbeing Data Profile Report 2025 each year to consider new data available and assess whether our health and wellbeing priorities need to be updated. The health and wellbeing priorities will be updated if newly available data and information shows a need to change strategic focus.



Our external environment

This section explains the external environment we considered when developing the focus and priorities of the Our Darebin Plan 2025-29.

We considered a range of social, environmental, technological, policy, legislative and economic influences. Darebin Council, like other Victorian Local Governments, need to be aware of these influences when planning and prioritising work for the next 4 years. These influences are already affecting the community and will continue to impact community members and Council priorities during the life of this plan.

Social and environmental influences include cost of living, job insecurity, access to mental health support, physical health and wellbeing opportunities, enhanced safety, continued progress in human rights and climate change. While some of these influences are outside Council's control there are still ways we can respond. This could include delivering services, programs and projects, advocating to other levels of government or partnering with community groups and organisations.

Technology changes such as automation and artificial intelligence are advancing quickly and the way our community wants to interact with us is also changing.

This creates an opportunity to use technology to provide our community with an experience that meets their needs while keeping their data safe.

Policy and legislation shifts may occur at either or both the Victorian and Australian Governments during the life of this plan. These changes may impact the role of Council, create new grant funding opportunities, or influence specific priorities.

Global and Australian economic influences include inflation rates, interest rates, cost of utilities and cost of products and services. These influences will affect Council's ability to fund and resource programs, services, projects and initiatives.

As the external environment changes over the next 4 years, new events, trends and influences will likely emerge, impacting both the Darebin community and the work of Council.

As a result, the needs and expectations of the community will shift, emphasising the importance of strengthening relationships, building trust, and making sure we engage meaningfully with the community.







How the plan was developed

The Plan is informed by extensive community engagement that occurred from July to December 2024. During this time, we gathered feedback from 3,475 community members, held over 80 targeted sessions with many diverse community groups, and met with advisory committees. Participants shared their views on Council service areas and health and wellbeing priorities.

We also engaged directly with Traditional Owners – the Wurundjeri Woi-wurrung people – and undertook a dedicated engagement with members of the local Aboriginal and Torres Strait Islander community, involving 43 individual interviews and five collective yarning circles.

The deliberative community engagement process concluded with the Our Darebin Community Panel. This panel was a group of 41 everyday Darebin residents who met over 4 sessions in November and December 2024, to review the Darebin 2041 Community Vision and develop community priorities, recommended focus areas for the Council Plan and guiding principles to inform decision making.

We presented the findings and recommendations from our broad and deliberative engagement to the newly elected Councillors in December 2024, including the key focus areas outlined by the Our Darebin Community Panel

(cost of living support, climate action response, mental health, community safety, information and community engagement and public facilities and infrastructure). We also provided the key messages and recommendations from the engagement with Traditional Owners, the Wurundjeri Woi-wurrung people, and engagement with the Aboriginal and Torres Strait Islander community members living and working in Darebin.

Councillors took part in a series of briefings and workshops from November 2024 to the end of March 2025. In these sessions, Councillors considered a wide range of information, to determine and prioritise key focus areas for Council and the allocation of funding and resources to deliver the Plan.

Public exhibition on the draft Our Darebin Plan 2025-29 occurred from 14 May to 3 June 2025 and this was the final stage for the community to provide feedback.

The relationship between the plans

Our Integrated Strategic Planning and Reporting Framework shows how Council's various legislated strategic plans are connected.

The Darebin 2041 Community Vision sets the long-term vision for Darebin. This 20-year vision was developed in 2021 and refined in 2024 by the Our Darebin Community Panel. It describes what the community wants Darebin to look and feel like in the future.

