



Rural City of
Wangaratta

Inclusive Wangaratta

2024-2029



Contents

Welcome	3
Background and Context	4
Communities of Priority	6
Development Process	10
Action Plan	11
Definitions	16
References	17

Acknowledgement of Traditional Owners

The Rural City of Wangaratta acknowledges the traditional custodians of the lands, on which the Rural City of Wangaratta communities reside. We pay our respect to their Elders past, present and emerging, and celebrate and respect their continuing cultures. We are committed to walking beside all traditional owners as we move toward reconciliation.



Welcome

When Council developed the Community Vision for Wangaratta in 2033, we stated that we would be *'an inclusive, courageous and compassionate community'*. Addressing barriers to access and inclusion is fundamental to achieving a community where everyone takes part in our social, cultural and political life. Inclusive Wangaratta takes us a step closer to achieving this.

We know that our people are our biggest asset, and everyone, at every age, background, and ability is an important and valued member of our community. Council has worked with the community, starting with the Inclusive Wangaratta Working Group, to look at how, as a community, we can ensure that everyone is safe, welcome, and able to be involved. The working group were people from the community with different backgrounds and abilities, who came together to provide insight from their own lived experience.

What has developed out of that work, and out of wider community consultation, is this plan. A plan that has Council working in partnership with community on a number of initiatives to educate, to improve access, and to celebrate the diversity that Wangaratta has to offer. It is a plan that will make the most of our connections and allow us to be *'the place where everyone has the ability to engage, to prosper, to be supported, and to grow'*.



Brendan McGrath
Chief Executive Officer



Cr Dean Rees
Mayor

Background & Context

The Rural City of Wangaratta is committed to providing a safe and inclusive environment, free from discrimination. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, ability and disability, culture, language, gender identity, sex and sexual orientation. (*Statement of Inclusion, Rural City of Wangaratta 2024*)

What does that really mean, and why is it important?

As Council, we are one of the largest employers in the Rural City of Wangaratta with more than 520 employees. We have the responsibility to ensure the culture of our organisation is inclusive and accessible, and to ensure there are genuine opportunities for our workplace to set an example for other employers in the area.

Council **delivers services** across the community from our youngest to our oldest residents. Our Maternal Child Health Nurses work with new parents and our newest of residents, babies have their first learn to swim lessons alongside aquafit classes at the Wangaratta Sports and Aquatic Centre, and our aged and community care team help people age in place. Council has a responsibility to ensure services are delivered that recognise the needs of our diverse community.

We are a **community connector**. The library is equally welcoming to families for story and rhyme time as it is to craft groups and those wanting a social connection and a climate-controlled place to read and recharge. Council partners with local organisations and businesses to deliver programs, services and training. The Grit and Resilience Program and Council's events team provide ways for the community to come together and celebrate, reflect, and to make new connections.

Council is also a **community leader**. As the branch of government closest to the community, we work with individuals, businesses and organisations. We set policies and strategies that guide our decisions around everything from the development of facilities and infrastructure to what grants and funding we deliver. We take part in local, regional, state and federal discussions to ensure there are opportunities for everyone in Wangaratta to take part in all aspects of community life.



Legislative & Policy Context

Council has a legislated responsibility to consider equity and inclusion, and Inclusive Wangaratta is our commitment to addressing factors to improve access across our communities.

The Local Government Act 2020 requires that council services be provided in an equitable manner, be responsive to the diverse needs of the municipal community, and be accessible to the members of the municipal community for whom the services are intended. The Act requires councils to act for the long-term benefit and wellbeing of the community, and to engage the community in strategic planning and decision making.

Public Health and Wellbeing Act 2008 requires councils to protect, improve and promote public health and wellbeing within their community. This includes developing municipal public health and wellbeing plans, and working to create a local community that supports and strengthens the capacity of individuals to achieve better health and wellbeing.

The Gender Equality Act 2020 requires Council to develop and implement a Gender Equality Action Plan, and to conduct gender impact assessments across services and policies that impact the public. The Act requires councils to identify and change attitudes and practices which discriminate, and develop workforce and recruitment policies that promote gender equity, diversity and inclusion.

