Attachment 3
Monash Health and Wellbeing Plan Survey 2021 - 2025

Survey Summary Report June 2021

Contents

Executive summary

Key findings

The Monash Health and Wellbeing online survey is one of several consultation activities conducted to involve the community in setting the priorities and shaping the Monash Municipal Public Health and Wellbeing Plan 2021-2025. Three hundred and seventy-five people participated in the comprehensive online survey

The survey key findings are outlined below.

Health and wellbeing priorities

Survey participants were asked to select three priorities each from under the three Council health and wellbeing pillars of:

- Active and Healthy
- Engaged, Confident and Connected
- Safe and Respectful.

There were 37 listed priorities to choose from in total. These were identified from the priorities of the current Municipal Public Health and Wellbeing Plan 2017 - 2021, as well as additional options developed in consultation with Monash Council staff.

The top **health and wellbeing priorities** selected by the survey respondents from the Monash community covered a wide range of health and wellbeing topics:

1. **Being** physically **active** (60%)
2. **Walkable** and **accessible** communities (52%)
3. **Preventing family violence** and **violence against women** (42%)
4. Accessing the local **library's programs** and **services** (42%)
5. **Community activities**, **events** and **festivals** (42%)
6. **Addressing** all forms of **discrimination** (63% of respondents) (41%)
7. Healthy **active ageing** (39%)
8. Community **safety** (38%)
9. Loneliness and **feeling connected** to my community (37%)
10. **Affordable** sport and recreational opportunities (35%)

The top priorities for young people who answered the survey were 'mental health in young people' and 'prevention of family violence and violence against women.

The top priorities for older people (aged 65 years and over) were 'being physically active' and 'healthy active ageing'.

The top priorities for people from culturally and linguistically diverse backgrounds, women and of people who identify as heterosexual/straight were 'being physically active and walkable and accessible communities'.

The top priorities for men were 'being physically active' and 'community activities, events and festivals' while for women it was 'being physically active' and 'walkable and accessible communities'.

Gender equity, violence against women and family violence

Survey responses reflect a high level of support for gender equity. The most commonly selected priority areas for **gender equity** were:

1. **Health, family** and **community organisations**
2. **Education** and **care** settings for **children** and **young people**.

The level of agreement with statements designed to gauge recognition of **family violence and violence against women** reflect a **widespread understanding** of what is **"always"** family violence.

There was a slightly lower recognition of it is 'always' family violence for the following scenarios: if someone 'controls your money and/or financial decisions' or if someone 'controls where you go or who you speak to'.

LGBTIQA+

Survey participants were asked to select their top three priorities for Council for **supporting** people who identify as **LGBTIQA+** from a list. The most important priorities selected by **people who identified as LGBTIQA+** were:

1. 'Promote and support **LGBTIQ events**, e.g. Midsumma Pride march, etc.' (49%)
2. 'Progressively updating amenities to be inclusive of all genders' (41%)
3. 'Fly the Rainbow flag outside the Monash Civic Centre on significant calendar dates' and 'Council's own workforce is upskilled to be more inclusive, responsive, and respectful by undertaking LGBTIQ training, etc.' (both 33%).

Physical wellbeing

The majority of survey respondents were active in maintaining their physical fitness, with:

- 66% of respondents stating that they do **30 minutes** of moderate to vigorous **physical activity** on **most days**
- **Nearly half** of respondents usually do some **exercise with others**
- More than **60%** of respondents also **exercise alone** 'often' or 'most' days
- 25% of survey respondents were gym members, 17% were members of a sports club in Monash and 17% participated in online group fitness
- The biggest **barriers** to **exercise** were (more than one answer possible):
  - other **priorities** (40%)
  - lack of **time** (39%)
  - **motivation** (34%)
  - **cost** (30%)
  - the need to **cater** more for **different** ages and abilities (20%)

Important facilities for physical activity and social connection

The overwhelming majority of survey respondents valued the role Council owned **facilities** and infrastructure played in maintaining their health and wellbeing.

Respondents could choose one or more options from a list of facilities and infrastructure if they considered them important for either **physical activity** and/or **social connection**. The most selected public facilities were:

- walking paths (97%)
- local parks & reserves (96%)
- the Library (86%)
- swimming pool (84%)
- area for walking dogs (81%)
- playgrounds (81%)
- community centres (81%)
- cycling trails (81%)

Importance of The Arts and Culture in community life/ mental wellbeing

Survey respondents strongly valued the role of the arts and culture in their life. More than three quarters of people (76%) rated the role of **the arts and culture in community life/mental wellbeing** as i**mportant,** either 'very important' (40%) or 'somewhat important' (36%).

Mental health, loneliness and wellbeing

- **88%** of people were **'very confident'** (42%) or **'somewhat confident'** (46%) to have a **conversation** with a friend or family member about **mental health**, with 12% being 'not confident'
- **70%** of people **knew where** to **seek information** and **help** for a friend or family member with a mental health condition, however **10%** did **not know**, and **19%** were **unsure**
- **45% 'hardly ever or never'** feels **lonely, 45%** feels lonely **'some of the time'** and **10%** feels lonely **'often'**

Climate change

- **86%** of survey respondents **worry about climate change** 'always', 'often' or 'sometimes'
- When asked, 'what can **Council** do to assist you' in relation to **climate change**, the most selected choices (no limit to selecting choices) were:
  - **More green spaces**, supporting a rich biodiverse environment to enjoy
  - **More tree canopy** cover to provide cleaner air and shade
- The responses indicated that **assistance from Council** with climate change has **strong support**.

Reconciliation and ATSI

When asked to prioritise what Council should do to **improve outcomes** and **promote reconciliation** with **Aboriginal Australians**:

- Nearly **50%** wanted Council to **communicate directly with Elders** from the region
- Almost **four out of ten** wanted community **awareness raising and cultural education**
- Around **four out of ten** wanted the use of **public signs** and naming to **promote awareness** of **Indigenous history and culture**.

People living with a disability, their carers & families

The top priorities selected for how Council can support **people living with a disability** and **carers of people living with a disability** were:

- Ensuring that our **built environment** and **public places** were **accessible** (64%)
- Better **identifying** the **needs** of people living with a disability and their carers (53%)
- **Continually reviewing** Council **services & programs** to ensure **inclusivity** & greater **participation** of people living with disabilities (46%)
- Promoting the **inclusion** of people living with a disabilities in **local groups** and **committees** (46%).

There was a noticeably stronger level of support from **people with a disability** for **'investing in new technologies or equipment'** (40% compared to 24% overall), **'sharing information and disability awareness'** (40% compared with 18% overall).

Sense of Community

Seven **statements** were used to gauge the **sense of community** felt by survey participants. The responses indicated a strong sense of community cohesion. The **strongest level of agreement** was for the statements:

- **'The Monash community is accepting of people from diverse cultures and backgrounds'** (75% 'agree' or 'strongly agree', 19% 'neither agree or disagree' and 4% 'disagree' or 'strongly disagree')

- **'I feel part of the local community'** (59% 'agree' or 'strongly agree', 32% 'neither agree or disagree' and 9% 'disagree' or 'strongly disagree')

There was still strong support for even the statement with lowest overall weighted level of agreement:

- **'There are adequate opportunities to socialise and meet people in the local area'** (44% 'agree' or 'strongly agree', 36% 'neither agree or disagree' and 18% 'disagree' or 'strongly disagree').

Priorities for assisting people from Culturally and Linguistically Diverse (CALD) backgrounds

Survey participants were asked to indicate their top three priorities from a list as to how Council can assist people from culturally and linguistically diverse backgrounds.

- More than half of respondents wanted **Council** to ensure its own **services** are relevant and responsive to people from **all cultural backgrounds** (56 %)
- Nearly half wanted Council to prioritise assisting **new migrants** and those of **refugee** background **settling into Monash**, to know about our area and its services (49 %)
- 35% wanted **Council** to ensure that our own **workforce** is **culturally aware** and **competent** with **interpreter** services and **language assist** programs
- Nearly a quarter wanted Council to **support campaigns** to tackle race-based discrimination as a top priority. (24 %)

Discrimination

Survey respondents were invited to tell Council if they had experienced **discrimination** in their local community on the basis of gender, age, disability, race, sexual orientation or religious belief or activity.

- Nearly four in ten survey respondents (38% or 142 people) said they had **experienced discrimination** in their **local** community.
- Around half the people who had experienced any form discrimination, and nearly one in five of all survey participants (70 people), had experienced more than one type of discrimination in their local community. This supports the importance of understanding **intersectionality**, where people can be exposed to overlapping forms of discrimination and marginalisation.
- The most common experience of discrimination identified was based on **gender** (20% of all survey respondents), followed by **age** (17%), **race** (14%), **religious** belief or activity (7%), **sexual orientation** (7%) and **disability** (5%).
- Of the 17% of all survey respondents who said that they had experienced **age**-based **discrimination**, more than half were **aged 55 years and over**.
- Of all survey respondents aged **65 years and over**, **27%** said that they had experienced age-based discrimination, the highest proportion for any age group.
- Of the 39 people identifying as **LGBTIQA+**, **44%** said that they had experienced discrimination locally.
- Of the 18 survey respondents who identified that they are living with a **disability,** 12 people or **two out of three** had experienced **discrimination** locally.

While the numbers are low for individual groups and caution should be used in interpreting these results, the data does support the need to continue to address discrimination in our local community.

Conclusion

The findings of the survey will inform the Monash Municipal Public Health and Wellbeing Plan 2021 - 2025. The survey is one of many consultation activities that Council has undertaken in the development of the new plan.

Background information

The current health plan *A Healthy & Resilient Monash: Integrated Plan 2017 – 2021* is in its fourth and final year. The Public Health and Wellbeing Act 2008 requires Councils to develop a Municipal public health and wellbeing plan every four years, within 12 months of each general election of the Council. The next Municipal public health and wellbeing plan is due for submission to Council and the Victorian State Government in October 2021.

In accordance with the Public Health and Wellbeing Act 2008, Victorian local governments are required to develop, implement and evaluate a Municipal public health and wellbeing plan (MPHWP). The objective of the state-legislated MPHWP is to maximise the health of the community through initiatives, programs, services and policies based on evidence.

Planning for Health and Wellbeing in Monash

From December 2020 to early March 2021 Monash Council undertook a municipal-wide community engagement process with the community through the form of an online survey. Printed copies of the survey were also made available to community members. The Monash Health & Wellbeing Plan 2021 – 2025 survey sought to identify the health and wellbeing priorities that are important to the Monash community, and what the community thinks Council should focus on over the next four years of the health plan cycle.

The Monash Health and Wellbeing Survey 2021 - 2025 was one of a suite of engagement activities to inform the direction of the new health plan. The engagement process was two-part: the municipal-wide online survey and an extensive roadshow of facilitated workshops, focus groups, one-on-one meetings and presentations.

All engagement activities supports Council's commitment to create a plan that is inclusive and representative of all of in Monash community.

About the survey

A consultation process took place with relevant technical experts across Council who have responsibility for the delivery of actions within the Monash Municipal Public Health and Wellbeing Plan. These Council officers provided the appropriate and current content questions that would ensure Council:

- Is well-placed to understand the community's needs and priorities for the next four years

- Identifies what barriers there might be to participation in health and wellbeing activities and community engagement

- Represents the community's views into the draft version of the Monash Municipal Public Health and Wellbeing Plan 2021-2025, due to Council in July 2021 and as final in October 2021.

The 12 sections of the survey were:

- Identifying Health and Wellbeing priority areas

- Self-reported health and wellbeing status

- The Arts and Culture

- Mental health, loneliness and wellbeing

- Climate Change

- People living with a disability, their carers & families

- Aboriginal and Torres Strait Islanders & Reconciliation

- Creating welcoming and culturally inclusive communities

- Discrimination

- Gender Equity

- LGBTIQA+

- Family Violence

Respondents were also requested to provide demographic information.

All questions were optional so that respondents could decide to answer or leave blank and move onto the next question. Therefore each question had a slightly different number of respondents.

The survey was heavily promoted via:

- Council's Shape Monash website

- The Monash Bulletin

- Council's social media (including Active Monash, MYFS & Library pages)

- Through Council's advisory committees and reference groups

- Council email networks

- Internal E-Newsletters

- Neighbourhood Houses

- External health partners (LINK, Monash Health)

- Monash Libraries

- Letterbox drops

- Sporting clubs

- Some local schools

- Online promotion to local wards by local Councillors.

A copy of the survey can be found in Appendix One.

Survey respondents and representativeness

The 375 respondents chose to participate in the survey by responding to survey promotion, therefore the survey sample was not a randomised or representative sample. Randomised and representative samples are used to ensure that data is free from bias and can be extrapolated to draw conclusions about a wider population. The Monash Health and Wellbeing 2021 – 2025 survey reflects the views of people who saw and chose to answer the survey.

Additionally, when grouping survey respondents by characteristics, the number of people in each group can be very small. Therefore some caution must be used in interpreting the results.

The survey provides quantitative data and qualitative data (in some cases lived-experience data) about the survey sample.

Selected characteristics of survey respondents

Survey participants were all people who indicated a strong connection to Monash such as residents, business owners, workers, student, ratepayers and visitors. More than one response to this question was possible. Of all survey participants, 79% were residents (297 people), 30% were ratepayers (113 people), 22% (81 people) were workers, 14% were students (53 people), 6% were visitors (22 people), 3% were business owners (11 people) and three people did not respond. Of residents, 87% had lived in Monash more than five years, and 13% had lived in Monash less than five years.

For the first time, we asked about sexuality and gender identity. When combining gender identity and sexuality, 10% of the survey sample identified as LGBTIQA+.

Of all survey respondents, 16% were people who were either living with a disability (7%), carers of people living with a disability (11%) or both (1%).

When compared with the Monash population demographic information from the 2016 Australian Census of Population and Housing, this survey sample had:
- A higher proportion of people who are from Oakleigh, followed by Glen Waverley and less people from Clayton, Mulgrave and Wheelers Hill
- A higher actual number of responses from the suburbs with the highest populations in Monash which are Glen Waverley and Mount Waverley
- An older average age of respondents, with comparatively more people from the 50-54 year old, 60-69 year old, and 70-74 year old age groups and less people from the

20-29 year old and 10-14 year old age groups (no children aged under the age of 10 years old participated in the survey as consultation with children was conducted through tailored and age-appropriate methods).

- Less people who are culturally and linguistically diverse, with less people who were born in another country (for example, China) and less people who speak a language other than English at home
- More women
- Less people identifying as Aboriginal or Torres Strait Islanders, with only one respondent

For more detail, please refer to the section *About the survey respondents*.

Survey Results

Health and Wellbeing

Health and wellbeing priority areas

The survey asked respondents to pick their **top three choices** from a **list of priority areas** under each of **three different sections**. The three sections were based on the three pillars of the current Monash health and wellbeing plan (*A Healthy and Resilient Monash: Integrated Plan 2017-2021)*:

- **Active and Healthy**
- **Engaged, Confident and Connected**
- **Safe and Respectful**

Of the 375 participants, only three people did not pick any priorities.

The priorities of different sections was combined to form one list in Figure 1 and colour coded in Table One to show which of the three pillars it was listed under.

The most important priority overall as deemed by survey respondents was
***'being physically active'** (60%).*

The following graph (refer Figure 1) shows the overall top priorities as selected by more than 20% of survey respondents, while Table 1 shows a more detailed list.

Top health and wellbeing priorities

Priority	Percentage
Being physically active	60%
Walkable and accessible communities	52%
Preventing family violence & violence against women	42%
Accessing the local library's programs and services	42%
Community activities, events and festivals	42%
Addressing all forms of discrimination	41%
Healthy active ageing	39%
Community safety	38%
Loneliness and feeling connected to my community	37%
Affordable sport or recreation activities	35%
Mental health in young people	32%
Promoting community harmony	31%
Celebrating cultural diversity	30%
Healthy eating & preventing obesity	30%
Promoting the inclusion of people living with a disability	28%
Volunteering	27%
Safe and affordable housing	27%
The arts and culture	24%
Improving the cycling connections across Monash	24%
Indigenous reconciliation	23%
Homelessness and social housing	20%
Gender equity	20%
Access to health information	20%

FIGURE 1: TOP HEALTH AND WELLBEING PRIORITIES SELECTED BY MORE THAN 20% OF SURVEY PARTICIPANTS.

TABLE ONE: HEALTH AND WELLBEING PRIORITIES DEEMED MOST IMPORTANT (IN THE 'TOP 3' ACROSS ALL THREE CATEGORIES: 'ACTIVE & HEALTHY', 'ENGAGED, CONFIDENT & CONNECTED' AND 'SAFE AND RESPECTFUL')

Category (Cat) key

A&H	Active and Healthy
EC&C	Engaged, Confident and Connected
S&R	Safe and Respectful

Priority	Count	%	Cat
Being physically active	225	60%	A&H
Walkable and accessible communities	194	52%	A&H
Preventing family violence and violence against women	159	42%	S&R
Accessing the local library's programs and services	158	42%	EC&C
Community activities, events and festivals	157	42%	EC&C
Addressing all forms of discrimination	152	41%	S&R
Healthy active ageing	146	39%	EC&C
Community safety	143	38%	S&R
Loneliness and feeling connected to my community	140	37%	EC&C
Affordable sport or recreation activities	132	35%	A&H
Mental health in young people	119	32%	A&H
Promoting community harmony	116	31%	S&R
Healthy eating & preventing obesity	114	30%	A&H
Celebrating cultural diversity	114	30%	S&R
Promoting the inclusion of people living with a disability in in aspects of community life	104	28%	EC&C
Volunteering	101	27%	EC&C
Safe and affordable housing	100	27%	S&R
The arts and culture	90	24%	EC&C
Improving the cycling connections across Monash	89	24%	A&H
Indigenous reconciliation	87	23%	EC&C
Homelessness and social housing	76	20%	S&R
Gender equity	75	20%	S&R
Access to health information	74	20%	S&R
Accessing community health services (immunisation, LINK Health, Maternal and Child Health)	64	17%	A&H
Safeguarding children	60	16%	S&R
Addressing the impact of family violence on children	47	13%	S&R
Preventing harm from alcohol and other drugs	38	10%	A&H
Supporting carers	37	10%	EC&C
Reducing the harm from gambling	36	10%	A&H
Parenting support (Early Years, Maternal and Child Health Services)	35	9%	A&H
Faith or spirituality	34	9%	EC&C
Public art	32	9%	EC&C
Creative expression	24	6%	EC&C
Preventing obesity in young children and young people	21	6%	A&H
Sexual or reproductive health	16	4%	A&H
Antibiotic resistance	14	4%	A&H
Preventing harm from tobacco	13	3%	A&H

Respondents were asked to identify *'any other health and wellbeing priorities'*. 91 individual responses were recorded and categorised (refer Table Two) and more than one category per response was possible.

The most common response categories for 'any other health and wellbeing priorities' related to sports and physical activity e.g. access, facilities, groups, walking paths (22 responses). This was closely followed by suggestions relating to parks and gardens e.g. access, infrastructure in parks & gardens, public open space, more green spaces, trees (20 responses). The next most common suggestion was mental health (14 responses). Nine responses each related to supporting older residents/positive ageing, safety and access and inclusion for everyone (refer Table Two). Individual responses may have been categorised under multiple headings.

TABLE TWO: ANY OTHER HEALTH AND WELLBEING PRIORITIES SPECIFIED BY CATEGORY

Any other health and wellbeing priorities (91 responses)	Count
Sports and physical activity (e.g. access facilities, groups, walking paths etc)	22
Parks and gardens e.g. access, infrastructure in parks & gardens, public open space, more green spaces, trees	20
Mental health	14
Supporting older residents/Positive Ageing	9
Accessibility and inclusion for everyone - includes gender and sexual diverse services/inclusive services and support (5)	9
Safety	9
Affordable	6
Supporting people living alone	6
Waste, toilets and pollution	6
Health promotion	5
Climate change	5
Community Connections	5
Young people, children and families	5
Healthy Food	5
LGBTIQ+ inclusive services	4
Other	11

Top health and wellbeing priorities by selected groups

There were some differences in top priorities when analysing different groups. For example:

- Mental health in young people was the top priority for young people and people who identify as LGBTIQA+. Indigenous reconciliation was also a top priority for people who identify as LGBTIQA+.
- Being physically active was the most important health and wellbeing priority for women, men, people who are older, people who are culturally & linguistically diverse and people who are heterosexual/straight.
- 'Healthy active ageing' and 'community safety' was relatively more important to people aged 65 years and over.

- Women were more likely to select 'accessing the local library's services and programs'.

- Preventing 'family violence and violence against women' was more important to young people, people who identify as LGBTIQA+ and people who speak English only at home.
- Community activities, events and festivals was relatively more important to young people, people from culturally and linguistically diverse backgrounds and men.

The top health and wellbeing priorities for the 54 **young people** (aged 24 years and under) who answered the survey were:

- Mental health in young people (67% of all young people or 36 people).
- Preventing family violence and violence against women (54%, 29 people)
- Community activities, events and festivals (50%, 27 people)

The top health and wellbeing priorities for the 88 **older people** (aged 65 years and under) who answered the survey were:

- Being physically active (76% of all older people or 67 people)
- Healthy active ageing (72%, 63 people)
- Community safety (51%, 45 people)

The top health and wellbeing priorities for the 153 **culturally and linguistically diverse** (born outside of Australian and/or speaks a language other than English at home) people who answered the survey were:

- Being physically active (61% of all people from culturally and linguistically diverse backgrounds or 94 people)
- Walkable and accessible communities (54% or 82 people)
- Community activities, events and festivals (46% or 71 people)

Which was similar to the 90 people who speak another **language other than English** at home, whose top health and wellbeing priorities were also:

- Being physically active (54% of all people who speak a language other than English at home or 49 people)
- Walkable and accessible communities (52% or 47 people)
- Community activities, events and festivals (50% or 45 people)

The top health and wellbeing priorities for the 281 people who speak **English only** at home were:

- Being physically active (62% of all people who English only at home or 175 people)
- Walkable and accessible communities (51% or 143 people)
- Preventing family violence and violence against women (46% or 128 people)

The top health and wellbeing priorities for the 39 people who identify as **LGBTIQA+** who answered the survey were:

- Mental health in young people (59% of all people who identified as LGBTIQA+ or 23 people)
- Addressing all forms of discrimination (51% or 20 people)
- Indigenous reconciliation *and* preventing family violence and violence against women (both 49% or 19 people)

The top health and wellbeing priorities for the 336 people who identified as **heterosexual/straight** who answered the survey were:

- Being physically active (62% or 208 people)
- Walkable and accessible communities (53% or 178 people)
- Community activities, events and festivals (44% or 147 people)

The top health and wellbeing priorities for the 250 **women** who answered the survey were:

- Being physically active (58% of all women or 144 people)
- Walkable and accessible communities (53% or 132 people)
- Accessing the local library's programs and services (48% or 119 people)

The top health and wellbeing priorities for the 102 **men** who answered the survey were:

- Being physically active (71% of all men or 72 people)
- Community activities, events and festivals (49% or 50 people)
- Walkable and accessible communities *and* Healthy active ageing (both 45% or 46 people)

The remaining proportion of gender responses included gender diverse selections, 'prefer not to say' and 'did not respond'. The sample size of these groups is too small to describe in this report, however gender diverse was also captured within priorities of people who identify as LGBTIQA+.

Self reported Health and Wellbeing Status

How people exercise

Around two thirds of respondents exercise at least 30 minutes of moderate to vigorous physical activity on most days, as recommended by the national physical activity guidelines (refer Figure 2), while 30% do not.

People aged 65 years and over and men both reported a relatively higher percentage of people answering yes to this question than other groups, of around three quarters of all responses for that group. Other groups were similar to the overall average.

At least 30 minutes of moderate to vigorous physical activity on most days

Did not respond, 4%

No, 30%

Yes, 66%
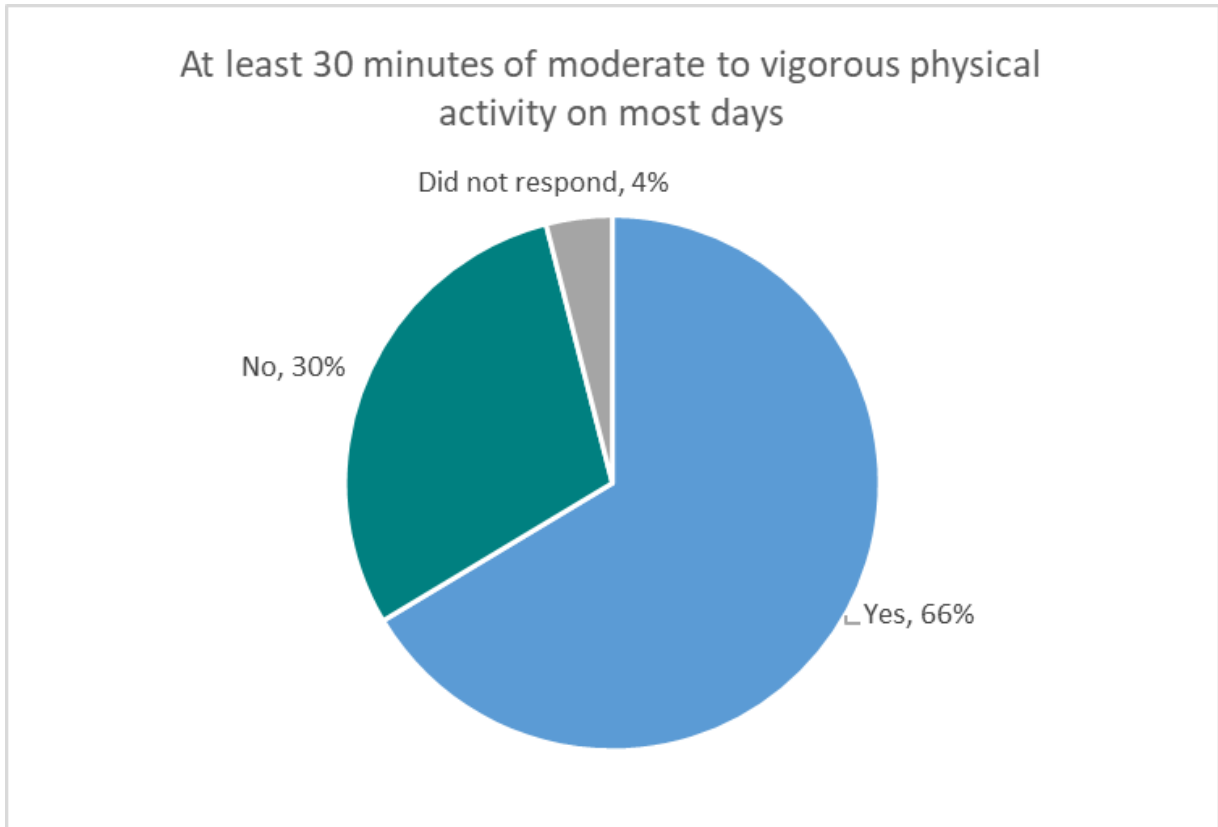
Choices	Count	%
Yes	249	66%
No	111	30%
Did not respond	15	4%

FIGURE 2: I EXERCISE AT LEAST 30 MINUTES OF MODERATE TO VIGOROUS PHYSICAL ACTIVITY ON MOST DAYS

Nearly half of all respondents told us that they do some exercise as a social activity, either playing social sport, exercising with a group or exercising with a friend 'most days' or 'often' (refer Figure 3). Men were more likely (60%) to exercise with others than women (43%).

