



**Our plan to make sure
everyone is included
in Wangaratta**

Proudly run by
Rural City of **Wangaratta**

The words **we** and **us** in this book mean the Rural City of Wangaratta.

Hard words



This book has some hard words.



The first time we write a hard word

- the word is in **blue**
- we write what the hard word means.

You can get help with this book



You can get someone to help you

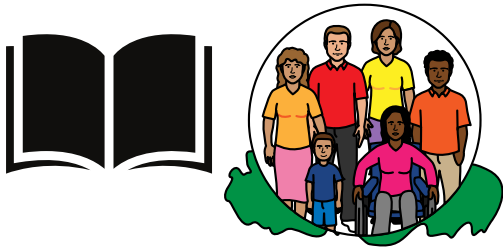
- read this book
- know what this book is about
- find more information.



Proudly run by
Rural City of **Wangaratta**

About this book

This book was written by the Rural City of Wangaratta.



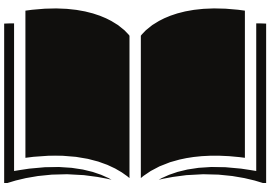
This book was written to show you our plan for making sure everyone feels safe and **included** in Wangaratta.



People feel included when they are respected and are not being left out of something because of who they are.



This book also shows how we will work to take away anything that stops people from feeling included in their community.



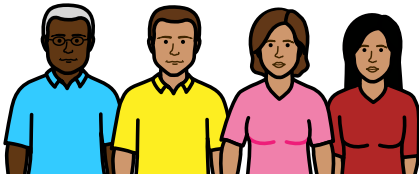
We call this book **the plan**.

We think that everyone is an important part of our community.

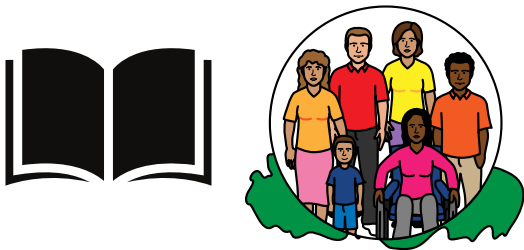
About this book



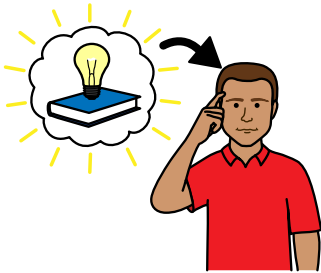
We talked to people in the community to see how we can make everyone feel safe and welcome in Wangaratta.



The people we talked to were all from different backgrounds and had lived different lives.

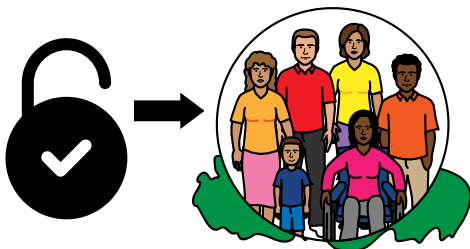


The plan that we have made says that we will keep working with people in the community.



We will work with people in the community on projects that will

- help people to learn



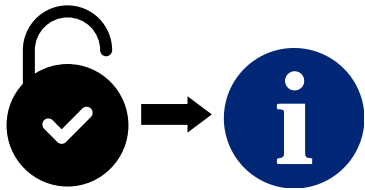
- help people **access their community**



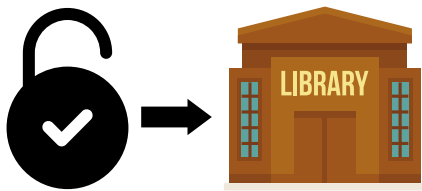
- celebrate how we are all different.

About this book

People can access their community when they are able to have or use



- information



- places

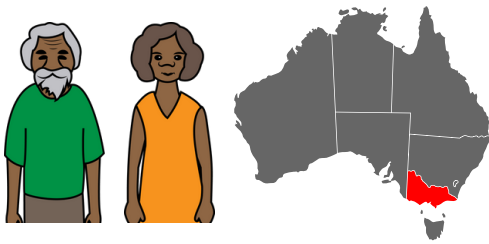


- services.

Recognising the traditional custodians



When we wrote the plan we recognised and showed respect to the **traditional custodians** of the land that makes up Wangaratta.



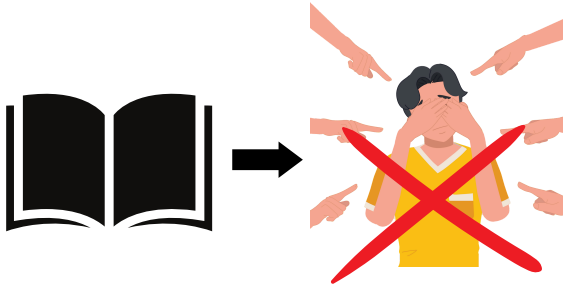
Traditional custodians are the people who first lived in and looked after an area.

Traditional custodians in Australia are **Aboriginal and Torres Strait Islander people**.

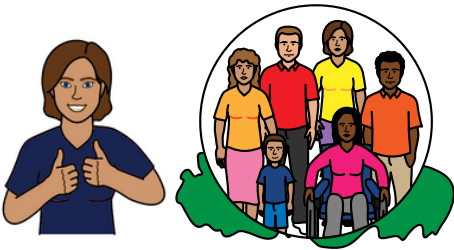


Aboriginal and Torres Strait Islander people are the first people to live in and look after Australia.

Why we made this plan - our community



We made this plan because we want to keep working hard to make sure that no one in our community is treated badly or differently because of who they are.



We are happy that we have lots of different kinds of people living in our community.

We think that all people are important.