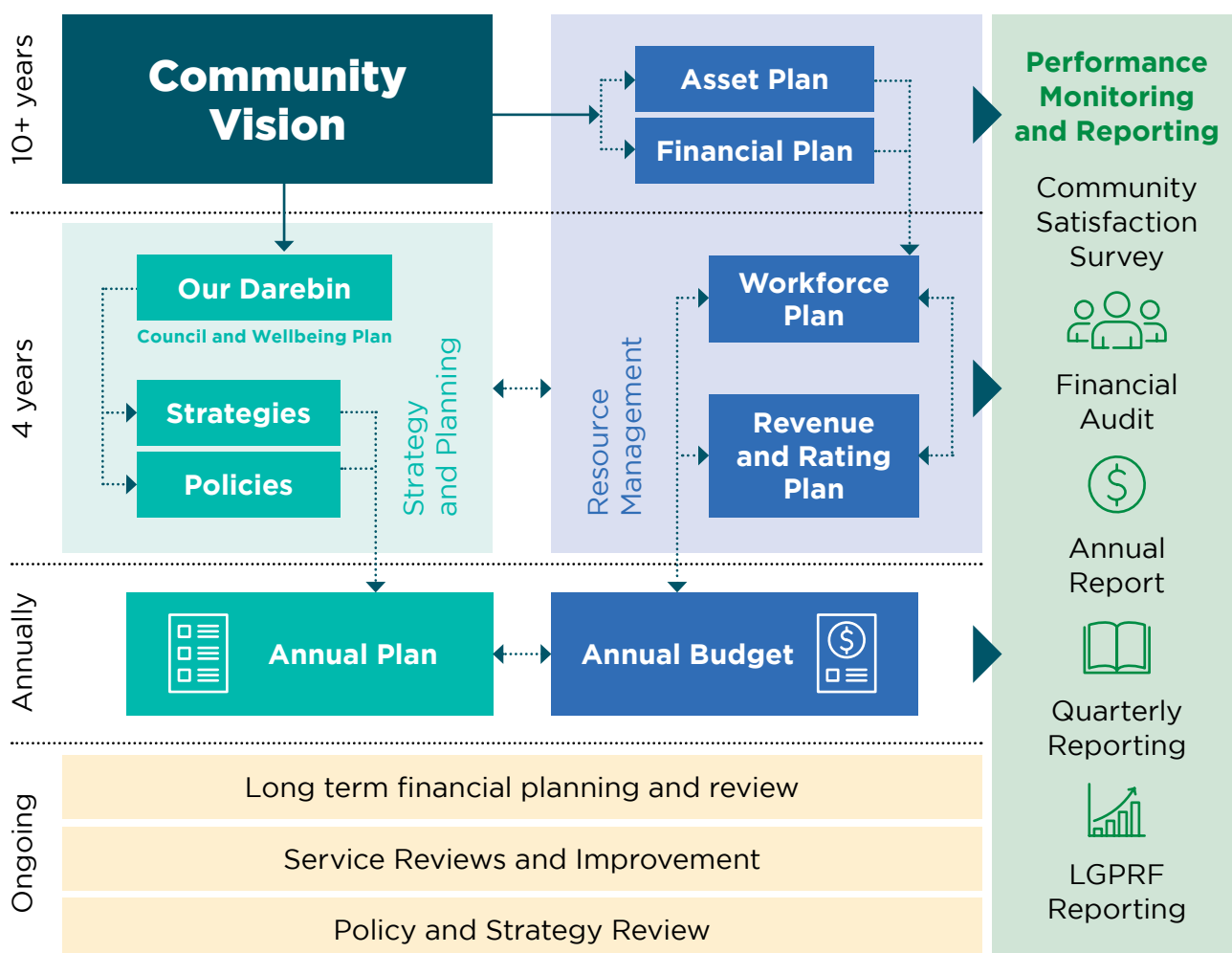
The Our Darebin Plan 2025-29 is Council's main strategic plan. It explains Council's priorities, provides direction to the organisation and describes Council's work over a 4-year period to achieve the Community Vision. We have embedded our Municipal Health and Wellbeing Plan throughout the six strategic directions and included a stand-alone health and wellbeing strategic direction. This approach demonstrates Council's strong commitment to the community's health and wellbeing.

