



CITY OF
MONASH



MONASH HEALTH AND WELLBEING

PLAN 2021-2025

**MIDPOINT
EVALUATION
YEAR 1 AND 2**

Monash Health and Wellbeing Plan: Midpoint Evaluation: Years 1 & 2

Introduction

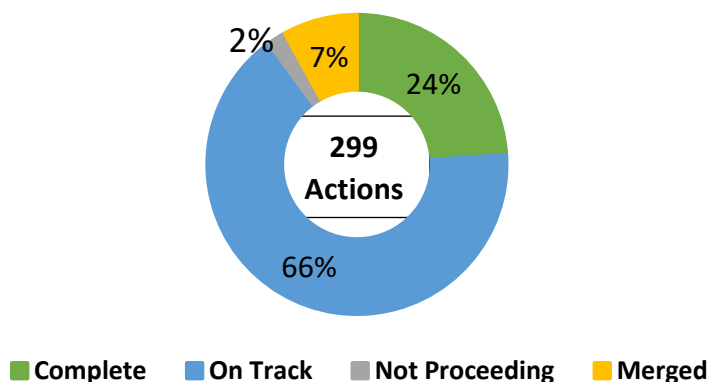
The **Monash Health and Wellbeing Plan (MH&WP) 2021-2025** was developed in partnership with the community and adopted by Council on 26 October 2021, taking effect from 1 July 2021. It brings together all the areas within Council that help us define what creates a healthy city. The MH&WP sets out the strategic health and wellbeing priorities and describes the work Council will undertake in partnership with the community and key stakeholders over four years to maximise the health, happiness, and wellbeing of the Monash community.

This midpoint evaluation draws on information contributed by departments across Council and covers Council's progress on our actions for the period 1 July 2021 – 30 June 2023. It presents a snapshot of achievements that relate to health and wellbeing under each of the eight priority areas of the MH&WP: Healthy Lifestyle, Healthy Minds, Healthy Environments, Connected, Supported, Advocacy, Inclusive for All and Safe Communities.

The midpoint evaluation provides transparency and accountability to the Monash community and stakeholders on delivery against the MH&WP and forms an important part of our monitoring and evaluation processes.

Summary of Overall Progress

Our Year 1 & 2 Action Plan was an ambitious and comprehensive one; we had a total of 299 actions. In total 71 actions were fully completed and removed from years 3 & 4 of the action plan (38 of which have been implemented and become core business) with a further 197 having had significant progress made on track to be complete in the 3 & 4 Action plan. A further 24 actions from years 1 & 2 are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions and 7 actions have been removed due to the project not being viable due to resourcing and changes to the scope of the project.



Summary of Achievements 2021-2023

Over the past two years, deliverables have been progressed against all pillars and accompanying priority areas of the MH&WP.

Some of the key achievements in the reporting period include:

- The development and implementation of Monash inaugural LGBTIQ+ Action plan in collaboration with the LGBTIQ+ advisory committee and the broader Monash community
- Launch and endorsement of Aboriginal and Torres Strait Islander Reconciliation Action plan (RAP) that outlines a whole-of council approach to understanding and engaging with Aboriginal and Torres Strait Islander people
- As part of the implementation of our Loneliness Framework, we have established a range of programs that foster social connection and address loneliness including friendship Fridays, intergenerational playgroups, in-language Mandarin women's health series and development of a Carers hub at Mackie Road Neighbourhood House
- Construction of the Wellington Hub Child & Family Centre and Pinewood Child & Family Hub were completed; both buildings now provide a range of child and family services including Maternal Child Health appointments, kindergarten and playgroup space to the community
- Active Monash's Active Communities program delivered almost 300 Active Outdoor programs, collaborating with more than 55 local clubs, associations and service providers, and more importantly, engaging with more than 5,000 Monash residents to 'Participate Their Way'
- Adapted and maintained festivals and events programming through COVID-19 restrictions and recovery to ensure that the community continued to have opportunities for participation and access to cultural experiences. Including offering smaller scale local activation such as 12 Days of Christmas pop-up events in replacement of Carols by Candlelight
- Sustainable Monash's Green Shoots Program continued to support the delivery of the Urban Biodiversity Strategy through engaging diverse stakeholders such local schools, kindergartens, libraries, businesses and local community locations such as neighbourhood houses.

In addition, between July 2021 and June 2023 Council embarked on community engagement and development of 8 significant plans that contribute to implementation of the MH&WP and improve the health and wellbeing of the Monash Community. These are:

- Gender Equity Framework (community facing)
- Gender Equality Action Plan (workforce facing)
- Community Safety Framework
- Monash Arts and Culture Strategy
- LGBTIQ+ Action Plan
- Public Health Approach to Gambling Harm Policy
- Reconciliation Action Plan

Many actions will continue again in years 3 & 4 of the MH&WP because they take more than one year to be achieved or were put on hold due to priorities/needs that arose as a result of the resourcing and the pandemic. Some actions have been revised and rewritten to better reflect the current context. A number of new actions have also been proposed. Revised and new actions are described in the MH&WP Annual Action Plan: years 3 & 4, 2023-2025

Actions that are 'complete' will not be included in next year's action plan because the program or activity has been finalised, the activity is now considered part of routine service delivery or has been fully integrated into usual business.

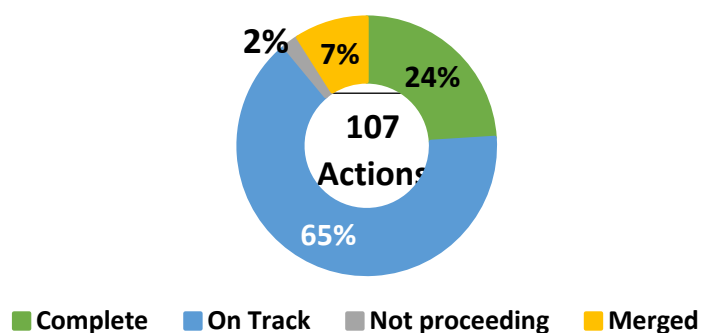
Pillar one: ACTIVE AND HEALTHY

Strategic Objective: A city dedicated to optimal health and wellbeing for its community.

Pillar one: Active and Healthy is supported by 10 priority action areas that are grouped under the following themes; *Healthy Lifestyle, Healthy Minds and Healthy Environments*.

Action Summary

- Total of **107 Actions**
- **25** Actions fully completed (14 have become core business)
- **69** Actions on track to complete in years 3 & 4
- **10** Actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions.
- **2** Actions been removed due to the project not being viable due to resourcing and changes to the project.



Highlights

Council continued to ensure the Monash Community is physically active and less sedentary by providing a calendar of free and low-cost active programs to over 5201 community members. To support healthy eating and increase in fruit and vegetable intake, Council developed a Healthy Eating Recipe Book featuring healthy and affordable recipes and promoted the Nutrition Australia healthy eating traffic light system. Our lactation service promoted and supported sustained breastfeeding through increased community breastfeeding supports to over 596 people.

Through the adoption of *City of Monash Public Health Approach to Gambling Policy* in 2022 and implementation of accompanying priorities, we have continued to reduce harm from gambling in the City of Monash and raise awareness about gambling harm and support services available.

To influence a reduction of loneliness and social isolation in Monash, Council has begun to implement the priorities of the Monash Loneliness Framework, including increasing the number of programs and activities we run after hours. Council facilitated a number of programs that target positive mental health, wellbeing and resilience including delivering tailored mental health programs to meet the needs of children and young people, for example: youth Mental health first aid, mental health chats within Council's new MyZone program and three Life Connect life skills workshops.

To provide opportunities for children and young people to be engaged and connected, Council facilitated a number of opportunities to connect to their natural environment including bush kinder, Greenshoots and 'Talking trees' program.



"Being outside in the fresh air, seeing nature all around...just makes me feel great. I have the chance to walk with people and circulate a little, which a static seated group doesn't provide. We are focused on the beauties around us rather than confronted by each other face-to-face, so it's very comfortable, and by the time we sit down the mood is healthy and we have some unity already, just from having been together in a positive and easy way for a time already"

[Participant Walk and Talk Book Club]

To continue Council's work towards becoming an age-friendly community and dementia-friendly organisation, Active Monash launched Dementia Class, a small group class, with regular attendance and a total of 72 participants. Council's Social Inclusion program continued to develop and deliver over 250 diverse and meaningful programs, this included the launch of Friendship Fridays a weekly drop in program for social connection.

Council's Access and Inclusion Officer attended and contributed to numerous consultations for play spaces and supported development of Access Keys to ensure our buildings are accessible and fit-for-purpose.

To support children and young people to amplify their voice regarding the impact of climate change on their environment, Council provided opportunities to write about the impact of climate change in the Monash Student Space newsletter, make a submission on sustainability and climate change and produce and distribute a podcast.

Council has sustained a reduction in greenhouse gas emissions across the Monash community with emissions reducing by 24% between the 2019-2020 and 2021-2022.

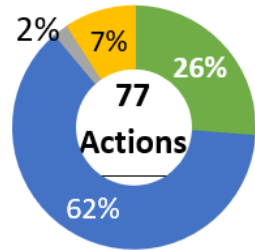
Pillar Two: ENGAGED, CONFIDENT AND CONNECTED

Strategic Objective: A city which actively listens, engages and values community voice in shaping its own future

Pillar two: *Engaged, Confident and Connected* is supported by 7 priority action areas that are grouped under the following themes; *Connected and Supported*

Action Summary

- Total of **77 Actions**
- **20** Actions fully completed (11 have become core business)
- **48** Actions on track to complete in years 3 & 4
- **7** Actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions.
- **2** Actions been removed due to the project not being viable due to resourcing and changes to the project.



■ Complete ■ On Track ■ Not Proceeding ■ Merged

Highlights

Council continued to listen, hear and proactively respond to community voices by facilitating and hosting a range of Council Advisory committees and reference groups and delivering targeted and open community consultations on a number of council programs and frameworks including the LGBTIQ+ Action Plan and Public Health Approach to Gambling Policy. To provide and promote opportunities in community life, Council engaged and provided opportunities for volunteers across a range of council programs and training opportunities.

To support and encourage cultural development and implement activations and events that foster social connection and wellbeing, The *Monash Arts and Culture Strategy 2025* was developed.

Council provided and delivered accessible Library services to promote lifelong learning opportunities, digital literacy and encourage social inclusion, including offering 573 early years literacy programs and 347 adult focused literacy /lifestyle programs.

To work towards creating a community that promotes inclusion and encourages participation for everyone, Council partnered with Stonnington City Council to deliver a Wheelchair AFL and Rugby come and try day. Council also partnered with Get Skilled Access to deliver the pilot partnership project *Sport4All* to 26 Monash Sports Clubs and 4 local Schools.

Council addressed financial barriers to participation and increased accessibility of programs, services and activities including supporting 1330 community members through Active Monash’s COVID Financial assistance program, providing 28% of Active Monash members with concession rates. Council also continued to deliver both the Monash Community Grants Program and the Quick Response Grants Program, distributing approximately \$5 million in cash and in-kind support over the two years for community projects.

Council continued to host and implement the commitments of of the Regional Local Government Homelessness & Social Housing Charter, facilitating regular meetings, co-ordinating working groups and providing advocacy submissions. Monash Youth Services team continued to provide outreach homelessness support and responded to over 195 incidents of rough sleeping and connected with 551 young people across 8 locations.



To ensure Monash residents who are socially isolated or vulnerable are supported to participate in community life, Council launched the Carers Hub at Mackie Road Neighbourhood House to provide a safe space for carers of people 65 and under with a disability or mental health issues.

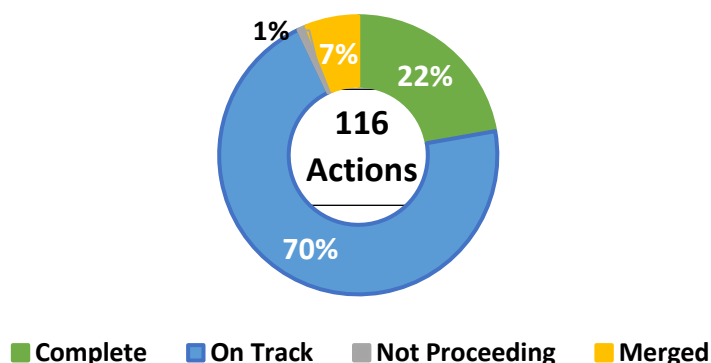
Pillar Three: SAFE AND RESPECTFUL

Strategic Objective: A city where every member of the community is valued and respected

Pillar three: Safe and Respectful is supported by 10 priority action areas that are grouped under the following themes; *Advocacy, Inclusive for All and Safe Communities*

Action Summary

- Total of **116 Actions**
- **26** Actions fully completed (13 have become core business)
- **81** Actions on track to complete in years 3 & 4
- **7** Actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions.
- **2** Actions been removed due to the project not being viable due to resourcing and changes to the project.