Disability Act 2006 requires councils to prepare a Disability Action Plan and report on implementation in their annual reports. The Inclusive Wangaratta Plan incorporates council's Disability Action Plan. The Act outlines four principles to enable people with disability to fully participate in their communities:

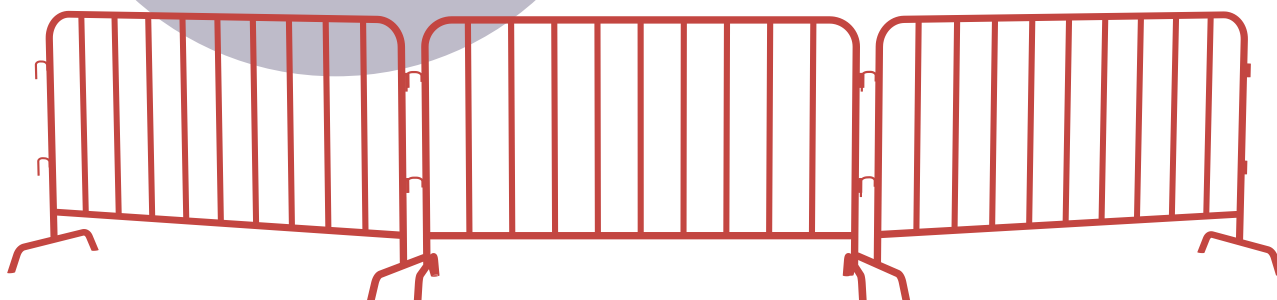
- Reducing barriers to persons with a disability accessing goods, services and facilities
- Reducing barriers to persons with a disability obtaining and maintaining employment
- Promoting inclusion and participation in the community of persons with a disability
- Achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

What do we mean by **barriers?**

Barriers are things that make life harder for people, preventing them from participating equally in society (1).

There are many types of barriers, for example:

- Physical barriers: buildings not having a ramp or accessible toilets.
- Social or attitudinal barriers: bullying, discrimination, expectations for a person with certain attributes to behave in a particular way.
- Communication: a video with no captions, text in small font only, no translation available.
- Economic barriers: fees required to participate in sports or other activities.



Communities of Priority

Inclusive Wangaratta recognises and seeks to support groups identified as facing disadvantage. These groups may be referred to as Communities of Priority throughout this document (2).



These communities include but are not limited to:

- People with a disability
- Lesbian, gay, bisexual, trans and gender diverse, queer, intersex and asexual (LGBTQIA+) communities
- Aboriginal people
- People from culturally and linguistically diverse and faith communities
- Refugees and asylum seekers
- Women
- People across the life-course, particularly young and older people
- People living in regional areas or areas of disadvantage

A 2022 study by Inclusive Australia and Monash University showed that social exclusion costs the Australian economy \$45 billion each year and affects 6.7 million people.

The study found that almost a quarter of Australians reported having experienced a major form of discrimination at the end of 2021. The groups that reported the most discrimination were Aboriginal and Torres Strait Islander peoples, followed by young people, religious minorities, people with a disability, and LGBTIQ+ people. Additionally, people on a low income had lower levels of wellbeing in the country compared with other groups studied (14)

In previous plans, we made improving access for people with disability our sole focus. Since developing our last plan, we have also spent time looking at Age Friendly Communities and working internally to develop a Gender Equity Action Plan. Consultation with the Inclusive Wangaratta Working Group told us the community wants a plan that moves beyond a single-issue focus and consider the wide range of people and groups who experience barriers to equal participation.

Wangaratta has a population of 29,903 people (3). The “average” person in Wangaratta is 45 years old. They would live in a household of 2.3 people and have a weekly household income of \$1,326 (4). This “average” person is just a statistic and represents only a very small portion of our community.

Below we look at the communities of priority within Wangaratta and we consider what Wangaratta would look like if it were made of 100 people.

If the Rural City of Wangaratta was made up of 100 people



People with a disability

The definition of disability under the Commonwealth Disability Discrimination Act (1992) includes physical, intellectual, psychiatric, sensory, neurological and learning disabilities. Disability can be permanent or temporary, visible or invisible. Some disabilities are present from birth, other people acquire or develop disability during their lifetime from an accident, condition, illness or injury.

In Victoria, 17% of people have a disability (5). This means approximately 5,084 people in the Rural City of Wangaratta have a disability.

