

INCLUSIVE, DIVERSE AND ACCESSIBLE FRAMEWORK - PRINCIPLES

DOMAINS

*Civic
Engagement*

*(Selected
example only)*

*Community
Leisure and
Social
Participation
Economic
Participation*

*Built and Natural
Environment*

*Communication
and Council
Culture*

*Services and
Operations.*

	VISIBLE	COLLABORATIVE	EMBEDDED	ALWAYS IMPROVING
	SELECTED EXAMPLES OF HOW EACH PRINCIPLE MIGHT BE ENACTED			
	Continue to promote and advertise ways for individuals to participate in consultations, advisory committees, networks, council elections and other civic engagement activities, including information about available accessibility options	Establish a Community Inclusion and Access Advisory Committee that includes an Elected Member, Council Staff, Community organisations and individuals with lived experience of exclusion and lack of equity and access	Continue to implement Larrakia Protocols at all Council meetings and events	Continue to regularly audit all Council civic engagement activities for accessibility and inclusion
	Continue to celebrate Palmerston's rich culture and heritage through art, exhibitions and education initiatives	Support local businesses, organisations, facilities and venues to increase accessibility and inclusion	Develop Council Requirements and Guidelines for accessible and inclusive events and programs	Add to existing accessible equipment available for use at events and activities
	Develop policies and programs to ensure Council workforce and volunteers reflect the diversity of our population, within the bounds of merit based recruitment and due process	Work with community organisations and services to support entrepreneurs, micro-businesses and small business start-ups through business skills programs, mentoring initiatives and grants	Review Council recruitment and retention policies to address barriers to employment for people from different community groups, within the bounds of merit based recruitment and due process	Include employment diversity progress in Council reports
	Increase public art and other visible symbols such as flags and signs that celebrate Palmerston's rich cultural heritage	Work with people with lived experience of exclusion and lack of access to review accessibility of venues, outdoor spaces and facilities	Require community venues to have strategies in place to minimise potential for sensory overload, including noise and clutter reduction, and the creation of quiet spaces and zones	Continue to increase the availability of shade in outdoor spaces
	Continue to ensure images and language used by Council is respectful and representative of the diverse population of Palmerston	Conduct a mapping exercise to identify all community organisations and groups in Palmerston, and develop a mutual communication strategy or protocol	Work with networks, community organisations and groups to disseminate information about Council activities and events – e.g. by providing a monthly newsletter for distribution by other parties	Implement current plans to develop a contemporary approach to Social Media in collaboration with community members, particularly the youth of Palmerston
	Consider formal and informal recognition programs (such as staff and/or community awards) for innovations and exceptional work in promoting inclusion, diversity and accessibility	Bring together people with diverse perspectives to discuss, resolve issues, challenges and opportunities affecting the whole community – including safety, emergency planning, environmental sustainability – using current committees and networks as examples	Develop criteria for reporting within Council that includes relevant information about how inclusion, diversity and accessibility has been considered	Include questions relating to diversity, inclusion and access in staff surveys