Highlights

Council demonstrated public health advocacy on health and wellbeing priorities through partnerships with service providers, local businesses, peak bodies and other levels of government. This included partnering with the Together for Equality and Respect network on a Covid response campaign and facilitating initiatives for the 16 Days of Activism Against Gender-based Violence. Council also supported business growth and employment opportunities through the delivery of small business training series, women's business network lunch series and community connector employment program.

To foster a safe and inclusive community built upon equality and respect, Council provided a range of initiatives that fostered inclusive practices and developing positive community attitudes towards diverse backgrounds including, delivery of the Monash Youth Leadership programs (Young Women's, Men's and Rainbow) and continuation of the Aquatics and Leisure facilities' Integrated Practical Placement (IPP) Program. Through Active Monash and our Arts, Culture and Events teams we also delivered a range of public events and programs including NAIDOC week, Pride Night and women's only aqua classes. Monash Events planning processes now prompt for access provisions in all events, such as parenting pods, accessible parking and gender inclusive bathrooms. To facilitate equitable

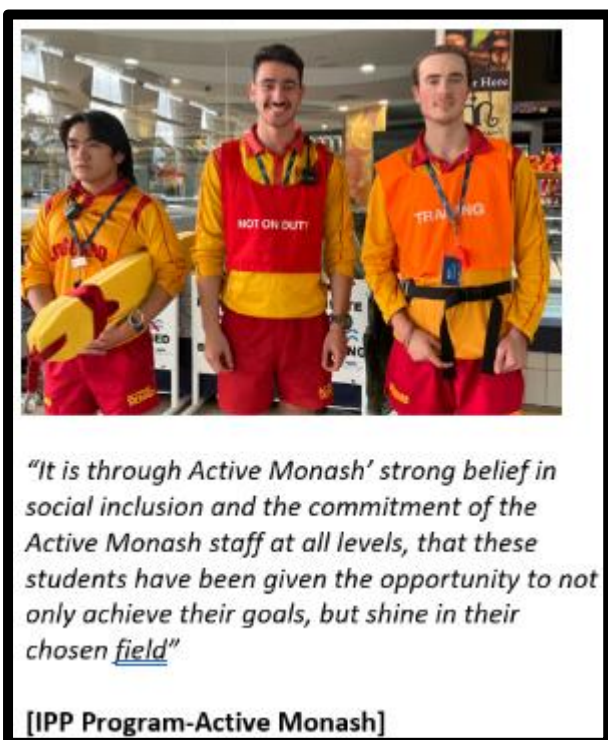
access and reduce barriers, a disability lens was applied to planned Council projects and activities including providing sensory space equipment and Auslan interpreters.

To ensure our Council communications are targeted, accessible and culturally appropriate, Council translated a number of community facing materials into over 10 diverse languages including Chinese, Greek and Italian. To facilitate equitable access and reduce barriers, a disability lens was applied to planned council projects and activities including providing sensory space equipment and Auslan interpreters.

Council continued to act as a leader in the gender equity space and facilitate opportunities to embed gender equity across our community and organisation. This included undertaking 50 gender impact assessments, delivering by-stander training to sporting clubs and update internal policies to align with Gender Equity Action Plan.

To strengthen Council's ability to understand and respond to the needs of our LGBTIQ+ community, The inaugural LGBTIQ+ Action Plan was developed and endorsed after significant collaboration with the LGBTIQ+ Advisory Committee and community consultation. This has been a milestone achievement and actions arising out of the LGBTIQ+ action plan will be on-going and intersect with years 3 & 4 of the MH&WP Action plan.

Council continued to celebrate community diversity through a range of activities including celebrating Refugee Week in partnership with the Monash Multicultural Services Settlement Network (MMSSN) with a film screening and panel discussion. Council also celebrated Harmony Week including supporting a youth forum, presentation and Eid dinners.



To advance reconciliation and cultural understanding, Council developed and endorsed our first ever Aboriginal and Torres Strait Islander Reconciliation Action Plan (RAP) that outlines a whole-of-Council approach to understanding, engaging with and advocating for Aboriginal and Torres Strait Islander people.

To increase community understanding of how to recognise family violence and challenge attitudes and behaviours that enable it, Council provided targeted and meaningful training to Council departments and community groups including the delivery of 3Rs of family violence as part of Community Safety Month and introductory training to Council Officers.

Through 'Community Safety Month' Council organised and delivered initiatives that improved the perception and actual safety of Monash residents to increase community participation

and connection to over 1,200 people in 2022.

Years One & Two Action Plan Progress Summary

Pillar One: Active and Healthy- A city dedicated to optimal health and wellbeing for its community

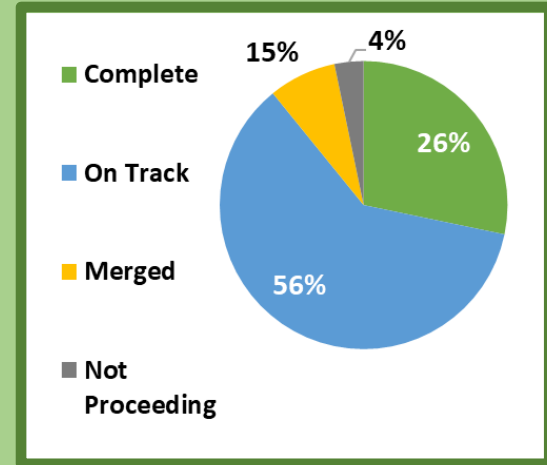
Healthy lifestyle

There were a total of 27 actions in years 1 & 2 Action Plan for Healthy lifestyle. In total 7 actions were fully completed (5 of which have become core business) with a further 15 having had significant progress made and progressing into the 3-4 Action plan. A further 4 actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions and 1 action have been removed due to the project not being viable due to resourcing and changes to the project.

Priority 1: Active Living

Priority 2: Healthy Eating and Preventing Obesity

Priority 3: Harm Prevention



Priority 1- Active Living: Actions 1.1-1.2 (Healthy lifestyle)

What We Did	Implementation and Impact
<p>Provided physical activity programs, facilities and infrastructure that enabled the community to be more physically active across all life stages.</p>	<ul style="list-style-type: none"> We created and implemented an annual calendar of free or low-cost active recreation programs in partnership with community organisations. In the reporting period 5201 community members participated in Active Community programs (1807 Year 1 and 3394 Year 2) Partnered with peak sporting bodies (e.g. AFL Victoria, Football Australia) and clubs to provide more ‘come and try’ sessions to support unstructured social sport. In the reporting period 1306 community members participated in Active Winter & Active Summer (662 Year 1 and 645 year 2) Implemented the Sports Club Framework – costs and flexibility standards through promotion of the ‘Get kids Active’ program to 98 sporting clubs, conducted 28 meetings with summer clubs in regard to club memberships and met with 15 AFL clubs to understand barriers for engagement.

	<ul style="list-style-type: none"> Implemented Introduction to Water & Water Safety program to reach non swimmers and/or those with no experience in aquatic environments. 3 participants attended the introduction to water and water safety program over 10 weeks.
Promoted and provided opportunities for active transport via walking and cycling pathways to help connect people locally to their neighbourhood and green spaces	<ul style="list-style-type: none"> Our calendar of recreation events programming utilised reserves with walking tracks, fitness equipment and open spaces. In year one of the reporting period there were 836 participants over 5 different programs. Year two saw a significant increase to 3680 participants in over 30 programs including; Seniors in the park, Tai Chi, Bike skills and Sunday sessions. Supported the delivery of active transport through partnerships with programs such as Walking Group, Walk2School Program & Pramfit. Ride2Work saw participation from 361 people and we piloted three bike confidence training days and ran a bike safety/repair day with a total 45 residents.
Priority 2- Healthy Eating and Preventing Obesity: Actions 2.1-2.5 (Healthy lifestyle)	
<i>What We Did</i>	<i>Implementation and Impact</i>
Promoted and influenced early years breastfeeding and nutritional outcomes. While ensuring we continued to support individual experiences and choices.	<ul style="list-style-type: none"> Food education has been incorporated into the MCH Toddler talks program, with these sessions well received We have promoted and supported sustained breastfeeding through increased community breastfeeding supports including one to one sessions with Lactation Consultants. In the reporting period our Lactation service saw a total of 596 clients Brine Street Developed a Healthy Eating Recipe Book featuring healthy and affordable recipes and promoted the Nutrition Australia healthy eating traffic light system. 60 copies given to families.
Sought out local partnerships to promote healthy eating and nutrition and supported regional and state-wide initiatives	<ul style="list-style-type: none"> Supported LINK Health with the pilot of INFANT a food education program for parents of young children (<5 years old). Supported a number of partnership projects that influence healthy eating and nutrition including Food & Mood webinar promotion, Quick Response Grant funding for Healthy Eating on a Budget project (Dixon House) within which Council delivered an education session and linked in local community dietitians.
Ensured Council-specific settings and services providing catering, actively promoted the use of the Victorian	<ul style="list-style-type: none"> The <i>Monash catering policy</i> implemented the traffic light system and offered healthy options for catering, this resulted in catering split of Green = 74% ,Yellow = 20% ,Red = 6%

Government's Healthy Choices traffic light system guidelines	
Educated, promoted, encouraged and provided healthy eating and nutrition across all Council programs, services and events, through all stages of life	<ul style="list-style-type: none"> • Provided vegetable growing boxes at each of the five Playgroup sites to encourage families and children to grow and taste different vegetables. Two playgroup sites have vegetable patches with the remaining 3 ready for installation and commencement of gardening.
Promoted access to healthy, local, sustainable and affordable food	<ul style="list-style-type: none"> • Booklet containing practical advice on how to grow your own produce; Gardens for Harvest has been produced and distributed through Libraries and Customer Service Centres and available to order online. Also developed a guideline for new garden requests. • Food waste avoidance and compost information provided at 37 pop up stalls
Limitations and Barriers	
<ul style="list-style-type: none"> • Finalisation and implementation of the parental education sessions to assist understanding of healthy eating for children and promoting health diet choices across the life span were significantly affected by the impact of COVID-19- this will be a focus of years 3 & 4 • The <i>"Promoting CHANGE Project"</i> that aimed to implement the traffic light system within pre-identified sport and recreation café facilities did not start due to being identified as a control group within the study and contractual matters outside the control of Council 	
Priority 3- Harm prevention: Actions 3.1-3.6 (Healthy lifestyle)	
What We Did	Implementation and Impact
Promoted and advocated to minimise harm from smoking and second-hand smoke in Monash	<ul style="list-style-type: none"> • With the application of the new Local Law 'Smoke Free Areas' Council has prescribed Eaton Mall and Kingsway as Smoke-free Areas where smoking is prohibited. These areas have been included in the Cancer Council – state-wide map of smoke-free areas • Signage for kindergarten and playgroup venues have been added that included vape illustrations as well as smoke illustrations.
Through Council's immunisation program, we increased the public health of the Monash community	<ul style="list-style-type: none"> • Provided community information sessions on vaccines, including visits to playgroups (though this was impacted by COVID, read below in limitations section) • Designed a Monash branded 'informed consent card' that assists parents/guardians to understand eligibility and vaccine information, there has been a notable increase in cards returned prior to sessions

	<ul style="list-style-type: none"> Completed the Monash Secondary School National Immunisation Information brochure and implemented in all 24 schools
Implemented the priorities of the City of Monash Public Health Approach to Gambling Policy Statement	<ul style="list-style-type: none"> Significant milestone achieved through the adoption of the <i>City of Monash Public Health Approach to Gambling Policy</i> in November 2022 A number of priorities within the policy have been implemented including; promotion of gambling harm awareness week, attending quarterly LGWGOG meetings, monthly officer implementation meetings and MAV gambling harm meetings, developing harm awareness poster and hosted a number of events and Support the Alliance for Gambling Reform's key advocacy priorities and campaigns Events held including; Gambling Harm Awareness Week online event and Sponsorship Forum hosted in partnership with Hawthorn FC, Love the Game (VRGF) and Good Sports (ADF) with 60 representatives of clubs registered.
Monitored and responded to the emerging needs within the community regarding addiction with gambling	<ul style="list-style-type: none"> Provided community education and awareness of available support services in response to addiction with gambling. Including; social media posts for Gambling Harm Awareness Week, and online event (40 attendees) Gambling education to Seniors Forum (40 attendees) and Gambling harm awareness play funded through Quick Response Grants.
Collaborated with community organisations and established networks that focus on the prevention of alcohol harm and positive culture change.	<ul style="list-style-type: none"> Participated in local and regional networks that focus on reducing the harm from alcohol including Attending 4 Action on Alcohol Flagship Group meetings and Fortnightly Sunday Sessions meetings. Delivered Sunday Sessions program to support community to push back against alcohol fuelled weekends (200 attendances recorded.)
Promoted and educated social responsibility in community settings such as sports clubs in relation to their influential role in preventing harm from gambling, alcohol and tobacco	<ul style="list-style-type: none"> Ran two Responsible Servicing of Alcohol (RSA) course for all Sports Clubs. With attendance from 43 people over the reporting period Ran a Liquor Licensing education session with attendance of 21 ppl To date we have 70 sporting clubs accredited with Good Sports
Limitations and Barriers	
Community vaccine information sessions have been impacted over the reporting period due to pandemic and restrictions, number of available staffing (e.g., existing immunization nurses deployed) and introduction of CRIV into Immunisation service. However, this action will continue in years 3 & 4.	
Healthy Minds	