At the 2021 census, 7.4% of people in Wangaratta indicated they require assistance in their day-to-day lives for core activities, and 15% of people aged 15 and older provide unpaid assistance to a person with a disability, long term illness or older adult (4).

Lesbian, gay, bisexual, trans and gender diverse, queer, intersex and asexual (LGBTQIA+) communities

LGBTQIA+ is the acronym used to describe people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex, queer and/or asexual.

The Victorian Agency for Health Information (2020) estimates 5.7% of adults in Victoria openly identify as LGBTQIA+ (6). This indicates that close to two thousand people in Wangaratta identify as part of the LGBTQIA+ community.

When compared to the broader population, LGBTQIA+ people living in rural and regional Victoria:

- experience higher rates of family violence
- are more likely to have a diagnosis of anxiety or depression
- are more likely to rate their health status as fair or poor (6)

Aboriginal and Torres Strait Islander people

The Rural City of Wangaratta is home to 559 Aboriginal and/or Torres Strait Islander people (4). The lands encompass the ancestral lands of the Bpangerang, Gunaikurnai, Taungurung and Yorta Yorta peoples.

People from culturally and linguistically diverse and faith communities, Refugees and asylum seekers

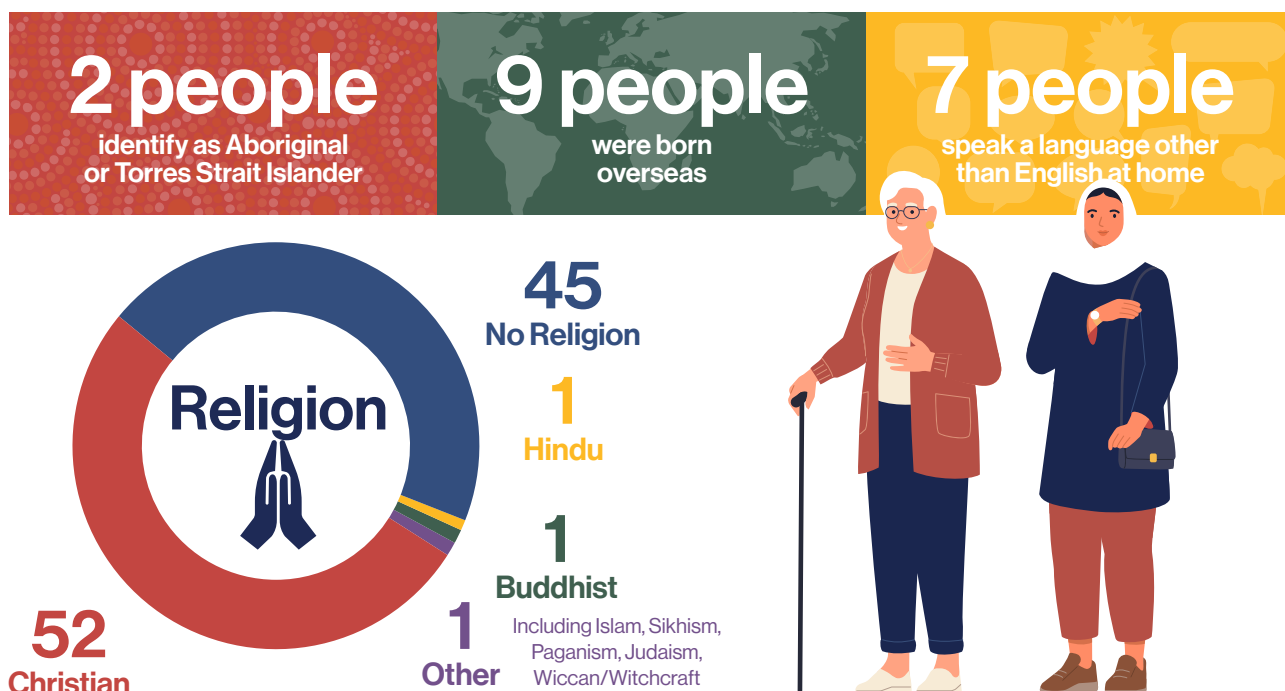
Wangaratta is home to people with ancestries from over 70 countries, and 9.1% of residents were born overseas. For those born outside of Australia, England, Italy, New Zealand, Philippines, and India were the most common countries of birth (4).