Like



- people from different countries and cultures



- people who follow different religions



- people of all ages

Why we made this plan - our community

We think that all people are important.

Like



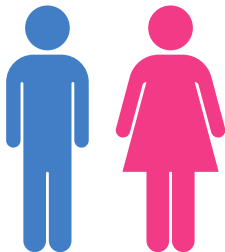
- people who have a **disability**

A disability is when someone's brain or body works in a way that might make it more difficult for them to live their everyday lives.



- people who speak different languages

- people of all **sexes**



Sex is decided when someone is born based only on their body parts.

- people of all **genders**

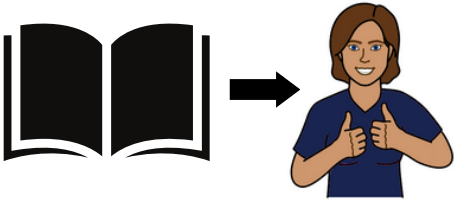
Somebody's gender is how they feel or know themselves to be.

- people of all **sexual orientations**.

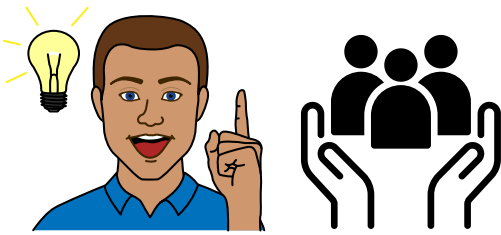


Sexual orientation is about who you are attracted to and who you have romantic or sexual or emotional feelings for.

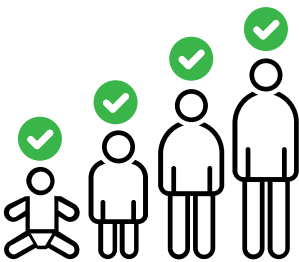
Why we made this plan - our community



We made this plan because we want to make sure all our workers feel welcome and included.



We want other businesses in the community to get ideas from us about how to make their workers feel safe and included too.



We made this plan because we have services for people of all ages.

Like



- healthcare for new parents and their babies

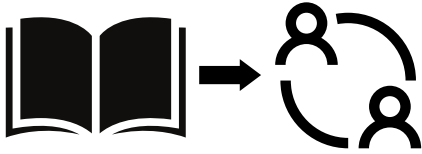


- swimming lessons for babies



- help for older people.

Why we made this plan - our community



We made this plan because we help people in our community to connect with each other through different programs.

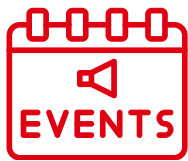


Like

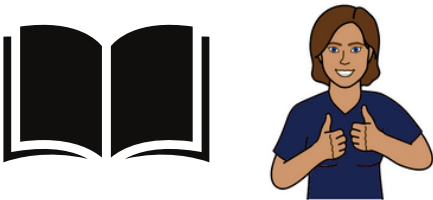
- holding activities at the library



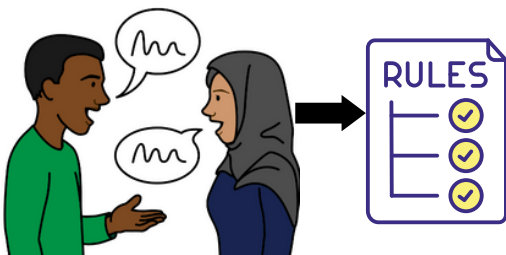
- giving people training



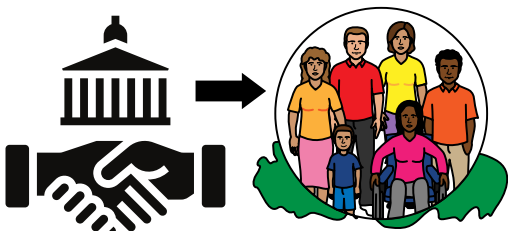
- having events in the community.



We made this plan because we are leaders in the Wangaratta community.

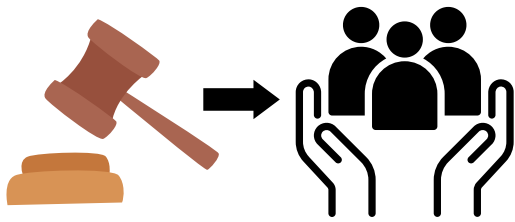


We talk and listen to people in our community to help us make rules and decisions.



We work with other parts of the government to make sure that everyone in Wangaratta feels included in the community.

Why we made this plan - the law



The law says that we **must** think about **equity** and making sure everyone feels included in Wangaratta.



Equity is when everyone is given what they need to do well.



There are 4 laws that say that we need to have this plan

- the **Local Government Act 2020**

The Local Government Act 2020 says that we need to make services that everybody can access.

- the **Public Health and Wellbeing Act 2008**

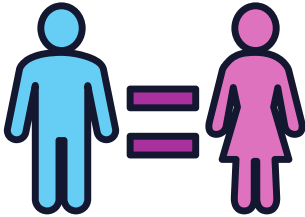


The Public Health and Wellbeing Act 2008 says that we need to have programs that help people in our community to have better health and wellbeing.

Why we made this plan - the law

There are 4 laws that say that we need to have this plan

- the **Gender Equality Act 2020**



The Gender Equity Act 2020 says that we need to have a plan so that nobody is treated badly or differently because of their gender.

- the **Disability Act 2006.**



The Disability Act 2006 says that we need to have a plan so that people who have a disability can fully take part in their community.