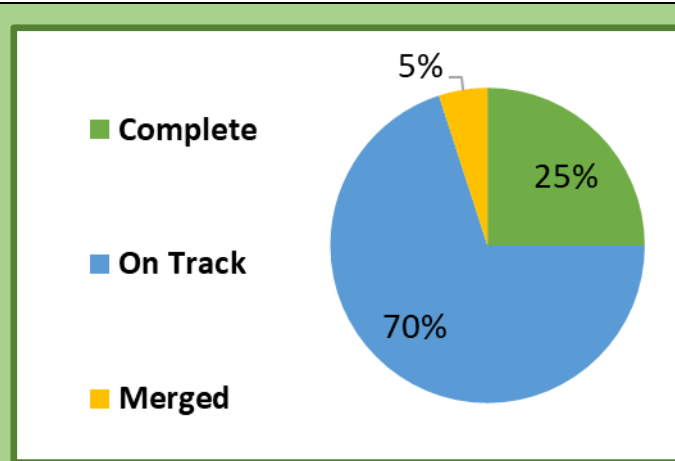
There were a total of 40 actions in years 1 & 2 Action plan for Healthy Minds. In total 10 actions were fully completed (5 of which have become core business) with a further 28 having had significant progress made and progressing into the 3-4 Action plan. A further 2 actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions.

Priority 4: Loneliness

Priority 5: Mental Health

Priority 6: Strong Connected Families and Resilient Young People

Priority 7: Age-Friendly



Priority 4: Loneliness- Actions 4.1-4.2 (Healthy Minds)

What We Did	Implementation and Impact
<p>Began to implement the priorities of the Monash Loneliness Framework</p>	<ul style="list-style-type: none"> • Established an internal Loneliness Steering Group utilising existing Health and Wellbeing Plan working group. The Group has met each quarter during the reporting period (8 times total) continues to meet quarterly each year. • Mapped council-led projects and events that address social connection and loneliness. Findings showed that a number of programs and activities occurring across all areas of council since the framework's inception in 2020. Examples of these events outside traditional business hours include; Pride Night, meet your streets and Eid dinner. <ul style="list-style-type: none"> ○ 11% of projects occurred outside of business hours and on weekends were ongoing ○ 35% projects that specifically targeted seniors ○ 15% projects that specifically targeted CALD community ○ 13% projects that specifically targeted young people ○ 3% projects specifically targeted people from the LGBTIQ+ community ○ 5% projects specifically targeted people with disabilities and their carers • Began to improve the evidence-base for understanding loneliness by embedding Questions on loneliness and social connection in a range of community including Health and Wellbeing Plan Consultations, Community Satisfaction Survey 2022, Monash Youth Survey 2021, LGBTIQ+ action plan consultations and

	Mandarin Women's Health Series 2023
	<ul style="list-style-type: none"> Local Support Network (LSN) meetings have been organised and facilitated monthly and the Monash Multicultural Support Services Network (MMSSN) is held on a quarterly basis
Linked in with established partnerships and networks to ensure that the Monash community has awareness and access to critical support services when required.	<ul style="list-style-type: none"> 5 Monash Access and Inclusions emails were distributed, 3 targeted guest speakers invited to attend the Pathways for Carers Walks and participants invited to 16 Days of Activism events. Organised and facilitated bi-monthly Neighbourhood House Network Meetings, support visits, training and assisted with various community events and grant applications
Limitations and Barriers	
<ul style="list-style-type: none"> Loneliness program mapping exercise found Council led ongoing projects to offer social connection opportunities after hours are limited, as a result this will be a focus area for years 3 & 4. Due to Covid-19 restrictions and weather events, a number of events were cancelled. Where possible, alternative, smaller scale local activation was delivered including 12 Days of Christmas pop-up events. A new outdoor community event was delivered as a direct response to community need to gather and reconnect through Winter. 	
Priority 5- Mental Health: Actions 5.1-5.2 (Healthy Minds)	
What We Did	Implementation and Impact
Supported the positive mental health of our community through providing education, referral pathways and the promotion of available resources and targeted campaigns	<ul style="list-style-type: none"> Built capacity and positive mental health through the delivery of a series of online events including online versions of Sir John Monash Lecture, Community arts projects, NAIDOC Week events and a community events forum with attendance from over 200. Additionally, supported community-led online programs through our grants program. Established a Brine Street YouTube channel to support the mental health needs of children. There has been over 1,000 views of the channel. Promoted opportunities for people with disabilities and their carers to access information relating to mental health including supporting Mackie Road Neighborhood House to become a Carers Hub offering drop-in support and hosted a Carers day out Delivered tailored mental health programs to meet the needs of children and young people including facilitating Youth Mental health first aid (11 attendees), Blue tree project and mental health chats and 3

	<p>life connect life skills workshops</p> <ul style="list-style-type: none"> Supported parent education needs through the Family Support program and in liaison with Supported Playgroup staff. Sessions included Nutrition, child safety, allied health services.
<p>Provided a series of internally-focused programs that focused on the health and wellbeing of all Monash employees</p>	<ul style="list-style-type: none"> Began to design and build data sets around diversity recruitment and other comprehensive people metrics to support operational and strategic planning. Partnered with Monash University to deliver seminars & studies that promote the importance of positive mental health; including R U OK day with 28 staff
<p>Priority 6- Strong Connected Families & Resilient Young People: Actions 6.1-6.5 (Healthy Minds)</p>	
<p><i>What We Did</i></p>	<p><i>Implementation and Impact</i></p>
<p>Facilitated opportunities for children and young people to connect to their natural environment</p>	<ul style="list-style-type: none"> Implemented a bush kinder program that includes opportunities to observe and care for their environments and installed the Albany Drive Reserve Bush Kinder space in partnership with 20 children from Mulgrave Park Preschool Provided a range of activities and events specifically focused on biodiversity and natural environment for more than 1600 people, including Waterbugs sessions and Gardens for Wildlife for Schools & Preschools Identified and delivered environmental activities for young people including, tree planting and 'Talking trees' program. In addition, established a vegetable and herb garden in Euneva with regular engagement from 30 young people and advocated for zero period waste. Through Greenshoots program provided plant vouchers to 180 schools and conducted 19 School visits
<p>Fostered partnerships with community organisations to provide programs and services that build the capacity of parents and carers</p>	<ul style="list-style-type: none"> Partnered with Link Health & Community and other community health organisations to offer programs for Brine Street parents and carers. Provided 18 children with hearing checks and 76 with dental checks in year 2 of the reporting period (Year 1 impacted by COVID-19). Through active involvement in the Integrated Family Services (IFS) Alliance as the deputy chair, we have fostered strong referral pathways for families experiencing family violence Playgroups encourage visiting professionals throughout the year determined by emerging parental needs, including visits from MiCare, Dixon House, LINK Health, VicPol.

	<ul style="list-style-type: none"> Delivered a Connecting to Country walk and lunch in partnership with Mullum Mullum Gathering Place with Attendance of 30 people
Promoted a strong literate community that supports parents and carers with accessible literacy and education programs	<ul style="list-style-type: none"> Continued to operate the Brine Street library throughout COVID restrictions providing access to 14 children each week to visit and borrow books Provided on average 72 story times, babytimes, weekend storytimes, bedtime storytimes each month across our branches to approx. 2581 participants. Delivered and maintained library collections and programs focused on improving early year's literacy. In the reporting period 7,717 new books were added to the library collection that is suitable for pre-school and primary school age group. Further 1,469 items were added in languages other than English aimed at younger audience. Our libraries team provided outreach visits to Early Learning Centres (ELC) and Maternal Health Centres (MCH)
Monitored and responded to key indicators of social, emotional and mental wellbeing of children and young people	<ul style="list-style-type: none"> Partnered with Wavecare Counselling Services to provide annual training opportunities for kindergarten Committees of Management Monash Youth services conducted community consultations to identify the needs and service gaps for children and middle years people
Facilitated opportunities for intergenerational interaction through Council services and programs	<ul style="list-style-type: none"> Supported Playgroups are welcoming of all age groups and are regularly attended by Grandparents Successful pilot of intergenerational playgroup has resulted in a permanent weekly session attracting on average 25 families
Limitations and Barriers	
<ul style="list-style-type: none"> Due to COVID restrictions, dental and hearing checks were unable to be conducted in the first year of reporting 	
Priority 7- Age-Friendly: Actions 7.1-7.5 (Healthy Minds)	
<i>What We Did</i>	<i>Implementation and Impact</i>
Worked towards ensuring Monash is a	<ul style="list-style-type: none"> Active Monash launched Dementia Class. Now permanent small group class, with regular attendance and a

<p>dementia-friendly Organisation</p>	<p>total of 72 participants engaged in the reporting period</p> <ul style="list-style-type: none"> • Employed a new team leader who has key responsibility for ‘dementia friendly’ • Trained two Social Inclusion staff members as Dementia Friend facilitators. • Built rapport with Dementia Friendly Councils to identify best practice and assist with the accreditation process including Nillumbik, Manningham and Cardinia. • Provided Dementia Friend training delivered to Meals on Wheels volunteers • Started Memory Lane program through libraries as well as currently developing reminiscence kits that are available to borrow from the library.
<p>Provided a range of programs targeted at older people that build connection and support well-being as well as actively encouraged older people to be represented on Council committees, networks and forums and through the Age-friendly ambassador program</p>	<ul style="list-style-type: none"> • Active Monash in partnership with PALS, delivered a number of seniors leisure programs with participation rates of 90 for the seminar and 172 for seniors in the park programs • Continued to develop and deliver a diverse and meaningful social inclusion program offering 251 programs with 2651 attendees between the January and June 2023 alone • PALS promoted and hosted 10 programs in partnership with neighbourhood houses, U3A and our libraries to support older people to have knowledge of and access to technology. Additionally, our library service provided 15 health and wellbeing workshops via YouTube with over 1459 views and delivered 33 digital literacy for beginners classes with 135 attendees and 24 basic smart phone and iPad use classes. • MAPH continued to regularly hold programs that targets older people, including photowalks and social tours and the annual Winter Concert series. During the second year of reporting; 9 social tours were delivered to 103 people and 22% of winter concert attendees (total 700)
<p>Actively included LGBTIQ+ older people by providing positive and supportive themes in programs and events</p>	<ul style="list-style-type: none"> • Hosted an LGBTIQ+ information session at Friendship Friday to Monash seniors • Provided LGBTIQ+ programming at the 2022 Monash Seniors festival including an event ‘Bingo with a twist’ with over 120 attendees • Diversity statement and Acknowledgment embedded in the PALS booklet.

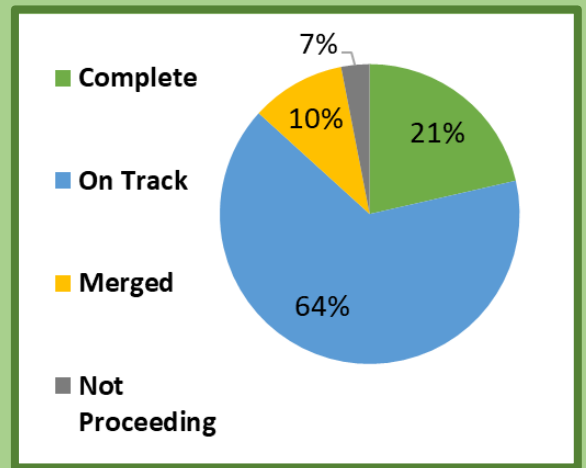
<p>Educated the community and raised awareness on ageism and elder abuse as well as actively challenged attitudes and behaviours that enable elder abuse to occur</p>	<ul style="list-style-type: none"> • Participated and promoted <i>EveryAGE Counts</i> campaign; During the reporting period 11 posts on Ageism Awareness were shared on social media reaching 8243 people • Hosted Age is no barrier event with attendance from 75 seniors and stepping up together walk with 70 seniors participating and acknowledged World Elder Abuse Awareness Day with information in PALS and lighting Civic Center purple. • Provided online ageism awareness training to 22 Council including CEO and Mayor
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Limitations and Barriers

- We initially set a target to establish Monash as a dementia-friendly city, however we have recognised that due to current resourcing and set backs from Covid, we do not have the resources to achieve this status by 2025 and have instead adjusted the action to become a Dementia Friendly Organisation. Additionally, plans to deliver staff training on dementia were interrupted due to COVID disruptions and staffing matters- this priority will be a focus of years 3 & 4.
- Our PALS program experienced a challenging shift with the return of face-to-face program delivery post COVID lockdowns. While many programs quickly booked out as seniors adjusted to online booking system, numbers were at times unpredictable as attendance was self-managed.