Social sport, attend a group activity or exercise with a friend
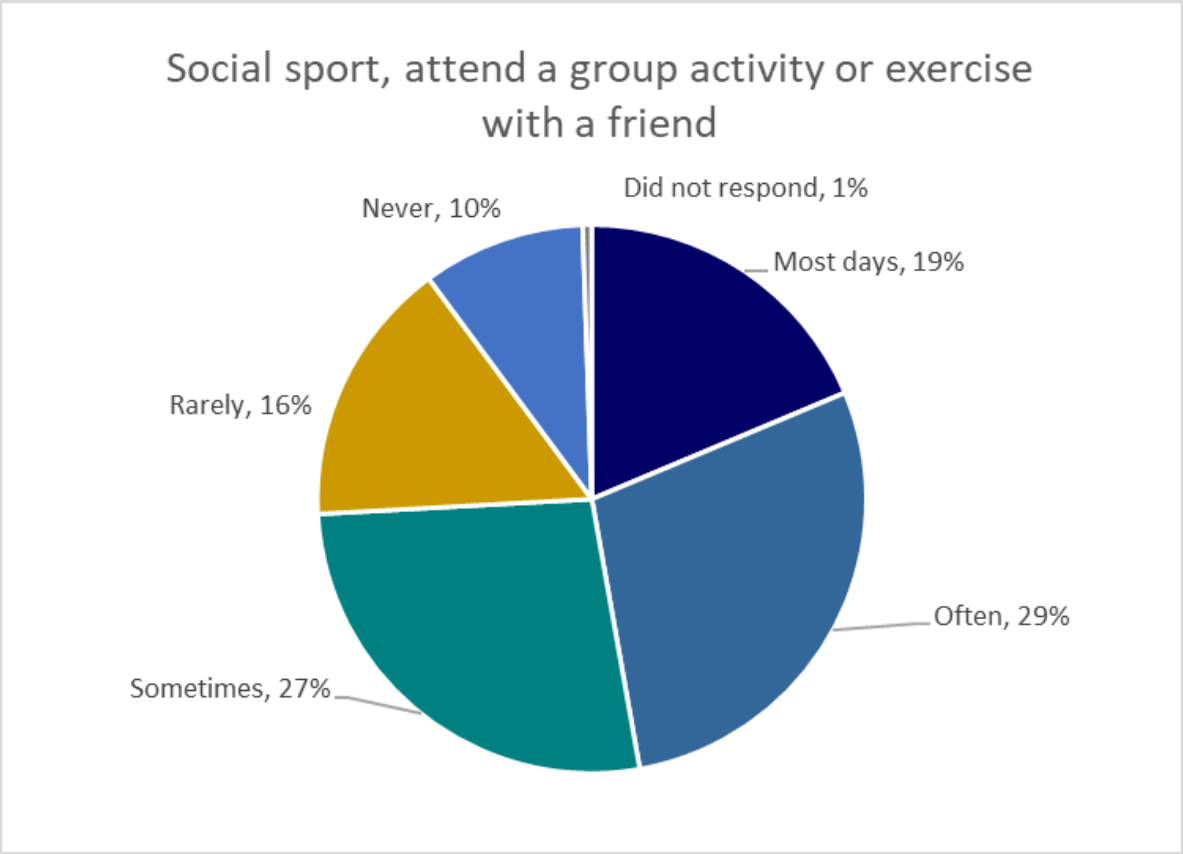
Choices	Count	%
Most days	70	19%
Often	107	29%
Sometimes	101	27%
Rarely	59	16%
Never	36	10%
Did not respond	2	1%

FIGURE 3: I PLAY SOCIAL SPORT, ATTEND A GROUP ACTIVITY OR EXERCISE (INCLUDING WALKING) WITH A FRIEND

More than 60% of respondents also exercise alone often or most days (refer Figure 4).

Many people exercise often both socially with others and alone. One in four of the people who exercise 'most days' or 'often' with other people, also exercise on their own 'most days' or 'often'.
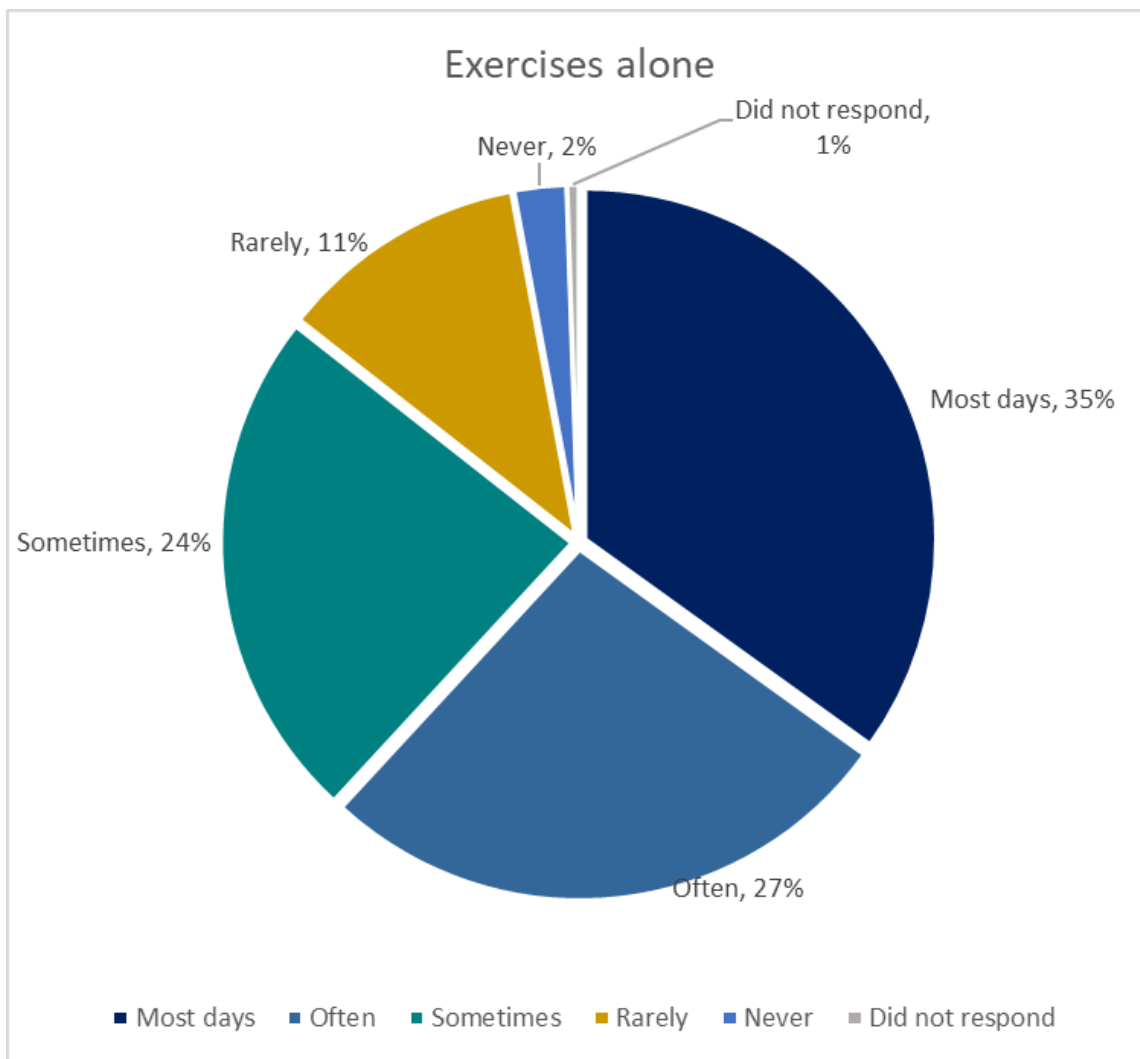
Exercises alone

Choices	Count	%
Most days	131	35%
Often	101	27%
Sometimes	89	24%
Rarely	43	11%
Never	9	2%
Did not respond	2	1%

FIGURE 4: I EXERCISE ALONE

In relation to sports clubs, 17% were a member of a sports club within Monash. (refer Figure 5) and 25% were a member of a gym (refer Figure 6).

Member of a sports club within Monash
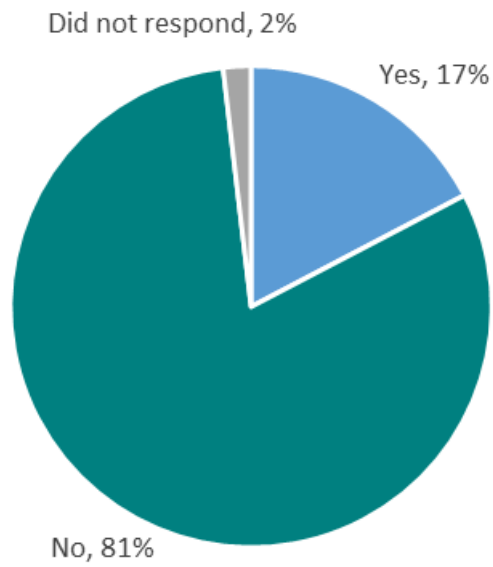
Choices	Count	%
Yes	65	17%
No	303	81%

FIGURE 5: I AM A MEMBER OF A SPORTS CLUB WITHIN MONASH

Member of a gym
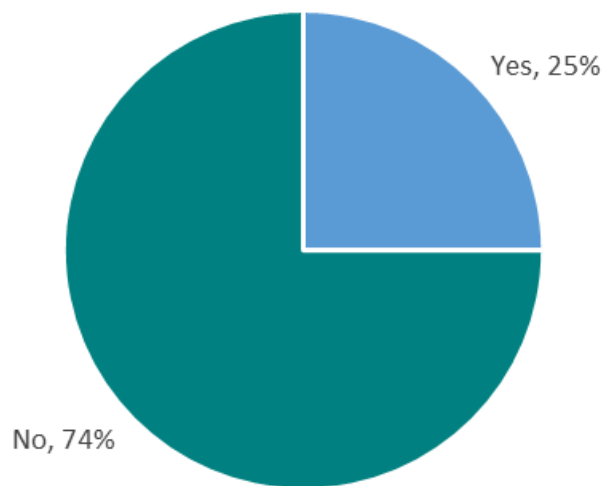
Choices	Count	%
Yes	93	25%
No	279	74%

FIGURE 6: I AM A MEMBER OF A GYM

Just under one in five participated in online group fitness (refer figure 7).

Online group fitness

Yes, 17%

No, 82%
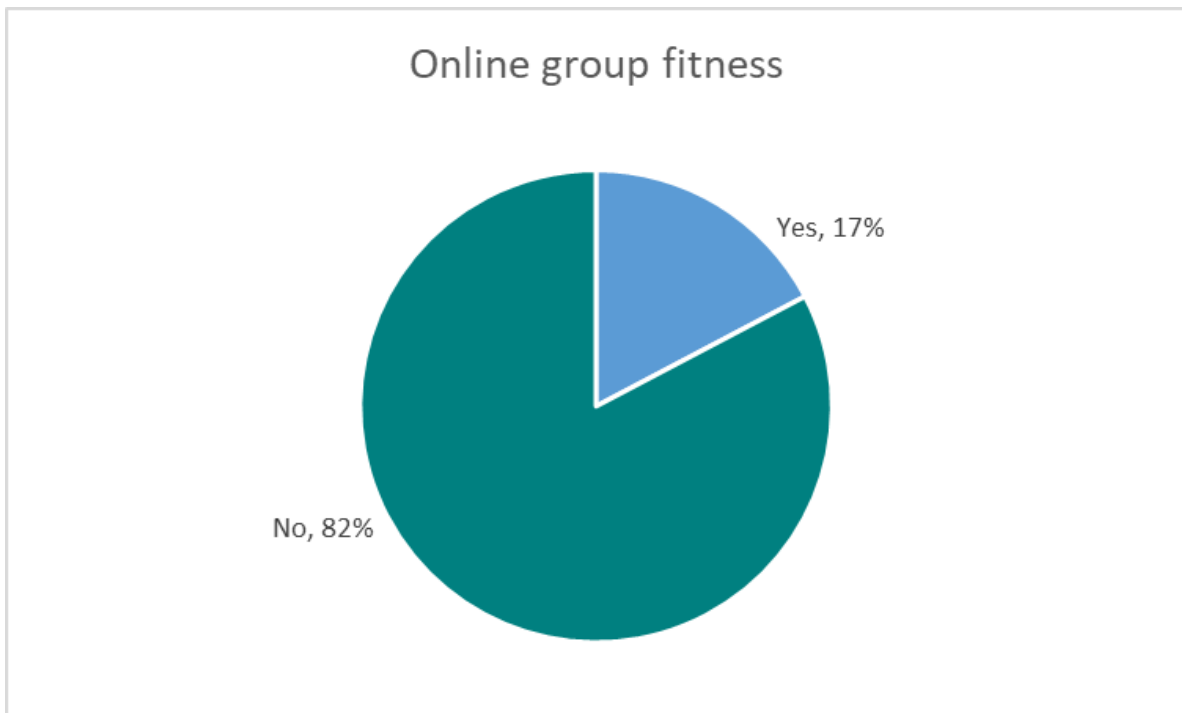
Choices	Count	%
Yes	64	17%
No	306	82%

FIGURE 7: I PARTICIPATE IN ONLINE GROUP FITNESS

Just over half of people (52%) surveyed did not belong to a sports club OR belong to a gym OR participate in online group fitness.

Barriers to exercise

The most common reasons for things that stop survey respondents from exercising regularly or playing a sport they would like to do were (refer Figure 8):

- other priorities (e.g. family, study, work) (40%)
- lack of time (39%)
- lack of motivation (34%)
- cost (30%)
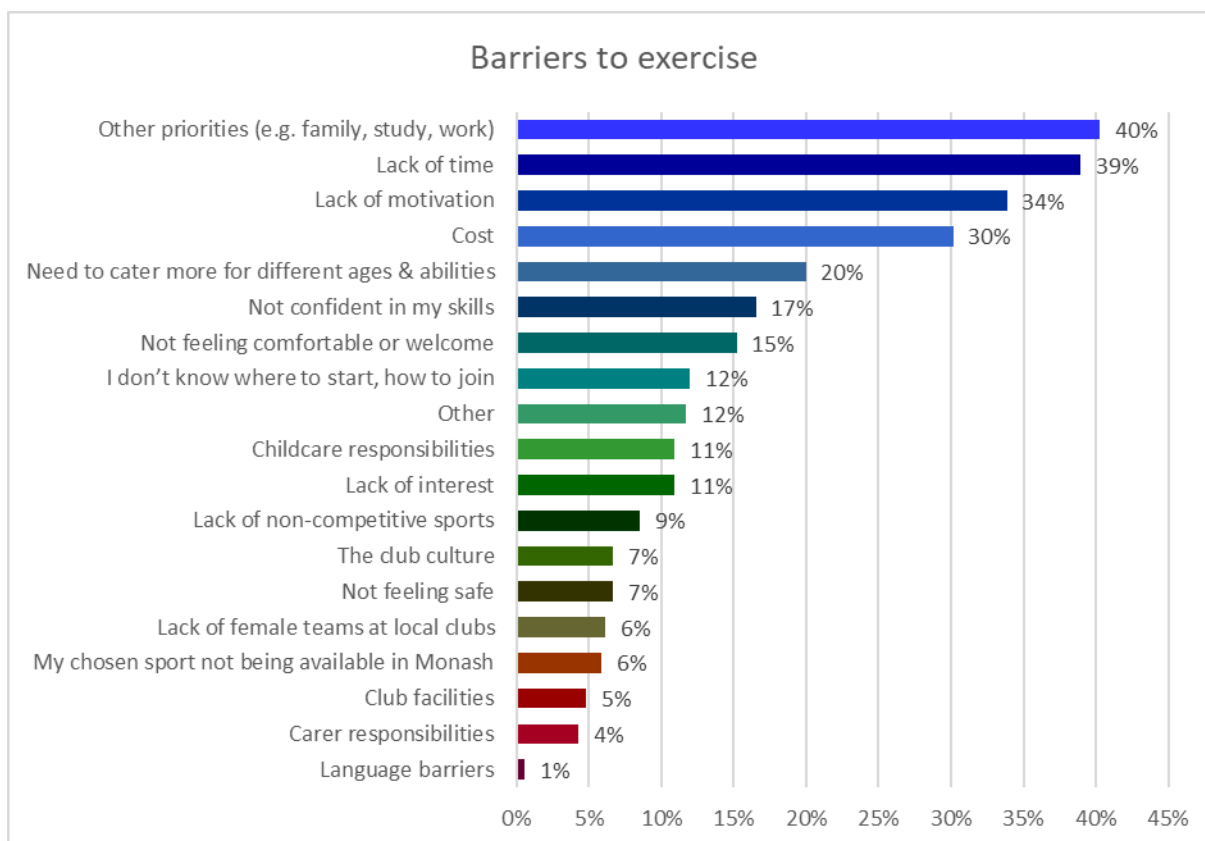
FIGURE 8: BARRIERS TO EXERCISE

Table 3 Barriers to Exercise

Reason	Count	%
Other priorities (e.g. family, study, work)	151	40%
Lack of time	146	39%
Lack of motivation	127	34%
Cost	113	30%
Need for more programs & opportunities that cater for people of different ages and physical abilities	75	20%
Not confident in my skills	62	17%
Not feeling comfortable or welcome	57	15%
Other	44	12%
I don't know where to start, how to join	45	12%
Lack of interest	41	11%
Childcare responsibilities	41	11%
Lack of non-competitive sports	32	9%
Not feeling safe	25	7%
The club culture	25	7%
My chosen sport not being available in Monash	22	6%
Lack of female teams at local clubs	23	6%
Club facilities	18	5%
Carer responsibilities	16	4%
Language barriers	2	1%

Two people selected language barriers. Please note that a lower proportion of people who 'spoke another language at home' responded to the survey than who make up the Monash population and the survey was in English only. People who have language barriers are unlikely to have been captured by the survey.

Different groups had different 'top barriers' preventing them from exercising as much as they would like, when compared to the top three reasons across all participants. They were older people, young people, people who identify as LGBTIQA+ and people who speak a language other than English at home.

- 'Lack of motivation' featured higher in responses from young people and older people
- 'Cost' featured higher in answers from older people and people who speak another language at home
- 'Not feeling comfortable or welcome' featured higher in people who identified as LGBTIQA+
- 'Need for more programs & opportunities that cater for people of different ages and physical abilities' featured higher for older people.

The top barriers to exercise for the 54 **young people** (aged 24 years and under) who answered the survey were:

- Lack of time
- Other priorities
- Lack of motivation

The top barriers to exercise for the 88 **older people** (aged 65 years and under) who answered the survey were:

- Need for more programs & opportunities that cater for people of different ages and physical abilities
- Lack of motivation
- Cost

The top barriers to exercise for the 90 people who **speak another language other than English** were:

- Other priorities (e.g. family, study, work)
- Cost
- Lack of time

The top barriers to exercise for the 39 people who identify as **LGBTIQA+** who answered the survey were:

- Lack of time
- Not feeling comfortable or welcome
- Other priorities (e.g. family, study, work)

The top barriers to exercise for the 39 people who identify as **heterosexual/straight** who answered the survey were:

- Other priorities (e.g. family, study, work)
- Lack of time
- Lack of motivation

The top barriers to exercise for the 250 **women** who answered the survey were:

- Lack of time
- Other priorities (e.g. family, study, work)
- Lack of motivation

The top barriers to exercise for the 102 **men** who answered the survey were:

- Other priorities (e.g. family, study, work)
- Lack of time
- Lack of motivation

The 43 of the 44 survey respondents who picked "other" specified why. There was a wide range of answers.

- The most common response was due to **health** or **physical** reasons (14 responses).
- Nine people commented about **closures of facilities**, including due to COVID-19 or the redevelopment at Oakleigh
- Three responses related to public transport limitations
- One respondent referred to the lack of mixed gender sports or groups that as a non-binary person they would feel comfortable to participate in
- One respondent said "people with disabilities need more information about what they can take part in or are welcome in".
- Other answers included: cost, work, weather, walking paths, safe cycle paths, club size and general comments not specifically related to their own barriers to exercise.

Women were far more likely than **men** to nominate 'not confident in my skills', 'cost' and 'lack of time' and more likely to nominate 'need for more programs & opportunities that cater for people of different ages and abilities' and 'not feeling comfortable or welcome'.

Nearly two-thirds of the 10 **gender diverse** respondents nominated 'not feeling comfortable or welcome'. Gender diverse people were also more likely to nominate 'not confident in my skills' than other respondents.

People who **spoke a language other than English** at home were much more likely to nominate 'other priorities' and 'cost' than people who spoke English only at home. They were also more likely to nominate 'not feeling comfortable or welcome', 'lack of time', 'not feeling safe' and 'childcare responsibilities'.

People who identify as **LGBTIQA+** were much more likely to nominate 'lack of time' and 'not feeling comfortable or welcome' than people who did not identify as LGBTIQA+.

LGBTIQA+ people were also more likely to nominate 'lack of interest', 'I don't know where to start, how to join', 'club culture', 'not confident in my skills' and 'lack of female teams'.

Young people (10-24 year olds, and to a lesser extent 25-34 year olds) were more likely to identify more barriers to exercise than other age groups. In particular 'lack of time', 'other priorities', 'lack of motivation', 'I don't know where to start, how to join', 'not feeling comfortable or welcome' and 'not feeling safe'.

Older people aged over 55 years were much more likely to identify 'Need for more programs & opportunities that cater for people of different ages and physical abilities' and 'lack of non-competitive sports'.

People aged **35-44 years** were most likely to nominate 'childcare responsibilities' and more likely (together with 10-24 year olds) to nominate 'cost'.

Table 4: Other barriers to exercise, as specified

Other reasons for not exercising as frequently as I would like	Total	% of all survey respondents
Health	12	3%
Closures	8	2%
Transport	3	1%
Other Barriers	14	4%
General comments	6	2%

Public facilities important for maintaining physical health and/or social connections

Survey participants were asked to select from a list the public facilities that they think are important to maintaining their physical activity and/or for feeling socially connected with others. It was clear that survey participants felt that Council facilities play a strong role in both. Participants were able to select as many of the listed facilities as they liked.

More than nine out of ten people felt the most important facilities for **maintaining physical health** were **'walking paths'** and **'local parks and reserves'**. Four out of five people thought that '**swimming pools'** and '**cycling trails'** were important for maintaining physical health (refer Figure 9 & Table 5).

Public facilities important for maintaining physical health

Facility	Percentage
Walking paths	95%
Local parks & reserves	91%
Swimming pool	83%
Cycling trails	80%
Outdoor sports grounds/playing fields	76%
Areas for walking dogs	76%
Fitness centre or gym	75%
Outdoor tennis courts	72%
Outdoor gym equipment	71%
Indoor sports centre	70%
Skate parks or facilities for young people	68%
Playgrounds	67%
Indoor sports courts	65%
Bowling green	65%
Community centres	42%
Neighbourhood houses	31%
Library	25%

FIGURE 9: PUBLIC FACILITIES IMPORTANT FOR MAINTAINING PHYSICAL HEALTH %

TABLE 5: PUBLIC FACILITIES IMPORTANT FOR MAINTAINING PHYSICAL HEALTH COUNT (MORE THAN ONE ANSWER POSSIBLE)

Choices	Important for physical health Count
Walking paths	358
Local parks & reserves	340
Swimming pool	310
Cycling trails	299
Areas for walking dogs	284
Outdoor sports grounds/playing fields	284
Fitness centre or gym	280
Outdoor tennis courts	269
Outdoor gym equipment	266
Indoor sports centre	262
Skate parks or facilities for young people	256
Playgrounds	251
Bowling green	245
Indoor sports courts	243
Community centres	156
Neighbourhood houses	115
Library	92
Did not respond	1

Four out of five people felt that the **Library** and **Local Parks and Reserves** were the most important local public facilities to them, for **feeling socially connected with others.** There was only 0.3% difference between the two.

More than three quarters of survey participants selected 'community centres', 'neighbourhood houses' and 'playgrounds' as important for social connection (refer Figure 10 and Table 6).