Why we made this plan - the law



The Disability Act 2006 also says that we need to work on taking away anything that stops people who have a disability from



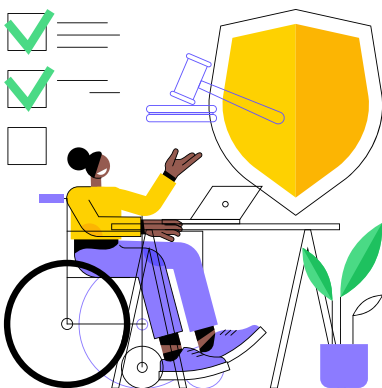
- accessing things they need



- feeling included in their communities



- getting a job.



The Disability Act 2006 says that we need to see changes so that people are not treated badly or differently because they have a disability.

Groups of people we need to think about in the plan

We know that there are some groups of people who go through hard situations and may not always feel included in their community.

Like



- people with a disability

- people in the **LGBTQIA+** community

LGBTQIA+ is used to talk about and include people of all different sexes, genders and sexual orientations.

- Aboriginal and Torres Strait Islander people

- people from different countries and cultures

- people who speak different languages

- people who follow different religions

Groups of people we need to think about in the plan

We know that there are some groups of people who go through hard situations and may not always feel included in their community.

Like



- people who have come to Australia to find safety



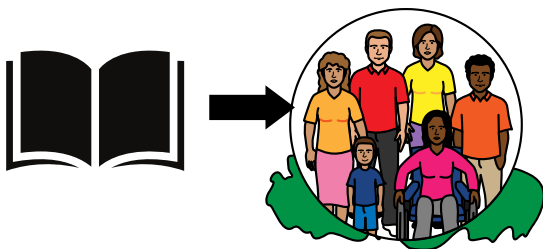
- women



- people of different ages



- people who live outside of the big cities.



When we spoke to people in our community they told us that they wanted a plan that thinks about all the different kinds of people who might not feel safe or included in our community.

Groups of people we need to think about in the plan

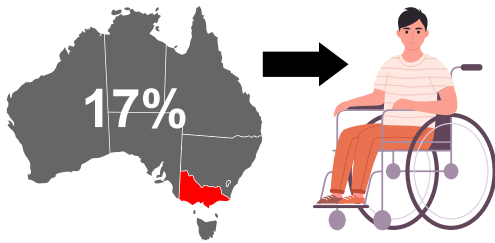


Research has shown that almost 25% of people in Australia said that they were treated badly or differently because of who they are.



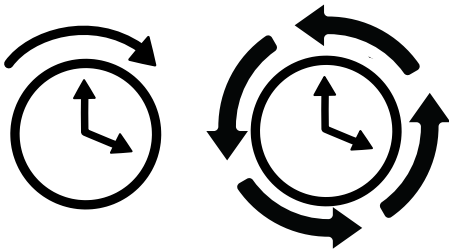
There are 29 903 people who live in Wangaratta.

About people who have a disability in Wangaratta

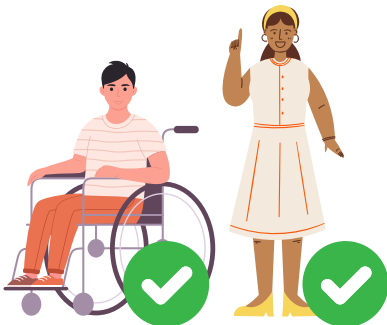


In Victoria 17% of people have a disability.

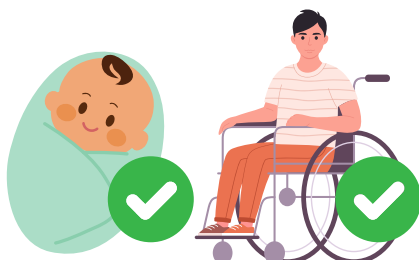
That means that there are probably 5084 people in Wangaratta who have a disability.



A disability could last for a long time or a short time.

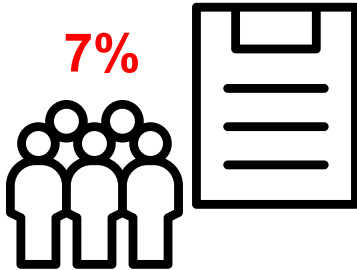


Sometimes it is easy to see if somebody has a disability and sometimes it is not.

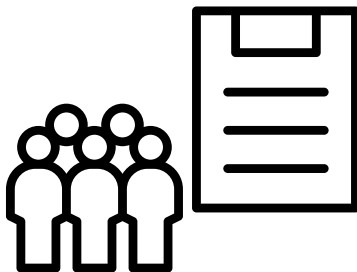


Some people are born with a disability and some people can form a disability later on in their life.

About people who have a disability in Wangaratta



In the 2021 **census** about 7% of people in Wangaratta said that they needed extra help in their everyday lives.

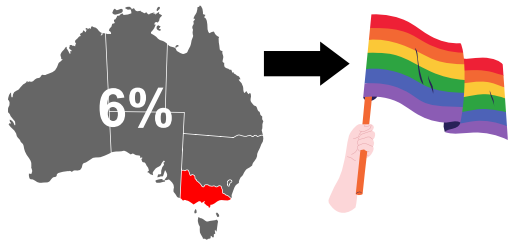


A census is when the government asks questions to find out information about the people living in an area.



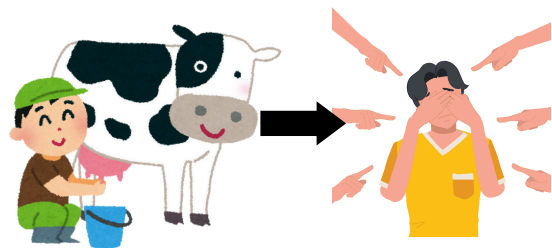
In the 2021 census 15% of people in Wangaratta said that they give help to someone who has a disability or someone who is sick without getting paid for it.