Several other plans that support the delivery of the Our Darebin Plan and guide our work to ensure we manage our resources well. These include:

- The 10-year Financial Plan
- The 10-year Asset Plan
- The Budget and 4-year Financial Outlook
- The Revenue and Rating Plan
- The Workforce Plan.

We monitor the progress of these plans and report back to the community regularly through a range of reporting mechanisms. This shows our commitment to being transparent, responsible and engaged with our community.

The diagram below shows how the plans fit together and the reporting mechanisms.



Our Darebin Plan 2025-29 addresses the Darebin 2041 Community Vision. We have created 6 strategic directions that align with the Community Vision Pillars. The strategic directions are specific focus areas for Council's work over the next 4 years.





Darebin has responded effectively to the climate emergency by implementing a circular economy and creating a sustainable, green and liveable environment.

Darebin is renowned for its collaborative engagement, integrity, transparency and commitment to financial sustainability.

Pillar 3:

Sustainable, Green and Liveable

Pillar 4:

Collaborative,
Transparent and
Responsible



**Climate
Leadership
and Response**



**Vibrant Places
and Economy**



**Decision-making,
Community
Engagement and
Transparency**



How to read the Plan

The structure of each strategic direction includes the following elements that meet the requirements of the *Local Government Act 2020*.



Glossary



Common terms and acronyms

Term	Definition
Annual Report	A document that monitors and reports back to our community on how we are going with each year of Our Darebin Plan Annual actions and budget performance.
Budget	A document that sets out how we will fund each year's Our Darebin Plan actions, including all the current services and facilities we provide.
City of Darebin	The municipality of Darebin.
Community	Refers to all people within Darebin, who work, live, study, visit, are ratepayers or own a business in the municipality.
Council Plan	A 4-year strategic plan that sets our Council's direction, objectives, strategies, and priority actions, and includes our Municipal Public Health and Wellbeing Plan.
Darebin 2041 Community Vision	A statement that sets our horizon 20 years into the future, on the community we want to be in 2041. Under the <i>Local Government Act 2020</i> , a community vision must be informed and shaped via a deliberative process, meaning our community is heavily involved in shaping the vision.
Darebin City Council	The Council that is formed by elected representatives to govern the City of Darebin, and the organisation that implements the Council's decisions and provides services to the community.
Integrated Strategic Planning and Reporting Framework	The City of Darebin uses an Integrated Strategic Planning and Reporting framework to ensure long-term community vision achievement, encompassing strategic planning, resource allocation, and transparent reporting, with community input at each stage
Municipal Public Health and Wellbeing Plan	A 4-year strategic plan that provides information and analysis on the health status of the Darebin community and sets actions to enable residents the opportunity to improve their health and wellbeing. This plan is embedded in the Our Darebin Plan.
Municipal Strategic Statement/Darebin Planning Scheme	The Darebin Planning Scheme includes the policies and controls for land use and development in Darebin. This includes policies formally included with the scheme as incorporated documents or reference documents.



Appendices



Appendix A:

Statement of Commitment to Traditional Owners and Aboriginal and Torres Strait Islander people



the place to live

Statement of Commitment

to Traditional Owners and Aboriginal and Torres Strait Islander people

Twenty years on from Darebin Council's initial "Statement of Commitment to Aboriginal Australians" (1998), this updated Statement of Commitment renews, strengthens and formalises Council's long-standing commitment and relationship with the diverse Aboriginal¹ and Torres Strait Islander communities of Darebin.