Healthy Environments
 There were a total of 39 actions in years 1 & 2 Action plan for Healthy Environments. In total 8 actions were fully completed (4 of which have become core business) with a further 25 having had significant progress made and progressing into the 3-4 Action plan. A further 4 actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions and 2 action have been removed due to the project not being viable due to resourcing and changes to the project.

Priority 8: Built Spaces
Priority 9: Open Spaces and Green Spaces
Priority 10: Climate Change and Health



Priority 8- Built Spaces: Actiond 8.1-8.2 (Healthy Environments)

What We Did	Implementation and Impact
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<p>Began to facilitated the establishment of integrated, co-located neighbourhood based buildings that respond to the needs of children, young people and their families and carers-</p>	<ul style="list-style-type: none"> • Developed formal partnership agreement with the Department of Education (Victorian School Building Authority) for construction of new kindergartens /hubs and ensure building plans are in accordance with our early years infrastructure plan to meet needs of children and families.
<p>Supported our community to lead an active and healthy life through building accessible, fit-for-purpose and safe facilities that recognise active and passive recreation</p>	<ul style="list-style-type: none"> • Access and Inclusion Officer has attended and contributed to numerous consultations for play spaces and supported Access Ability Australia to design an Access Key for Wellesley Rd Sensory Playspace (Access Keys are customisable tools for people to help understand what to expect from a service, space or place. By providing detailed information, this knowledge supports people with disability and their Carers to make decisions about their experience and aims to reduce anxiety about new or changing environments). • All new designs and concepts at Active Monash aquatics and leisure include gender neutral facilities & spaces. Additionally, Active Monash are currently re-designing the ambulant changerooms across their facilities to meet the access audit of 2020 and have received quotes for Access Keys across all three centres
<p>Priority 9- Open Spaces and Green Spaces: Actions 9.1-9.7 (Healthy Environments)</p>	
<p><i>What We Did</i></p>	<p><i>Implementation and Impact</i></p>
<p>Planned and designed for an increase in all abilities, sensory and intergenerational playgrounds in Monash</p>	<ul style="list-style-type: none"> • Over the reporting period, Council constructed playgrounds at 8 different sites, designed 3 and commenced work on an upgrade on another playground for people of abilities, sensory and intergenerational playgrounds and in accordance with recommendations from the Monash <i>Playgrounds and Playspaces Strategy 2020</i>
<p>Maintained and promoted attractive, green and shady spaces to encourage time spent outdoors and a greater connection to the natural environment and overall wellbeing</p>	<ul style="list-style-type: none"> • Active Monash provided a series of casual and low-cost activities that promote health and wellbeing and connection with natural settings across Valley and Damper Creek Reserves including seniors in Park, Fit Camp, circuit and intro to fitness with attendance from 1264 participants in year 2 of the plan. • Increased community awareness on the benefits of water sensitive urban design through hosting 5 waterbug sessions with a total of 150 attendees, 3 information articles and a presentation to friends of valley reserve
<p>Activated open spaces by increasing the number of interpretive signage and maps</p>	<ul style="list-style-type: none"> • Active Communities is partnered with Sustainability to support cycle way mapping of Monash bike paths

	<ul style="list-style-type: none"> • Interpretive signage has been installed including; Mulgrave Wetlands, Biodiversity signage at Notting Hill Neighbourhood House and Mackie Rd Neighbourhood house. Additionally have mapped Blue and Green Spaces on Council's website.
Activated public open space to enhance community connections through a range of physical activity and cultural, arts and events programs	<ul style="list-style-type: none"> • Active Monash has provided strong annual outdoor programming of over 30 activities including walking groups, group fitness, outdoor gym, tai chi and Skate sessions and social sport. During the reporting period 5713 participants engaged in these programs • Libraries created partnerships across Council to enhance community connection including partnering with Active Monash at Oakleigh, Clayton and Mulgrave for Sportslocker program, and with Monash Youth services to deliver a ping pong tournament for young adults. • MAPH delivered 10 events including photo walks and creative spaces exhibition to active open space.
Actively worked towards increasing tree canopy cover on Council land with the aim to increase the social and environmental benefits to the community by improving air quality, reducing summer air temperatures and creating habitat for birds and other wildlife.	<ul style="list-style-type: none"> • Working group made up of cross council representation has developed to support the development of for 'Landscape Guidelines for Developers' this group includes Strategic Planning & City Planning, Sustainable Monash, Horticulture and City Design • Implemented the Nature Strip Planting Project which saw engagement from 230 member sign ups, 34 permit approvals and 1200 Greenlink Nursery Boxhill seedlings redeemed. Additionally, Nature Strip Planting Guidelines were placed on Council's website, two demonstration gardens at Amaroo and Mackie Road Neighbourhood houses and a webinar and video
Promoted and encouraged local businesses, residents and schools to grow native plants on their own land to increase overall wellbeing and contribute positively to climate change.	<ul style="list-style-type: none"> • Gardens for Wildlife for Schools and Preschools (<i>GreenShoots Program</i>). Issued 1810 seedlings to 31 schools during the reporting period • Corporate Gardens for wildlife issued 200 plant vouchers, allocated 100 seedlings and conducted two visits to Monash businesses in the reporting period • Provided dedicated sections of website on sustainability and climate change; including information on Food Organics Green Organics and the A-Z guide to recycling in Monash
Priority 10- Climate Change and Health: Actions 10.1-10.9 (<i>Healthy Environments</i>)	
<i>What We Did</i>	<i>Implementation and Impact</i>

<p>Supported children and young people to amplify their voice regarding the impact of climate change on their environment</p>	<ul style="list-style-type: none"> • Brine Street Childcare and Kindergarten engaged with Council’s Sustainability team to provide 3 water bugs incursions with 60 attendees. • Provided children and young people the opportunity to write about the impact of climate change on their environment via an article in the Monash Student Space newsletter and a submission on sustainability and climate change • Monash Youth Ambassadors produced and distributed a Podcast for the community on the topic of Climate Change.
<p>Strengthened Council’s coordinated response in relation to extreme climate conditions such as heatwaves, major storms, bushfires and poor air quality with a particular focus on our most vulnerable community residents</p>	<ul style="list-style-type: none"> • Maintained record of extreme heat notifications and distributed relevant advice and materials including Heat health alerts in Jan 2021, Jan 2022, Jan 2023 and Feb 2023 • Heat notifications and heatwave safety are also provided to playgroup families and CHSP clients
<p>Adopted Environmental Sustainable Design principles across capitals works projects</p>	<ul style="list-style-type: none"> • Ensured new early years building were constructed to the highest sustainability standards by consulting Monash sustainability and ensuring tenders and selection of contractors reflected the requirements of Councils sustainability policy. Wellington Integrated Child and Family Hub won the 2022 Victorian School Design Awards and Pinewood Child and Family Hub was granted a level 6 sustainability rating
<p>Developed library collections and programs to promote community discussion on sustainability and climate change and promoted the important role that libraries play in keeping our community warm and cool in extreme weather conditions</p>	<ul style="list-style-type: none"> • Sustainable Monash supplied 40 copies of ‘Joey and the Heatwave’ across each Monash Library branch (including copies in Dari (5), Vietnamese (10) and Punjabi (10) • Libraries continued to promote community discussion on sustainability climate change by adding 50 new items to the library collection hosting 6 events with attendance from 210 participants during the reporting period • Promote libraries as a safe and welcoming space for community to shelter from extreme weather event via “Stay Cool visit a library” campaign
<p>Actively sought collaboration and partnerships with academic institutions, peak industry bodies and state agencies and identified</p>	<ul style="list-style-type: none"> • Fostered a partnership with Living Links and Melbourne Water via the Urban Forest Grant and have commenced Microforest planning with planting to commence in July 2023

opportunities that support actions for climate change	<ul style="list-style-type: none"> • Sustainable Monash Team regularly attends the Integrated Water Management Forum and Talking Trees collaboration with Precious Plastics continues. • Sustainable Monash has collaborated with Monash University to increase sustainability and circular economy knowledge including attending Orientation week events 3 times with engagement from over 1500 students in the reporting period as well as supporting 11 students with placement and work experience and PhD under Zero Net Precinct Project
Supported community organisations to develop and deliver sustainable initiatives	<ul style="list-style-type: none"> • Delivered 4 communication education sessions on Zero Net Carbon to over 250 people • Provided on-going support for local environmental groups including, Waverly Garden Club and Eastern Climate Action Network
Limitations and Barriers	
<ul style="list-style-type: none"> • Due to COVID restrictions Brine Street Childcare and Kindergarten were unable to facilitate incursions with Council’s Sustainability and Libraries in first year of the reporting period. • The action ‘Developed community’s resilience to climate change through the development of a climate adaptation strategy’ was not started during this reporting period due to resourcing and budget allocation. However, this will be included in years 3 & 4 of the Action Plan 	

Pillar Two: Engaged, Confident and Connected: A City which actively listens, engages and values community voices in shaping its own future

Connected

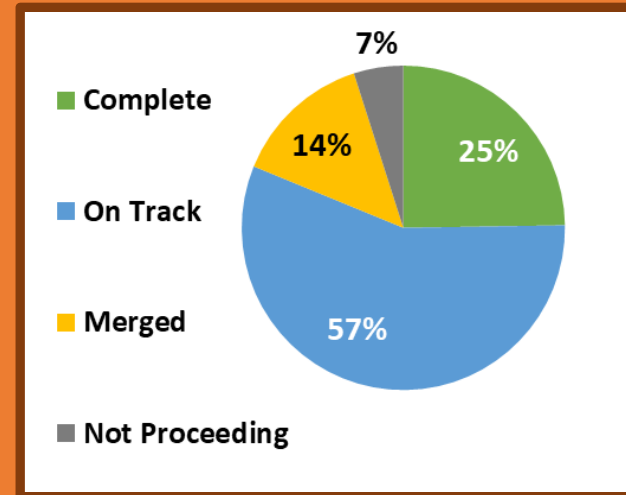
There were a total of 44 actions in years 1 & 2 Action plan for Connected. In total 11 actions were fully completed (4 of which have become core business) with a further 25 having had significant progress made and progressing into the 3 & 4 Action Plan. A further 6 actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions, 2 actions have been removed due to the project not being viable due to resourcing and changes to the project

Priority 11: Active Community Engagement

Priority 12: Creative Expression and Community Events

Priority 13: Lifelong Learning

Priority 14: Strengthening Neighbourhoods and Communities



Priority 11- Active Community Engagement: Action 11.1- 11.6 (Connected)

What We Did	Implementation and Impact
<p>Actively promoted and expanded the reach of Council's services and programs to increase community and civic engagement</p>	<ul style="list-style-type: none"> Presented a series of workshops linking the Monash arts community including 1 networking event (80 attendees) and 5 public workshops (5 attendees) during the reporting period. Provided children and young people the opportunity to write for, and support editing of, the Monash Student Space newsletter. During the reporting period, three editions of Student Space were published with articles on cultural safety, accessibility study stress, and access to healthy open spaces Early Years and Family Services and Sustainability team visited 8 schools and engaged with an education program around the role of Council as well as conducted a Junior Advisory Group was conducted with two schools participating. Community Partnerships and Health Promotion team implemented the <i>Council in the Community</i> project and delivered a series of informative talks to Monash community groups. During the reporting period presentations were delivered to 32 community groups. Of those, 10 were delivered online and 22 were delivered in person.