About LGBTQIA+ communities in Wangaratta



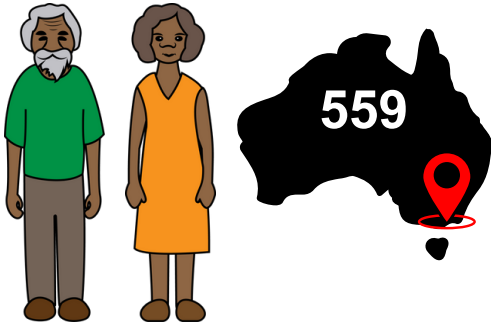
The people in the Victorian government who research health information think that almost 6% of people in Victoria are part of the LGBTQIA+ community.

This means that there are probably 2000 people in Wangaratta who are part of the LGBTQIA+ community.



People in the LGBTQIA+ community who live outside of the big cities and towns in Victoria are more likely to be hurt in their homes and have worse health than other people.

About Aboriginal and Torres Strait Islander people in Wangaratta



There are 559 people in Wangaratta who belong to the Aboriginal and Torres Strait Islander community.

Aboriginal people were the first people to live on the land that makes up Wangaratta.

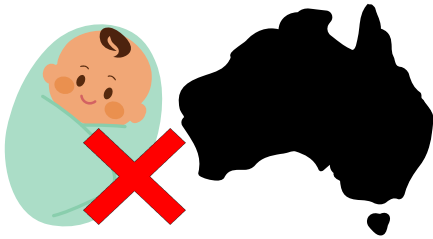
The groups of people who first lived on this land are the

- Bpangerang people
- Gunaikurnai people
- Taungurung people
- Yorta Yorta people.

About people from different countries and religions in Wangaratta



The people in Wangaratta have family from more than 70 different countries.



About 9% of people who live in Wangaratta were not born in Australia.

Out of the people in Wangaratta who were not born in Australia the most common countries they were born in are



- England



- Italy



- New Zealand



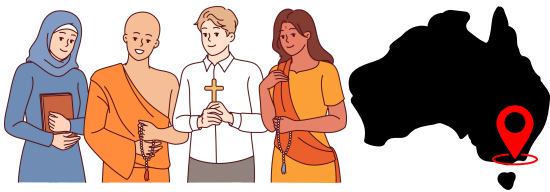
- Philippines



- India.

About people from different countries and religions in Wangaratta

Between 2016 and 2021 there were 18.8% more people living in Wangaratta who were not born in Australia.



The people who live in Wangaratta follow different religions.



About 45% of the people who live in Wangaratta do not follow any religion.



About 52% of the people who live in Wangaratta follow some kind of Christianity.

About people who speak a different language in Wangaratta



There are 30 different languages spoken in Wangaratta.

The most common languages spoken in Wangaratta other than English are



- Italian



- Filipino



- Punjabi



- Nepali



- Mandarin



- Thai.

About people who speak a different language in Wangaratta

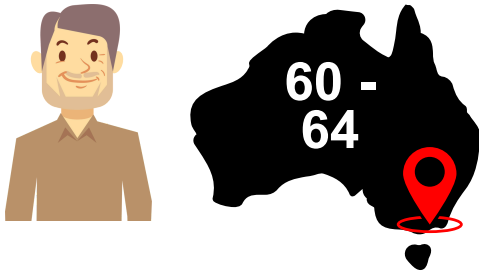


Most people in Wangaratta speak English really well.

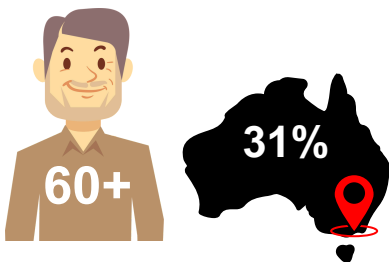


There are about 200 people in Wangaratta who find it hard to speak English.

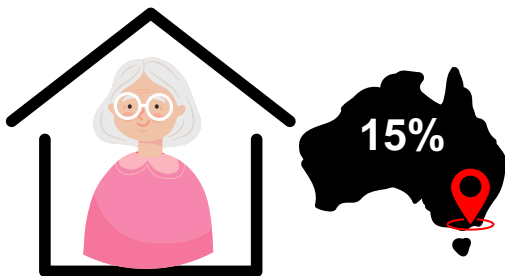
About people of different ages in Wangaratta



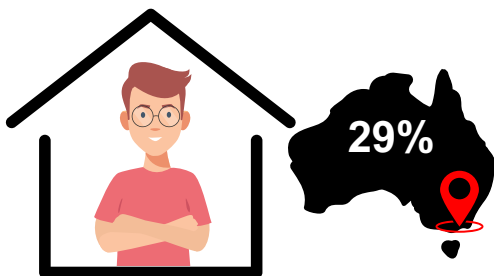
The biggest age group in Wangaratta are people between 60 and 64 years old.



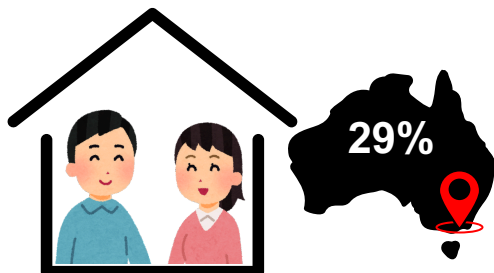
31% of the people who live in Wangaratta are older than 60 years old which is more than the rest of Victoria.



15% of the people who live in Wangaratta who are older than 65 years old live by themselves.