From 2016 to 2021, there was an 18.8% increase in the number of people living in Wangaratta who were born overseas (7).

There are 30 different languages spoken across Wangaratta, with Italian, Filipino/Tagalog, Punjabi, Nepali, Mandarin and Thai being the most common non-English languages (4). Most people in Wangaratta are fluent in speaking English, 1% of residents (around 200 people) experience difficulties (7).

Residents of Wangaratta hold a range of religious beliefs. Around 45% of people do not practice any religion. Christianity is the most commonly followed religion, including Catholic (25%), Anglican (13%) and Uniting Church (5%) as the most prevalent denominations (4).

If the Rural City of Wangaratta was made up of 100 people



People across the life-course, particularly young and older people

In 2021, the largest age group in the Rural City of Wangaratta was 60 to 64 year olds (7%). Wangaratta has a high proportion of older people, with 31% of the population aged over 60 years compared to 22% of the Victorian population (4). Of the older adult resident population, 15% of people aged 65 years and over live alone (8).

The most common household types in Wangaratta are lone person (29%) and couples without children (28.6%). Couples with children make up 24% of households, and 10% of households are one parent families (7). Of the single parent households, 80% are female parents (4).

Women

Gender refers to the characteristics of women, men, girls and boys that are socially constructed (9)

There are slightly more females than males in the Rural City of Wangaratta, with 51.7% of the population female and 48.3% male (4).

Women are overrepresented in unpaid work, with 27% of females in Wangaratta undertaking more than 15 hours per week of unpaid domestic work, compared to 12% of males. Females in Wangaratta more commonly provide unpaid child care (females 29%, males 23%), and unpaid assistance to a person with a disability, health condition, or old age (females 15%, males 10%) (10).

In 2022-23 there were 631 police recorded family violence incidents in the Rural City of Wangaratta. A child was present as a victim or witness at 41% of incidents, and females were reported as the victim in 70% of incidents (11).

48
males



52
females



People living in regional areas
or areas of disadvantage

The Rural City of Wangaratta has a Socio-Economic Indexes for Areas (SEIFA) Index of Relative Socio-economic Advantage and Disadvantage (IRSAD) score of 957 (12). A higher number indicates an area is more advantaged, with figures below 1,000 indicating greater levels of disadvantage. When broken down into regions within the Rural City of Wangaratta, some areas experience higher levels of advantage and disadvantage. The Oxley-Milawa and Ovens Valley area experiences the greatest advantage with a score of 1,016 and the Wangaratta South area experiences the greatest disadvantage with a score of 853 (8).

Wangaratta is ranked 54th out of the 79 Local Government Areas (LGAs) in Victoria, meaning its score is in the bottom third of LGAs (12).

Most adults in the labour force (97%) are employed (7). Females in Wangaratta are more likely to be employed part time (48% of females, 23% of males) (7). The major employment industries in the Rural City of Wangaratta are Health Care and Social Assistance, Retail Trade, Manufacturing, Construction, and Education and Training (4).



Rural City of
Wangaratta

The major employment
industries in the Rural City
of Wangaratta are Health Care &
Social Assistance, Retail Trade,
Manufacturing, Construction,
and Education & Training



If the Rural City of Wangaratta was made up of 100 people

47 People are
employed

Top Employment Industries

		
Health Care & Social Assistance	9	7
Retail Trade	5	3
Agriculture, Forestry & Fishing	4	1
Manufacturing	4	1
Construction	4	0
Education & Training	4	3

25 People receive Government
Pensions & Allowances

Age Pension	15
Disability Support Pension	4
Jobseeker Payment	3
Carer Payment	1
Youth Allowance	1
Parenting Payment	1

In the Rural City of Wangaratta 28% of households are low-income households with a gross income less than \$800 per week (7). This figure is higher in the Wangaratta township (30%) and lower in the Glenrowan District (20%) (8).

The 2021 Census recorded 125 homeless persons within the Rural City of Wangaratta (3). This includes people living in improvised dwellings, tents, or sleeping out, people in supported accommodation for the homeless,

people staying temporarily with other households, people living in boarding houses, people in other temporary lodgings, and people living in severely crowded dwellings.

In Wangaratta there is also a high level of school leaving, with only 42.4% of people aged 15+ having completed year 12 or equivalent, lower than the Regional Victorian average of 45% (7).