Important for feeling socially connected

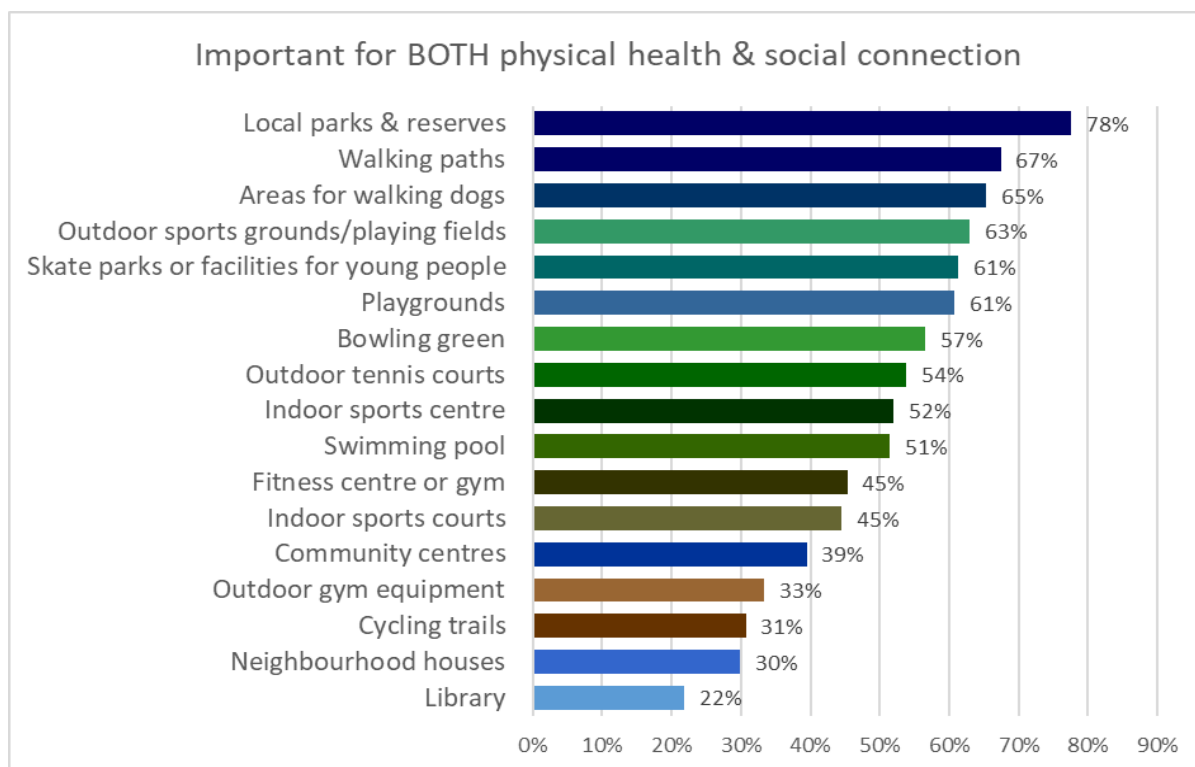| Facility	%
Library	83%
Local parks & reserves	83%
Community centres	78%
Neighbourhood houses	76%
Playgrounds	75%
Areas for walking dogs	71%
Walking paths	69%
Skate parks or facilities for young people	67%
Outdoor sports grounds/playing fields	64%
Bowling green	62%
Outdoor tennis courts	55%
Indoor sports centre	54%
Swimming pool	53%
Fitness centre or gym	48%
Indoor sports courts	47%
Outdoor gym equipment	37%
Cycling trails	31%

FIGURE 10: PUBLIC FACILITIES IMPORTANT FOR FEELING SOCIALLY CONNECTED %

TABLE 6: PUBLIC FACILITIES IMPORTANT FOR FEELING SOCIALLY CONNECTED COUNT (MORE THAN ONE ANSWER POSSIBLE)

Choices	Important for feeling socially connected Count
Library	311
Local parks & reserves	310
Community centres	294
Neighbourhood houses	285
Playgrounds	280
Areas for walking dogs	265
Walking paths	260
Skate parks or facilities for young people	252
Outdoor sports grounds/playing fields	241
Bowling green	232
Outdoor tennis courts	207
Indoor sports centre	203
Swimming pool	197
Fitness centre or gym	179
Indoor sports courts	177
Outdoor gym equipment	137
Cycling trails	118
Did not respond	1

'Local parks and reserves' was the most commonly selected as important for **BOTH maintaining physical health AND for feeling socially connected** (refer Figure 11 and Table 7).
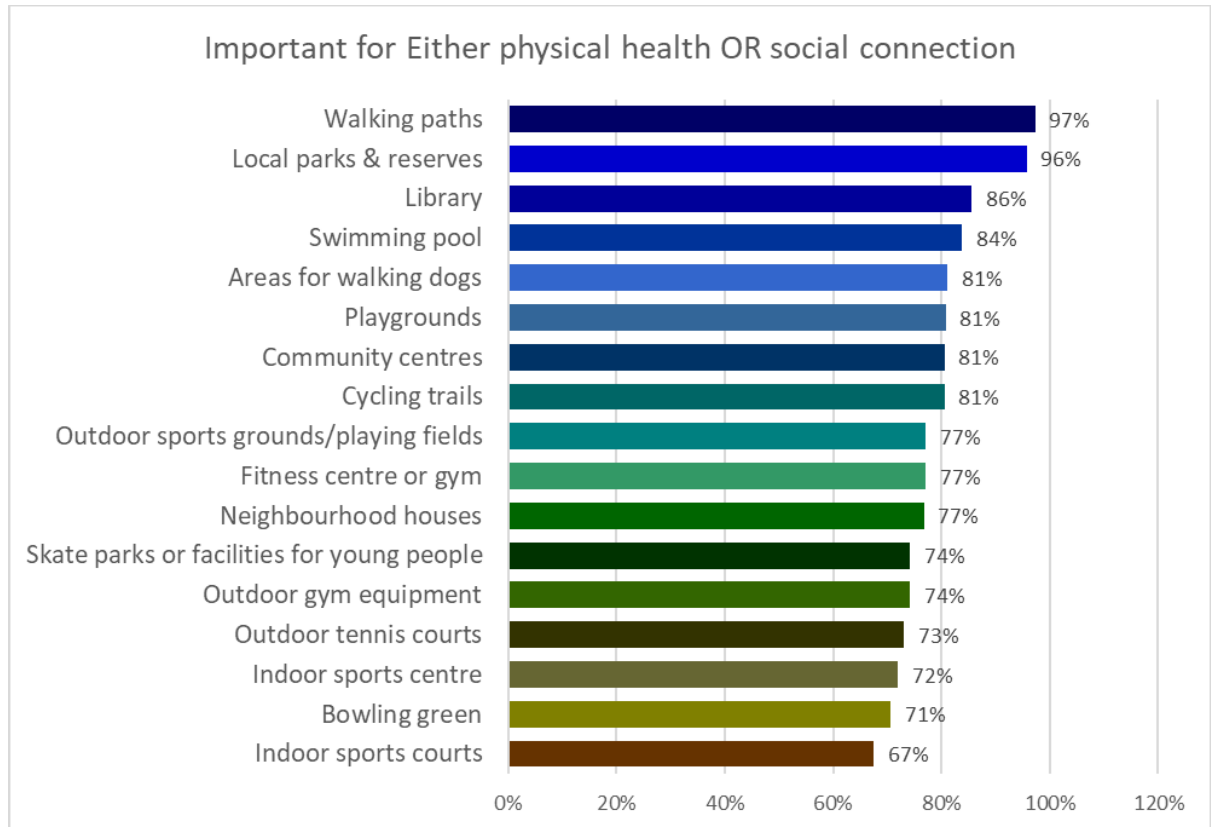
Important for BOTH physical health & social connection

Facility	Percentage
Local parks & reserves	78%
Walking paths	67%
Areas for walking dogs	65%
Outdoor sports grounds/playing fields	63%
Skate parks or facilities for young people	61%
Playgrounds	61%
Bowling green	57%
Outdoor tennis courts	54%
Indoor sports centre	52%
Swimming pool	51%
Fitness centre or gym	45%
Indoor sports courts	45%
Community centres	39%
Outdoor gym equipment	33%
Cycling trails	31%
Neighbourhood houses	30%
Library	22%

FIGURE 11: PUBLIC FACILITIES IMPORTANT FOR BOTH MAINTAINING PHYSICAL HEALTH AND FEELING SOCIALLY CONNECTED %

TABLE 7: PUBLIC FACILITIES IMPORTANT FOR BOTH MAINTAINING PHYSICAL HEALTH AND FEELING SOCIALLY CONNECTED COUNT (MORE THAN ONE ANSWER POSSIBLE)

Choices	Important for BOTH physical fitness and feeling socially connected Count
Local parks & reserves	**291**
Walking paths	253
Areas for walking dogs	245
Outdoor sports grounds/playing fields	236
Skate parks / facilities for young people	230
Playgrounds	228
Bowling green	212
Outdoor tennis courts	202
Indoor sports centre	195
Swimming pool	193
Fitness centre or gym	170
Indoor sports courts	167
Community centres	148
Outdoor gym equipment	125
Cycling trails	115
Neighbourhood houses	112
Library	82
Did not respond	1

Almost everyone selected 'walking paths' and 'local parks & reserves' as being important for **EITHER physical OR social benefit**. More than four out of every five people thought that 'the Library', 'swimming pool', ' areas for walking dogs', 'playgrounds', 'community centres' and cycling trails was important for either physical or social benefit (refer Figure 12 and Table 8).

Important for Either physical health OR social connection

Facility	Percentage
Walking paths	97%
Local parks & reserves	96%
Library	86%
Swimming pool	84%
Areas for walking dogs	81%
Playgrounds	81%
Community centres	81%
Cycling trails	81%
Outdoor sports grounds/playing fields	77%
Fitness centre or gym	77%
Neighbourhood houses	77%
Skate parks or facilities for young people	74%
Outdoor gym equipment	74%
Outdoor tennis courts	73%
Indoor sports centre	72%
Bowling green	71%
Indoor sports courts	67%

FIGURE 12: PUBLIC FACILITIES IMPORTANT FOR EITHER MAINTAINING PHYSICAL HEALTH OR FEELING SOCIALLY CONNECTED %

It is very clear that the overwhelming majority of survey respondents valued the role Council owned facilities played in maintaining their physical and social wellbeing.

TABLE 8: PUBLIC FACILITIES IMPORTANT FOR EITHER MAINTAINING PHYSICAL HEALTH OR FEELING SOCIALLY CONNECTED COUNT (MORE THAN ONE ANSWER POSSIBLE)

| Choices	Important for EITHER physical health or social connection Count
Walking paths	365
Local parks & reserves	359
Library	321
Swimming pool	314
Areas for walking dogs	304
Playgrounds	303
Cycling trails	302
Community centres	302
Outdoor sports grounds/playing fields	289
Fitness centre or gym	289
Neighbourhood houses	288
Outdoor gym equipment	278
Skate parks or facilities for young people	278
Outdoor tennis courts	274
Indoor sports centre	270
Bowling green	265
Indoor sports courts	253
Did not respond	1

The Arts and Culture

The role of the arts and culture in health and wellbeing was strongly recognised by survey participants.

Three quarters of people (76%) said that **the arts and culture** in community life/mental wellbeing was **important** ('highly important' or 'somewhat important') (refer Figure 13).

The importance of the Arts and Culture in community life / mental wellbeing
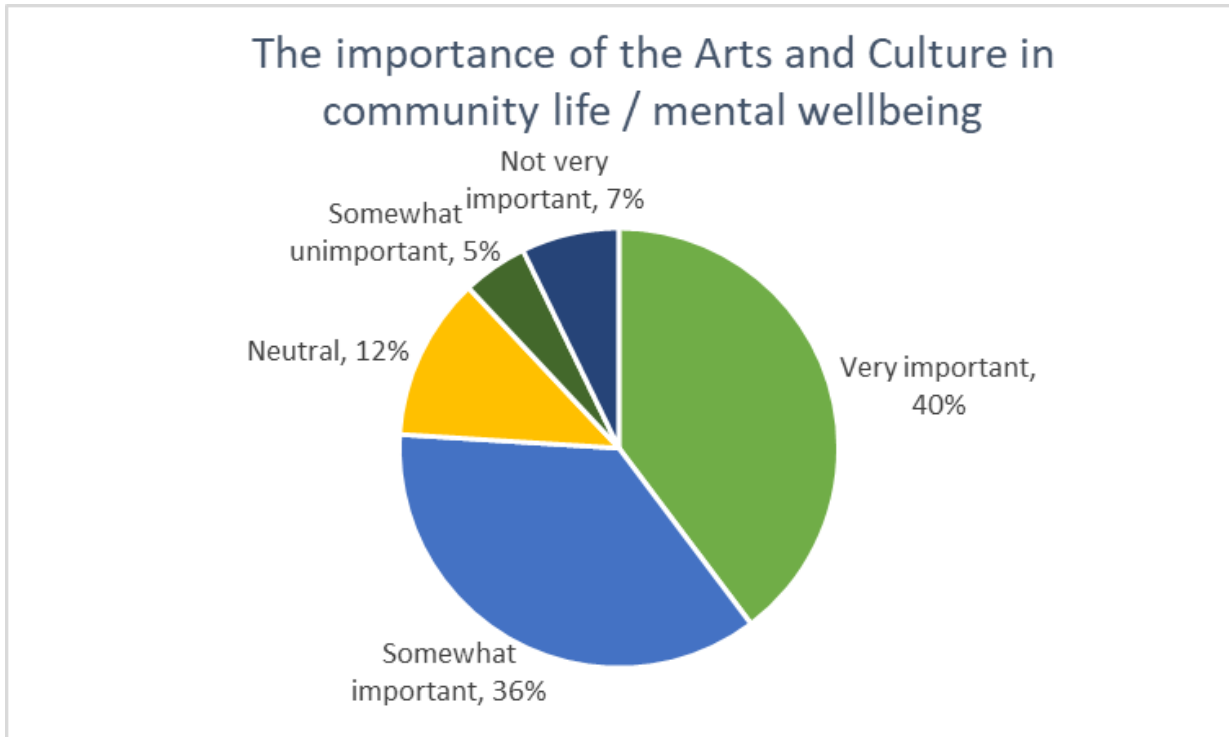
Choices	Count	%
Very important	149	40%
Somewhat important	136	36%
Neutral	45	12%
Somewhat unimportant	18	5%
Not very important	27	7%
Did not respond	0	n/a

FIGURE 13 THE IMPORTANCE OF THE ARTS AND CULTURAL IN COMMUNITY LIFE/YOUR MENTAL WELLBEING

Mental health, loneliness and wellbeing

Mental health

Nearly nine in ten people (88%) are 'very confident' or 'somewhat confident' to have a conversation with a friend or family member about mental health (refer Figure 14).

Confidence in having a conversation with a friend or family member about mental health

Did not respond, 0.3%

Not confident, 12%

Very confident, 42%

Somewhat confident, 46%
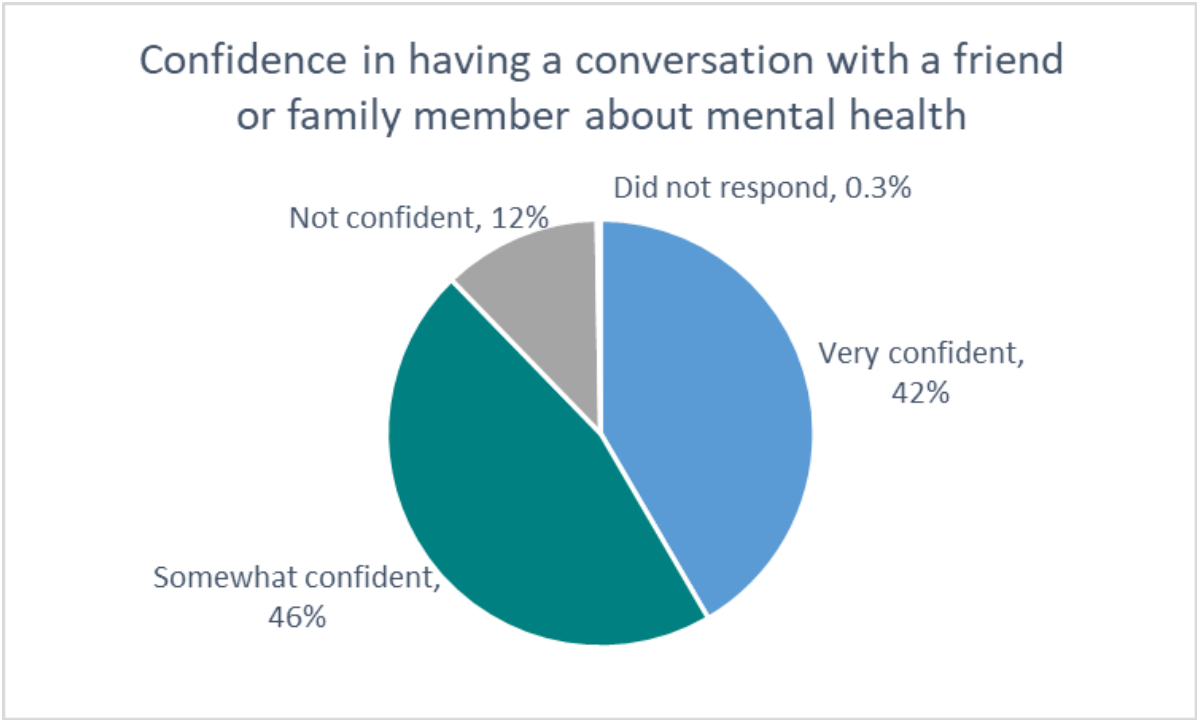
Choices	Count	%
Very confident	156	42%
Somewhat confident	173	46%
Not confident	45	12%
Did not respond	1	0.3%

FIGURE 14 HOW CONFIDENT ARE YOU TO HAVE A CONVERSATION WITH A FRIEND OR FAMILY MEMBER ABOUT MENTAL HEALTH?

Differences were noted in responses from the following groups to the question 'how confident are you to have a conversation with a friend or family member about mental health?':

- **Men** were more likely to say that they are 'very confident' (46%) to have a conversation about mental health, compared with **women** (40%) and gender diverse, which had a very small sample size (35%). **Gender diverse** people were more likely to say 'not confident' (36%) compared with men (10%) or women (12%).

- People who spoke a **language other than English** at home were more likely to say that they were 'not confident' to have a conversation about mental health (12%), compared with people who spoke English only (11%).

- People who identify as **LGBTIQA+** were less likely to 'very confident' or 'somewhat confident' to have a conversation about mental health and more likely to say 'not confident' (21%) compared with people who do not identify as LGBTIQA+ (11%).

- **Younger people** aged 10-24 years are much less likely to be 'very confident' and less likely to be 'somewhat confident' to have a conversation about mental health. More than a quarter of young people (28%) were 'not confident' to have a conversation about mental health.

- People aged **45-54 years** are the most likely to be 'very confident' (55%) while people aged **65+ years** and people aged **25-34 years** are the least likely to be 'not confident' to have a conversation about mental health (5% of responses each).

While 70% of survey participants felt confident that they knew where to find information and support if they needed help for a friend or family member with mental health concerns, 10% did not know and 19% were unsure (refer Figure 15).
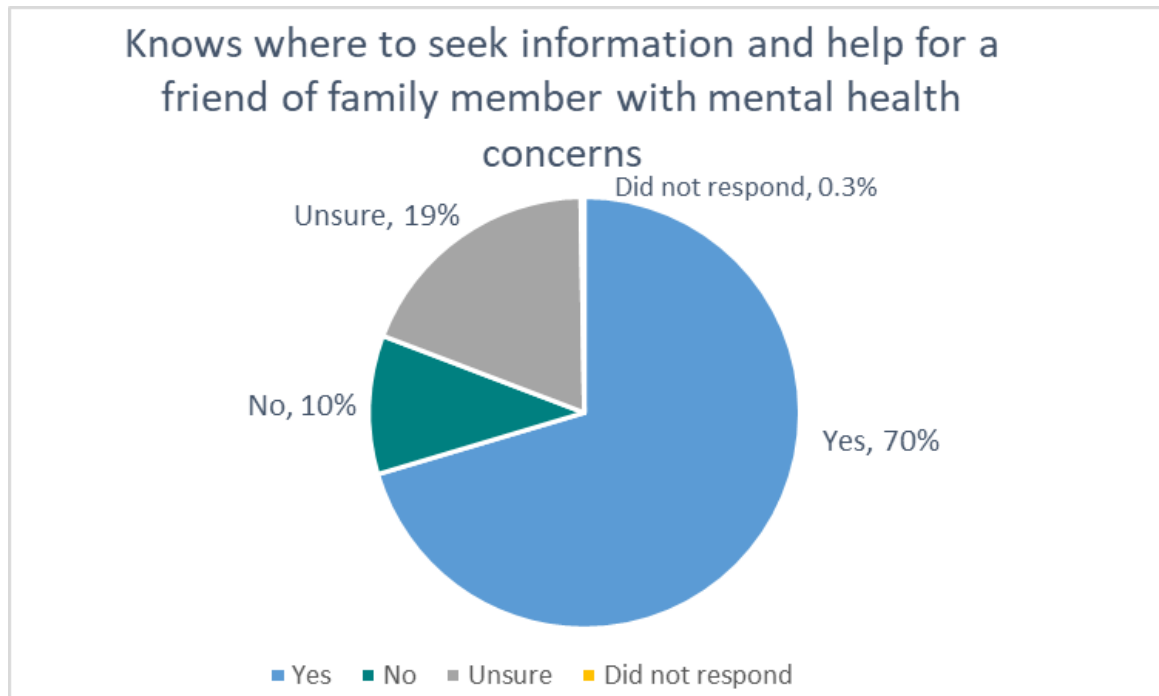
Choices	Count	%
Yes	264	70%
No	39	10%
Unsure	71	19%
Did not respond	1	0.3%

FIGURE 15 IF YOU NEEDED HELP FOR A FRIEND OR FAMILY MEMBER WITH MENTAL HEALTH CONCERNS, WOULD YOU KNOW WHERE TO SEEK FURTHER INFORMATION OR SUPPORT?

In relation to data from different demographic groups, the following was observed.

- People aged **10-24 years** (76%) and **45-54 years** (77%) were more likely to know where to go to seek further information. People aged **65 years and over** (65%) were less likely to know where to seek further information.
- **Men** were slightly more likely to be 'unsure' of where to seek further information and slightly less likely to say 'yes' **compared with other genders**.
- People who speak a **language other than English** at home (71%), and people who spoke English only at home (70%) were both likely to know where to go to seek further information.
- People who identified as **straight/heterosexual** were slightly more likely to know where to go to seek further information about mental health (71%) compared with people who identify as **LGBTIQA+** (67%).
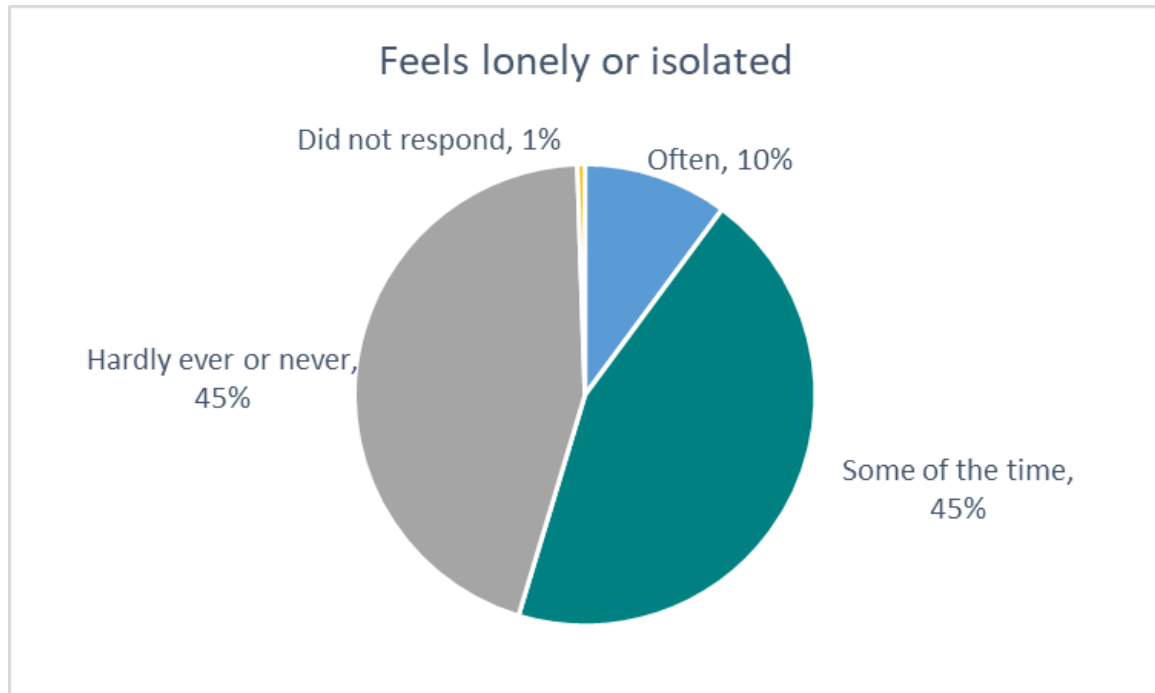
Loneliness

Over half of survey participants felt lonely or isolated sometimes or often.

55% told us they felt lonely or isolated 'sometimes' or 'often' and just under half 'hardly ever or never' feels lonely (refer Figure 16).

Choices	Count	%
Often	38	10%
Some of the time	167	45%
Hardly ever or never	168	45%
Did not respond	2	1%

FIGURE 16 HOW OFTEN WOULD YOU SAY THAT YOU FEEL LONELY OR ISOLATED FROM OTHERS?

More people who identify as LGBTIQA+ (36%), young people (22%) and people who speak a language other than English at home (16%) reported feeling lonely often, compared to the survey average. Men (6%) and heterosexuals (7%) were less likely to feel lonely often compared to the survey average.

Young people (54%) and people who speak a **language other than English** at home (51%) were also more likely to say they felt lonely 'some of the time', compared with the survey average, while less men felt lonely 'some of the time' (39%).