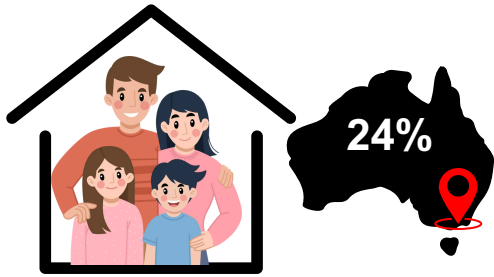


29% of the houses in Wangaratta have 1 adult living by themselves.

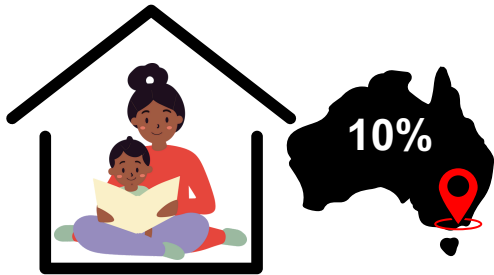


Almost 29% of the houses in Wangaratta have 2 adults living in them who are a couple.

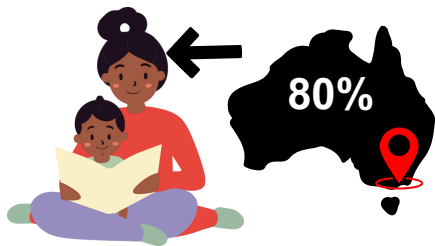
About people of different ages in Wangaratta



24% of the houses in Wangaratta have 2 adults who are a couple and their children living in them.

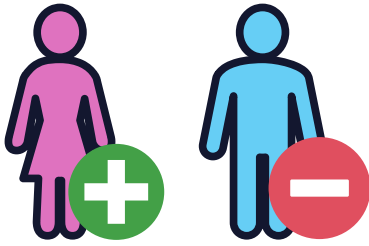


10% of the houses in Wangaratta have 1 adult and their children living in them.

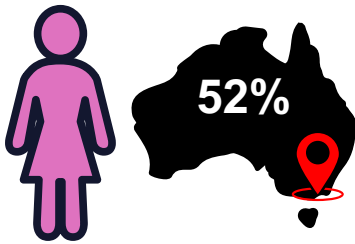


In 80% of the houses where there is 1 adult and their children, the adult is a woman.

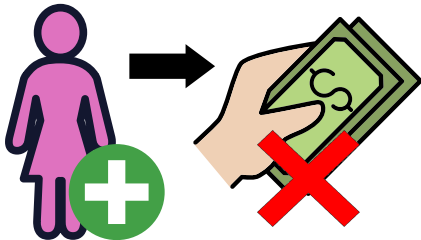
About women in Wangaratta



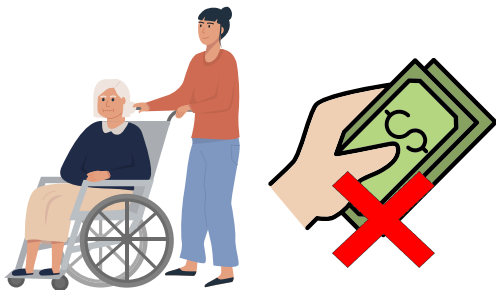
There are more women than men in Wangaratta.



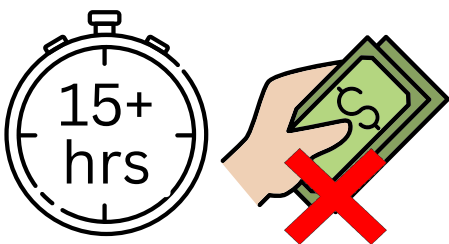
Almost 52% of the people living in Wangaratta are women.



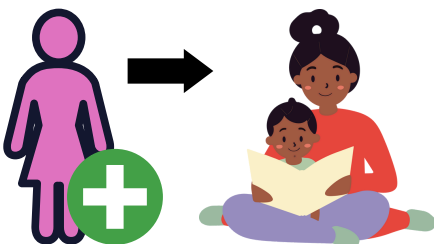
There are more women than men who do **unpaid work**.



Unpaid work is when someone looks after a home or a person and does not get any money for it.



27% of women in Wangaratta do more than 15 hours of unpaid work at home every week.



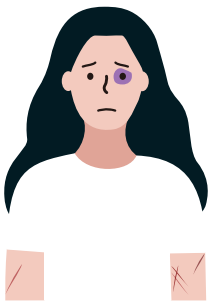
More women look after children and people who have a disability in Wangaratta than men.

About women in Wangaratta

Between 2022 and 2023 there were 631 reports made to the police about **family violence** in Wangaratta.



Family violence is when someone you know or someone who lives with you hurts you or the people you love.



In 70% of the times where there was family violence it was a woman who was hurt.



A child was hurt or saw someone get hurt in 41% of the times where there was family violence.

About people who live in different areas of Wangaratta

Wangaratta can sometimes be thought of as **disadvantaged**.



People who live in disadvantaged areas can sometimes face bad situations that make it harder for them to be successful.



Some areas in Wangaratta are more disadvantaged than others.

The Wangaratta South area is the most disadvantaged area in Wangaratta.

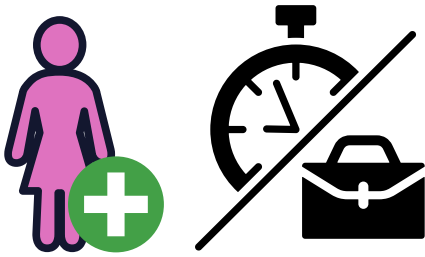


Wangaratta is one of the more disadvantaged areas in the whole of Victoria.



Most people who can work in Wangaratta have jobs that pay them money.