- 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 the 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, including the diversity of views and opinions, 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. Darebin is home to Aboriginal people from many of the 500+ clan groups that exist in Australia and is also home to Aboriginal and Torres Strait Islander peoples of many skin, moiety and language groups, genders, ages, abilities, sexualities and gender identities etc.
- Council respects the human, cultural and spiritual rights of Aboriginal and Torres Strait Islander people** and notably acknowledges their right to "enjoy their identity and culture, maintain and use their language, maintain their kinship ties and maintain their distinctive spiritual, material and economic relationship with the land and waters"². Council also acknowledges the right of all Aboriginal and Torres Strait Islander people in Darebin to respect and equality and to live free from discrimination (first and foremost racism, but also sexism, ageism, ableism, homophobia, biphobia and transphobia...) and disadvantage.
- Council acknowledges the powerful call contained in the Uluru Statement from the heart and its aspirations for justice, truth-telling, Makarrata (agreement-making) and a voice.** Council hears this call and will continue to seek guidance from Traditional Owners and Aboriginal and Torres Strait Islander communities on, and respect their leadership towards, self-determination (as per the recommendations of United Nations Declaration on the rights of Indigenous people) and towards a fairer Australian society, and at our own, local level, a fairer Darebin.
- Council acknowledges that Aboriginal people are Australia's First Peoples and that January 26 marks the beginning of the British invasion of their lands.** Aboriginal people never ceded sovereignty of the land and have continuously cared for their country for over 60,000 years as the world's oldest living culture. Theirs are rich and varied heritages and histories, both pre and post-invasion.
- Council acknowledges that present disadvantage stems from past injustice, dispossession, oppression, colonisation, forced removal and the crime of genocide** inflicted on Aboriginal and Torres Strait Islander people of this country, the ongoing effects of which still affect Aboriginal and Torres Strait Islander people today. While devastating on the traditional life of Aboriginal nations, these have not diminished Aboriginal and Torres Strait Islander people's connection to country, culture or community, their resilience and their strength.
- In partnership with Aboriginal and Torres Strait Islander people, communities and organisations**, Darebin City Council is committed to working towards a future based on justice, respect, understanding and the elimination of disadvantages and barriers to equality, notably in health, education, housing and employment, in the spirit of the *Close the Gap Statement of Intent 2008*³.
- Darebin is a significant gathering place for Aboriginal and Torres Strait Islander people** and the homeland of a number of significant Aboriginal peak bodies, organisations and businesses. It has also been a site for significant events in post-contact history such as the 'signing' of the 'Batman Treaty'. Council acknowledges and values the opportunities this association brings for listening, learning, understanding and relationship-building and for genuine collaboration on issues of shared concern.
- Council affirms the positive forward movement towards equality and equity, race relations, institutional integrity, historical acceptance through truth-telling and unity**⁴. Council acknowledges its educational role and its responsibility to take deliberate action to ensure that the broader community more fully understands the experiences and stories of Aboriginal and Torres Strait people and the true account of our nation's history.

¹ "An Aboriginal or Torres Strait Islander is a person of Aboriginal or Torres Strait Islander descent who identifies as an Aboriginal or Torres Strait Islander and is accepted as such by the community in which she or he lives." Commonwealth Department of Aboriginal Affairs 1981.

² Section 19(2) of the *Victorian Charter of Human Rights and Responsibilities*.

³ With the aim of "closing the gap between Indigenous and non-Indigenous Australians on life expectancy, educational achievement and employment opportunities".

⁴ Reconciliation Australia



Wurundjeri Woi-wurrung Elders
Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation
5/8/2019



Darebin Aboriginal Advisory Committee representatives
5/8/2019



Darebin City Council Mayor
5/8/2019

Artwork by Natasha Ellis-Corrigan,
proud Jinabara/Bundjalung woman.
Aboriginal artist from Jinabara Designs.



Appendix B:

Diversity and Equity Statement

The City of Darebin sits on Wurundjeri Woi-wurrung Country, on the lands and waters of the Wurundjeri Woi-wurrung people and under their skies. The City is now home to a diverse community of people and values this diversity as an important civic asset.

Council recognises the role we play in continuing to support and foster this diversity. Our long-standing and deeply held dedication to serve, and respond equitably to, the diverse needs of the Darebin community is articulated in Towards Equality: Equity, Inclusion and Human Rights Framework (2019-2029). The framework commits us to considering diversity, inclusion, equity and human rights across all of Council's organisational culture, practices, processes and decision-making. It reiterates and embeds Council's commitment to social justice.