Inclusive Wangaratta recognises that the health and wellbeing of our community are shaped by overlapping factors, from race, ethnicity, gender, ability, age and sexual orientation to income, education, and geography. It recognises that outcomes are informed by the social determinants of health and the conditions in which people are born, grow, work, live, play and age.

This is a strategy
for everyone
in Wangaratta...

...but it has a focus on those people and communities who face **greatest systemic and structural inequity.**



Development Process

To ensure the Inclusive Wangaratta Plan reflects the needs of the community, consultation was carried out to identify current issues and trends around access and inclusion.

“This process has been designed from the beginning to be community driven, and it shows with how involved we have been along the process” – Inclusive Wangaratta Working Group member

Consultation Process



Desktop Research

- Review of RCoW Community Access and Inclusion Plan 2019-2022, Draft Age Friendly Strategy, Council Plan and Community Vision
- Review of Access and Inclusion Plans from other Councils to look at best practice and benchmark against current examples



Working Group Recruitment

- Wide ranging advertising to ensure representation of our diverse community

Working Group Meeting #1 – July 2023

- Reviewing actions in the Council Plan related to Access and Inclusion
- Identifying gaps and areas not covered by the Council Plan

Working Group Meeting #2 – August 2023

- Discussing priorities
- Developing action ideas

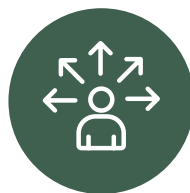
Working Group Meeting #3 – November 2023

- Reviewing actions
- Preparing for wider community consultation



Councillor Briefings

- Project team presented to Councillors for their feedback in July 2023, December 2023 and June 2024



Public Consultation February – March 2024

- Connect Wangaratta: 18 users provided 137 comments on draft actions
- Drop in sessions held at Wangaratta Library and the Kiosk on corner of Reid and Murphy Streets.
- Consulted with RCoW Youth Council



Working Group Meeting #4 – April 2024

- Reviewing feedback from wider community



Public Exhibition – June/July 2024

- Invitation for wider community to comment on Plan

Implementation and Review

The Inclusive Wangaratta Plan will be implemented over the next five years, from 2024 to 2029. While this Plan provides Council with strategic direction around inclusion and accessibility over the next five years, further information sharing, consultation and involvement of the community in decision making will be necessary. As part of this, the Inclusive Wangaratta Working Group will provide guidance on the implementation of the action plan and remain a key connection to the community.

The Inclusive Wangaratta Plan will be reviewed annually. A progress report will be provided to Council during the annual review process.

It is anticipated that the majority of actions detailed in the action plan will be achieved through existing resources of Council and community stakeholders. Any new initiatives that will impact on financial resources will be presented to Council for consideration.



Action Plan

The action plan is divided into three themes generated by the Inclusive Wangaratta working group. The actions within each theme focus on areas Council has the ability to make change through its position as an employer, a service provider, utilising Council's connections in the community, and leveraging Council's position as a community leader (13).

The **Access and Participation** theme includes actions around physical accessibility. The infrastructure teams design and deliver projects across the Rural City of Wangaratta for community use. As the owner and operator of the Wangaratta Sports and Aquatic Centre, Council has influence over the facility and its programming to ensure it meets the needs of our diverse community.

Council can leverage connections in the community and its status as a community leader to implement actions in the **Understanding and Celebrating Diversity** theme through events, social media and other communications. As an employer, Council aims to provide an inclusive workplace where everyone feels valued and respected. This means going beyond the minimum standards to remove barriers to participation and to break down conscious and unconscious biases.

Actions in the **Engaging Community** theme draw on Council's connections in the community to bring people with shared passions together. This theme also aims to empower community to be involved in Council decision-making and processes.

Access and Participation

“Things some would see as a small barrier is a roadblock preventing people from participating in a community activity” – Inclusive Wangaratta Working Group member

	Action
1.1	Improve mapping to increase accessibility 1.1.1 Review and update the CBD accessibility map 1.1.2 Expand on the mapping to include areas outside of the Wangaratta CBD, with accessible paths and facilities mapped across the municipality 1.1.3 Map the locations accessible toilets and all-gender/gender neutral toilets
1.2	Addressing barriers to access 1.2.1 Review access and inclusion audit status for Council facilities and CBD area. Develop a five year plan to review and update where needed, prioritising public facing and cultural facilities such as Childrens Services, Sports and Aquatic Centre, Library and Council Foyer. 1.2.2 Provide training to understand the barriers to access and inclusion in facilities and built environment, including physical and environmental factors. 1.2.3 Invite members of the communities of priority to provide feedback on ways to improve inclusivity of facilities and built environment.