About people who live in different areas of Wangaratta

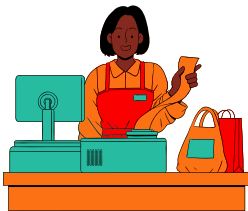


Women in Wangaratta are more likely to work part time than men.



A lot of people in Wangaratta work in 1 of these 5 areas

- health care and social help



- shops



- making things



- building



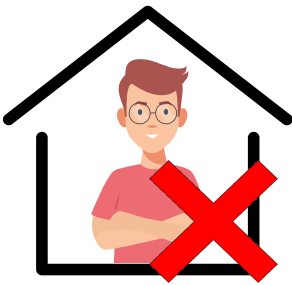
- schools and training.

About people who live in different areas of Wangaratta

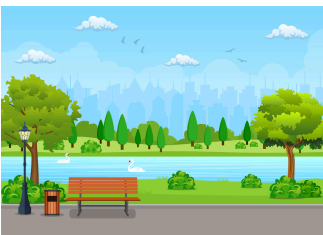
The people in 28% of the houses in Wangaratta are **low-income**.



Low-income is when you do not have or earn a lot of money.



The census in 2021 says that there are 125 people in Wangaratta who do not have a house to live in.



These people might live in places like

- outside
- rooms for people without a house
- with a friend

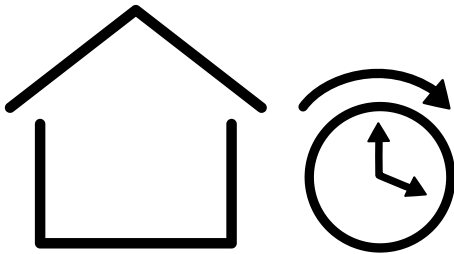


About people who live in different areas of Wangaratta



These people might live in places like

- places that have too many people sleeping there

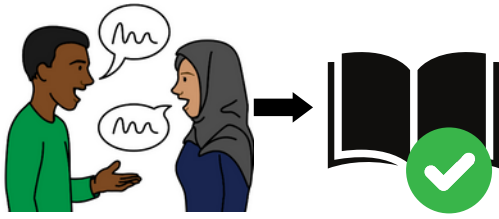


- houses or hotels that they can stay in for a short time.



Most people who are older than 15 in Wangaratta have not finished high school.

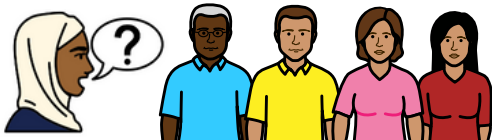
How we made the plan



We spoke to and listened to lots of people in our community to make sure that the plan does what it needs to do for them.



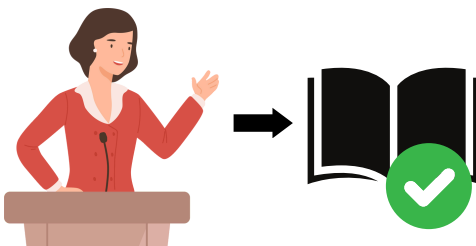
First we did some research and looked at other plans to get ideas.



Then we asked many different people in our community if they wanted to help us make the plan.

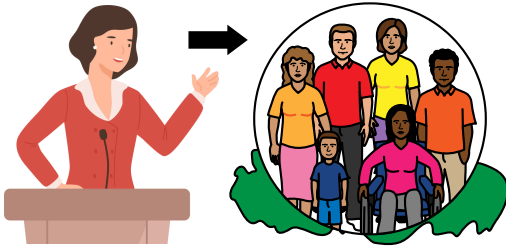


We had 4 meetings with the group of people who said they wanted to help us make the plan.



Once we finished the plan we showed it to all the **Councillors** to hear what they thought about the plan and if we needed to change anything.

How we made the plan



A Councillor is someone who works for the local government to speak for the people that live in an area.

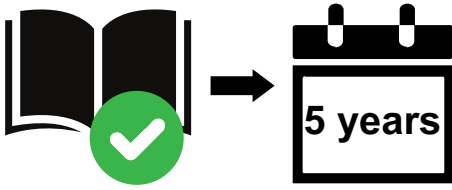


Then we gave all the people in Wangaratta a chance to read the plan so they could tell us what they thought about it.



We made special times at different places in Wangaratta to talk to people about the plan and get ideas about how to make it better.

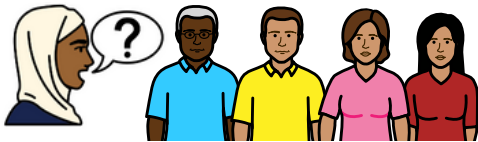
How we will put the plan into action



We are going to put the plan into action over the next 5 years.



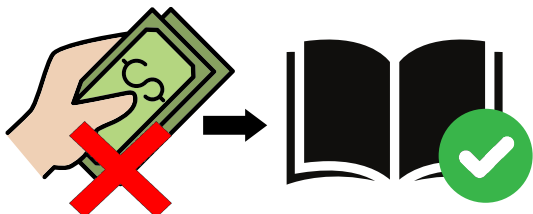
Even though we have already made the plan we will keep talking to and listening to different people in the community when we make decisions.



To do this we will keep talking to the same group of people who helped us make the plan.



We are going to look over the plan every year and write down how we are getting better at making everyone in Wangaratta feel safe and included.



We think that we will **not** need any extra money to do the things we have included in the plan.

The Action Plan – making sure everyone can be a part of their community



This part of the plan has all the things we are going to do so that everyone can get around and use the buildings and services in Wangaratta.

Our maps



We will make our maps better so that everyone can see where to find what they need to access the community.



Things like

- paths you can use if you use a wheelchair
- toilets that everyone can use.



We will make sure our maps cover more than just the centre of Wangaratta.

Our buildings and services

We will look over our buildings and services to see if everyone can use them and feel included.