Recognising that meaningful and lasting change starts internally, and therefore building from the inside out, we aim to:

- Ensure Council as an organisation is inclusive and reflective of Darebin's diverse communities.
- Make Council services, programs, places and spaces accessible, equitable, inclusive, safe and responsive to the diversity of needs, rights and priorities in our communities.
- Contribute, in collaboration with partner agencies, organisations and residents, to building inclusive and empowered Darebin communities.

To achieve this, in light of structural inequalities, we will make concerted efforts towards redistribution and adaptation so:

- We attempt to give more to those who have less.
- We seek to tailor services, programs, places and spaces to people's diverse and specific needs.
- We carefully consider ways to redress injustices and imbalances.

Discrimination and disadvantage impinge on people's rights and ability to participate fully and equally in our community. To address this, Council will continue to stand up against all forms of discrimination, strive to tackle inequalities and injustices, including poverty, and listen to, understand and respond equitably to the diverse needs and aspirations of the Darebin community, upholding their human rights.

Appendix C:

Health and Wellbeing Statement

Darebin is a place where the community comes together to share in resources and opportunities to live healthy, safe and resilient lives.

We recognise our unique position in influencing the natural, physical, social, cultural and economic environments that support health and wellbeing for our community. Our goal is to enable our community to be healthy, strong and resilient people, connected to opportunities, and striving for health equity for all. We acknowledge that good health is more than being free from illness or disease; it is about being in an optimal state of physical, mental, social and cultural, and emotional wellbeing.

We are committed to reducing health inequalities and enhancing equity, inclusion, and human rights within the Darebin community. We believe that all people, in their diversity, should have fair and equitable access to opportunities, infrastructure, services and information to improve their health and wellbeing. We are committed to reducing unfair and avoidable health and wellbeing inequalities among diverse population groups in our community.

We strive to protect, improve and promote the health and wellbeing of individuals and our community by delivering, and advocating for, initiatives that support healthier living. Our commitment to reduce inequalities and improve health equity is guided by Towards Equality. This Framework views health inequality through the lenses of people, places and experiences.

We endeavour to work in collaboration with our community, as well as partner agencies and service providers, Victorian Government agencies and local community health organisation to respond to the health and wellbeing priorities in our municipality and achieve the goals identified in our health and wellbeing plan.

Appendix D:

Climate Emergency and Climate Risk Statement

Darebin City Council has a proud history of leadership and strong action on the climate emergency.

Since our world leading Climate Emergency Declaration in 2016, Council has influenced thousands of jurisdictions around the world to declare a climate emergency and accelerate climate action. Our first Climate Emergency Plan drove sector-leading initiatives such as our Solar Saver program, which has supported over 2000 households and businesses to install solar systems and has been replicated across the state, and the Victorian Energy Collaboration – the largest emissions reduction project in the local government sector – which brought together 61 local governments across Victoria to power their operations with 100 per cent renewable energy. We have also been operating as carbon neutral since 2019. These initiatives support the transition to renewable energy that is essential to tackling the climate crisis.

Responding to the climate emergency and limiting the Earth's warming to 1.5°C above pre-industrial levels remains an urgent challenge and there is much more work to do. The effects of climate change are being felt by people in our community now, and we know that future extreme conditions and related disasters will have a wide and far-reaching impact on the services that Council provides and on our community's health and wellbeing and rights.

Those who have the fewest resources are often the most impacted even though they historically have and continue to least contribute to the climate emergency, and we will continue to focus our efforts to supporting those most at risk of climate-related impacts such as heatwaves, floods and rising energy bills.

The *Local Government Act 2020* specifies our legislative responsibility and our duty of care to consider and address these climate risks.

At Darebin Council we are committed to working with our community to transition to clean, healthy and safe homes and businesses powered by renewable electricity, and to ensuring that our community is safe and thriving. Our second Climate Emergency Plan 2024-2030 details achievable actions and goals that will reduce Council and community emissions, support everyone to plan, prepare and adapt to climate impacts and care for Country. And we will continue to use our influence to advocate to all levels of government and across our community for investment in innovative and collaborative solutions as we work together for a greener, safer future.



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