	Action
1.3	Accessible wayfinding and signage 1.3.1 Develop an accessible wayfinding and signage toolkit for use at Council and in the community. 1.3.2 Consider the addition of communication boards to key playgrounds, play spaces and community spaces. 1.3.3 Promote the installation of accessible signage that welcomes people of all abilities and provides information on amenities, services, and other location information.
1.4	Seek funding for improvements to and installation of toilets 1.4.1 Installation of Changing Places toilets 1.4.2 Upgrading existing accessible toilets 1.4.3 Additional all gender toilets
1.5	Advocate for all new Council facilities to include gender neutral toilets.
1.6	Continue advocacy for public transportation 1.6.1 Advocate for additional train and coach services to and from Melbourne and neighbouring towns. 1.6.2 Advocate for increased public transport bus services offered on weekends, especially around events. 1.6.3 Council to work with relevant organisations to promote existing transport resources in the community.
1.7	Review street and place names 1.7.1 Review street names within the Rural City of Wangaratta to identify those which have a culturally insensitive background, and consider a renaming program that celebrates and recognises our diversity, including our First Nations history. 1.7.2 Consider opportunities to recognise historically underrepresented groups (including women and First Nations people) when naming new streets, facilities and other public spaces. 1.7.3 Recognise and celebrate existing place names with Aboriginal history.
1.8	Wangaratta Sports and Aquatic Centre 1.8.1 Conduct regular facility and program reviews for accessibility and comfort of communities of priority 1.8.2 Offer programming to meet the needs of our diverse community..
1.9	Inclusive Events 1.9.1 Review and update Council's Inclusive Events Guide. 1.9.2 Consider inclusion needs such as accessible transport to events, language used in promotion of events, sensory/quiet spaces, AUSLAN. 1.9.3 Consider avenues for community members to communicate their accessibility needs with event organisers.
1.10	Accessible and Inclusive Recreation 1.10.1 Promote and support accessible and inclusive recreation, including both sport and non-sport activities 1.10.2 As part of identifying and overcoming barriers to participation, support Sport North East to partner with Sport4All to improve access to sport and recreation for all people within the Rural City of Wangaratta.

Understanding and Celebrating Diversity

“If you can see it you can be it. If you see someone like you, you can feel like you can be involved”
– Inclusive Wangaratta Working Group member

	Action
2.1	Equitable grants and funding 2.1.1 Review existing grants and funding programs with an equity lens. 2.1.2 Consider specific funding for charities and organisations that celebrate diversity, as well as community events that celebrate and recognise our diverse community.
2.2	Community flags 2.2.1 Develop a flag policy and a procedure which would allow for and support the flying of community flags. 2.2.2 Consider inclusion of procedure for CBD display poles and water tower lighting.
2.3	Rainbow Ready Roadmap 2.3.1 Council to work toward indicators in the local government Rainbow Ready Roadmap. 2.3.2 Council to support community groups, clubs and other organisations to undertake the Rainbow Ready Roadmap process.
2.4	Calendar of Community Events 2.4.1 Create a calendar of community events and activities that community groups can contribute to. 2.4.2 Support major NAIDOC event in Wangaratta, including partnering in the planning and delivery of the event. 2.4.3 Partner and host an annual event celebrating our multicultural and diverse community. 2.4.4 Include days of significance, including World Refugee Day, International Day of Disability, IDAHOBIT and Wear it Purple Day, on Council's event calendar
2.5	Awareness campaigns 2.5.1 Run and promote community-led campaigns that show support for our diverse community. 2.5.2 Participate in awareness campaigns for issues impacting the Wangaratta community.
2.6	Invite community to talk about their lived experiences to staff and councillors.
2.7	Become a member of relevant peak bodies focusing on diversity and inclusion to support staff education, development, and hiring.
2.8	Review Council Position Descriptions and hiring process to identify barriers to inclusion.
2.9	Council staff and Councillor training 2.9.1 Ensure Council staff and councillor training includes First Nations and Cultural awareness, education on Gender Equity, LGBTQIA+, and Disability 2.9.2 Provide opportunities for allyship, keyword sign, and AUSLAN training