Like



- our services for children



- our sports centre



- our library

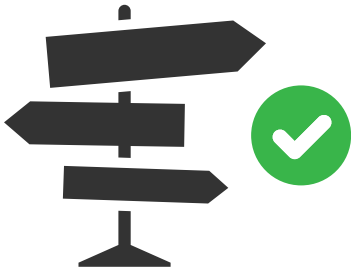


- our office.

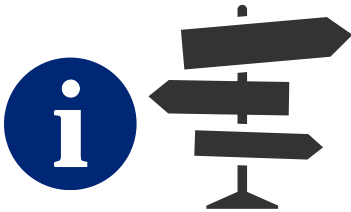


We will give training to our workers and the people who work in our buildings and services so that they know why it might be hard for some people to feel included in the community.

Our signs



We will make the signs in our community easier to follow for people who **cannot** read or see.



We will talk about putting more information on signs in places where lots of people go.



Like

- playgrounds

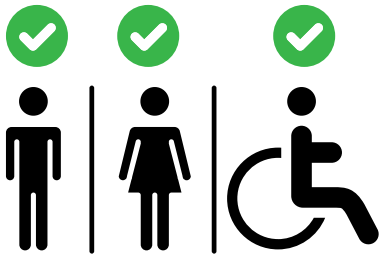


- community spaces.

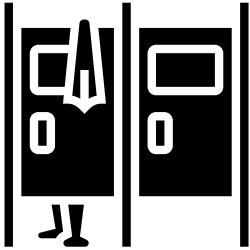


The information we will add to these signs will tell you about the services you can find at or near that place.

Our public toilets



We will look for money to use to make sure that it is easy for everyone to use public toilets.



We will build spaces inside public toilets where you can get changed.



We will make the toilets we already have even better so that they are easier for everyone to use.



We will add in toilets that people of all genders can use to our new buildings and the public toilets we already have.

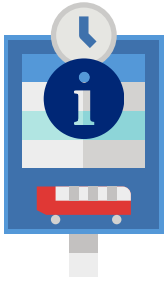
Get around by bus and train



We will push for more trains and buses that can get you to and from Wangaratta to Melbourne and other places.

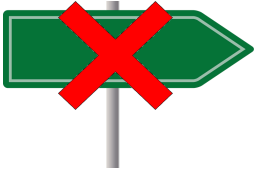


We will push for more trains and buses on the weekends.



We will work with the community so that you can access information about getting trains and buses.

The names of streets and buildings



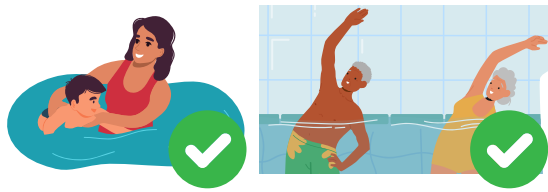
We will think about changing the name of some streets in Wangaratta if they are hurtful for Aboriginal and Torres Strait Islander people.

We will think about how we can celebrate women and Aboriginal and Torres Strait Islander people when we give a name to new buildings or streets.

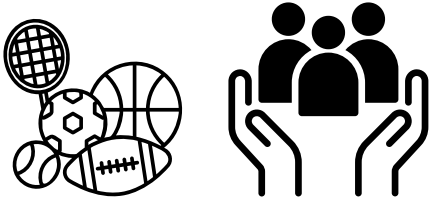
Our activities and events



We will look at our programs at the sports centre and pool to make sure that everyone feels comfortable to do activities there.



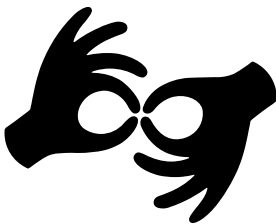
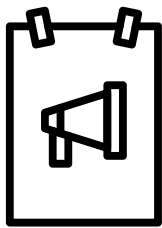
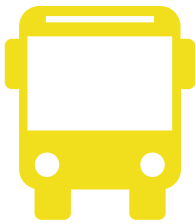
We will have programs and activities at the sports centre and pool for all different kinds of people who want and need different things.



We will support groups in our community to make sports and fun activities open to everyone.

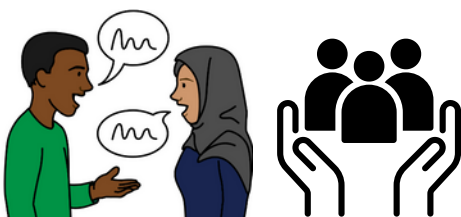
Our activities and events

When we have events in Wangaratta we will have things in place to make sure that everyone can access the event and feel comfortable.



Like

- ways for everyone to get to and from the event
- words that are easy to understand on posters
- some quiet spaces to relax
- sign language for people who find it hard to hear.



We will think about ways that you can tell us what you need at events so that you can take part and feel included.

The Action Plan – celebrating all the things that make us different



This part of the plan has all the things we are going to do to celebrate what makes us different from each other so that everyone feels respected.

Our grants

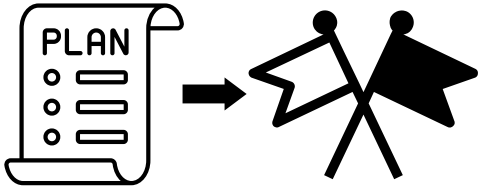


We will look over our **grants** program to make sure that we are thinking about fairness and equity when we give someone a grant.



A grant is money that a government or other group gives to a person or organisation for a specific reason.

Our flags and events

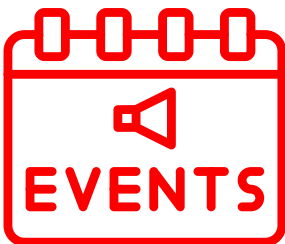


We will make a guide about putting up different flags for different communities like in the centre of Wangaratta and near the water tower.