<p>Actively developed and promoted arts, cultural, physical activity participation opportunities and sustainability programs, activities and events that encouraged participation in community life</p>	<ul style="list-style-type: none"> • Adapted festivals and events program through COVID-19 restrictions and recovery to ensure that the community continued to have opportunities for participation and access to cultural experiences. During the reporting period 6 events were delivered in adapted format and 6 events were cancelled and unable to be reformatted. Also delivered a new event, 'Emerge' to bring the community together in 2022, as COVID-19 event restrictions eased • MAPH held 21 Public Programs reaching 1,210 participants, 9 social tours reaching 103 participants, 7 artist talks and provided 48 education tours to 32 schools reaching 960 participants in year two of the reporting period • MCH encouraged active engagement through the development of programs linking new parents including a new group for second time parents, offered to 100% of parents and 131 enrolments and walking group in Mulgrave with 20 participants. • Promoted social inclusion programs for seniors; throughout the reporting period attendance was 5,955 participants across over 300 programs at the Positive Ageing Activity Centres, Halcyon Dementia Social Support Program and Monash on the Move • Engaged 164 volunteers in social inclusion programs, with 968 hours of volunteering delivered across 6 social programs. • Developed and promoted 108 sustainability workshops, events, and activities for the community with engagement from 11,200 community members.
<p>Provided and promoted opportunities for participation in community life through volunteering, creative pursuits and representation on committees across all life stages</p>	<ul style="list-style-type: none"> • Continued to engage with and provide opportunities for volunteers across a range of Council programs including Gardens for Wildlife, which saw 12 Garden Guide volunteers conduct 72 visits in the reporting period, MAPH volunteer program engaged 8 people and playgroups continued to see volunteer representation across the different groups. • Further developed the volunteering Monash portfolio by providing celebrations and training opportunities. This included, celebrating International Volunteer Day with 58 attendees and mayoral attendance, monthly training sessions (e.g. CPR training) with average attendance of 20 people and

	<p>updating webpage and policies.</p> <ul style="list-style-type: none"> • Worked with sporting associations and tenant sporting clubs to identify opportunities for volunteer workforce in the Monash sporting club community including 18 Clubs attend the Volunteer management session and 49 people attended the Volunteering in Sport Forum • Social Inclusion fostered cross council intergenerational programs including senior social visits to Cabena Child and Family Centre and co-design youth and seniors project with Swinburne University and Youth Services • Developed <i>Good Governance by Design Framework</i> to support the delivery of targeted and open consultations with our community
<p>Continued to facilitate local partnership networks and Council's Advisory Committees to ensure Council actively listens and responds to the public health and wellbeing priorities of the Monash community</p>	<ul style="list-style-type: none"> • Continued to facilitate and host a range of advisory committees and reference groups who regularly meet and provide feedback and advice on a range of Council policies and activities. These included Disability Advisory Committee (5 new members), Gender Equity Advisory Committee, Monash Youth Committee, Multicultural Advisory Committee (8 new members), Environmental Advisory Committee, Positive Ageing Reference Group (PARG), Monash Multicultural Services Settlement Network (MMSSN) and LGBTIQ+ Advisory Committee.
<p>Delivered the municipal-wide Monash Health & Wellbeing Series, in partnership with the joint Council working group, to respond to health issues important to the Monash community.</p>	<ul style="list-style-type: none"> • Worked in partnership with other local Councils to deliver a series of health and wellbeing presentations and online events that focus on key public health priorities. During the reporting period 5 events were delivered; <ul style="list-style-type: none"> - Good Food Good Mood (915 views) - Jess Hill - 16 Days of Activism (179 views) - Dr Happy - men's health week (102 attendees) - Gambling Harm Awareness Week event (49 attendees) and; - Happy Sad Man documentary screening online (68 attendees).
<p>Engaged with volunteer organisations to identify and address key barriers to participation in volunteering</p>	<ul style="list-style-type: none"> • Volunteer Team Leader attended eastern Volunteers training on reducing barriers for volunteering for people with disability, CALD background, new migrants • Access and Inclusion Officer ran a Disability Awareness Training Session at the Monash Volunteers Network with attendance from 15 people

Limitations and Barriers	
<ul style="list-style-type: none"> • Due to COVID-19 restrictions in 2021 and 2022, there were limitations to work with primary schools during civic classes meaning we attended schools at reduced capacity • Delivery of the Council in the Community program was impacted by COVID 19 due to closure and restrictions at Monash Halls, and groups choosing to postpone until they were more comfortable meeting indoors face-to-face. This resulted in some visits being rescheduled. • Due to the pandemic and weather events a number of planned events were impacted. For example, Family Fun Day was unable to proceed so an alternate event, Family Movie Night was delivered. Carols by Candlelight and Clayton Festival were unable to proceed due to mass gather restrictions, therefore alternatives of smaller pop-up activations 12 days of Christmas and Summer Sounds were delivered in December 2021 and January 2022. • We planned to partner with the Monash Multicultural Settlement Services Network (MMSSN) and South East Volunteers (SEV) to run a CALD community volunteering forum, however this had to be cancelled due to covid restrictions and will instead happen in years 3 & 4. 	
Priority 12- Creative Expression and Community Events: Actions 12.1-12.2 (Connected)	
What We Did	Implementation and Impact
Encouraged creative expression and the showcasing of local talent through a wide range of activities that reflect our diversity and support community cultural connection	<ul style="list-style-type: none"> • Provided exhibition opportunities for emerging artists including annual Topshots exhibition, developed an annual showcase and being a voice, which provided opportunities for over 200 artists
Developed an Arts and Culture Strategy that supports and encourages cultural development and the implementation of programs, activations and events to support connection and wellbeing	<ul style="list-style-type: none"> • The Monash Arts and Culture Strategy 2025 was developed through extensive consultation process with Monash creative industries, community members and Council departments with 295 survey responses
Priority 13- Lifelong Learning: Actions 13.1-13. (Connected)	
What We Did	Implementation and Impact
Supported localised implementation of the Victorian State Government's Three-Year Old Kindergarten program	<ul style="list-style-type: none"> • Implemented a three-year-old kindergarten program at Brine Street. Recruited for an early childhood educator and 17 children enrolled for 15 hours of 3-year old kinder

	<ul style="list-style-type: none"> Completed Councils <i>Early Years Infrastructure Plan 2021 – 2031</i> outlining Council’s plan for incorporating sufficient places for three year olds to participate in kindergarten Fostered new partnership with Victorian School Building Authority to resource and support an accelerated early years building program to create 528 enrolments and address gaps for 3 year old kinder. This has resulted in 5 new builds and extensions planned until the end of 2024
Facilitated and supported the Monash Neighbourhood House Network to enable learning opportunities and social connections at a local level	<ul style="list-style-type: none"> Provided 2 training sessions around Disability Awareness for staff, volunteers and tutors at the local Neighbourhood Houses attended by 11 participants Worked with Mackie Neighbourhood House to develop a welcoming space for carers of people with disability to connect
Provided and delivered accessible Library services that promote lifelong learning opportunities, digital literacy and encourage social inclusion.	<ul style="list-style-type: none"> Social inclusion, PALS program offered a series of lifelong learning programs on range of health topics including; Sleep and fatigue, confident living, exercise right as well as engaging in partnerships with U3A, Lawn Bowls Clubs, Chess, Croquet and, Men’s Shed Libraries contributed to a more informed community through 3,993 adult participations in 573 early years literacy programs, 3,134 adult participations in 347 adult focused literacy/literary/lifestyle programs including 204 participations in EAL programs Libraries offered a series of programs that inspired new thinking and enhanced knowledge including 10+ LGBTIQ+ events with 60 participants such as rainbow story times, NAIDOC week, Harmony Day and Library and Information week
Priority 14- Strengthening Neighbourhoods and Communities: Actions 14.1-14.4 (Connected)	
<i>What We Did</i>	<i>Implementation and Impact</i>
Actively promoted inclusive and diverse activities that foster inclusivity and encourage participation in local neighbourhood events and activities.	<ul style="list-style-type: none"> Supported the community through local activations and assisting in the facilitation of 6 street parties. Neighbourhoods and Placemaking Team organised four ‘Meet Your Street’ events and invited Ward Councillors at Kerrie Road neighbourhood house (150 people) Mackie road neighbourhood house (100 people), Notting Hill Neighbourhood House (200 people) and Wheelers Hill (100 people)
Increased the capacity and accountability of sports clubs to provide inclusive and diverse opportunities for participation	<ul style="list-style-type: none"> Implemented the Active Monash <i>Sports Club Framework</i> in 2022, which support clubs to achieve highly inclusive, diverse and welcoming sporting environments.

	<ul style="list-style-type: none"> Partnered with Stonnington City Council to deliver a Wheelchair AFL and Rugby come and try day that attracted 40 participants across the day. Also Partnered with Get Skilled Access to deliver the Federal Government funded pilot partnership project <i>Sport4All</i> to 26 Monash Sports Clubs and 4 local Schools.
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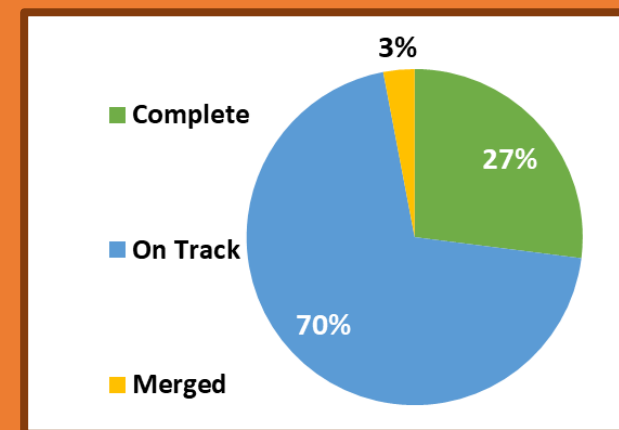
Limitations and Barriers

- Due to changes to Vic Roads requirements, Street parties have been paused until a review has been conducted.
- The Pathways to Equality Project in Ashwood & Chadstone has been stalled due to METRO inaction over permit costs and delivery. We have confirmed a new location and will deliver this project in years 3&4 of the action plan
- Due to number of major projects being delivered in Glen Waverly (suburban rail loop, car park closures) and staff deployment during covid, we have been unable to conduct community consultation, resulting in the Glen Waverly Action Plan currently being an internal working document only.

Supported

There were a total of 33 actions in years 1 & 2 Action plan for Supported. In total 9 actions were fully completed (7 of which have become core business) with a further 23 having had significant progress made and progressing into the 3-4 Action plan. A further 1 action merged with other similar actions.

- Priority 15:** Accessible and Affordable
- Priority 16:** Homelessness and Social Housing
- Priority 17:** Assertive Outreach



Priority 15- Accessible and Affordable: Action 15.1-15.5(Supported)

What We Did	Implementation and Impact
Promoted and delivered affordable and accessible services and activities to reduce barriers to participation for those who are disadvantaged within the community	<ul style="list-style-type: none"> Brine Street Child Care and Kindergarten assisted families of disadvantage to access fee assistance through Government incentives. In the reporting period, seven children received this support in year 1 and 5 children in year 2 Monash Youth services delivered the Monash Youth Community Sports and Recreation grant to 42

	<p>recipients. Covering the membership costs for gymnastics enabled a young woman, from a single parent family, to compete for the first time in years.</p>
<p>Supported community members through the application of Council's Hardship policy</p>	<ul style="list-style-type: none"> • Enhanced our Financial Hardship (FH) Policy offerings by inserting an extended COVID FH assistance program for ratepayers, raising awareness of the program on all rate notices issued and on Council's website and established a payment arrangement service to assist ratepayers in managing their FH. • During the reporting period there were 1330 COVID applications and 35 non-covid applications. Further, Monash was the only Council that gave all ratepayers a 10% waiver of rates in acknowledgement that COVID impacted all. • Active Monash implemented the single service membership model to provide the community with cost effective options (34% of members hold a Single Service membership type). Active Monash also implemented means tested concession rates (28% of members hold concession membership)
<p>Delivered sustainability education activities that helped reduced day-to-day costs of living and environmental impacts</p>	<ul style="list-style-type: none"> • Encouraged the community to uptake solar power by sending letters to 1600 residents with low solar uptake in Monash • Held an Annual sustainable House Day to promoted Environmentally Sustainable Design to improve building sustainability and amenity
<p>Explored opportunities to improve mobility and transport options and services that meet the diverse needs of our community</p>	<ul style="list-style-type: none"> • Reviewed <i>Community Transport</i> service to ensure it is responding to the needs of our older people. Over the reporting period provided 39 shopping services and supported 339 residents. Introduced PALS day trip program in 2023 offering 13 trips and supporting 112 residents.
<p>Funded innovative programs that responded to key priorities of the Monash Health & Wellbeing Plan through the Monash Community Grants Program</p>	<ul style="list-style-type: none"> • Delivered both the Monash Community Grants Program and the Quick Response Grants Program and ensured the programs were responsive to community need. Across both grants programs, approximately \$5 million in cash and in-kind support was distributed for community projects. Within the reporting period, the Quick Response Grants (initially introduced in 2020) have been endorsed as an ongoing grant stream. • In year one of the reporting period, Council provided cash and in-kind funding to 183 groups to provide 207 programs, projects, events, in year two, we supported 175 groups to provide 202 activities.