Around one in five **10 to 24 year olds** (22%) and **25 to 34 year olds** (18%) feel lonely 'often', compared to 14% of **35 to 44 year olds** and only around one in every twenty people aged **45 years and over**.

Over 45 year olds were also less likely to say they felt lonely 'some of the time' and much more likely to say they 'never' felt lonely.

More **men** (55%) and **older people** (55%) felt lonely 'hardly ever or never'.

Feelings of loneliness

Survey respondents were asked to describe:

- what their experience of loneliness has been like, and
- their suggestions about what Council could do to support them to deal with loneliness

Around one in four survey participants [95 responses] chose to describe their experiences of loneliness (refer Table 9).

TABLE 9: IF YOU FEEL COMFORTABLE TO, CAN YOU PLEASE DESCRIBE WHAT THAT EXPERIENCE OF LONELINESS HAS BEEN LIKE FOR YOU? (N=95, MAY BE MORE THAN ONE CATEGORY PER RESPONSE)

Response categories	Count	% of all survey respondents (N=375)
Description of feelings	46	12%
Relating to Others	28	7%
COVID19	20	5%
Life circumstances incl. grief	8	2%
Other	9	2%

Just under half described the actually feelings of loneliness (47%). Some examples include:

"An empty feeling and like the world around me no longer has any colour or sound to it."

"Loneliness is the feeling that you're inside a box you can't get out of in the middle of the world. I tend to feel like no one will talk to me or confide me in anyway."

"Feeling down, even depressed and unhappy. This sometimes leads to questioning the point of living."

"I feel embarrassed talking about my feelings to people."

"Feeling lonely is horrible. You feel worthless and ashamed that you feel that way."

"Feeling lost and unconnected to the rest of the world."

"Desolation"

"Not feeling comfortable to express my issues to anyone. Keeping things to myself."

"As an older person who has managed for so much of my life, I have found becoming lonely & isolated quite disorientating."

"You feel your existence has no value."

"Sad. Feel lost as to what to do and future plans."

"Exhausting."

Around a quarter described the role of others relating to their loneliness, such as being understood, be included and thought of by others, having others to confide in, difficulty in making friends or having no nearby friends and wanting connections over shared activities.

"The loneliness is only when around others you don't really know that well and can't really talk to. I've felt very anxious for activities, event or classes I went to where I didn't know anyone. It made time seem very slow and hard to breathe around everyone."

"Not being welcomed by groups, I find there is lots of lip service"

"Lacking in connections with others over shared interests"

"It has felt like it has been difficult to make friends"

"As a new migrant to the country (came here March 2018), it has been a struggle to contextualise my lived experiences to those around me. Even though I have found work and a community I like, I miss having close friends who just get me."

"Just a feeling that, outside my family, the people I have fun with are not close by. I don't have close friends locally."

"Loneliness is not being able to share happy events and activities with others."

"Locked up in my home, not feeling wanted to be out with others, and not thought of by others."

"I have no family and very few friends"

"No one to talk about my feelings and felt no one could help me or understand my situation"

"Feeling alien in my neighbourhood which is not particularly friendly"

"I'm young and chronically ill so am often isolated and can't relate to my mostly healthy peers"

"Left out of conversations and nowhere to celebrate Christmas Day"

Around one fifth of the people who answered this question directly related loneliness to COVID-19-related lockdowns and working from home. It was clear that COVID-19 related restrictions were difficult and isolating.

There were also comments relating to: specific life circumstances including divorce, loss of a life partner and grief, illness, being a carer, having a lonely relative in aged care, needing mental health support, the value of a dog park and some positive comments about action people have taken.

"My experience of loneliness relates to my role as a carer and inadequate community support and understanding."

"My husband died 6 years ago, it was incredibly lonely for a long time, swimming was a key surviving tool and finding a local social physical activity to join was instrumental in developing better mental health."

What do you think Council could do to support you with loneliness?

There were 111 suggestions and comments about what Council could do to support people dealing with loneliness (refer Table 10).

More than one in ten of all people who participated in the survey believes that Council can help with activities, events and community groups (including social support groups).

There were 27 specific suggestions. Some of these suggestions are provided below):

"Create a loneliness 'advocate or ambassador'"

"Home visit for debrief chat"

"If there was something like MCHs for just general life that'd be amazing. Like there would be drop in sessions with nurses that feels less intimidating than a formal GP appointment and it's free."

"More robust mental health referral services! Many people aren't comfortable speaking to their GP about their mental health concerns and this is the recommended starting point. Dedicated referral services help to reduce some stigma in seeking help"

"Promote support/ social groups for women who have left domestic violence situations and other people disconnected from families"

"Provide settings for people to feel they can go and meet other people on a regular basis"

"Perhaps create an online hub or forum for Monash resident to use to network, find out about events, interest groups and clubs. Even a way for people to flag their loneliness would help."

Twenty three survey respondents also saw the need for age specific groups, such as groups for: adults 30-60 or not in tertiary education, families with children, older people, young people or young people with a chronic illness.

TABLE 10: WHAT DO YOU THINK COUNCIL COULD DO TO SUPPORT YOU WITH LONELINESS? (N=111, MORE THAN ONE CATEGORY PER RESPONSE POSSIBLE)

Categories of answers (Note: responses may be under more than one category)	Count	% of all survey respondents (N=375)

Activities, events and community groups	44	12%
Service suggestions	27	7%
Age group specific	23	6%
Promotion	10	3%
Volunteer	8	2%
Affordable, suitable hours, local	8	2%
Inclusion/Safety	6	2%
Continue support	6	2%
Other	7	2%
Comment	22	6%

Some suggestions were around promotion existing activities, or around encouraging activities that the writer did not know already existed. This suggestions promotion of existing activities and programs could be useful. There were many specific service suggestions as well as many general comments.

Climate Change

86% of survey respondents worry about climate change 'always', 'often' or 'sometimes'.


Climate change has been included in the health and wellbeing survey as, under the *Climate Change Act 2017*, local government must consider climate change when developing a Municipal public health and wellbeing plan (MPHWP). Addressing climate change in its impacts on health is also a focus area of the Victorian public health and wellbeing plan 2019-2023, and under the *Public Health and Wellbeing Act 2008*, Council must have regard to the state plan when preparing a MPHWP. There are well-established known direct and indirect effects of climate change on human physical and mental health and wellbeing.

Do you worry about climate change?

An overwhelming majority of survey respondents worry about climate change (refer figure 17).

- 86% worry 'always, often or sometimes'
- Nearly two thirds (63%) worry 'always' or 'often'
- More than a third (36%) of all survey respondents worry about climate change 'always'
- Only 13% worry 'rarely' or 'never'.

Climate change is clearly a major concern and worry for the survey respondents.

Worries about climate change
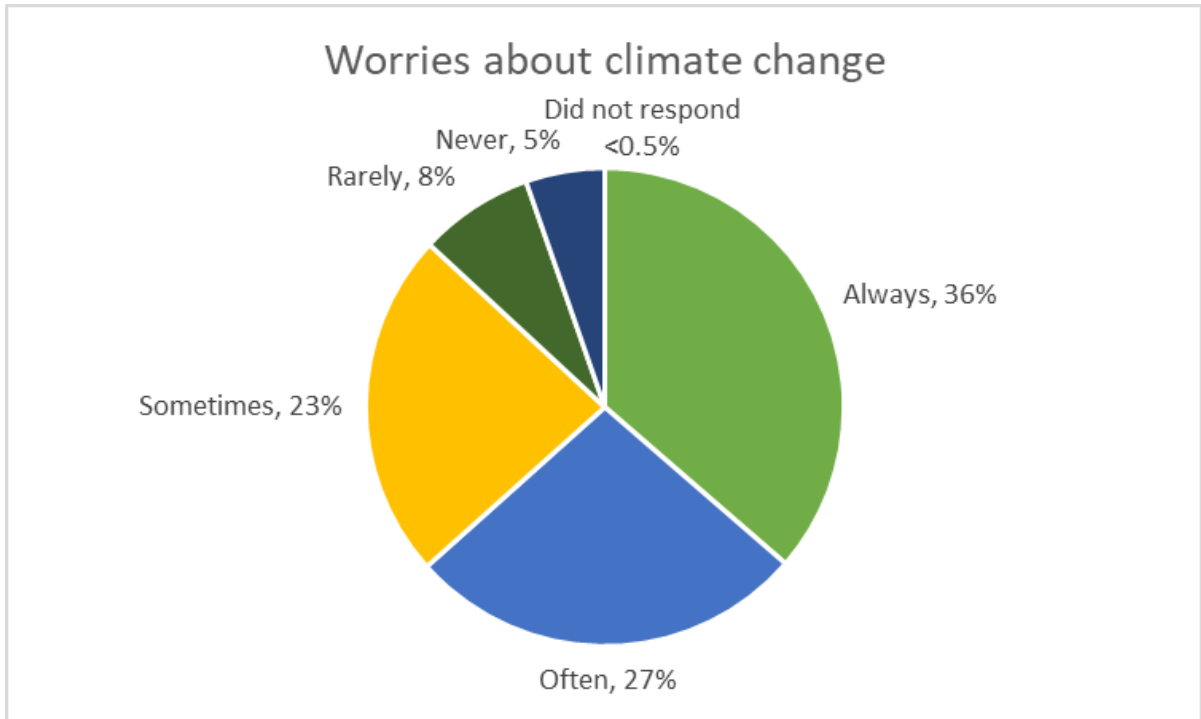
Choices	Count		%
Always	136		36%
Often	101		27%
Sometimes	88		23%
Rarely	29		8%
Never	20		5%
Did not respond <0.5%	1	<0.5%	

FIGURE 17 DO YOU WORRY ABOUT CLIMATE CHANGE?

What can Council do to support you in addressing climate change?

Survey respondents were asked 'What can Council do to support you in addressing climate change?' (Refer Figure 18).

The most common other comments related to planting or retaining vegetation, trees and green spaces, followed by comments relating to education or advice and support, and waste and recycling. The next most common related to building site coverage and development. There were a variety of other comments, with responses too small to be grouped as a category. Some examples relate to the role of Council (both for and against), the importance of climate change action (both for and against) and general comments.

Climate Change - What can Council do to assist you?
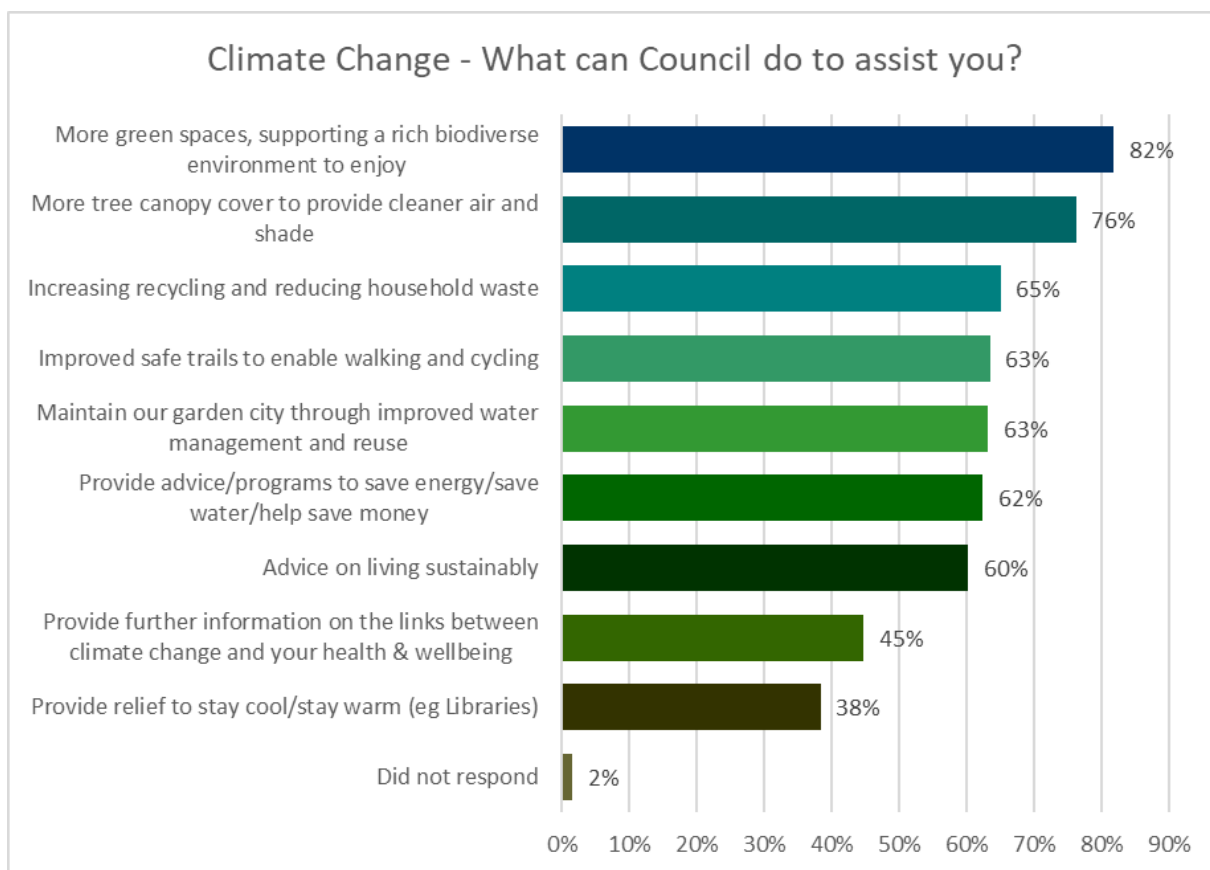
Choices (more than one choice possible)	Count	% of all survey respondents
More green spaces, supporting a rich biodiverse environment to enjoy	307	82%
More tree canopy cover to provide cleaner air and shade	286	76%
Increasing recycling and reducing household waste	244	65%
Maintain our garden city through improved water management and reuse	237	63%
Improved safe trails to enable walking and cycling	238	63%
Provide advice/programs to save energy/save water/help save money	234	62%
Advice on living sustainably	226	60%
Provide further information on the links between climate change and your health & wellbeing	168	45%
Provide relief to stay cool/stay warm (eg Libraries)	144	38%
Did not select (3 of the 6 made a comment).	6	2%

FIGURE 18: WHAT CAN COUNCIL DO TO ASSIST YOU WITH ADDRESSING CLIMATE CHANGE

Respondents could add additional comments on 'what could Council do to support you in addressing changing climate to support your health and wellbeing?' It is noted that most of the responses with specific suggestions, also fall under the categories listed under the previous question in Figure 18, and most of the respondents did choose the relevant choice in the previous question, however they used the comments to expand on their response (refer Table 11).

Categories (more than one category per response possible)	Total (N=114)	% of all survey respondent (N=375)
Trees/green spaces/retaining or planting vegetation	31	8%
Education/Advice	16	4%
Waste and recycling	16	4%
Building site coverage/ housing density	13	3%
Advocacy or leadership	12	3%
Green energy/emissions	7	2%
Active transport	5	1%
Anything	11	3%
Other	12	3%
Comment	33	9%

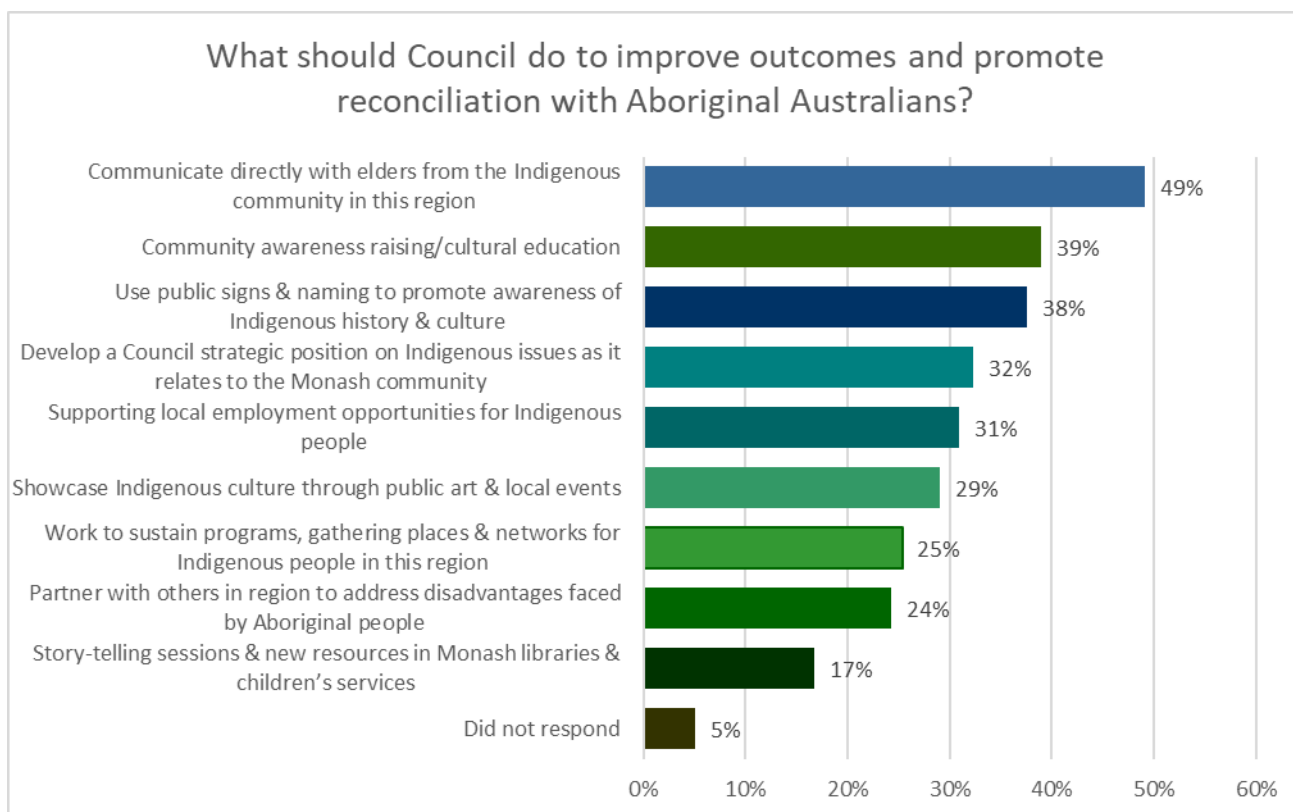# Aboriginal and Torres Strait Islanders & Reconciliation

Survey participants were asked for their views about what Council should do to improve outcomes and promote reconciliation with Aboriginal Australians specifically in relation to the Monash community. They were asked to select their top three choices from a list. The least selected choice was still nominated by 17% of people in their 'top 3'.

Nearly half of people who completed the survey wanted Council to 'communicate directly with elders from the Indigenous community in this region'.

Nearly four in ten selected **'community awareness raising /cultural education'** and **'use public signs and naming to promote awareness of Indigenous history and culture'** and nearly a third wanted Council to '**develop a strategic position on Indigenous issues as it relates to the Monash community'**, and support '**local employment opportunities for Indigenous people'** (refer Figure 19).

What should Council do to improve outcomes and promote reconciliation with Aboriginal Australians?

Choices (select top three)	Count	% of all survey respondents
Communicate directly with elders from the Indigenous community in this region	184	49%
Community awareness raising/cultural education	148	39%
Use public signs & naming to promote awareness of Indigenous history & culture	141	38%
Develop a Council strategic position on Indigenous issues as it relates to the Monash community	121	32%
Supporting local employment opportunities for Indigenous people	116	31%
Showcase Indigenous culture through public art & local events	109	29%
Work to sustain programs, gathering places & networks for Indigenous people in this region	95	25%
Partner with others in region to address disadvantages faced by Aboriginal people	91	24%
Story-telling sessions & new resources in Monash libraries & children's services	63	17%
Did not respond	19	5%

FIGURE 19 WHAT SHOULD COUNCIL DO TO IMPROVE OUTCOMES AND PROMOTE RECONCILIATION WITH ABORIGINAL AUSTRALIANS?

Survey participants then were asked 'Do you have any comments on the options you have selected in the above question?' Sixty comments, either specific suggestions or general comments, were received on a range of topics such as:

- **Wanting Council to engage with and ask Indigenous people about direction setting (8):**

  'I feel like the best people to say what would help are Aboriginal people. I'm not Aboriginal so don't have that knowledge'

- **Five people wanted events and/or Council to facilitate interactions:**

  'I have been here for a decade; I would love to connect and understand, but don't know where to start. Council could make that connection, as a dialogue group.'

Other comments related to:

- **Wanting to know more about Indigenous people or how many there are in Monash (5).**

  "I don't know if there are many indigenous people in Monash, would like to know."

- **The need for Indigenous representation (3).**

  'Ensure representation from local indigenous people as much as possible'

- **Other various suggestions for Council (13).**

- **'Other comments' (29) that mostly were either calling for Council to take more action, or questioning whether Council should take action.**

The number of people who completed the survey and identified as Indigenous was very low (1). For both privacy reasons and because low numbers cannot be considered as representative, the answer of the person identifying as Indigenous cannot be described.

People living with a disability, their carers & families

The survey asked people to select their top three answers to 'what do you think Council's priorities should be in supporting people living with a disability, their families and carers?' from a list (refer Figure 20).

The most important option, as deemed by survey respondents, was about access – 'ensuring our built environment and public places are accessible' (64%). More than half also thought we should prioritise better identifying the needs of people living with a disability and their carers (53%).

The next strongest responses were around inclusion and participation – 'continually review Council services & programs to ensure inclusivity & greater participation of people living with disabilities' and 'promoting the inclusion of people living with a disability in local groups & committees', both 46%.

Nearly a quarter believed that investing in new technologies and equipment should be a priority, while over 20% thought Monash should be 'focusing on children with a disability – improving the availability of childcare and other services' and also 'strengthening advocacy about key issues'. The lowest response, 'sharing information and disability awareness', was still selected by nearly one in five people in their top three.


Priorities for supporting people living with a disability, their families and carers
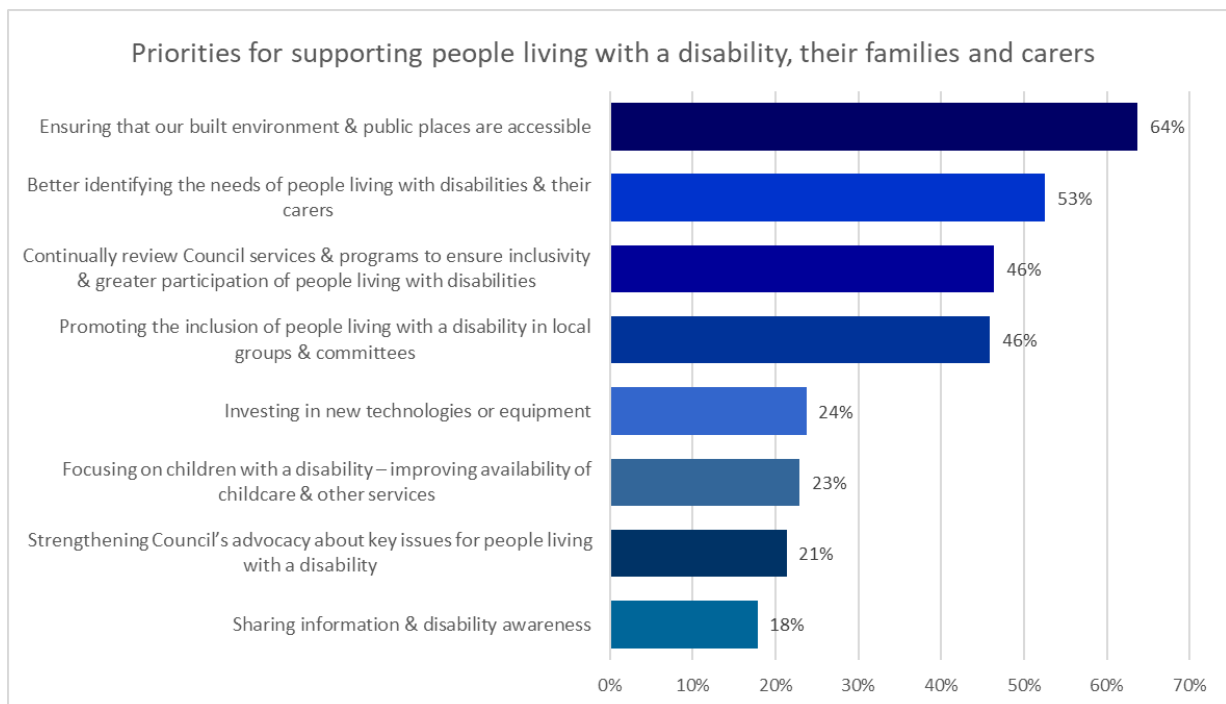
Choices (Select your top 3)	Count	% of all survey respondents
Ensuring that our built environment & public places are accessible	239	64%
Better identifying the needs of people living with disabilities & their carers	197	53%
Continually review Council services & programs to ensure inclusivity & greater participation of people living with disabilities	174	46%
Promoting the inclusion of people living with a disability in local groups & committees	172	46%
Investing in new technologies or equipment	89	24%
Focusing on children with a disability – improving availability of childcare & other services	86	23%
Strengthening Council's advocacy about key issues for people living with a disability	80	21%
Sharing information & disability awareness	67	18%

FIGURE 20 PRIORITIES FOR SUPPORTING PEOPLE LIVING WITH A DISABILITY, THEIR FAMILIES AND CARERS

Many survey respondents were also living with a disability or carers of people living with a disability and some were both (refer Figure 21).