We will keep working to reach the goals in the [Rainbow Ready Roadmap](#).



The Rainbow Ready Roadmap is information and tools that the Victorian Government has made for communities outside of the big cities so that people in the LGBTQIA+ community feel included and safe.



We will make a calendar of events and activities in Wangaratta that includes special days in the year and that groups in our community can add to.



This calendar will celebrate people from different communities and backgrounds.

Our flags and events

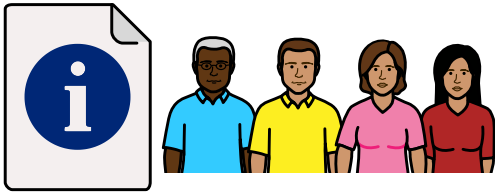


We will plan a big event during NAIDOC week and will plan an event to celebrate that we have people from different cultures in Wangaratta.

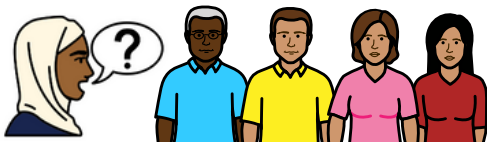


We will have food from different countries and cultures at our events.

Helping people to learn



We will talk about and give information about the things that affect different people in our community and how we can support them.



We will ask people from all different backgrounds to talk about their lives with us.

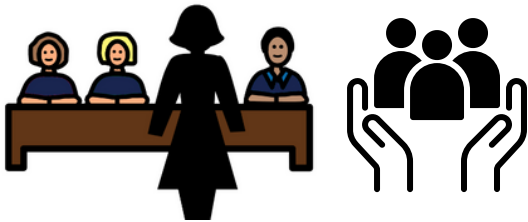
Our workers and training



We will join groups who are leaders in celebrating how we are all different and making everyone feel included so that our workers can learn.



We will look over our guides for how we choose who works for us to make sure that everyone has a chance.

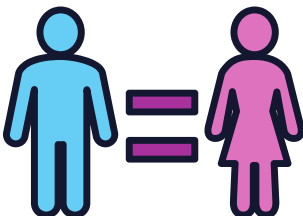


We will give our workers training so that they know how to make everyone feel safe and included in Wangaratta.



In the training our workers will learn about

- Aboriginal and Torres Strait Islander culture



- equity for people of all genders



- equity for the LGBTQIA+ community

Our workers and training

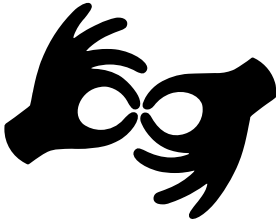


In the training our workers will learn about

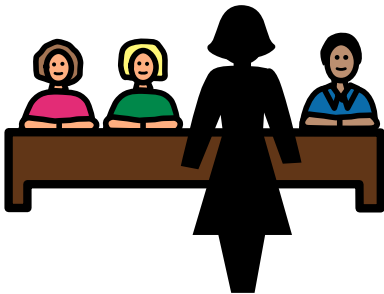
- equity for people who have a disability



- how to be a supporter of people from different communities than you



- how to use your hands and do sign language to talk to people.

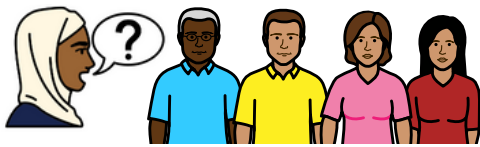


We will also give training or support people who give training to other people in our community.

The Action Plan – talking and listening to our community when we make decisions



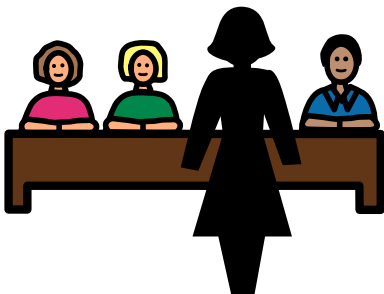
This part of the plan is about how we will bring people together to share ideas when we are making decisions.



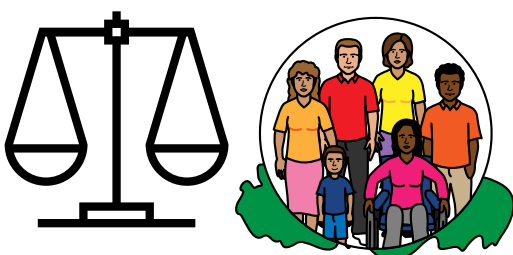
We will keep talking to the group of people who helped us make this plan to listen to them when we need to make decisions about helping everyone feel included in Wangaratta.



We will make a group for charities and other groups in our community to work together and share ideas and learn from each other.



We will support people in the community who want to make their own groups by giving them advice and training.



We will think about equity when we plan our projects so that people from different communities have the different things that they need.

The Action Plan – talking and listening to our community when we make decisions



We will make a group and work with them to look after the Bullawah Cultural Trail.



We will make sure that there are people from the Aboriginal and Torres Strait Islander community in this group.



We will look over our awards program to make sure that we are thinking about equity when we give out awards.



We will make opportunities for business and groups in Wangaratta to be recognised for making everyone feel welcome and included.



We will make our guides easier for everyone to understand and follow so that everyone can have a say and ask us questions.

About this book

This book was written to help you understand our Inclusive Wangaratta plan.

This book shows you what we will do to make sure everyone feels safe and included in Wangaratta.



Easy English Australia wrote this book in June 2024.

We use pictures from

Boardmaker.

- Boardmaker by Tobi Dynavox

Canva

- Canva.