	<ul style="list-style-type: none"> • Council provided \$68,960 in funding through the Quick Response Grant (QRG) Program to 17 individual artists, community groups and organisations in the year one of reporting. The general QRG continued in year two with a further \$69,018 of funding provided to 22 projects
Limitations and Barriers	
<ul style="list-style-type: none"> • The Department of Transport did not progress the <i>Innovative Community Transport Solutions</i> project. As a result, we were unable to provide support. 	
Priority 16- Homelessness and Social Housing: Actions 16.1- 16.2 (Supported)	
What We Did	Implementation and Impact
<p>Began to implement the priorities of the Monash Social Housing Framework 2020 – 2025</p>	<ul style="list-style-type: none"> • Brine street and kindergartens supported families with lived experience of homelessness gain education and care for their children • Monash Youth Services (MYS) continues to respond to every report of rough sleeping in the community through regular outreach services over the reporting period there has been 196 instances of meaningful contacts with rough sleepers • Monash Youth Services updated the material aid sheet and developed a new homelessness contact card that is utilised regularly during outreach • We remain committed to retaining the use of land for social housing where social housing is currently provided on Council-owned land and there has been no net loss of social housing dwellings during the reporting period • Through our involvement in the regional social housing charter group, we continue to advocate for increased social housing
<p>Continued to implement the commitments of the Regional Local Government Homelessness & Social Housing Charter (Charter Group).</p>	<ul style="list-style-type: none"> • Monash Council continues to fund and host the Charter Group by providing group coordination and executive support • During the reporting period the Charter group have done 3 advocacy submissions and developed three new project focused work streams (Data collection, Communications and Planning) to support the purpose and priorities of the Charter.

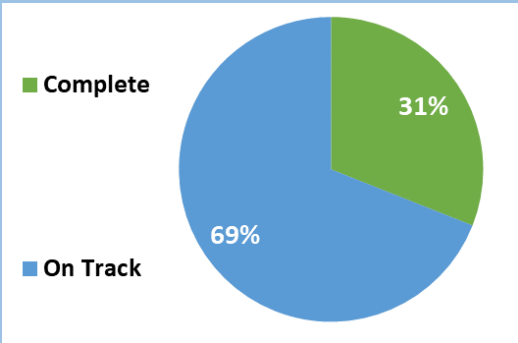
<p>Responded to community needs and advocated for appropriate services to be located in Monash</p>	<ul style="list-style-type: none"> Increased engagement for families with reduced access or attendance to traditional Maternal Child Health sessions through the provision of assertive outreach. The service has seen an overall increase of 5.2% of children.
<p>Limitations and Barriers</p>	
<ul style="list-style-type: none"> The ‘functional zero/advance to zero’ homelessness model currently does not cover Monash and therefore unable to adopt this model at the current time. Due to Covid-19 restrictions, the MCH Outreach service was required to adapt and alter practice to suit the needs of the pandemic at the time. Our Outreach staff utilised a range of methods inclusive of reconnecting with families that missed their Key Age and Stage appointments. Options such as catch up sessions were offered both individually and in an online group setting to ensure that the children’s growth and development were appropriate for age. 	
<p>Priority 17- Assertive Outreach: 17.1-17.3 (Supported)</p>	
<p><i>What We Did</i></p>	<p><i>Implementation and Impact</i></p>
<p>Responded to community needs and advocated for appropriate services to be located in Monash</p>	<p>Monash Youth Services facilitated five Monash Homelessness Network meetings to identify key issues and opportunities to advocate.</p>
<p>Provided outreach support to people that are socially isolated, at-risk of experiencing homelessness, are homeless or vulnerable in our community, with a particular focus on groups that are disadvantaged or marginalised and are at-risk of loneliness.</p>	<ul style="list-style-type: none"> Monash Youth services provided assertive outreach delivered to 8 locations throughout Monash (Fairway Reserve, MARC, Glen Waverley Library, South Oakleigh College, Eastern Innovation Centre, Glen Waverley Secondary College, Monash University) and connected with 551 young people. 40 library staff attended training session to increase their understanding on how to better support vulnerable community members. Positive Ageing Outreach Officer continued to engage with residents identified as vulnerable. Over the reporting period we received 29 My Age Care referrals for Positive Aging Activity Centre and Halcyon Dementia Program and 12 Monash on the move
<p>Delivered a diverse and meaningful social inclusion program that targets loneliness and social isolation</p>	<ul style="list-style-type: none"> Developed a supportive safe space for carers to come together to network, seek support and learn at Halcyon Positive Aging Activity Centre. Launched the Carers Hub at Mackie Road Neighborhood House to provide a safe space for carers of

	<p>people 65 and under with a disability or mental health issues.</p> <ul style="list-style-type: none"> • Social Inclusion team launched Friendship Fridays as weekly program for social connection for seniors, during the reporting period 780 participants engaged in the program. In addition, during the reporting period 8 clients were engaged in the Coffee and Chat program and 4 Monash on the Move Outings per provided each month.
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Pillar Three: Safe and Respectful- A city where every member of the community is valued and respected.

Advocacy
 There was a total of 13 actions in years 1 & 2 Action plan for Advocacy. In total 4 actions were fully completed with a further 9 having had significant progress made and progressing into the 3 & 4 Action Plan.

Priority 18: Advocacy and Policy



<p>■ Complete 31%</p> <p>■ On Track 69%</p>

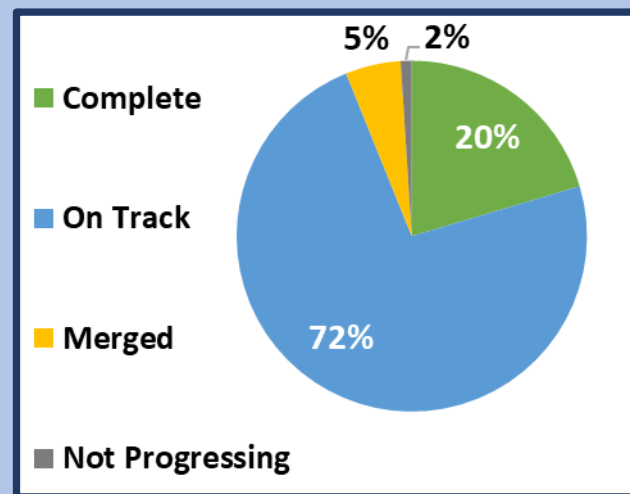
Priority 18- Advocacy and Policy: Actions 18.1-18.7 (Advocacy)

What We Did	Implementation and Impact
<p>Advocated for a strong public transport system and participated in key regional networks that strengthened transport connectivity in the Eastern region</p>	<ul style="list-style-type: none"> • Engineering team continued to participate in local and regional public transport advocacy groups including Eastern Transport Coalition and executive Metropolitan Transport Forum (MTF). Over the reporting period we participated in the commuters count campaign, provided submissions to the state budget and attended communities of practice.
<p>Lead public health advocacy on health and wellbeing priorities and partnered with service providers, peak bodies and other levels of government to ensure a strong and united position.</p>	<ul style="list-style-type: none"> • Gender Diversity and Equity team partnered with Together for Equality and Respect (TFER) on COVID response social media campaign and attend regular meetings (3 in reporting period) • Coordinated a range of initiatives and events for the 16 Days of Activism against Gender-Based Violence for the City of Monash. In year one, this included online webinar with 570 registrations, social media campaign and lighting up the civic centre. In year two, Council hosted a staff walk and BBQ with 70

	<p>attendees, held Margins to the Mainstream with Monash Libraries and Women’s Health East (12 people attended) and delivered 3Rs FV training.</p>
<p>Advocated for accessible specialist services to be located in Monash for people with high level or complex needs including disability services and acute and chronic mental health support</p>	<ul style="list-style-type: none"> • Advocated for disability and related services to be located in Monash by encouraging Disability focused services to apply for Community Grants program to run activities and providing one organisation with a grant • Advocated for equitable access to three-year old kinder Council by offering no administrative kinder enrolment fee for health care card holders
<p>Fostered partnerships, local business networks and key business events to support business growth with an emphasis on employment opportunities, recognising the impact job security has on health and wellbeing</p>	<ul style="list-style-type: none"> • Delivered a small business training series to help strengthen local businesses to grow including 21 workshops delivered: 9 visits by Small Business Bus into Activity centres for advice and one-on-one coaching, 11 Business mentoring sessions and 9 Business Visits. • Delivered 6 Women Business Network lunch series to foster collaboration, inclusivity and help close the gap on gender disparities and continued to actively support the delivery of 7 events within the Monash Precinct and for the Monash Precinct Network. • Facilitated job agencies to support local job seekers including supporting two Job Advocate sessions at Monash Youth Services and delivering the fortnightly Community Connector Employment program in partnership with Migrant Information Centre • Supported the Monash Tech School and partnered activities which deliver more job ready students in the STEM field including working very closely with MTS to deliver MakerFaire 2022 with over 7000 attendees.
<p>Reduced barriers to people with a disability obtaining and maintaining employment at Monash Council</p>	<ul style="list-style-type: none"> • Results from the 2022 Employee Engagement Survey showed significantly high results around diversity, equity and inclusion. With 80% of staff stating they feel respected at work and 79% stating they can be their authentic self at work
<p>Ensured internal business cases are aligned to the priorities of the Monash Health & Wellbeing Plan 2021 – 2025 and the Council Plan where relevant</p>	<ul style="list-style-type: none"> • Our Project Place (Monash system for tracking major projects) updated to include links to the Council Plan and the Health Plan. In year 1 of the reporting period, 19 projects responded and entered data in this section. Additional updates to the system have included adding mandatory information to help guide project managers be aware of project requiring a Gender Impact Assessment (GIA). In year two of the reporting period, 50 projects indicated requiring a GIA.
<p>Inclusive for all</p>	

There were a total of 83 actions in years 1 & 2 Action plan for Inclusive for all. In total 17 actions were fully completed (9 of which have become core business) with a further 60 having had significant progress made and progressing into the 3 & 4 Action plan. A further 4 actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions and 2 actions have been removed due to the project not being viable due to resourcing and changes to the project. During the reporting period, two major action plans were developed: LGBTIQ+ Action Plan and Reconciliation Action Plan

- Priority 19:** Addressing All Forms of Discrimination
- Priority 20:** Equitable Communications
- Priority 21:** Fair For All Abilities
- Priority 22:** Gender Equity
- Priority 23:** LGBTIQ+ Inclusion
- Priority 24:** Celebrating Diverse Communities
- Priority 25:** Aboriginal and Torres Strait Islander Reconciliation



Priority 19-Addressing All Forms of Discrimination: Actions 19.1-19.4 (Inclusive for all)

What We Did	Implementation and Impact
Addressed and responded to all forms of discrimination including race, age, gender, sex, sexuality, disability or religion.	<ul style="list-style-type: none"> • Advocated for people with disabilities and their carers to access mainstream support services and activities including monthly pathways for carers events with 8-10 regular attendees. • Active Monash delivered Inclusion training covering the topics Gender Equity, Sexuality and Cultural diversity. • Began to address the imbalance in collection practices through ongoing analysis of acquisitions and programming at MAPH. During year two of the reporting period 103 works from 24 artists were acquired into the collection. Of these 29% were male, 67% were female. Of these 8% were First Nations artist and 4% from the CALD community.
Provided initiatives that support tangible changes in attitudes and	<ul style="list-style-type: none"> • Continued to work in partnership with Holmesglen TAFE and WISE employment to provide opportunities for Holmesglen students who have a disability to gain skills, qualifications and experience within Aquatics

<p>practices that discriminate against people for their race, age, gender, sex, sexuality, disability or religion</p>	<p>and Leisure facilities via the Integrated Practical Placement (<i>IPP</i>) Program. During the reporting period, a total of 18 students participated in the program with four gaining employment within the recreation industry.</p> <ul style="list-style-type: none"> • Active Monash delivered four annual events to build awareness and ensure that Active Monash continues to be a leisure centre of choice for a variety of community and diverse groups. During the reporting period this included Pride Night (75 attendees), R U OK Day (28 staff), Pride event (74 attendees) and NAIDOC week. Also ran women’s only aqua classes with 462 attendees in year two. • Monash Youth services delivered a suite of <i>Leadership Programs</i> giving young people a better understanding of discrimination including Young Women’s, Young Men’s and Rainbow Leadership Programs. • Public events and programs delivered by the Arts, Culture & Events team include access provisions such as parenting pods, dedicated sensory spaces, clear graphic-based site maps and accessible parking. 100% of public events have access and gender provisions.
<p>Through established recognition platforms, Monash Council celebrated our diverse community and the contributions of individuals</p>	<ul style="list-style-type: none"> • Continued to provide opportunities to celebrate and recognise local community leaders via the annual Sir John Monash Award • Neighbourhood and Placemaking team are supporting the creation of a category for a Reconciliation Champion for future Sir John Monash awards.
<p>Strengthened partnerships and supported initiatives delivered at a local, regional and state level that facilitate sustainable change for the reduction of racism and discrimination</p>	<ul style="list-style-type: none"> • Aboriginal Partnership Officer attends the <i>Eastern Region Local Government Reconciliation Portfolio Group</i> meetings, assisted with the evaluation of Training programs for Cultural awareness and participated in ongoing Reconciliation discussions • Community safety officer worked with the Victoria Police to deliver Town Hall meetings and supporting community outreach through our community partners.
<p>Supported the community through education and awareness to actively challenge discriminatory attitudes and behaviours</p>	<ul style="list-style-type: none"> • Worked with community partners to develop educational activities that encourage peer support, action and challenge discriminative attitudes and behaviours including providing educational activities during Community Safety month (e.g. 3R’s of family violence).