Carers made up 11% of survey participants while people living with a disability made up 7% of respondents. Included in these are 1% of survey respondents (4 people) who are both living with a disability and a carer of someone with a disability. Therefore 16% of survey respondents have current lived experience and expertise related to being a carer and/or living with a disability.
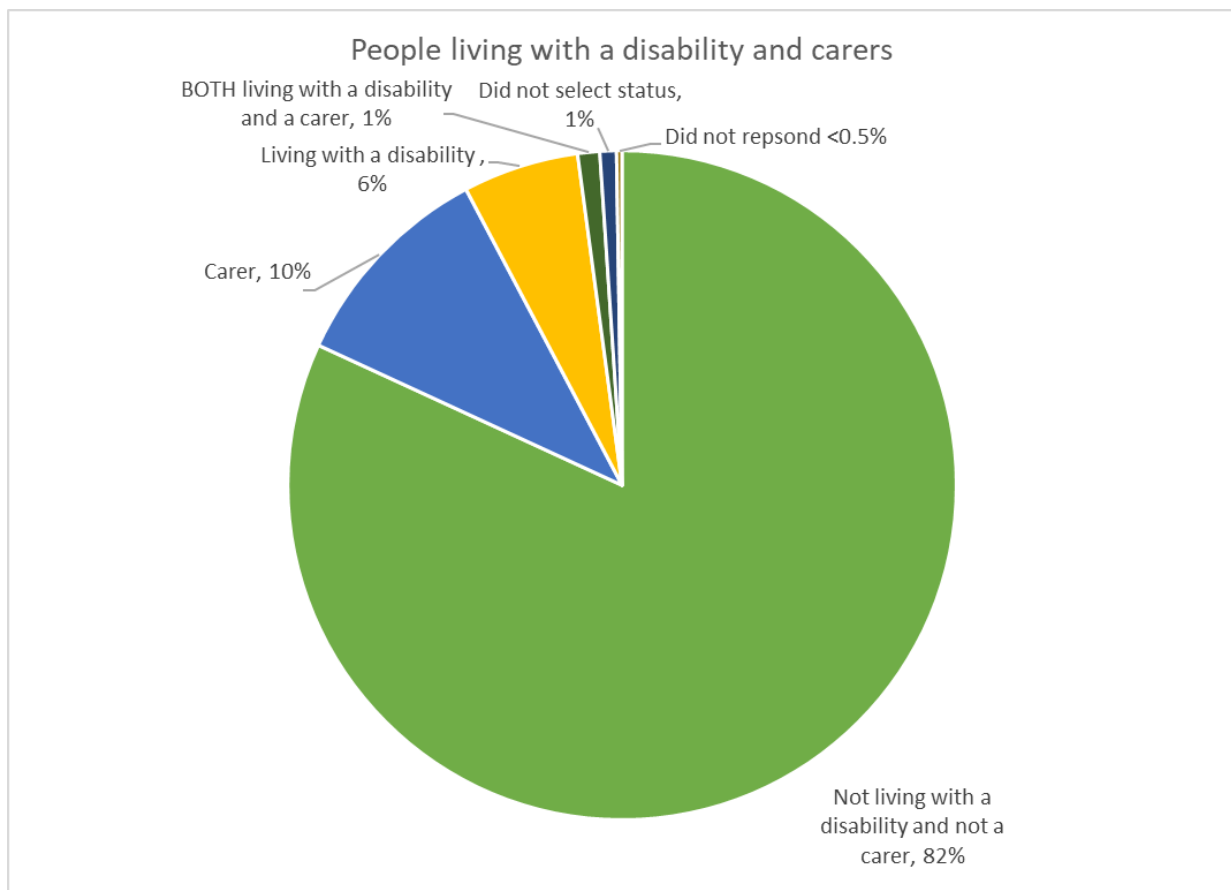
Choices	Count	% of all survey participants (N=375)
Carer (includes 4 counted as both a carer and living with a disability)	43	11%
Living with a disability (includes 4 counted as both living with a disability and a carer)	25	7%
Not living with a disability or a carer	307	82%
Did not select status	3	1%
Did not answer	1	0%
Total (includes 4 counted twice under both carer and living with a disability)	379	

FIGURE 21: CARER OR DISABILITY STATUS

There were differences in the priorities selected by people living with a disability, carers and the overall survey responses. Caution must be used in interpreting the data due to small sample sizes.

While the spread of responses were similar, the percentages of responses within each category selecting the importance of priorities did vary (refer Figure 22)

Priorities for Council to support people living with a disability, their families and carers

Legend: ■ With a disability ■ Carers ■ All

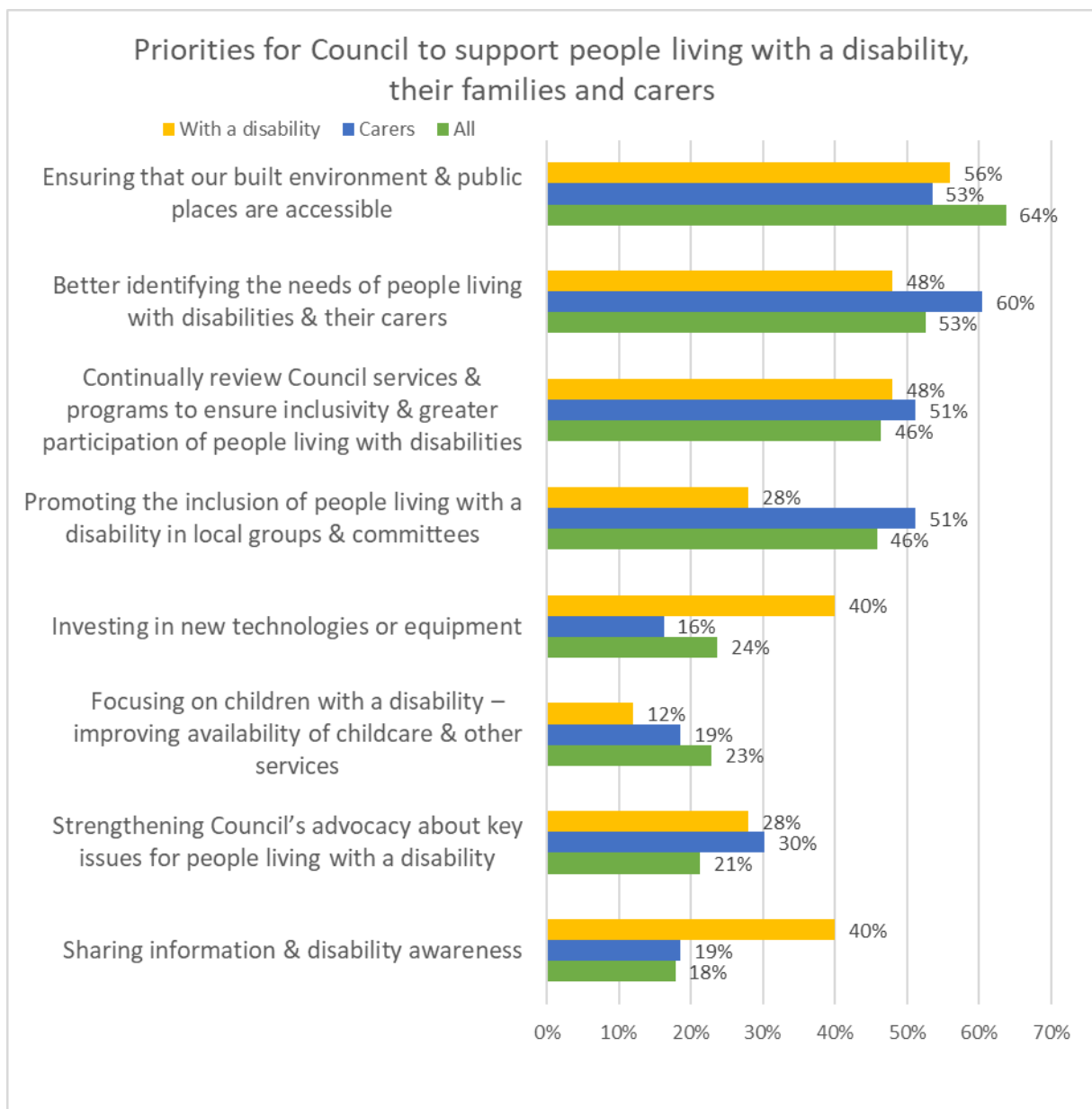| Priority	With a disability	Carers	All
Ensuring that our built environment & public places are accessible	56%	53%	64%
Better identifying the needs of people living with disabilities & their carers	48%	60%	53%
Continually review Council services & programs to ensure inclusivity & greater participation of people living with disabilities	48%	51%	46%
Promoting the inclusion of people living with a disability in local groups & committees	28%	51%	46%
Investing in new technologies or equipment	40%	16%	24%
Focusing on children with a disability – improving availability of childcare & other services	12%	19%	23%
Strengthening Council's advocacy about key issues for people living with a disability	28%	30%	21%
Sharing information & disability awareness	40%	19%	18%

FIGURE 22: DISABILITY OR CARER STATUS

Some key differences include:

- While the top two responses for all groups were the same, the order different. The top response for **carers** was **'better identifying the needs of people living with disabilities & their carers'**, followed by **'ensuring that our built environment & public places are accessible'**.

- The top response for people **living with a disability** and for **all responses** was 'ensuring that our built environment & public places are accessible', followed by 'better identifying the needs of people living with disabilities & their carers' and

'continually review our Council services and programs to ensure inclusivity and greater participation of people living with disabilities' (equal 2nd).

- 'Sharing information & disability awareness' was relatively more important to **people living with a disability**. It was the 8th most important option overall, 7th for carers, and equal 4th for people living with a disability.

- 'Investing in new technologies or equipment' was more commonly selected both overall and by **people living with a disability**, compared with carers. It was the least selected option by carers.

- 'Promoting the inclusion of people living with a disability in local groups & committees' was selected more commonly by **carers** and **overall** (4th most important selection as deemed by the survey respondents) than for people living with a disability (equal 6th most commonly selected).

- 'Focusing on children with a disability – improving availability of childcare & other services' received the lowest selections from **people living with a disability** (12%), but more than one in five **people overall** and almost one in five **carers** selected this option in their 'top 3'.

There were some differences in the relative importance of different options as deemed by people living with a disability and carers of people living with a disability.

It is also important to note when interpreting results, that certain groups may not have been well represented in the survey. For example, if parents of very young children living with a disability were surveyed, the relative importance of 'focusing on children with a disability – improving availability of childcare & other services' may have been higher.

Survey respondents had the opportunity to answer 'Can you recommend an activity or service that you think is successful in including or supporting people living with a disability, their families and carers?'. There were 46 specific answers or comments, categories in Table 12.

Answers (Note: there may be more than one category per response)	Total
Specific examples	9
All abilities sports & activities	8
Support	5
Information and Promotion	5
Suggestion	12
Comment	9

Nine people provided specific examples, such as:

- Scouts (2)
- Code Read – Dyslexia
- Halcyon Day Centre (2)
- Monash Council
- Vision Australia dinner group
- Eyes Right
- The monthly library home delivery service – *"regular contact. Can offer audiobooks to low vision residents."*
- Virtual carols by candlelight (in 2020)
- YABS

Eight people suggested all abilities sports or activities, for example:

"More all-abilities sport opportunities for young people to help with their exercise and social inclusion"

"Program and sport activities in a competitive, fun environment"

Five people suggested some sort of additional support, including:

"More information and assistance to carers who need a break from the constant demands of caring"

"Maybe a short term caring facility i.e. if a carer needs to attend to something they can arrange (and pay for) a service to have someone come to care for the person while they get something done."

"Direct contact of a trained person at their living places. Home contact."

"Supporting them and filling the gap that national services leave. DSP and NDIS are sub par and leave many disabled people out"

Five people believed more information and/or promotion was needed, such as:

"Promote awareness of people living with invisible disabilities and are not elderly"

"Sharing the information with the migrant groups who are mostly unaware with support services."

"Easy access to information about obtaining occasional support with unexpected emergencies"

There were 12 other suggestions, for example:

Local dog park *"I live in an apartment with a guide dog and lack anywhere to exercise her off leash"*

Clearing footpaths *"where trees drop all kinds of gumnuts and other debris"*

"Council buses are not able to accommodate people in wheelchairs. No hoist in library toilets"

"Community disability transportation service"

Wider walking tracks *"to accommodate wheelchairs/people with mobility difficulties."*

Communication accessibility *"People who experience communication difficulties need well trained staff and potential visual supports, particularly signage that's not just words"*

"Providing support or arranging occasional recreation activities such as music concert or arranging monthly market for selling product/art done by disable person."

Nine people made general comments, including:

"Accessing service provider for level one care package is daunting, nerve wracking, causes anxiety"

"I find it hard to find activities suitable for my ASD/ADHD kid to attend/participate."

Creating welcoming and culturally inclusive communities

Sense of community

The community was asked about their agreement with several statements which can indicate social capital and a relative sense of community, with the selections "strongly agree", "agree", "neither agree nor disagree", "disagree" and "strongly disagree". The same questions were asked in the 2019 Monash Annual Community Satisfaction Survey. The questions were (with the relative overall scoring of responses in brackets and refer Figure 23):

The strongest response was for:

- The Monash community is accepting of people from diverse cultures and backgrounds (score: 3.88)

There was also fairly strong responses for feeling part of the community, having access to adequate community services and feeling connected to neighbours.

- I feel part of the local community (3.60)
- The community has access to adequate appropriate community services (3.50)
- I feel connected to our neighbours (3.45)

There were no low scoring answers, but the relatively lower scoring responses related to finding out about services, activities & events, and opportunities to socialise and meet people in the local area.

- It's easy to find out what services are available for me (3.35)
- It's easy to find out about activities and events available locally (3.37)
- There are adequate opportunities to socialise and meet people in the local area (3.28)
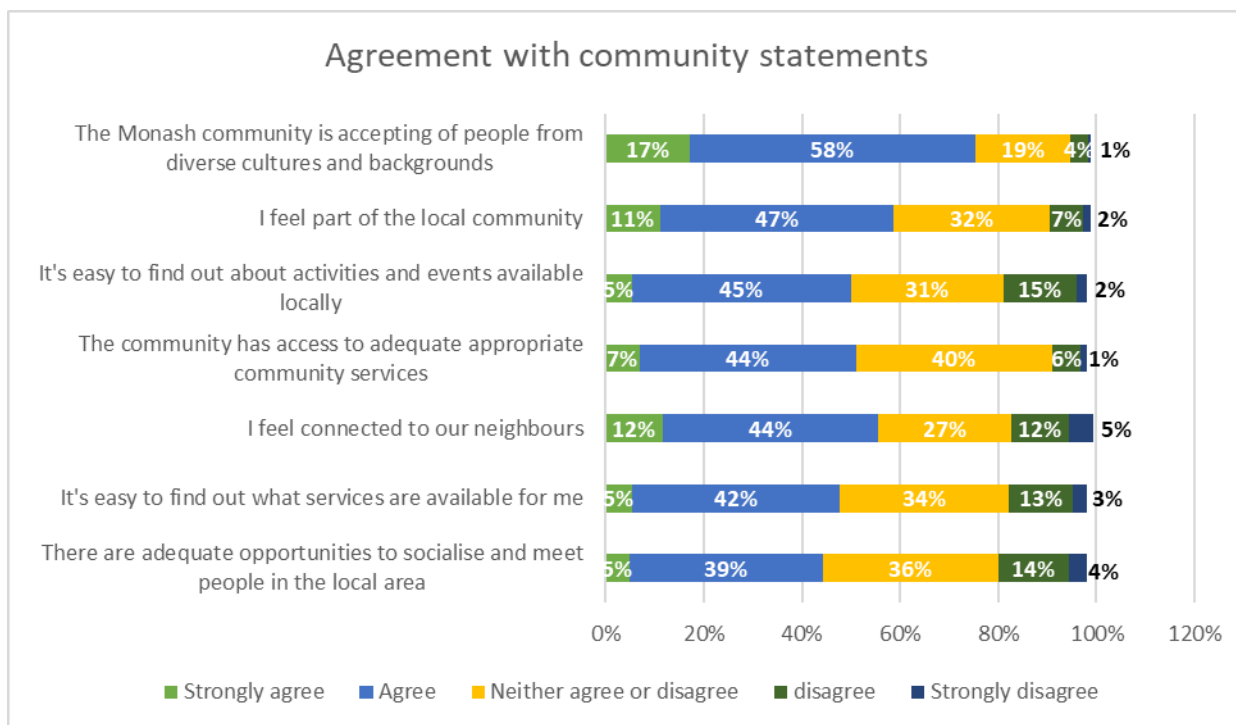
Statements	Strongly agree		Agree		Neither agree or disagree		disagree		Strongly disagree		Did not respond		Weighted average score
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
The Monash community is accepting of people from diverse cultures and backgrounds	64	17%	219	58%	72	19%	14	4%	2	1%	4	1%	3.89
I feel part of the local community	42	11%	178	47%	119	32%	26	7%	6	2%	4	1%	3.60
The community has access to adequate appropriate community services	26	7%	166	44%	149	40%	22	6%	5	1%	7	2%	3.51
I feel connected to our neighbours	44	12%	164	44%	102	27%	44	12%	19	5%	2	1%	3.46
It's easy to find out about activities and events available locally	20	5%	168	45%	116	31%	56	15%	8	2%	7	2%	3.37
It's easy to find out what services are available for me	20	5%	159	42%	129	34%	49	13%	11	3%	7	2%	3.35
There are adequate opportunities to socialise and meet people in the local area	18	5%	148	39%	134	36%	54	14%	14	4%	7	2%	3.28

FIGURE 23 AGREEMENT WITH STATEMENTS ABOUT A SENSE OF COMMUNITY

These same 'sense of community' questions were also asked in the Monash City Council *2019 Customer Satisfaction Survey*. Slightly different methodologies were used, so a comparison of score would be imprecise. A comparison between the surveys can be best described as follows.

The response to the sense of community questions in the Monash Health and Wellbeing survey followed a similar pattern to the *2019 Customer Satisfaction Survey*, with the highest weighted scores in both surveys being:

- The Monash community is accepting of people from diverse cultures and backgrounds
- I feel part of the local community

This was followed by:

- The community has access to adequate appropriate community services
- I feel connected to our neighbours (this was higher in the 2019 Customer Satisfaction Survey).

The 5th and 6th highest weighted scores were for:

- It's easy to find out about activities and events available locally
- It's easy to find out what services are available for me (this was one place higher in the 2019 Customer Satisfaction Survey.

Coming in with the lowest overall weighted score in both surveys, with 18% of Monash Health and Wellbeing Survey participants 'disagreeing' or 'strongly disagreeing' with the statement, was:

- There are adequate opportunities to socialise and meet people in the local area.

When analysing particular groups the following was noted.

- **Women** and people who are **gender diverse** were more likely to 'neither agree or disagree' to statement about feeling part of the local community, compared with **men**.

- Around 75% of people who speak **English only** and 77% of people who **speak another language at home** 'agree' or 'strongly agree' that Monash is accepting of people from diverse cultures and backgrounds.

- People who identify as **LGBTIQA+** were less likely to say they felt part of the local community, and more likely to 'neither agree nor disagree' with feeling part of the local community.

- People who identify as **LGBTIQA+** were less likely than others to say they felt connected to their neighbours.

- People who identify as **LGBTIQA+** were far less likely to agree that 'The Monash community is accepting of people from diverse cultures and backgrounds', (52%

either 'agreed' or 'strongly agreed' compared with 78% of people who identify as straight/heterosexual)

- **People aged 65 years and over** were more likely to 'neither agree nor disagree' with statements about opportunities to socialise, how easy it is to find information about services and activities, and whether the Monash community is accepting of people from diverse backgrounds, compared with other age groups.
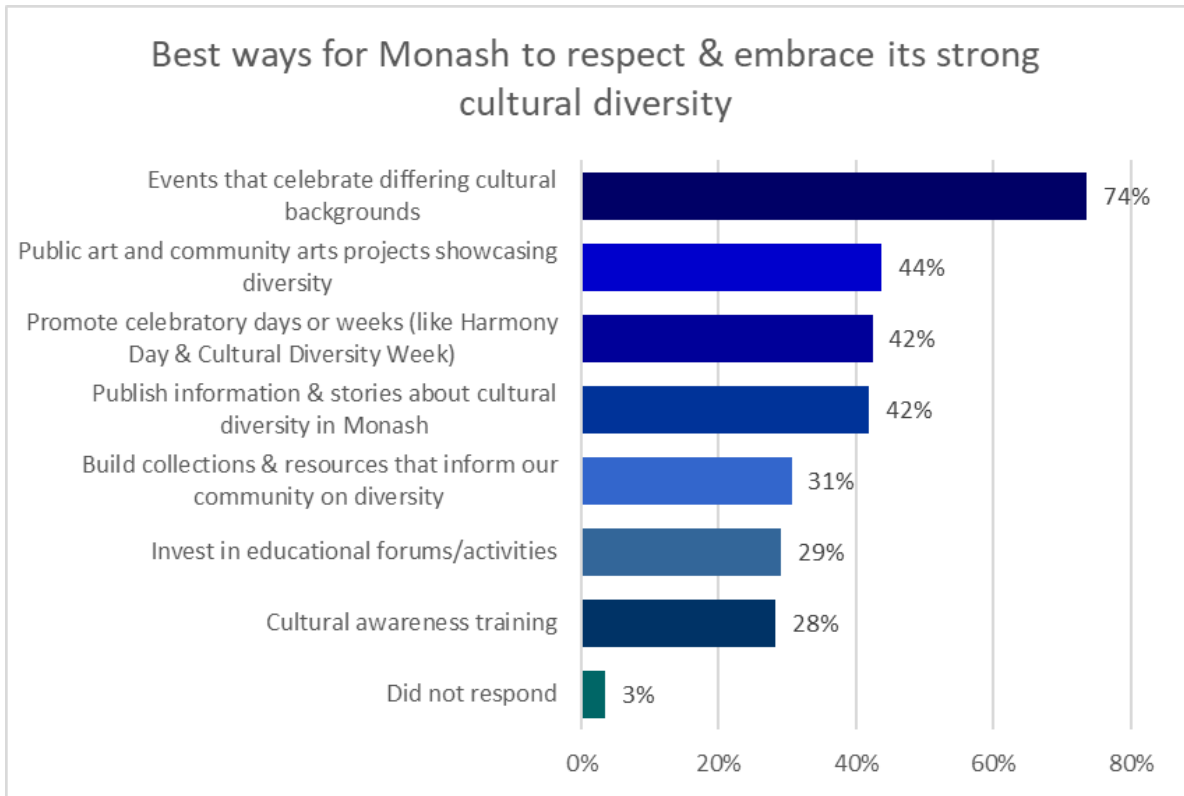
Cultural Diversity

When asked "**what do you think are the best ways for Monash to respect & embrace its strong cultural diversity**? (Pick three)" the response was overwhelmingly in favour of prioritising '**events that celebrate differing cultural backgrounds**' (74%) (refer Figure 24).

More than four in ten wanted 'public art and community art projects showcasing diversity', 'promoting celebratory days or weeks (like Harmony Day & Cultural Diversity Week)' and 'publishing information & stories about cultural diversity in Monash'.

Around three in ten selected 'build collections & resources that inform our community on diversity', 'invest in educational forums/activities' and 'cultural awareness training'.

People **who spoke another language at home** were more likely to select:

- 'events that celebrate differing cultural backgrounds' (80% of people who speak a language other than English at home and 71% of responses from people who speak English only at home) and

- 'invest in educational forums/activities' (41% of people who speak a language other than English at home compared with 25% of people who spoke English only).

Best ways for Monash to respect & embrace its strong cultural diversity

Choices	Count	%
Events that celebrate differing cultural backgrounds	276	74%
Public art and community arts projects showcasing diversity	164	44%
Promote celebratory days or weeks (like Harmony Day & Cultural Diversity Week)	159	42%
Publish information & stories about cultural diversity in Monash	157	42%
Build collections & resources that inform our community on diversity	115	31%
Invest in educational forums/activities	109	29%
Cultural awareness training	106	28%
Did not respond	13	3%

FIGURE 24: BEST WAYS FOR MONASH TO RESPECT & EMBRACE ITS STRONG CULTURAL DIVERSITY

Assisting people from culturally & linguistically diverse backgrounds

Next the community was asked its opinion on **'what should Council's priorities be in assisting local people from culturally & linguistically diverse (CALD) backgrounds?** Tick the top three'.

For the purposes of this question, culturally and linguistically diverse background is defined as born in another country and/or speaks a language other than English at home.

More than half believe **'ensuring its own [Council's] services are relevant and responsive to people from all cultural backgrounds'** is a priority (refer Figure 25). This was followed by nearly half prioritising 'assisting new migrants & those from a refugee background settling in Monash, to know about our area & its services' and 35% wanting

to ensure 'Council's own workforce is culturally aware & competent, able to work comfortably with interpreter services & language assist programs'.

A quarter of respondents believe 'supporting campaigns to tackle race-based discrimination e.g. 'Racism: it stops with me' is a top priority.

Nearly one in five respondents indicated they want Council to prioritise:

> "our libraries maintain & strengthen their roles with CALD communities"

> "partnering with other organisations on specific projects that respond to identified needs of CALD residents or communities"

> "strongly advocating the benefits that come from diversity", and

> "more written communication in languages other than English".

A higher proportion of people from CALD backgrounds selected **'our libraries maintain & strengthen their roles with CALD communities'** (24% compared with 19% overall), indicating that people from the CALD communities have a higher recognition of, and value placed on, the role of libraries in assisting people from CALD backgrounds.

The remaining priorities were assisting other local organisations to be culturally aware (17%), increasing outreach (16%) and supporting international students to connect with the Monash community (13%).

The priorities of people from culturally and linguistically diverse backgrounds compared with all responses were similar.