	Action
2.10	Provide or partner to promote community opportunities for: - LGBTQIA+ Allyship training - Keyword Sign, AUSLAN - Business and community group training on accessible and inclusive communication - Cultural safety and awareness training - Basic language training for other languages spoken in Wangaratta
2.11	Consider resourcing and capacity to support and promote diversity and inclusion through implementation of this action plan.
2.12	Promote diversity through food by encouraging options from multiple cultures and cuisines when catering Council meetings and events.



Engaging Community

“It’s important to get people who will be impacted involved in decision making processes.”

– Inclusive Wangaratta Working Group member

	Action
3.1	Establish the Inclusive Wangaratta Working Group as an ongoing Reference Group to advise Council on matters relating to Access and Inclusion, including offering feedback and insight to plans and strategies as part of the review process.
3.2	Establish a Community of Practice 3.2.1 Work in in partnership to establish a community of practice for charities and community groups within Rural City of Wangaratta to collaborate and share ideas. 3.2.2 As part of the Community of Practice, collaborate on events and programs to upskill charities and community groups within Rural City of Wangaratta
3.3	Support the development of emerging community support groups and community organisations through promotion, training and governance advice.
3.4	Community engagement 3.4.1 Utilise Equity Impact Assessments to ensure communities of priority are considered in Council project planning 3.4.2 Consider diverse needs and requirements of community when engaging, including the existence of advocacy and peak bodies, and include this in Council’s engagement procedure.
3.5	Bullawah Cultural Trail 3.5.1 Consider a friends of the Bullawah Cultural Trail Group, ensuring there is Aboriginal representation as part of the group. 3.5.2 Work with local Aboriginal organisations on setup, terms of reference and ongoing responsibility for the group, to ensure the original intent of the cultural trail is maintained and respected
3.6	Awards and Recognition 3.6.1 Review existing award and recognition programs with an equity lens 3.6.2 Create opportunities for local organisations and businesses to be assessed by the community based on their inclusive behaviours 3.6.3 Review the Good Access = Good Business guide and checklist and consider relaunching this or similar programs.
3.7	Make existing processes more visible and accessible for community to have input at Council meetings and ask questions of Councillors.

Definitions

Term	Definition
Access	Access is about ensuring that information, spaces, services and programs reach everyone and are responsive to everyone's needs.
Changing Places	Changing Places facilities are larger than standard accessible toilets and have extra features and more space to meet the needs of people with disability and their carers (15).
Community of Practice	Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly (16).
Equality	Equality is when all people have the same rights, responsibilities and opportunities regardless of their diverse attributes or circumstances (17).
Equity	Equity is when resources are distributed according to each person's circumstances and individual needs. Equity recognises that a person's individual needs, which may be affected by their diverse attributes and circumstances, should be identified and met proactively in a way that addresses imbalances and inequalities (17).
Inclusion	Inclusion occurs when people feel, and are, valued and respected. Inclusion is an active process that recognises the impact of marginalisation, values diversity and works to eliminate barriers.
Intersectionality	Attitudes, systems and structures in society and organisations can interact to create inequality. Intersectionality refers to the ways in which multiple aspects of someone's identity can expose them to compounding, additional and unique forms of discrimination and exclusion (17)
Peak bodies	Peak bodies within the not-for-profit health and community sector are representative, non-government organisations whose membership predominantly consists of other (legally unrelated) organisations of allied interests and which are recognised by other peaks and their sectors generally as a representative of the whole of their sector (18).
Rainbow Ready Roadmap	The Rainbow Ready roadmap is a set of resources for Victorian rural and regional communities to build lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQA+) inclusion. Developed through extensive consultation with LGBTIQA+ communities, including through the LGBTIQA+ Rural and Regional Roadshow, the roadmap aims to address challenges faced by LGBTIQA+ people in rural and regional Victoria (19).

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www.vic.gov.au/rainbow-ready-roadmap

Related documents

- Council Plan 2021-25
- Rural City of Wangaratta Community Vision 2033

Notes

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