Limitations and Barriers

- Due to staffing, we were unable to deliver a *Reducing Racism* workshop series to local culturally and linguistically diverse groups in the reporting period. This will instead happen in years 3-4.
- The Sir John Monash Awards were temporarily paused during 2021, however they were reinstated in 2022
- Due to COVID 19 impacts, the *We are all the same and a little bit different* program was unable to be delivered to schools during the reporting period and will instead occur in years 3 & 4 Action Plan.

Priority 20- Equitable Communications: Actions 20.1-20.3 (Inclusive for all)

What We Did	Implementation and Impact
Supported translation of community facing materials into the diverse languages of Monash	<ul style="list-style-type: none"> • Ensured relevant service provision and information material was translated into over 10 diverse languages including Chinese, Greek and Italian. During the reporting period translations included; Monash Bulletin (over 400 translations emailed each month), bin collection information, Community grants, library signage, covid vaccinations, annual business plan survey, letters to traders and households, waste calendar, library membership and more. • Access and Inclusion officer provided guidance to a number of departments around accessible communication. Text-only format is available in all bulletins to ensure accessible communication for those with vision impairments that use electronic assistive technology • As part of the <i>Hello Neighbour</i> project, we published and launched the <i>Neighbours of Monash</i> book during Multicultural Week 2023.
Captured community stories through Council’s communications channels to highlight the health and wellbeing outcomes of Council’s services, programs, activities and events	<ul style="list-style-type: none"> • Continued to promote and celebrate positive health and wellbeing outcomes for the Monash community through Council’s channels including social media, bulletin, media releases and the development a new community stories section on the website • Developed two Most Significant Change videos to share stories of volunteering & seniors festival events.
Enhanced community uptake and engagement with the Monash Bulletin, E-Bulletin and digital literacy initiatives to increase the community’s capacity and strive towards digital equity.	<ul style="list-style-type: none"> • Libraries conducted digital literacy classes in conjunction with PALS for those not confident to use technology community. • Continued to promote accessible communications and digital equity including providing text-only format of the bulletin and consulting with ‘Eyes Right’ support group as well as including real-time translation tool to our Shape Monash engagement platform

Limitations and Barriers	
<ul style="list-style-type: none"> Working with interpreters training; The delivery of 'working with interpreters' training was impacted by COVID-19 and will now be delivered in years 3 & 4 Action Plan 	
Priority 21- Fair For All Abilities: Actions 21.1-21.5 (Inclusive for all)	
What We Did	Implementation and Impact
Created safe, inclusive and accessible spaces through the ongoing implementation of Universal Access Design principles in all capitals works projects	<ul style="list-style-type: none"> Ensured that Accessibility and Universal Access Design principles were incorporated as part of the overall design process and engage with relevant stakeholders throughout the process. During the reporting period approximately 18 designs were created that met standards for disability access. Conducted 3 road safety audits
Facilitated equitable access and reduced barriers to Monash services, facilities and activities for people with a disability and their carers	<ul style="list-style-type: none"> Access and Inclusion Officer provided support within Council to ensure a disability lens is applied to planned Council projects and activities. During the reporting period, this included providing sensory space equipment to library events and sensory space at Clayton Festival. Active Monash ensured all new designs/ concepts include gender neutral facilities & spaces and ambulant changerooms are compliant. New MAPH website was updated to ensure it is accessible to people with disabilities, including providing large print texts for exhibitions and visual descriptions on social media posts.
Better identified the needs of people living with a disability and their carers	<ul style="list-style-type: none"> The Arts, Culture & Events Season 2021 – 22 and 2022 –23 ensured Live at Warrawee, Clayton Festival, Family Fun Day and Carols offer sensory headphones, space to spread out, priority seating and accessible parking. 100% of all public events include access provisions and 50% of public events have enhanced access provisions such as Auslan interpretation. Brine Street workers attend Care Team meetings to ensure the needs of children with a disability are met. Kindergarten Assistant engaged to support Kindergarten programs to provide education and care for the children. Approximately 5 children with disabilities supported each year. Members of the Disability Advisory Committee have taken part in 7 consultations throughout the reporting period Active Monash continues to provide the ASI program (support in the pool for people with disabilities) with

	an average of 80 participants per month
Engaged and supported carers in Monash to recognise the challenges that this important role plays	<ul style="list-style-type: none"> • Provided monthly pathway for carers events with targeted guest speakers and hosted two carers day out events
Collaborated with Women’s Health East to identify shared priorities within A Strategy For Equality	<ul style="list-style-type: none"> • Raised awareness of violence against women with a disability including inviting Pathways for Carers participants to attend 16 Days of Activism events, and sharing social media posts for International Day of People with Disability • Monash library partnered with women’s health east for "Margins of the Mainstream" event where women with disabilities shared their lived experience of violence (20 attendees).
Limitations and Barriers	
<ul style="list-style-type: none"> • Low sensory spaces at Council events were impacted by COVID restrictions and events being cancelled. • The Social Inclusion team planned and promoted a trial Friday night Dementia and carer social program. Unfortunately due to low numbers, the session was cancelled and will now be held in years 3 & 4 Action Plan 	
Priority 22- Gender Equity: Actions 22.1-22.6 (Inclusive for all)	
<i>What We Did</i>	<i>Implementation and Impact</i>
Actively promoted empowerment and dignity, challenged discrimination and respected human rights to advance gender equity.	<ul style="list-style-type: none"> • The Arts, Culture & Events team have now included a Gender Impact Survey in all Event Plans. During the reporting period, 80% of events achieved gender parity or better. • 7 scholarships for the ‘Play like a girl’ education program were offered to women and girls that had direct connection to community Monash sporting clubs. • Promoted gender equity in policies, programs and services including developing and endorsing the Gender Equity Framework and conducting 50 GIA over the reporting period across a range of areas with a number of actions taken as a result e.g. Outdoor Dining Policy, Bogong Carpark Extension, Draft RAP, Community Safety Framework, and more.
Worked in multiple community settings and languages to:	<ul style="list-style-type: none"> • Ensured the Organisational Gender Equity Framework is inclusive of the Children Youth and Family Services

<ul style="list-style-type: none"> • promote and normalise gender equity; • challenge gender stereotypes; and • strengthen positive, equal and respectful relationships between all genders 	<ul style="list-style-type: none"> • Delivered active bystander training to sporting clubs; 12 attendees • MAPH continues to ensure that women and gender diverse artists are represented and championed throughout all its programming; in year two of the reporting period, 67% of works acquired into the collection by were by female artists and 3 solo exhibitions by women were hosted • Provided an educational and care program that promotes gender equity to the young children at Brine Street including developed programs and purchased resources that promote gender equity e.g. books, toys and non-gendered activities
<p>Built the capacity of Council staff to undertake gender impact assessments on their policies, programs and services</p>	<ul style="list-style-type: none"> • We developed Monash-specific tools to assist in undertaking Gender Impact Assessments (GIAs) located on the Intranet for staff to access. • 50 GIA's were undertaken during the reporting period • Nearly 30 different actions have been taken in year one and over 40 in year two as a result including collecting gendered data, reaching different groups in community consultation, and explicit actions in plans and policies to promote gender equality.
<p>Promoted and demonstrated gender equity practices and provided appropriate resources to educators of young children and young people</p>	<ul style="list-style-type: none"> • Playgroups undertook a rainbow tick audit as part of this process some resources were removed and additional ones purchased to support gender equity. A Rainbow Playgroups was established for LGBTIQ+ parents • Playgroup facilitators and administrative staff, undertook The Playing Fair program training (5 attended)
<p>Supported systemic approaches to remove bias in employment practices</p>	<ul style="list-style-type: none"> • People and Safety owned policies and procedures have begun to be updated as part of the policy framework to align with all strategic plans (e.g. Gender Equity action plan). • Workforce demographics demonstrate progress towards gender equity; Executive Leadership Team has a ratio of 42.86% women to 57.14% men, Manager level has a ratio of 44% women to 56% men, Coordinator level has a ratio of 61.45% women to 38.55% men. All employees have a ratio of 61.52% women, 38.15% men
<p>Limitations and Barriers</p>	

- Due to COVID the Ashwood Chadstone Family Violence Working Group is now run online and with 5 members, projects have been delayed but are currently working on the Pathways to Equality Mural that will be a focus in the years 3-4 action plan
- Gender Impact Assessment of Brine Street kindergarten policies have not been undertaken due to capacity.

Priority 23- LGBTIQ+ Inclusion: Actions 23.1-23.6 (Inclusive for all)

What We Did	Implementation and Impact
Formalised communication and feedback mechanism between Council and our LGBTIQ+ communities	<ul style="list-style-type: none"> • Facilitated the LGBTIQ+ Advisory Committee bi-monthly and sought feedback and advice across key Council policies, programs and services. During the reporting the committee formally provided feedback on 5 strategies, frameworks and plans and 6 programs including; LGBTIQ+ Action Plan, Arts and Culture Strategy, GE Framework, Gambling Policy, Sustainability plan, Community Safety Month & framework, Pride Swim Night, Seniors week festival, Active Pride, IDAHOBIT and Gender Equality Mural • Internal LGBTIQ+ working group has been developed with lived experience representation. The group provides feedback and advice on council processes and programs • Hosted a LGBTIQ+ Children, Youth and Family Services (CYFS) advisory group to help co-design the Rainbow leadership program and provide feedback on Monash Youth Services (MYS) and Euneva building space. Changes included a Queer Library and visual cues of safety (e.g. posters) added to the Euneva space.
Developed and implemented the LGBTIQ+ Action Plan in collaboration with the LGBTIQ+ Advisory Committee	<ul style="list-style-type: none"> • The inaugural LGBTIQ+ Action Plan was developed and endorsed after collaboration with the LGBTIQ+ Advisory Committee and community consultation. This has been a milestone achievement and actions arising out of the LGBTIQ+ action plan will be on-going and intersect with the MH&WP.
Promoted and celebrated LGBTIQ+ events and services to ensure Council's support of our LGBTIQ+ communities is visible	<ul style="list-style-type: none"> • A series of events and programs were delivered across the reporting period to promote LGBTIQ+ inclusion and raise awareness including, a featured LGBTIQ+ program was delivered for Sir John Monash lecture, pride book club (10 regular members), pride night at MARC (75 attendees) and pride event and action plan launch (72 attendees, Bingo with a twist for seniors month, being a voice photography program exhibition and untold stories program. In addition, hosted a range of activities and events for key dates of importance including film screening for wear it purple day. • Flew the Rainbow Flag on 5 key dates of importance to the LGBTIQ+ community across Clayton, Glen Waverley, Mount Waverley, Oakleigh, Pinewood, and foyer of the Civic Centre and lit the Civic Centre

	<p>across 6 days of significance. Examples of these days include, wear it purple, IDAHOBIT and World AIDs day. In addition, displayed the LGBTIQ+ inclusion banner at the Springvale Rd entrance to the Civic Centre over pride month.</p> <ul style="list-style-type: none"> • Signs of welcome and inclusion for example LGBTIQ+ stickers, posters, employee pins were placed across a range of series including in all Maternal and Child Health Centres, Monash Youth services, Playgroup and kindergarten sites and MAPH. • Organisational wide information sheets on a range of issues on particular days of significance. Eg. Pronouns, Trans Day of Awareness, World Aids Day, IDAHOBIT, Wear it Purple
<p>Began to undertake the Rainbow Tick Accreditation process</p>	<ul style="list-style-type: none"> • Developed a working group with cross council representation, who meets monthly. Monash specific Audit tools were developed for self-assessment. Audit was completed for 8 different service areas of council including Playgroups, Monash Youth service and Libraries. • Rainbow tick plan developed out of internal assessment and identified gaps as well as ensured the LGBTIQ+ action plan aligns closely with rainbow tick. This will be an on-going focus for years 3-4.
<p>Provided staff with LGBTIQ+ inclusion training</p>	<ul style="list-style-type: none"> • A three part inclusion training for all staff was delivered to staff, attendance numbers were. Part 1: 245 staff, part 2: 163, part 3: 143. In addition staff have access to online inclusion learning modules • Online educational webinar on LGBTIQ+ inclusion by Zoe Belle Gender collective was held for IDAHOBIT day with over 150 attendees. • Informal training regularly provided to staff in the form of Organisational wide information sheets on a range of issues on particular days of significance. Eg. Pronouns, Trans Day of Awareness, World Aids Day, IDAHOBIT, Wear it Purple
<p>Continued to develop services and collections for LGBTQIA + community</p>	<ul style="list-style-type: none"> • Libraries maintained accessible LGBTIQ+ collections and resources and provided a suite of initiatives and programs for LGBTIQ+ community. During the reporting period, a new LGBTIQ+ Pride Book group was established and over 1250 library items supports LGBTIQ+ initiatives.
<p>Limitations and Barriers</p>	
<ul style="list-style-type: none"> • Parklife; social unstructured sport run by the rainbow community for the rainbow community and allies was planned to run in 2022. However 	

unfortunately due to internal issues with Parklife management this program was not able to proceed.