Priorities for assisting people from CALD backgrounds
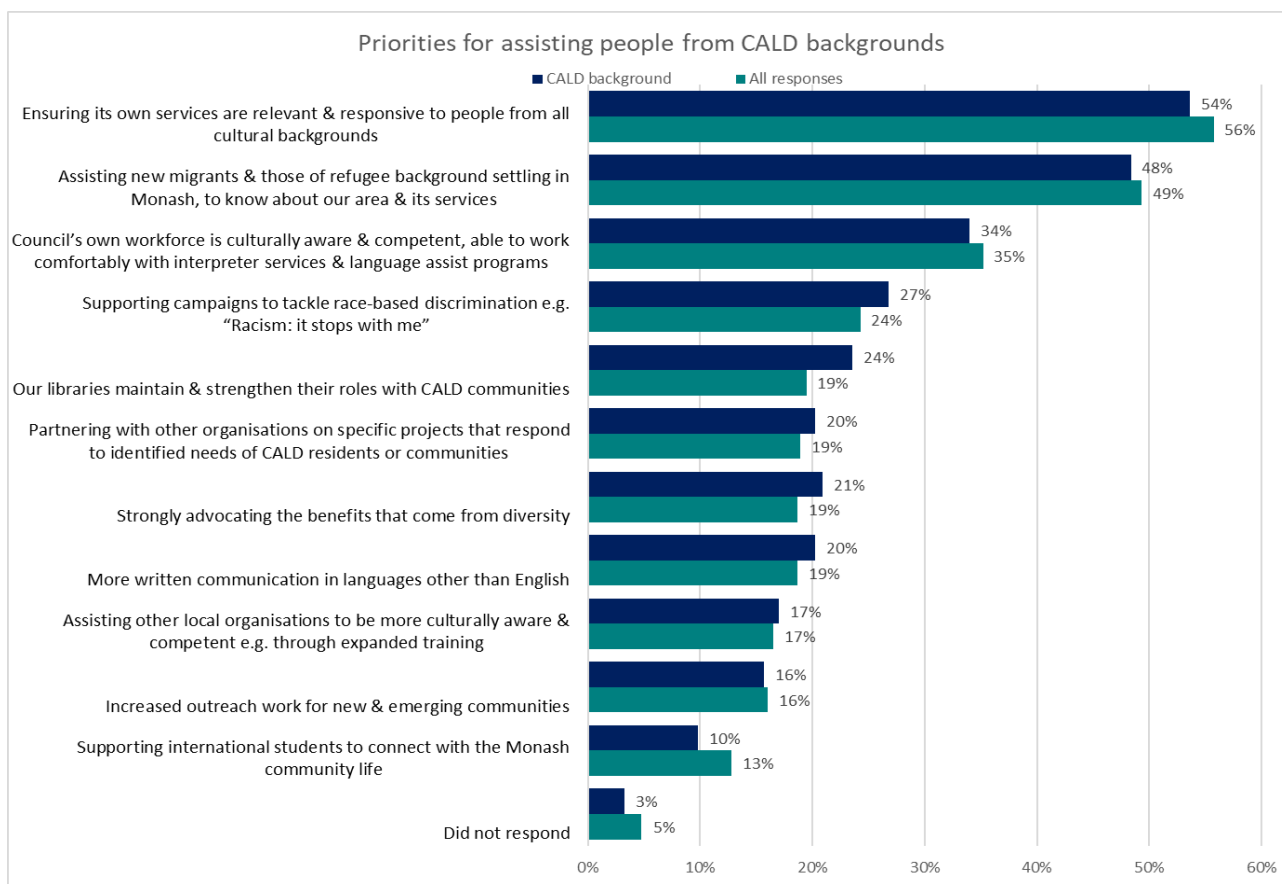
Choices	All responses		Culturally & Linguistically diverse	
	Count	%	Count	%
Ensuring its own services are relevant & responsive to people from all cultural backgrounds	209	56%	82	54%
Assisting new migrants & those of refugee background settling in Monash, to know about our area & its services	185	49%	74	48%
Council's own workforce is culturally aware & competent, able to work comfortably with interpreter services & language assist programs	132	35%	52	34%
Supporting campaigns to tackle race-based discrimination e.g. 'Racism: it stops with me'	91	24%	41	27%
Our libraries maintain & strengthen their roles with CALD communities	73	19%	36	24%
Partnering with other organisations on specific projects that respond to identified needs of CALD residents or communities	71	19%	31	20%
More written communication in languages other than English	70	19%	31	20%
Strongly advocating the benefits that come from diversity	70	19%	32	21%
Assisting other local organisations to be more culturally aware & competent e.g. through expanded training	62	17%	26	17%
Increased outreach work for new & emerging communities	60	16%	24	16%
Supporting international students to connect with the Monash community life	48	13%	15	10%
Did not respond	18	5%	5	3%
Total	375	100%	153	100%

FIGURE 25: WHAT SHOULD COUNCIL'S PRIORITIES BE IN ASSISTING LOCAL PEOPLE FROM CULTURALLY & LINGUISTICALLY DIVERSE (CALD) BACKGROUNDS?

When analysing just people who speak another language at home only, they were slightly more likely to select:

- 'Council's own workforce is culturally aware & competent, able to work comfortably with interpreter services & language assist programs' and
- 'assisting new migrants & those of refugee background settling in Monash, to know about our area & its services'.

Further to previous question, 54 survey participants responded to the option to 'recommend an activity or service that you think is successful in supporting individuals & communities from different cultural, linguistic and religious backgrounds?' with suggestions or comments. Of these responses, there were seven examples of existing specific programs:

- Membership of Lions and Rotary
- Melbourne AMEP Volunteer Tutor Scheme
- Neighbourhood Houses
- The Alpha program an interactive series
- "The Monash Interfaith Gathering is very supportive"
- Monash Interfaith Group
- Australian GLBTIQ Multicultural Council (AGMC Inc) - www.agmc.org.au

The other responses were more general suggestions and comments, with most common response related to festivals, events and activities (13 responses) such as:

"Festival that includes performances from a range of different cultures"

"Events where people from different cultural backgrounds showcases their talents and talk about their culture in a friendly and non-judgemental environment."

"Activities that are run in another language or multiple languages"

"Cultural Awareness days"

There were 10 answers relating to English language education, particularly affordable or free education, including:

"Teaching migrants English, respecting their religious views and heritage"

"Organize sessions which enable non-English speakers to practise their English language skills through inter-action with English speakers"

"Free or subsidised English language classes for new migrants"

Five responses acknowledged the local library service, including:

"The libraries are great hubs and could expand on that quite a bit. For parents in a hurry, I can't absorb what is advertised / available around there, but that is the natural 'watering hole'."

"Library storytimes in other languages are amazing!"

Four comments related to creating more connections between different groups, such as:

"Have more programs that actively connect different cultures and communities, like friendship groups"

There were a mixture of other suggestions, ranging from community gardens, employment to a history of cultural groups in Monash, and also some general comments.
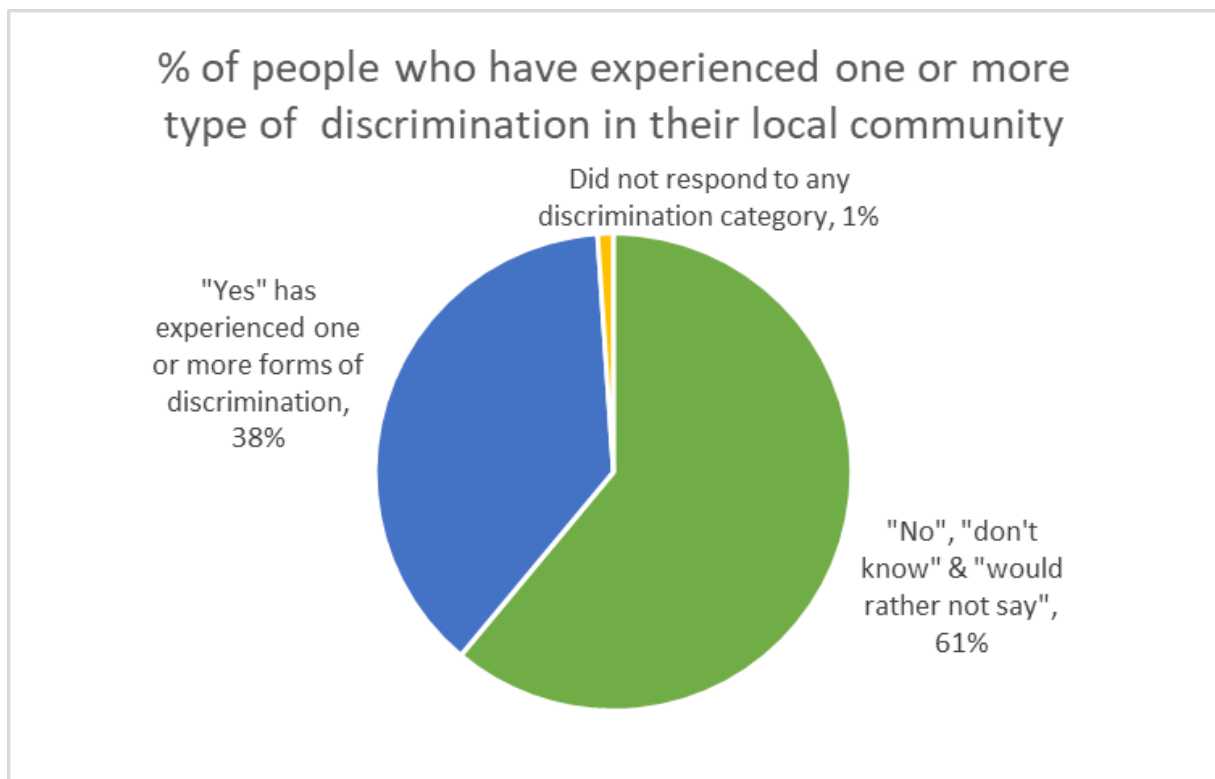
Discrimination

Survey participants were asked 'Have YOU experienced any of the following forms of discrimination in your local community?' with the choice to respond with: 'Yes', 'I would rather not say', 'I don't know' or 'no':

- Age
- Disability
- Gender
- Race
- Religious belief or activity
- Sexual orientation

Nearly four in ten people (38%) responded with a "yes" to experiencing one or more forms of discrimination in their local community (refer Figure 26).

FIGURE 26: HAVE EXPERIENCED ONE OR MORE FORMS OF DISCRIMINATION THE YOUR LOCAL COMMUNITY

Table 13 below shows the number of different types of discrimination people selected "yes" to experiencing in their local community.

- Nearly one in five survey respondents (19%) have experienced some form of discrimination in their local community.
- One and 10 had experienced two different listed types of discrimination.
- 5% had experienced 3 types of discrimination, 2% experienced 4 types of discrimination, 1% experience 5 types of discrimination and one person reported they had experienced all six types of discrimination.

Around half the people who had experienced any form discrimination, and nearly one in five of all survey participants, had experienced more than one type of discrimination in their local community.

Table 13 describes which types of discrimination was most common.

TABLE 13: EXPERIENCE OF DISCRIMINATION IN YOUR LOCAL COMMUNITY

Experienced Discrimination	Count	% of all survey respondents
1 type of discrimination	*72*	*19%*
2 types of discrimination	*39*	*10%*
3 types of discrimination	*18*	*5%*
4 types of discrimination	*9*	*2%*
5 types of discrimination	*3*	*1%*
6 types of discrimination	*1*	*<0.5%*
Total, have experienced discrimination in their local community	142	38%
"No", "I don't know" & "I would rather not say"	229	61%
Did not respond	4	1%
Total	375	100%
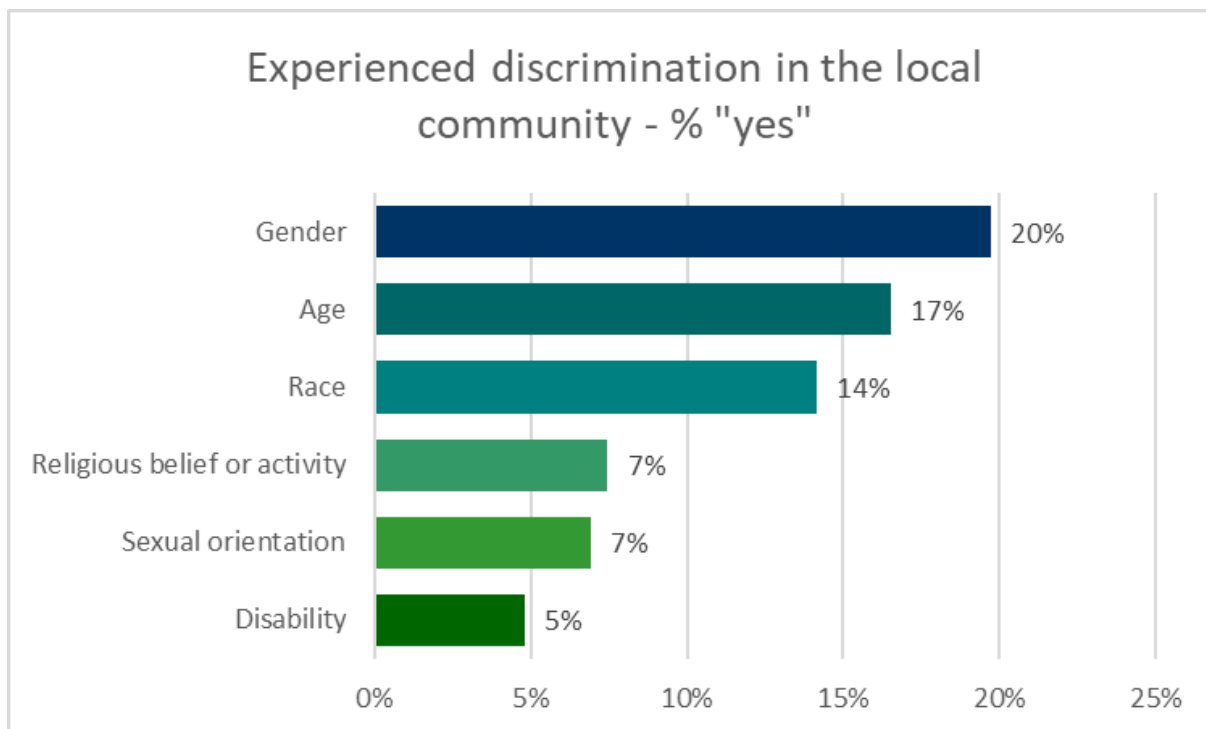
FIGURE 27: TYPE OF DISCRIMINATION EXPERIENCED IN YOUR LOCAL COMMUNITY (MORE THAN ONE TYPE POSSIBLE PER RESPONDENT)

The proportion of survey respondents who reported experiencing discrimination in their local community, by type of discrimination, is as follows (refer Figure 27):

- One in five survey respondents have experienced gender discrimination in their local community. This was the most common experience of discrimination overall.
- Just under one in five have experience age discrimination in their local community.
- 14% have experienced race discrimination
- 7% have experienced discrimination on the basis of religious belief or activity
- 7% have experienced discrimination on the basis of sexual orientation
- 5% have experienced discrimination on the basis of disability. Given that only 7% of people responding to the survey disclosed that they were living with a disability, this is an extremely high rate of discrimination experienced by people in their local community.

Given the survey sample was skewed to respondents who were Australian-born, heteronormative and underrepresented by young people, the experience of discrimination may be higher if a random survey of the broader community was conducted.

Age Discrimination

17% of survey participants had experienced age discrimination, while 5% said they did not know, and 2% said they would "rather not say" (refer Figure 28).

Experienced age discrimination locally
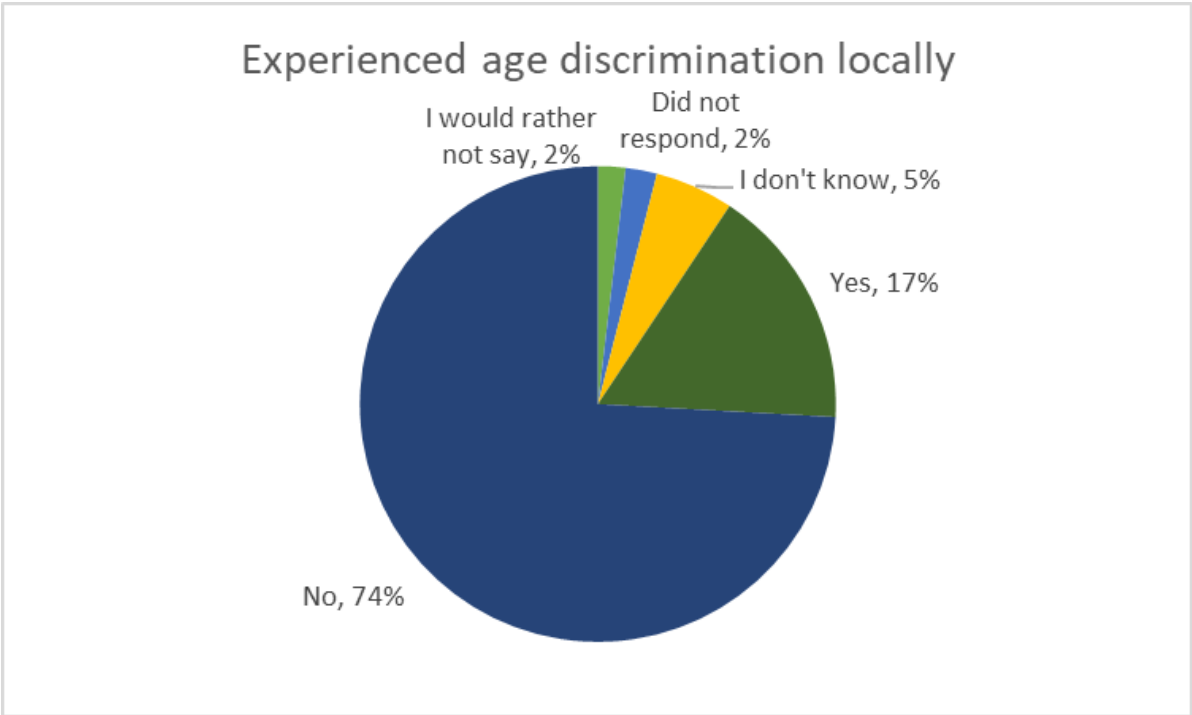
Choices	Count	%
No	278	74%
Yes	62	17%
I don't know	20	5%
I would rather not say	7	2%
Did not respond	8	2%

FIGURE 28: AGE DISCRIMINATION

There were differences in the age of people who indicated that they had experienced age discrimination locally, with people **aged 65 and over more likely** to have experienced **age discrimination** locally (27% of that age group) than any other age group. Additionally, people aged 35-44 indicated less experience of age discrimination (refer Figure 29).

Experienced age discrimination locally by age group
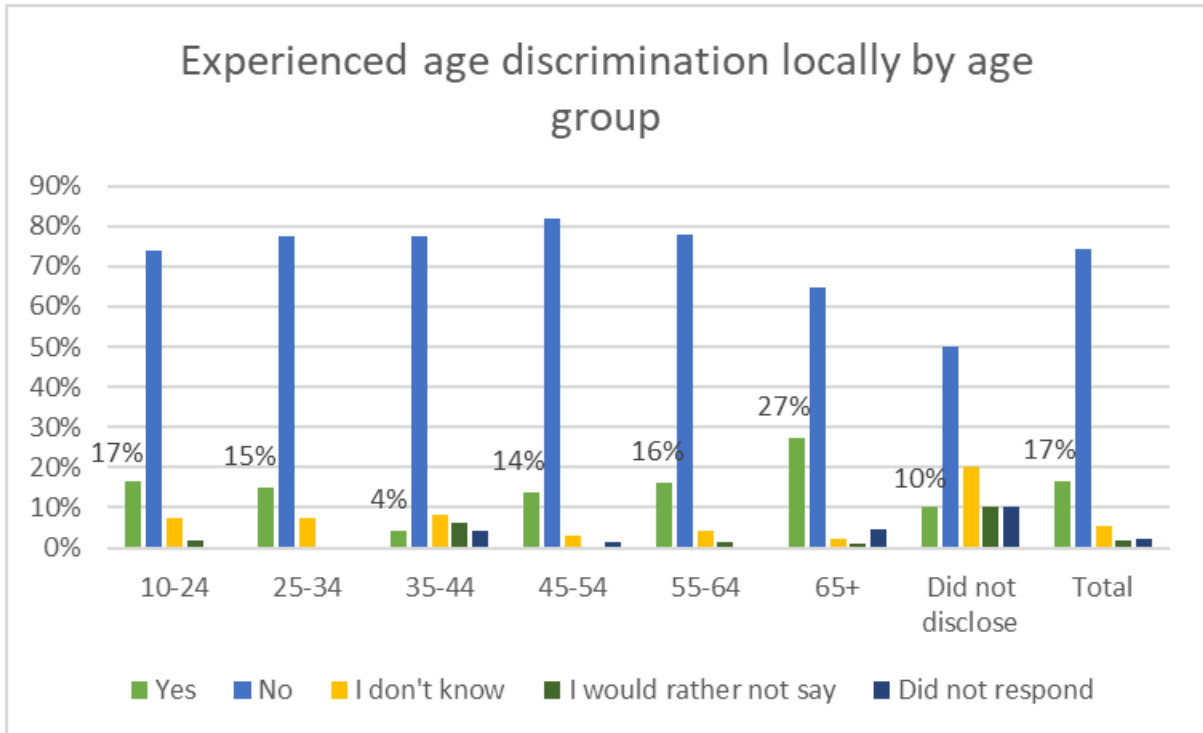
| Age group	Data	Yes	No	I don't know	I would rather not say	Did not respond	Grand Total
10-24	Count	9	40	4	1	0	54
	% of age group	17%	74%	7%	2%	0%	100%
25-34	Count	6	31	3	0	0	40
	% of age group	15%	78%	8%	0%	0%	100%
35-44	Count	2	38	4	3	2	49
	% of age group	4%	78%	8%	6%	4%	100%
45-54	Count	9	54	2		1	66
	% of age group	14%	82%	3%	0%	2%	100%
55-64	Count	11	53	3	1	0	68
	% of age group	16%	78%	4%	1%	0%	100%
65+	Count	24	57	2	1	4	88
	% of age group	27%	65%	2%	1%	5%	100%
Did not respond	Count	1	5	2	1	1	10
	% of age group	10%	50%	20%	10%	10%	100%
Total all age groups	Count	62	278	20	7	8	375
	% of all survey respondents	17%	74%	5%	2%	2%	100%

FIGURE 29: AGE DISCRIMINATION BY AGE GROUP

Disability Discrimination

Of all survey participants, 5% had experienced disability discrimination locally (refer Figure 30).
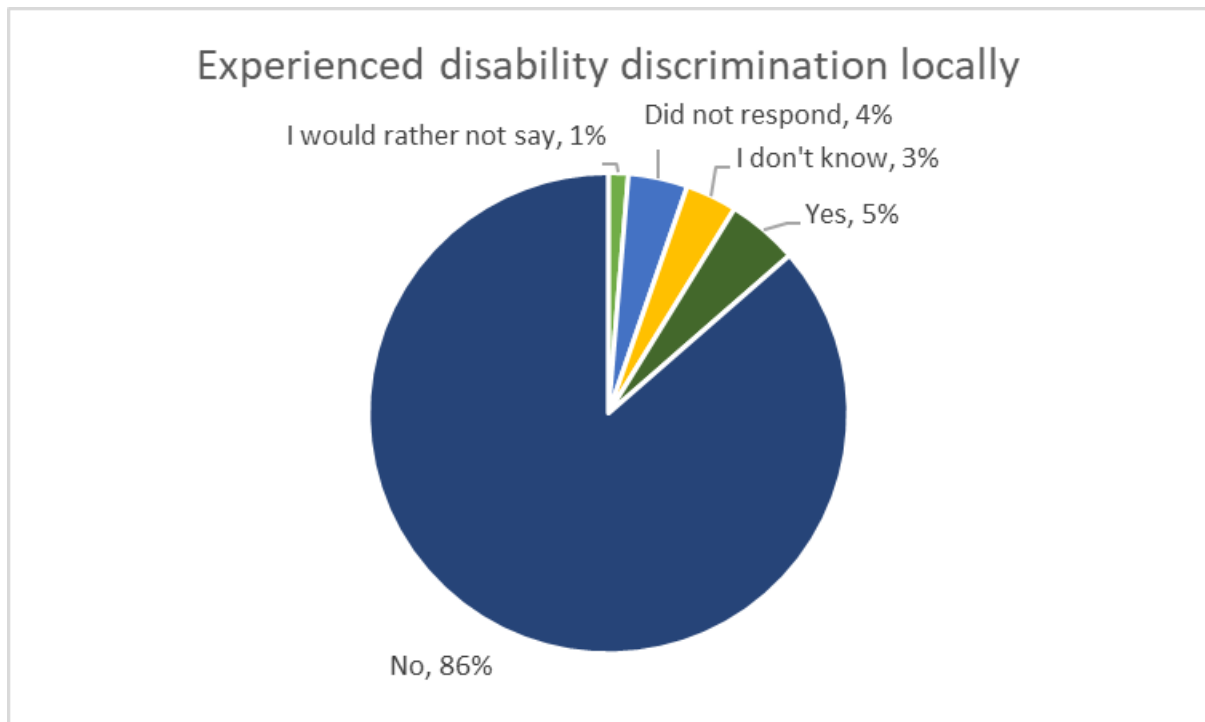
Choice	Count	%
No	324	86%
Yes	18	5%
Did not respond	15	4%
I don't know	13	3%
I would rather not say	5	1%
Total	375	100%

FIGURE 30: DISABILITY DISCRIMINATION

Of the 25 people who self-identified as having a disability, nearly half had experienced disability discrimination in their local community (refer Figure 31).

Living with a disability and experienced disability discrimination locally
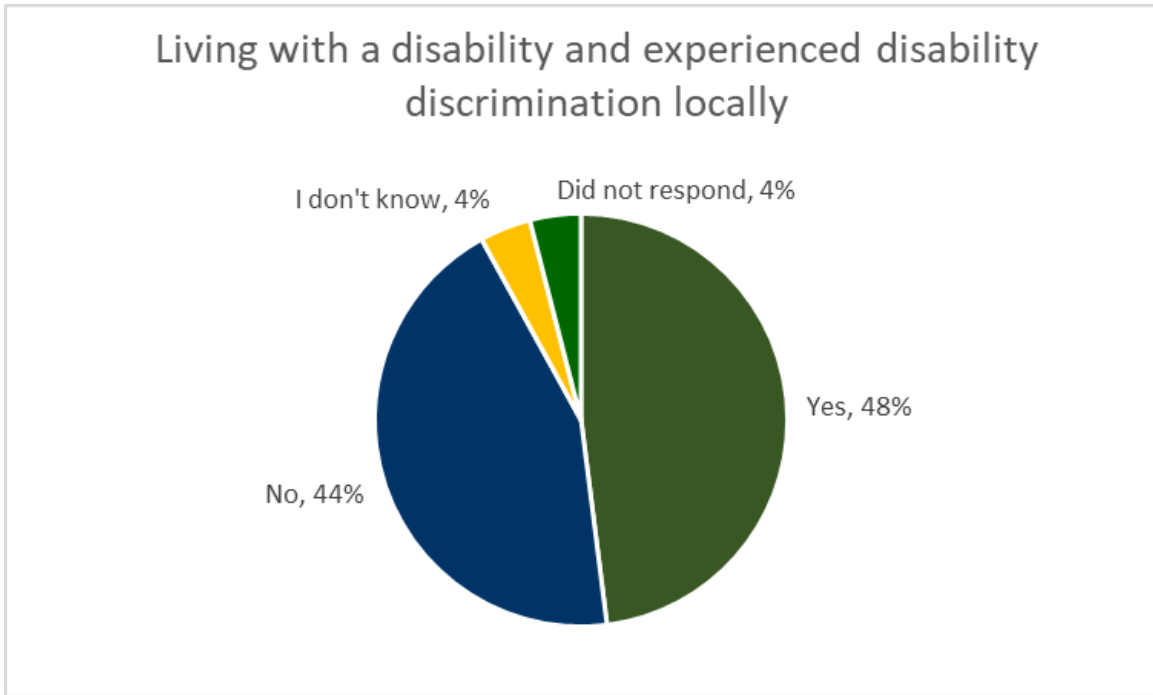
Choices	Count	%
Yes	12	48%
No	11	44%
I don't know	1	4%
Did not respond	1	4%
Total	25	100%

FIGURE 31: DISABILITY DISCRIMINATION BY DISABILITY STATUS

Gender Discrimination

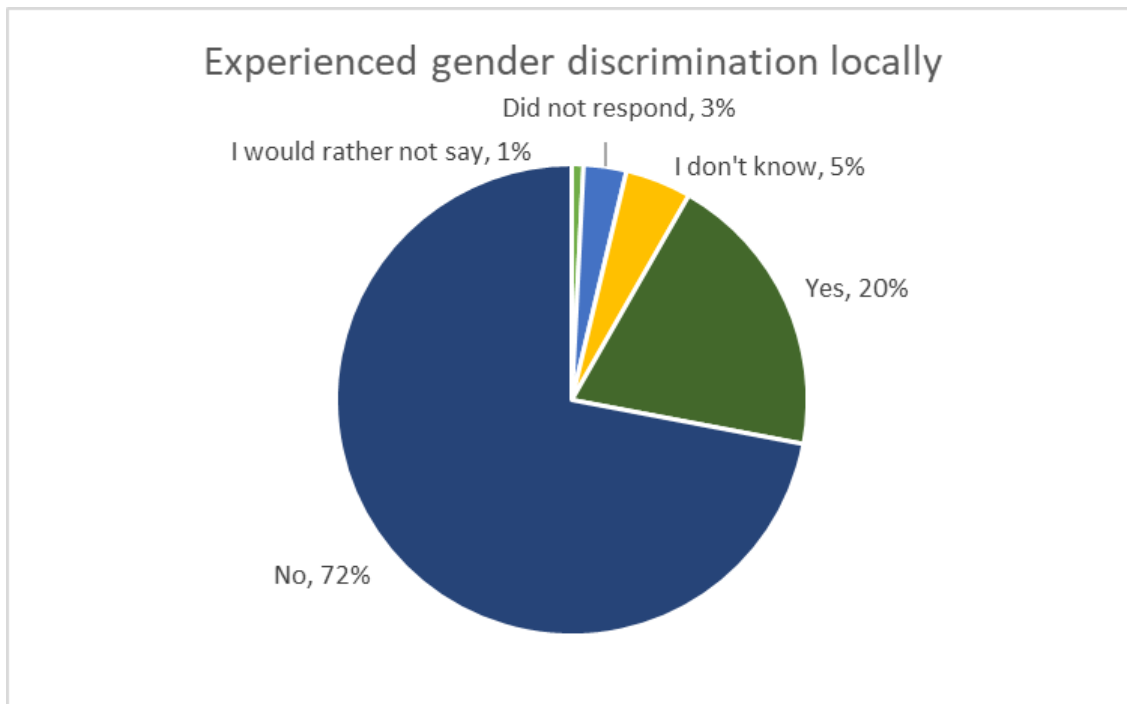One in five people had experienced gender discrimination locally (refer Figure 32).

Experienced gender discrimination locally

Did not respond, 3%

I would rather not say, 1%

I don't know, 5%

Yes, 20%

No, 72%

Choices	Count	%
No	270	72%
Yes	74	20%
I don't know	17	5%
Did not respond	11	3%
I would rather not say	3	1%
Total	375	100%

FIGURE 32: EXPERIENCED GENDER DISCRIMINATION LOCALLY

Of people who say they have experienced gender discrimination locally, 82% were women (refer Figure 33). This represented 1 out of every 4 women who answered the survey. Additionally, of the small number of responses self-identifying as gender diverse, around half had experienced gender discrimination.

Experienced gender discrimination by gender

Prefer not to say, 1%
Did not answer, 1%
Gender diverse, 8%
Men and boys, 7%
Women and girls, 82%
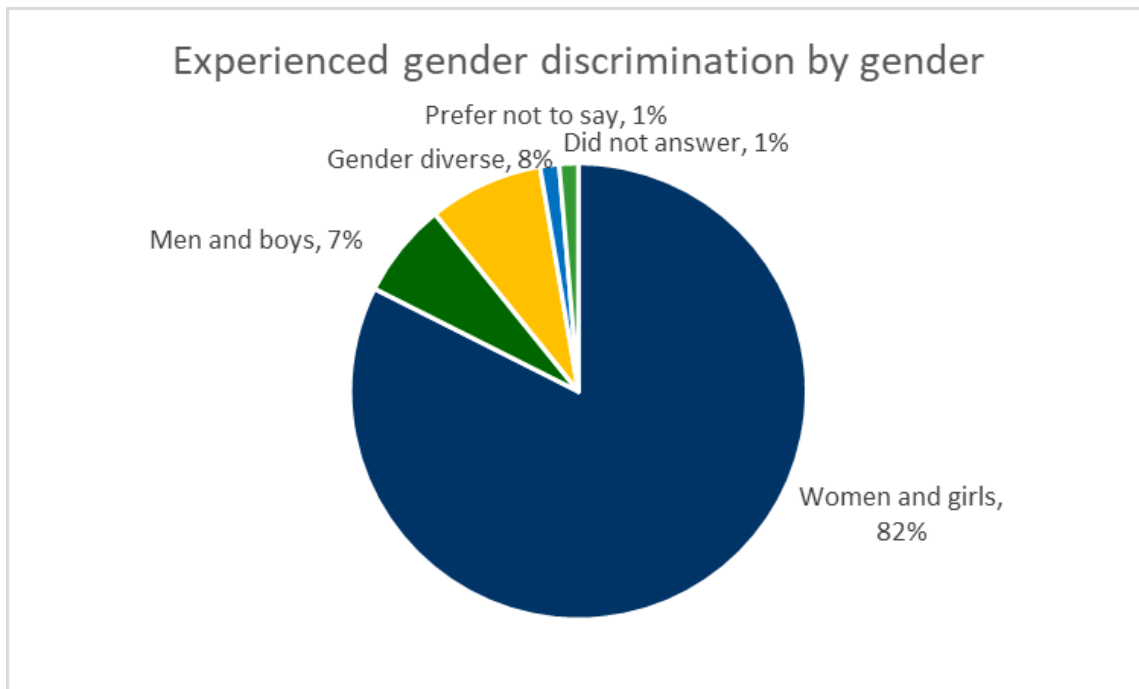
Gender	Count	%
Women and girls	61	82%
Men and boys	5	7%
Gender diverse	6	8%
Prefer not to say	1	1%
Did not answer	1	1%
Total	74	100%

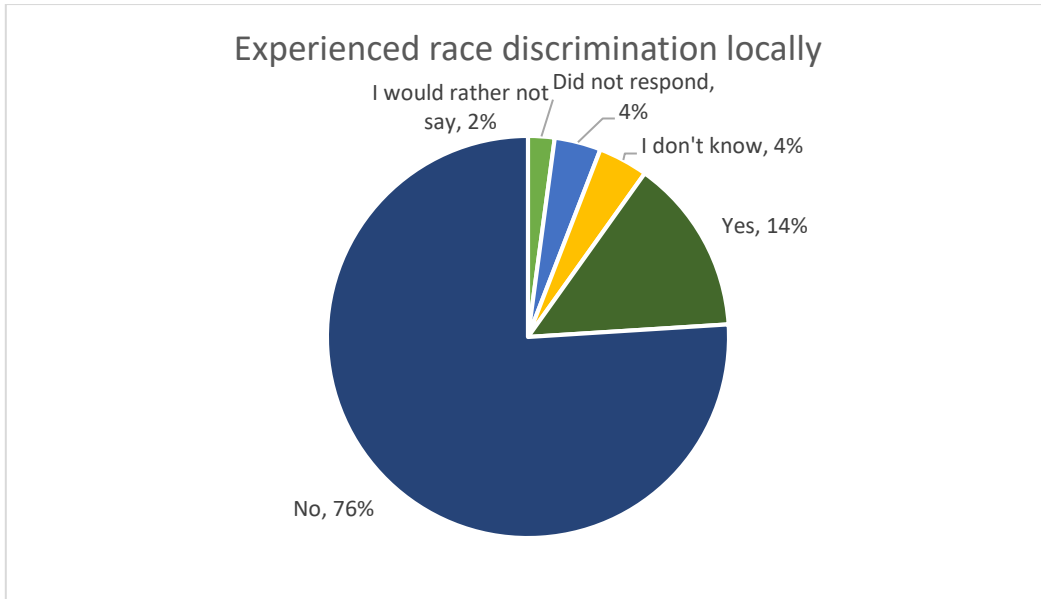FIGURE 33: EXPERIENCED GENDER DISCRIMINATION LOCALLY BY GENDER

Race Discrimination

14% of survey participants said that they had experienced race discrimination locally (refer Figure 34).

One third of all survey respondents who spoke another language at home, said that they had experienced race discrimination locally.

Of people who said that had experienced race discrimination locally, 58% spoke another language at home, other than English (refer Figure 35) and 58% were born outside of Australia (refer Figure 36).

Please note, those that experienced race discrimination and spoke another language at home were an overlapping but different group to those that had experienced race discrimination and were born outside of Australia. Some that were born outside of Australia also spoke English only. Some that spoke another language at home were also born in Australia.

Experienced race discrimination locally

Choices	Count	%
No	285	76%
Yes	53	14%
Did not respond	14	4%
I don't know	15	4%
I would rather not say	8	2%
Total	375	100%

FIGURE 34: EXPERIENCED RACE DISCRIMINATION LOCALLY

Experienced race discrimination & linguistic diversity
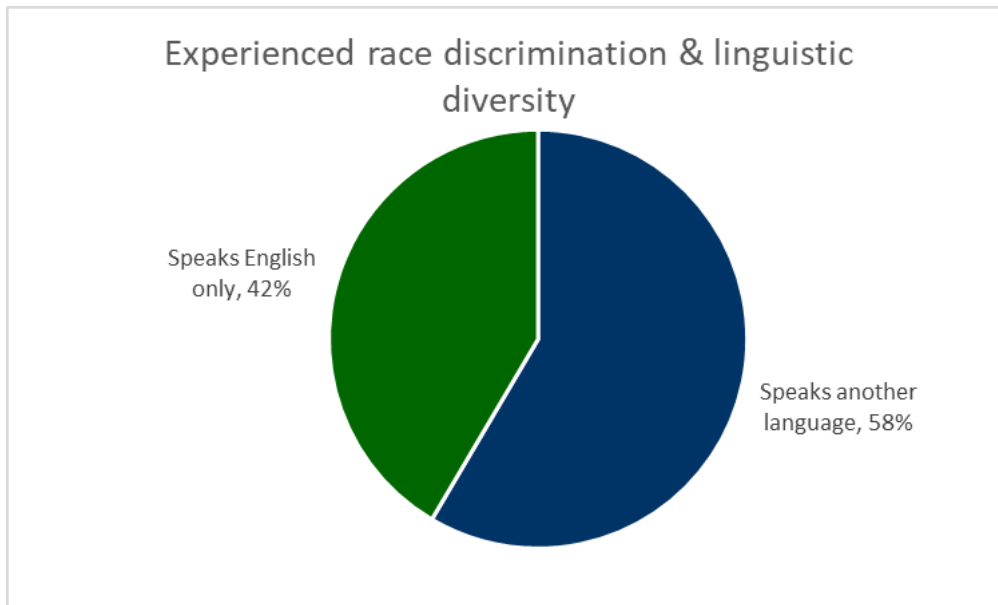
Experienced race discrimination and language	Count	%
Speaks another language	31	58%
Speaks English only	22	42%
Total	53	100%

FIGURE 35: EXPERIENCED RACE DISCRIMINATION LOCALLY AND LINGUISTIC DIVERSITY

Experience race discrimination and country of birth

Born in Australia 42%
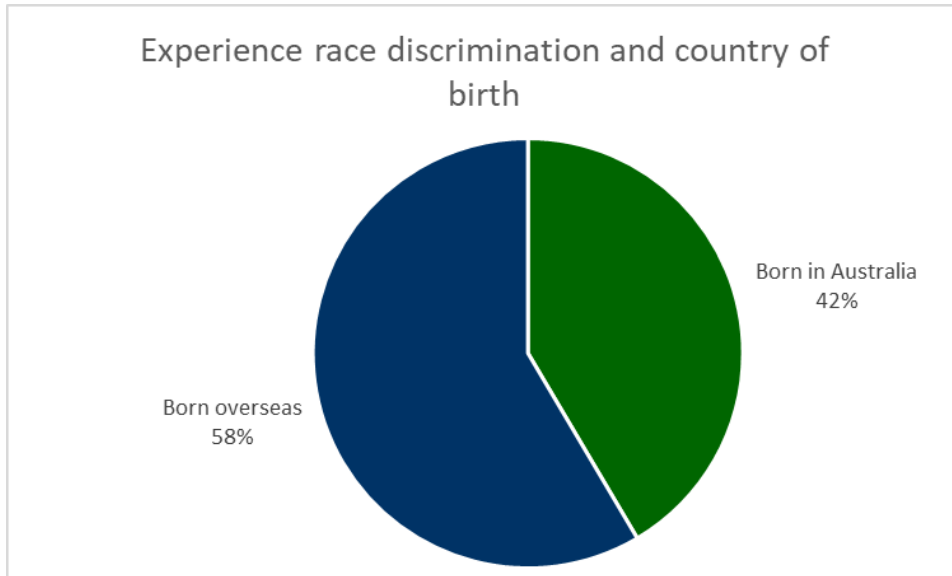
Born overseas 58%

Experienced race discrimination by country of birth	Count	%
Born in Australia	22	42%
Born overseas	31	58%
Total	53	100%

FIGURE 36: EXPERIENCED RACE DISCRIMINATION LOCALLY AND BIRTHPLACE

Discrimination based on religious belief or activity

Experienced discrimination locally based on religious belief or activity

I would rather not say, 2%

Did not respond, 4%

I don't know, 4%

Yes, 7%

No, 83%
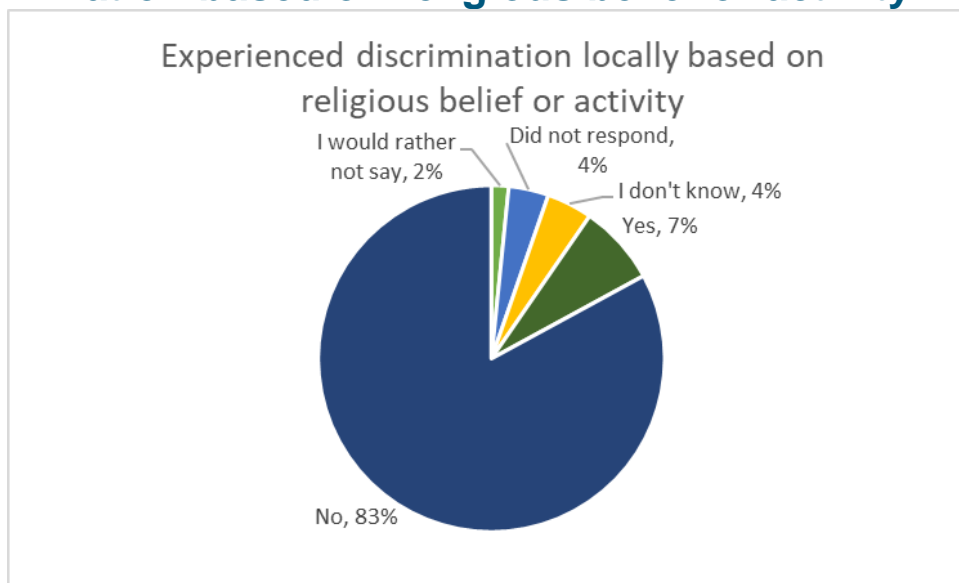
Choices	Count	%
No	311	83%
Yes	28	7%
Did not respond	14	4%
I don't know	16	4%
I would rather not say	6	2%
Total	375	100%

FIGURE 37: EXPERIENCED DISCRIMINATION BASED ON RELIGIOUS BELIEF OR ACTIVITY

Seven percent of respondents (26 people) reported experiencing discrimination on the basis of religious belief or activity (refer Figure 37).

Sexual orientation discrimination

7% of respondents (26 people) reported experiencing discrimination on the basis of sexual orientation (refer Figure 38).
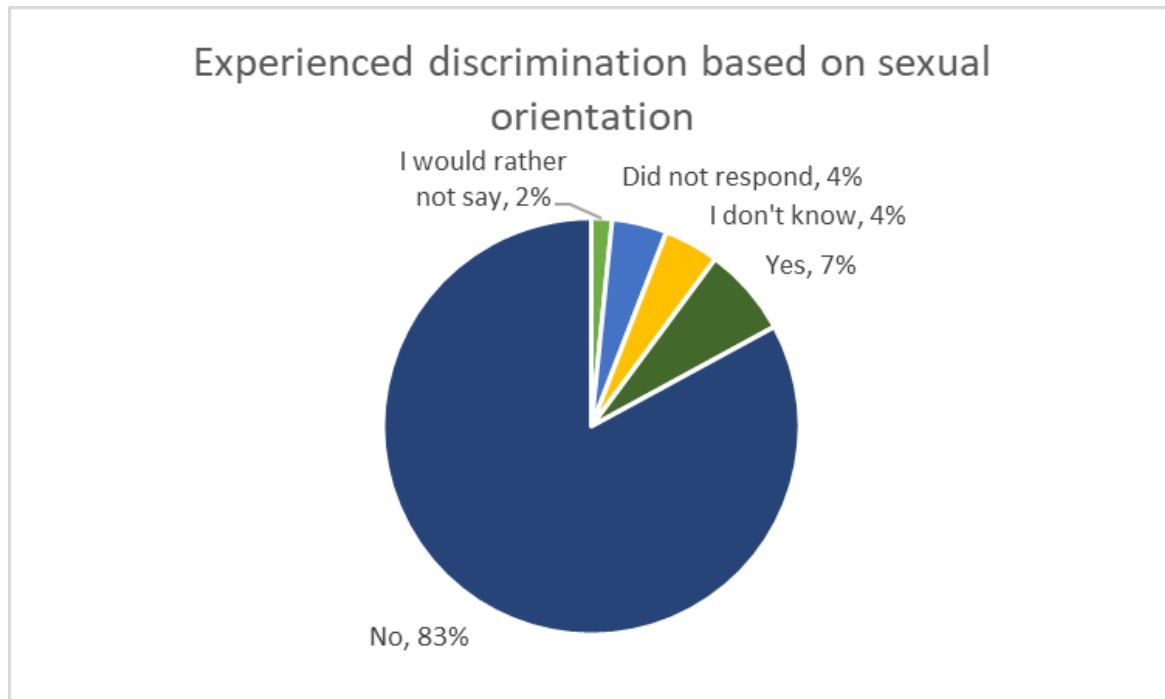
Choices	Count	%
No	311	83%
Yes	26	7%
Did not respond	16	4%
I don't know	16	4%
I would rather not say	6	2%
Total	375	100%

FIGURE 38: EXPERIENCED DISCRIMINATION BASED ON SEXUAL ORIENTATION

Of the 26 people self-reporting discrimination on the basis of sexuality, 65% of them self-described a diverse (non-heterosexual/straight) sexuality (refer Figure 39).

Of the 38 people who self-described as a diverse sexuality, nearly half (45%) said that they had experienced discrimination in their local community (refer Figure 40). Please note that diverse sexuality and LBGTIQA+ were very similar but not identical groups.

Experienced discrimination locally based on sexual orientation
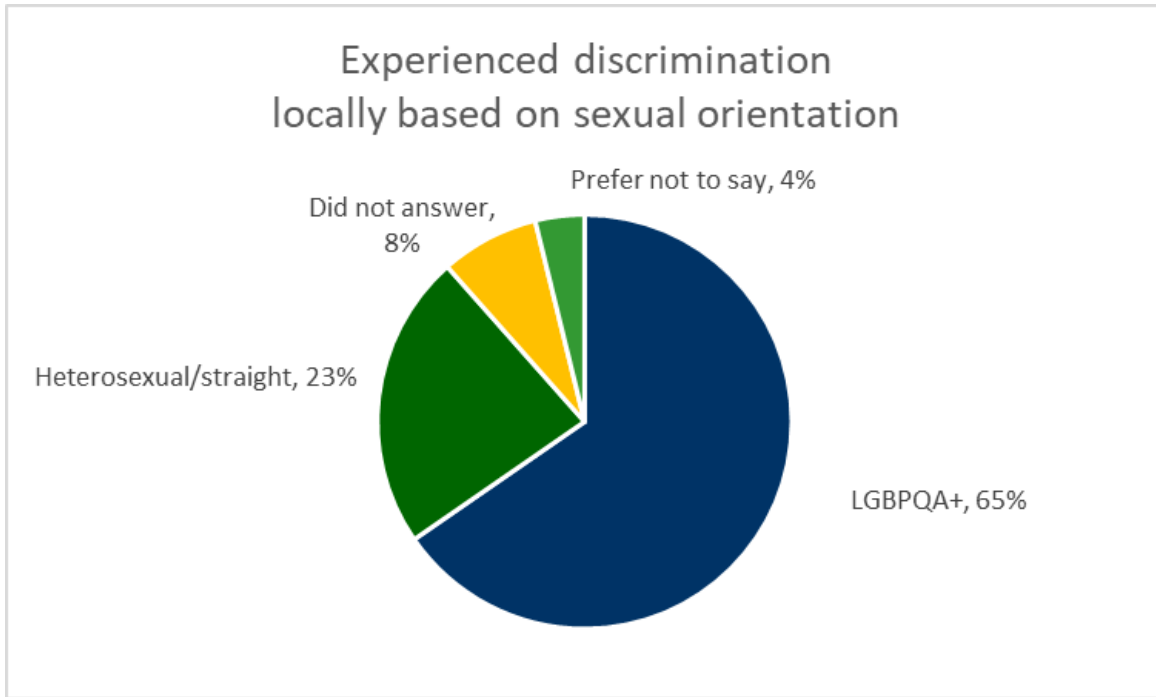
Sexual orientation	Count	%
Non-heterosexual	17	65%
Heterosexual/straight	6	23%
Did not answer	2	8%
Prefer not to say	1	4%
Total	26	100%

FIGURE 39: EXPERIENCED DISCRIMINATION BASED ON SEXUAL ORIENTATION BY SEXUAL ORIENTATION

Diverse sexuality and experienced discrimination
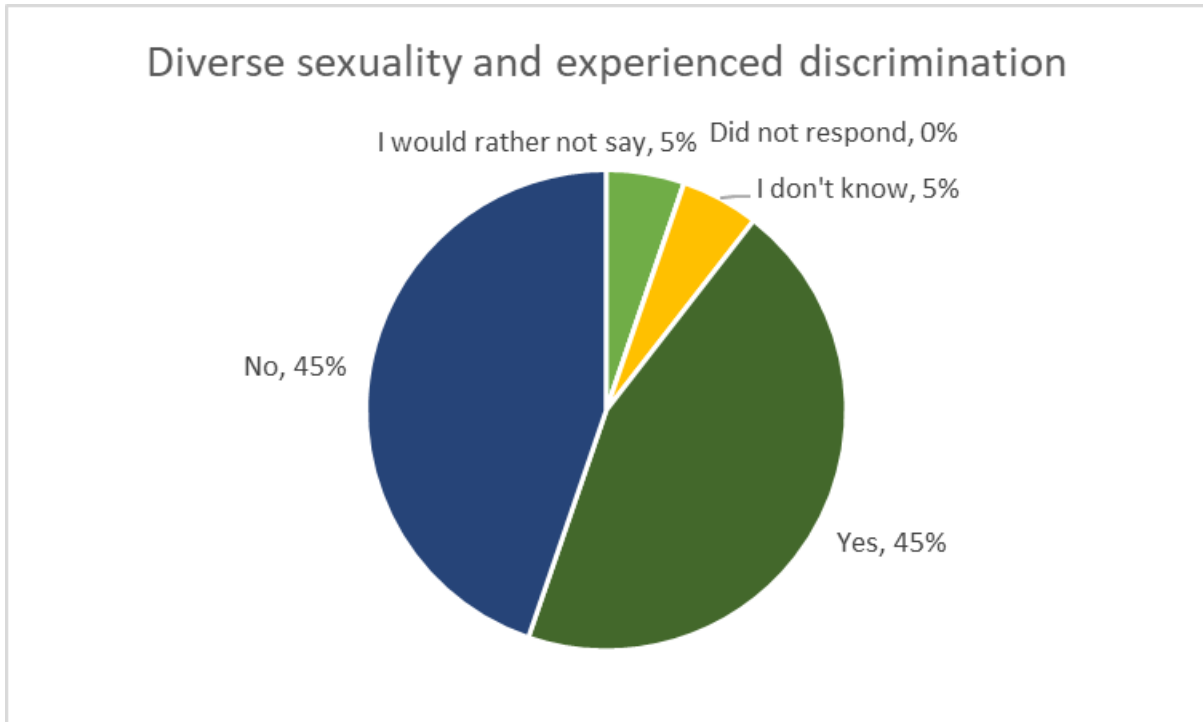
Choices	Count	%
Yes	17	45%
No	17	45%
I would rather not say	2	5%
I don't know	2	5%
Did not respond	0	0%

FIGURE 40: NON-HETEROSEXUAL ORIENTATION/DIVERSE SEXUALITY AND EXPERIENCED DISCRIMINATION

Experience of Discrimination

Further to the experience of discrimination, survey respondents were asked, if they had experienced discrimination in their local community and felt comfortableto tell us more.