Priority 24- Celebrating Diverse Communities: Actions 24.1-24.6 (Inclusive for all)

What We Did	Implementation and Impact
Celebrated community diversity	<ul style="list-style-type: none"> • Celebrated <i>Refugee Week</i> in partnership with the Monash Multicultural Services Settlement Network (MMSSN) and hosted a range of events including film screening of <i>Akoni</i> with 104 community members bookings, panel discussion featuring refugee week ambassadors and film screening of <i>Flee</i> • Celebrated <i>Harmony Week</i> with community partners. Including supporting a Youth Forum facilitated by Monash Interfaith Gathering (100 attendees) and MiCare's Welcome to Monash Network presented a Harmony Day event and Eid Dinners.
Continued to build connections with new migrants, refugees and emerging communities to assist their settlement in Monash	<ul style="list-style-type: none"> • Continue to meet and support new groups to link with peer support and available resources to establish their groups. During the reporting period, we supported MiCare's 'Welcome to Monash Network' that links newcomers and emerging communities in Monash with important services and community groups for social support
Developed and implement programs for culturally and linguistically diverse (CALD) community members to participate in active recreation and structured activities including Active Monash's CALD Program.	<ul style="list-style-type: none"> • Annual programming of Active Monash seeks new opportunities to involve more of the community. During the reporting period, Active Monash delivered brochures on programs translated into Chinese and Hindi and engaged approx. 600 participants from the CALD Community.
Built the capacity of the Monash Community Ambassador program to support Council's programs and initiatives that focus on increasing connections with local CALD community groups.	<ul style="list-style-type: none"> • Community Ambassador program is now complete and members have joined other Council Advisory groups that will support the inclusion of their input within their community in an ongoing sustainable basis.
Continued to build intercultural understanding between different ethnic, religious and cultural groups.	<ul style="list-style-type: none"> • Council worked with the Monash Interfaith Gathering (MIG) and other community based groups to implement activities that promote interfaith and intercultural understanding. MIG continues to deliver activities to the Monash community that promote interfaith and intercultural understanding through the Monash Community Grants Program.

	<ul style="list-style-type: none"> • MIG continues to collaborate successfully with the Community Safety Officer, Community Partnership Officers, and the Cultural Diversity Community Development Officer.
Partnered with cultural community organisations to improve ways to engage with international students through existing networks, programs and activities	<ul style="list-style-type: none"> • Council partnered with MiCare by funding their Newcomer project through the Monash Community Grants Program. The project links new arrivals to the area with important information and services. • Worked with partners to deliver activities to support international students to connect with the broader community. During the reporting period we ran International Student Support Network –attended ‘O’ Week and families open day at Monash University and Holmesglen Institute and presented stress management programs.
Priority 25- Aboriginal and Torres Strait Islander Reconciliation: Actions 25.1- 25.2(Inclusive for all)	
<i>What We Did</i>	<i>Implementation and Impact</i>
Council developed and endorsed our first ever Aboriginal and Torres Strait Islander Reconciliation Action Plan (RAP) that outlined a whole-of-Council approach to understanding, engaging with and advocating for Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> • Developed and endorsed our inaugural Reconciliation Action Plan (RAP) and Recruited an Aboriginal Partnership Officer to oversee the implementation of the plan. This has been a milestone achievement and actions arising out of the RAP will be on-going and intersect with the MH&WP. • Established a Reconciliation Action Plan Working group who meet quarterly consisting of 25 members including people who identify as Aboriginal or Torres Strait Islander with Director of Community Services as Champion. We also held individual meetings with the elders of the Wurundjeri Woiwurrung and the Bunurong Land Councils on three occasions, and the broader community was invited to provide input via our Shape Monash engagement platform. • Supported and celebrated Aboriginal and Torres Strait Islander self-determination through events and programs including engaging 13 Aboriginal and Torres Strait Islander artists for live music and other public events, such as Live at Warrawee and Winter Concert series. In addition, our Arts, Culture & Events team delivered 21 programs and events promoting and showcasing Aboriginal and Torres Strait Islander artists and creators during the reporting period. • Delivered a program of events and activities for <i>NAIDOC week</i> that celebrated and increased awareness of the history, culture and art of Aboriginal and Torres Strait Islander peoples and engage Indigenous people and artists to lead events including TREATY Exhibition with 175 attendees
Limitations and Barriers	
<ul style="list-style-type: none"> • Due to the resources required for the development and endorsement of the RAP, Aboriginal and Torres Strait Islander Cultural Awareness 	

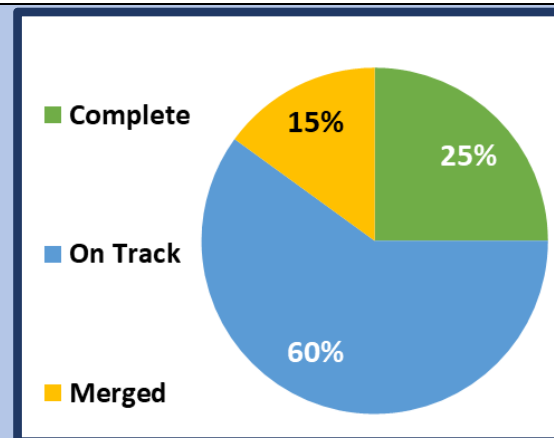
training will be delivered to staff in years 3-4 of the Action plan. Our Aboriginal Partnerships officer is currently working with People and Safety to develop cultural training awareness program for new joiners and current staff.

SAFE COMMUNITIES

There were a total of 20 actions in years 1 & 2 Action plan for Safe Communities. In total 5 actions were fully completed (4 of which have become core business) with a further 12 having had significant progress made and progressing into the 3 & 4 Action plan. A further 3 actions are proceeding in the Year 3 & 4 Action Plan in a revised format, merged with other similar actions.

Priority 26: Preventing Violence Against Women and Children

Priority 27: Community Safety



Priority 26- Preventing Violence Against Women and Children: Actions 26.1-26.5 (Safe Communities)

What We Did	Implementation and Impact
Built community understanding around attitudes and behaviours that enable violence against women and family violence, and raise awareness of the services that are available to support.	<ul style="list-style-type: none"> MCH developed family violence cards with up-to-date information and resources. This card is provided to All Maternal and Child Health Service clients in the My Health and Development Record and is available in all Maternal and Child Health Centre offices.
Strengthened existing partnerships across the City of Monash to facilitate sustainable change to prevent violence against women and family violence	<ul style="list-style-type: none"> Continued to build upon relationships with FVREE and continue to be part of the Integrated Family Violence Regional Network.
Provided targeted and meaningful training to Council Departments, Monash service providers and community groups to assist them in relation to preventing family violence and responding to disclosures	<ul style="list-style-type: none"> Implemented training for authorised officers on prevention of family violence and responding to disclosures. During the reporting period, animal management, Community Laws Officers as well as other enforcement officers from the City Development department completed training on prevention of family violence and responding to disclosures. The Children & Young People Engagement & Safety Officer continues to work with a continuous improvement approach to ensure Monash compliance of the Child Safe Standards and Reportable

	<p>Conduct Scheme. In addition, mandatory reporting training has been implemented across the entire organisation</p> <ul style="list-style-type: none"> • MCH team were provided with Family Violence training and are booked in for mandatory reporting training in years 3 & 4 of the Action Plan • All employees at Brine Street kindergarten have undertaken information sharing training and Department of Education training program on Mandatory Reporting. • Provided targeted training to council departments and community groups. During the reporting period we Delivered 2 sessions of 3Rs of family violence sessions as a part of Community Safety Month and 16 Days and delivered two training sessions run by Genderworks Australia for the internal GE working group and advisory committee.
<p>Empowered people who are experiencing family violence to transition to a safe environment</p>	<ul style="list-style-type: none"> • Monash Playgroup staff provided a safe space for family violence victim survivors to disclose their experience and supported playgroup families experiencing family violence via the family services team and referrals to family violence agencies • Updated the waiting list for early childhood services to ensure that the current priority of access guidelines are promoted to families who wish to place their child on the waiting list.
<p>Limitations and Barriers</p>	
<ul style="list-style-type: none"> • Due to COVID restrictions we were unable to obtain if there was an increase in the number of family violence cards due to restriction on face to face appointments • While our Health Promotion Officer attended regular network meeting with Women’s Health East, during the reporting period, there were no appropriate collaboration opportunities within their priority areas for womens sexual and reproductive health. For example Sexual and Reproductive Health week collateral has been focused on political items such as abortion and used language beyond Council’s capacity to advocate. 	
<p>Priority 27- Community Safety: Actions 27.1-27.5 (Safe Communities)</p>	
<p><i>What We Did</i></p>	<p><i>Implementation and Impact</i></p>
<p>Promoted Monash as a safe, inclusive and accessible community</p>	<ul style="list-style-type: none"> • Published article in the Monash bulletin promoting the advantages of accessible communities and ways to make Monash more accessible for all.

	<ul style="list-style-type: none"> Developed and endorsed the Community Safety Framework and accompanying booklet and ensured they are digitally accessible via the Monash website and in print format.
Lead programs and initiatives that improved the perception and actual safety of Monash residents to increase community participation and connection.	<ul style="list-style-type: none"> Organised and delivered with external partners '<i>Community Safety Month</i>' annually in October. In year two of the reporting period, over 1,200 people participated across 19 events. Year one, was impacted by Covid lockdowns and saw a reduced program of two online workshops and had a total attendance of approximately 110 people.
Applied a gender lens across our public spaces to increase perceptions of safety for women and gender-diverse people.	<ul style="list-style-type: none"> In partnership with Monash University and CrowdSpot, Council implemented <i>YourGround</i> survey that asked women and gender-diverse people to highlight safe and unsafe public spaces on an interactive map. 77 'pins were provided 19% highlighted safe spaces, a figure very similar to the whole of Victoria.
Applied an age-friendly and dementia lens to our public spaces to increase perceptions of safety for our ageing community	<ul style="list-style-type: none"> Positive Ageing Reference Group were engaged in a number of policy and program reviews. Including providing feedback and advice for senior's exercise parks. PALS also hosted a Wiser Driver program that attendance from 17 seniors across 4 sessions. <i>Places to rest</i> mapping undertaken by Age Friendly Ambassadors and volunteers in 2019/20 has been incorporated into urban design and asset management processes when installing and updating seating.
Collaborated with relevant internal and external stakeholders to advocate for and create safe physical, urban and natural environments through adherence to Safer Design principles including Crime Prevention Through Environmental Design (CPTED) and well-lit spaces	<ul style="list-style-type: none"> Neighborhoods and Placemaking and Gender Diversity and Equity Teams participated in XYX Lab and Monash Uni 'Safe Space' to map safe and unsafe 'hotspots' in Monash. They supported 15 women from culturally and linguistically diverse backgrounds in Monash to attend a symposium on findings and development of tools from the project.