Of the 40 people who answered with specific comments, 37 related directly to one of categories of discrimination listed in the previous question.

Twelve responses related to racial discrimination, including:

> "Women and people from different backgrounds are treated as inferior and second rate."

> "1) react a little slow at supermarket counter, the show sight of ...old .../ Chinese..."

> "1) Not allow to say merry Xmas, no idea what's wrong. 2) during lock down I try to help a old western lady to buy toilet paper, a guy shout at me " go home " the old lady feel sorry for me, and shame for a Aussie behave like that."

> *"Being a female over 50, I have been ignored in stores by youngsters, I have experienced rudeness from other nationalities."*

> *"Being told to go back to my country even though I have been in Australia for 45 years and witnessing a bunch of idiots calling Asian families been abused. Yes bystanders did step in and many other examples."*

> *"It's happened only once in all my over 20 years here, at a grocery during covid."*

> *"My son was discriminated against in high school."*

> *"At school boys told me since I'm Chinese and all Chinese would own their houses, I was going to own his house. I was lividly offended at them."*

> *"The lack of intercultural communication between neighbours sometimes."*

There were nine examples of gender discrimination, including:

> *"Males get treated with more respect by some community members."*

> *"As a mum, I've had more disrespectful confrontation and judgement from members of the public than my husband while out, they've extended that discrimination to my small children in failing to be patient with a child as part of the community."*

> *"Some tradesmen discriminated … They had to be asked to do it again, and it still isn't properly done."*

> *"Until recently I was working with a severe gender pay gap. I had to leave my employer to remedy it."*

> *"All the … men who sit in the mall staring at girls/women who walk past."*

> *"It was in a local footy club, gender equaility is stuck in the 1950 there."*

> *"I got a snide remark about me being the breadwinner as the female, as if my husband is a loser, and it is not by choice. That is discriminatory for my gender (and doesn't help that he is non white)…"*

> *"Experiencing discrimination if you are female just goes with the territory."*

There were six examples of age discrimination, in addition to two that were listed above under race discrimination, they were:

> *"I am over 50 and have youngsters push in front of me and have experienced bad behaviour by men that cannot be called 'gentlemen'."*

> *"it is difficult for a lot of people to understand what it is like to be old."*

> *"Tone of voice changes when sharing my age, hence I lose my voice."*

> *"Younger people don't seem to see people aged over 70, I find this in shops and streets."*

There were also three examples relating to disability discrimination:

> *"many facilities do not cater for people who are not of "normal" height."*

> *"Buses driving straight through bus stops not stopping to allow blind passenger on board."*

> *"Person in active Monash Clayton judging my capacity and saying an active adults activity was for people with less movement than us. They were wrong and we felt unwelcome and judged."*

There were three examples relating to sexual orientation discrimination:

> *"My child is a transgender person. People are ignorant. We need to teach them to understand."*

> *"It was at high school - 2 years ago."*

> *"During the 2017 Marriage Equality campaign I approached many local business asking them if they would display YES posters and some told me they didn't support the cause (as opposed to just not wanting to display the poster)."*

There were also two relating to religion and eight general comments.

Gender Equity

Agreement with Gender Equity Statements

Participants were asked to rate their agreement with six statements relating to gender equity and family violence, with the choices: strongly disagree, disagree, neither agree nor disagree, agree or strongly agree. Responses were given a weighted average to show an overall agreement or disagreement with the statements (refer Figure 41).

Agreement with statements relating to gender equity & family violence by weighted score of answers

- Women should be able to play the same kind of sports that men do — 4.2
- Family violence is common in our community — 3.3
- Women prefer a man to be in charge of the relationship — 1.6
- Family violence can be excused if, afterwards, the violent person genuinely regrets what they have done — 1.4
- Men make better political leaders — 1.4
- Men should take control in relationships and be head of the household — 1.4

Statements	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Did not respond		Weighted Score (out of 5)
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Women should be able to play the same kind of sports that men do	190	51%	123	33%	29	8%	15	4%	13	3%	5	1%	4.2
Family violence is common in our community	24	6%	127	34%	168	45%	43	11%	9	2%	4	1%	3.3
Women prefer a man to be in charge of the relationship	2	1%	4	1%	53	14%	79	21%	232	62%	5	1%	1.6
Family violence can be excused if, afterwards, the violent person genuinely regrets what they have done	4	1%	5	1%	19	5%	85	23%	258	69%	4	1%	1.4
Men make better political leaders	2	1%	5	1%	35	9%	58	15%	271	72%	4	1%	1.4
Men should take control in relationships and be head of the household	3	1%	2	1%	32	9%	68	18%	266	71%	4	1%	1.4

FIGURE 41: AGREEMENT WITH STATEMENTS RELATING TO GENDER EQUITY & FAMILY VIOLENCE

Women were much more likely to "strongly disagree" that 'men should take control in relationships and be head of the household', 'men make better political leaders' and with 'women prefer a man to be in charge of the relationship' when compared to men or gender diverse respondents.

People who **speak English only** at home are more likely to support gender equity in response to most of the statements when compared with people who speak another language.

People who speak a **language other than English** at home were slightly more likely to agree that 'women should be able to play the same sort of sport that men do'.

People who identify as **LGBTIQA+** are much more likely to indicate that 'family violence is common in our community' and that 'women should be able to play the same kind of sports that men do', when compared with people who do not.

Both the **25 to 34 year old** and the **45 to 54 year old** age groups were more likely to display stronger agreement for gender equity than other age groups for most statements.

People aged 65 and over were less likely to believe that 'women should be able to play the same sort of sport that men do'.

Priority Areas for Supporting Gender Equity

Survey participants were asked to select their top three out of a list of Gender Equity priorities to indicate what responses they wish for Council to prioritise (refer Figure 42).

Of the 360 responses the most important priority for supporting gender equity, as selected by survey respondents, was 'Health, family and community organisations' (65%) followed by 'Education and care settings for children and young people'.

Almost half of respondents deems 'sports, recreation, social and leisure spaces' to be important, followed closely by 'public spaces, transport, infrastructure and facilities' (46%).

Around a quarter selected 'Universities, TAFEs and other tertiary educational settings' and 'Monash Council as a workplace'. Around one in ten selected 'The Arts' and 'faith based contexts'.

Priority areas for supporting gender equity
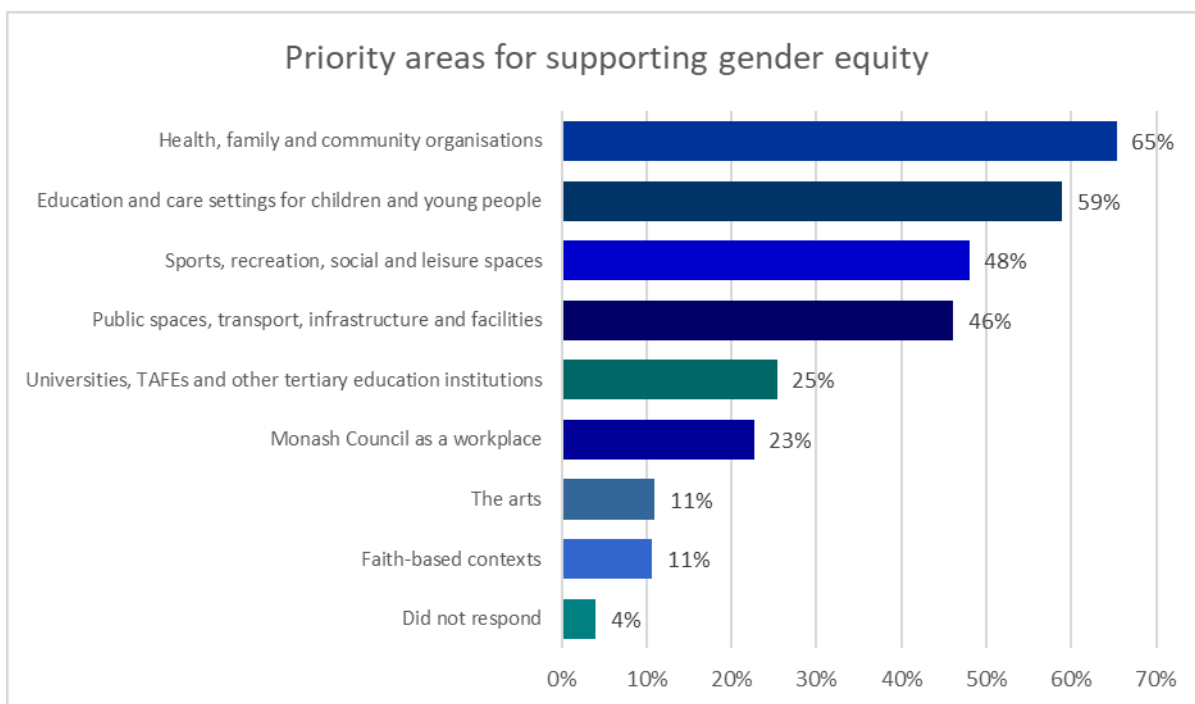
Choices	Count	%
Health, family and community organisations	245	65%
Education and care settings for children and young people	221	59%
Sports, recreation, social and leisure spaces	180	48%
Public spaces, transport, infrastructure and facilities	173	46%
Universities, TAFEs and other tertiary education institutions	95	25%
Monash Council as a workplace	85	23%
The arts	41	11%
Faith-based contex	40	11%
Did not respond	15	4%

FIGURE 42: WHAT DO YOU THINK COUNCIL'S PRIORITY AREAS SHOULD BE IN SUPPORTING GENDER EQUITY? (PICK THREE)

A further 34 people made specific comments about their priorities selected in the previous question. Of these, five responses related to education, four related to workplaces, pay & employment, three related to LGBTIQ+, early years or sport. There were also 23 comments related to a range of topics. Some of the comments about priorities included the following:

> *"Help people understand when they are younger, and create a positive environment."*

> *"so much has to be done to turn the idea of giving men more power. Equal Respect must be taught at early age!"*

> *"women in education is very important and we should be learning more about gender issues in school."*

> *"Publish your payroll data."*

> *"I think workplace representation and support is important"*

> *"Also equity for transgender people"*

The most important gender equity priority area for Council, as identified by **women** and people who are **gender diverse** (note very small sample size) was in 'health, family and community organisations'. For **men** it was for 'sports, recreation, social and leisure spaces'.

The most important gender equity priority area for Council, as identified by both people who spoke English only or a **language other than English** at home was 'health family and community organisations'.

The most important gender equity priority area for Council, as identified by **LGBTIQA+** people and **non-LGBTIQA**+ people was both 'health family and community organisations'.

The most important gender equity priority area for Council, as identified by people aged **under 44 years** and under was 'education and care settings for children and young people', while for people aged **45 years and over** it was in 'health family and community organisations'.

Family Violence

Family violence awareness

Survey participants were asked to answer 11 statements about family violence with the options 'always', 'sometimes', 'rarely', 'never' or 'unsure'. Ten or less out of 375 survey participants did not respond to each statement.

All of the statements related to known forms of family violence, so a strong agreement with the statements was anticipated. All statements received between 71% and 91% agreement as "always" (refer Figure 43).

Around nine out of ten respondents believed that it is always family violence if someone:
- 'forces you to do sexual things you don't want to do' (91%)
- 'physically attacks you' (90%)
- 'threatens you or your loved ones, including a pet/s' (88%)
- 'threatens to take away custody of your children or visa status' (88%) is a form of family violence.

Around eight out of ten respondents believes that it is "always" family violence if someone:
- Stalks or monitors you, including online (85%)
- Limits your access to necessities, including face masks or healthcare (84%)
- Makes you feel scared to say 'no' (84%)
- Regularly put you down, humiliates you or attacks your self-esteem (83%)
- Stops you from practising religious, spiritual or cultural beliefs and rituals (80%)

The lowest level of agreement as it is "always" family violence was for if someone:
- Controls your money and/or financial decisions (76%)
- Controls where you go or who you speak to (71%)

Is it family violence if someone:
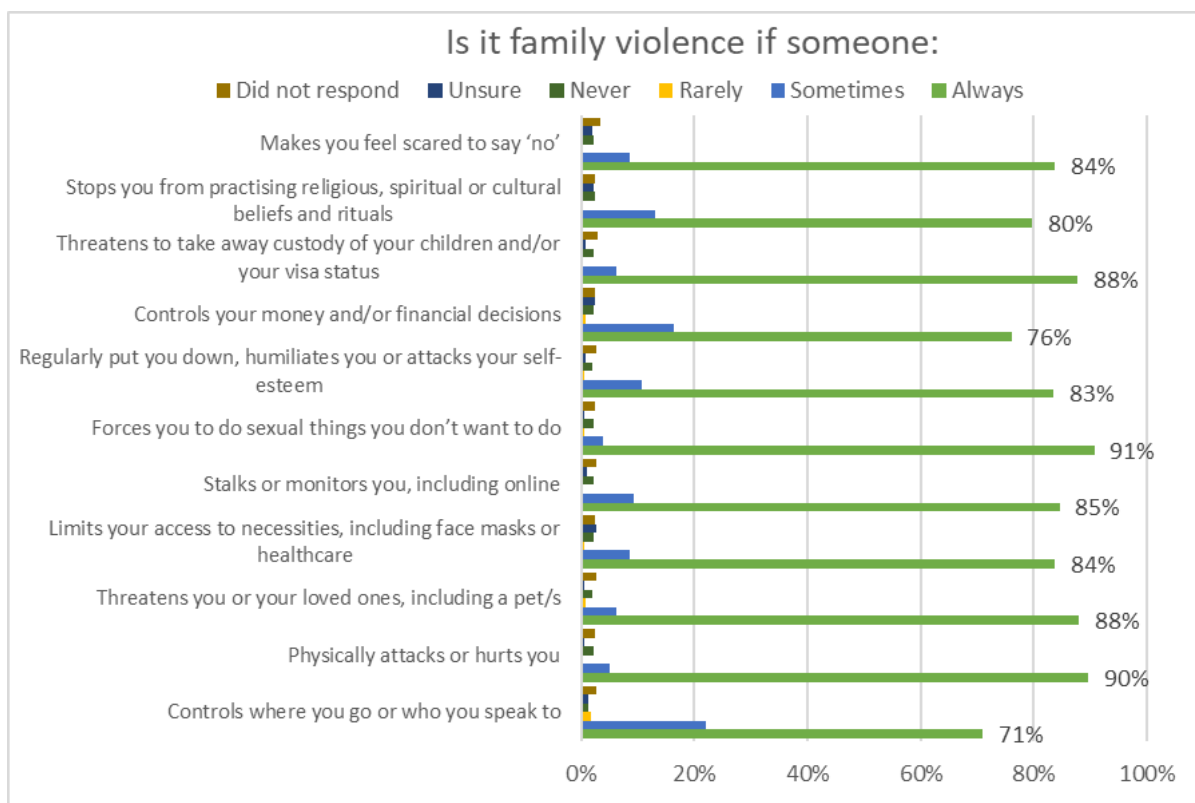
Is it a form of family violence if someone:	Always		Sometimes		Rarely		Never		Unsure		Did not respond	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Controls where you go or who you speak to	266	71%	83	22%	6	2%	5	1%	5	1%	10	3%
Physically attacks or hurts you	336	90%	19	5%	1	0%	8	2%	2	1%	9	2%
Threatens you or your loved ones, including a pet/s	330	88%	23	6%	3	1%	7	2%	2	1%	10	3%
Limits your access to necessities, including face masks or healthcare	314	84%	32	9%	2	1%	8	2%	10	3%	9	2%
Stalks or monitors you, including online	317	85%	35	9%	1	0%	8	2%	4	1%	10	3%
Forces you to do sexual things you don't want to do	340	91%	14	4%	2	1%	8	2%	2	1%	9	2%
Regularly put you down, humiliates you or attacks your self-esteem	313	83%	40	11%	2	1%	7	2%	3	1%	10	3%
Controls your money and/or financial decisions	285	76%	61	16%	3	1%	8	2%	9	2%	9	2%
Threatens to take away custody of your children and/or your visa status	329	88%	23	6%	1	0%	8	2%	3	1%	11	3%
Stops you from practising religious, spiritual or cultural beliefs and rituals	299	80%	49	13%	1	0%	9	2%	8	2%	9	2%
Makes you feel scared to say 'no'	314	84%	32	9%	1	0%	8	2%	7	2%	13	3%

FIGURE 43: IS IT A FORM OF FAMILY VIOLENCE IF SOMEONE....

Women were more likely than men to say that 9 of the 11 family violence statements were "always" family violence. Where **men** were lower than women for responding with "always", they were usually higher for responding "sometimes", while both men and women were very unlikely to put "never".

Gender diverse respondents were less likely to select "always" than men or women in response to the family violence statements.

People who speak a **language other than English** were less likely to select the statements as "always" family violence, for every statement except the statement "if someone makes you sacred to say no" where they equally likely as someone who spoke English at home to select always.

People who identify as **LGBTIQA+** were more likely (but not by much) than people who do not identify as LGBTIQA+ to identify seven of the eleven family violence statements as "always" family violence.

Younger people aged 10-24 were less likely than all other age groups to select "always" in answer to the "Is it a form of family violence if someone…" statements for nine of the statements and the second lowest for two of the statements.

People aged **65 years and over** were less likely than other age groups to say it is "always" family violence if someone "threatens you or your loved ones, including a pet'.

Family Violence Support

Survey participants were asked about which services they are aware of for information and support if they were experiencing family violence, or were concerned that someone else might be (refer Figure 44).
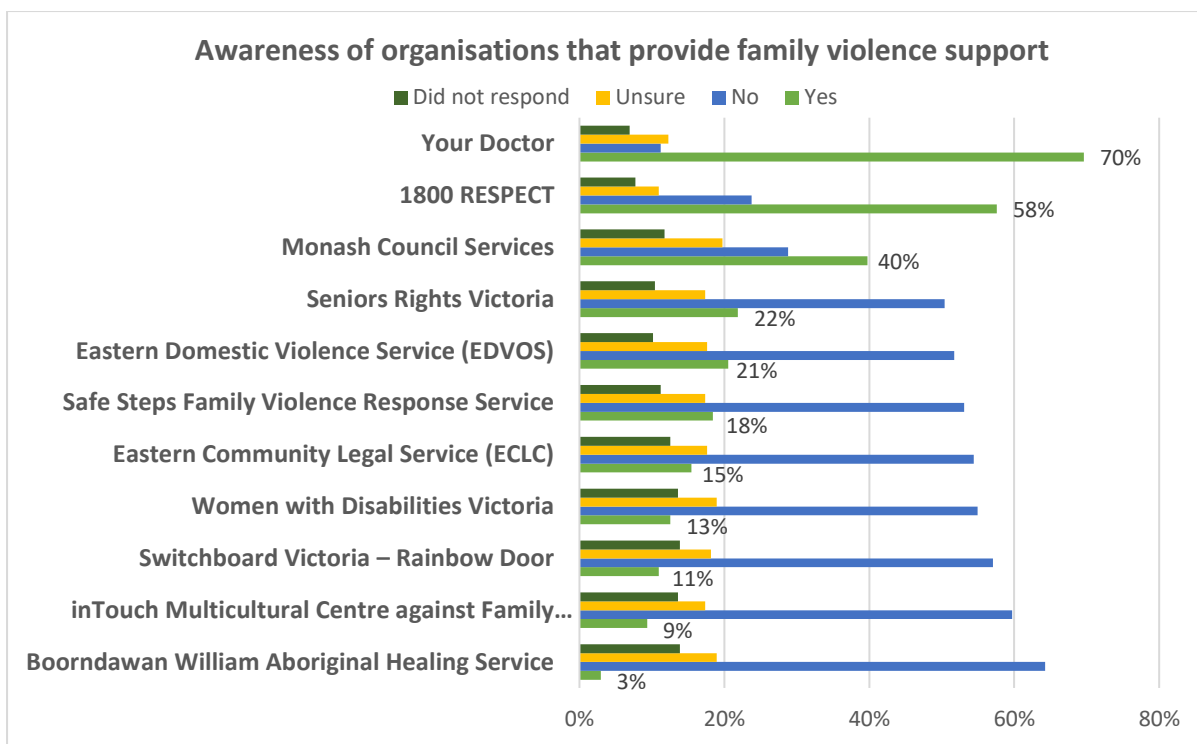

More than half of people were aware of their doctor as a source of family violence support (70%), followed by the 1800RESPECT service (58%).

Four in ten were aware of Monash Council (40%) as a source of support, while two in ten people were aware of Seniors Rights Victoria (22%) and the Eastern Domestic Violence Service (21%).

Safe Steps Family Violence Response Service (18%) and Eastern Community Legal Service (15%) were known by less than two in five people.

The other listed services were more specialised and less well known (Women with Disabilities Victoria, Switchboard Victoria – Rainbow Door, InTouch Multicultural Centre against Family Violence and Boornawan William Aboriginal Healing Service).

Awareness of organisations that provide family violence support

	Did not respond	Unsure	No	Yes
Your Doctor				70%
1800 RESPECT				58%
Monash Council Services				40%
Seniors Rights Victoria				22%
Eastern Domestic Violence Service (EDVOS)				21%
Safe Steps Family Violence Response Service				18%
Eastern Community Legal Service (ECLC)				15%
Women with Disabilities Victoria				13%
Switchboard Victoria – Rainbow Door				11%
inTouch Multicultural Centre against Family…				9%
Boorndawan William Aboriginal Healing Service				3%

Which of the following services are you aware of for information and support if you were experiencing family violence, or were concerned that someone else might be?	Yes		No		Unsure		Did not respond	
	Count	%	Count	%	Count	%	Count	%
Your Doctor	261	69%	42	11%	46	12%	26	70%
1800 RESPECT	216	58%	89	24%	41	11%	29	8%
Monash Council Services	149	40%	108	29%	74	20%	44	12%
Seniors Rights Victoria	82	22%	189	50%	65	17%	39	10%
Eastern Domestic Violence Service (EDVOS)	77	21%	194	52%	66	18%	38	10%
Safe Steps Family Violence Response Service	69	18%	199	53%	65	17%	42	11%
Eastern Community Legal Service (ECLC)	58	15%	204	54%	66	18%	47	13%
Women with Disabilities Victoria	47	13%	206	55%	71	19%	51	14%
Switchboard Victoria – Rainbow Door	41	11%	214	57%	68	18%	52	14%
inTouch Multicultural Centre against Family Violence	35	9%	224	60%	65	17%	51	14%
Boorndawan William Aboriginal Healing Service	11	3%	241	64%	71	19%	52	14%

FIGURE 44: WHICH OF THE LISTED SERVICES ARE YOU AWARE OF FOR INFORMATION AND SUPPORT IF YOU WERE EXPERIENCING FAMILY VIOLENCE, OR WERE CONCERNED THAT SOMEONE ELSE MIGHT BE?

- While **women** were fairly equally as likely as **men** to say that they where not aware of services. However where services where known, women were more likely to say that they were aware of services, with men returning slightly more "unsure" responses.

- **Gender diverse** respondents were less likely to be aware of going to a doctor, and more likely to know about Switchboard Australia Rainbow door, but caution must be used to interpret such a very small sample size.

- People who **speak a language other than English** at home were less likely to be aware of most of the services for information and support for people experiencing family violence, particularly for 1800RESPECT and their doctor.

- People who identify as **LGBTIQA+** were more likely to know about a range of services for information and support for people experiencing family violence, but less much less likely to select "doctor", when compared with people who do not identify as LGBTIQA+.

- People **aged 55 to 64 years** were less likely to have heard of the range of services that can support someone experiencing family violence than other age groups.

- People **aged 14 to 25 years** were less likely to be aware of information and support from 1800RESPECT and their doctor.

LGBTIQA+

Survey participants were asked to select their top three priorities for supporting people who identify as LGBTIQA+ in Monash.

There were clear differences between the most selected overall responses and the most selected responses by people who identify as LGBTIQA+. The number of people who identified as LGBTIQA+ was a relatively small number, 39 people (refer Figure 45), so some caution should be used in interpreting the results.

Most prominently, around half of people identifying as **LBGTIQA+** thought 'promote and support LGBTIQA+ events e.g. Midsumma Pride March etc' is a top priority (49% of all LGBTIQA+ people), the most commonly selected 'top three' priority, while only 28% of *all* respondents selected the same priority (refer Figure 46).

Similarly, 41% of people identifying as **LGBTIQA+** selected 'Progressively updating amenities to be inclusive of all genders' while only 24% of *all respondents* also selected this priority. Additionally 33% of people identifying as **LGBTIQA+,** and only 14% of *all respondents*, felt that 'fly the Rainbow flag outside the Monash Civic Centre on significant calendar dates' was a top priority.

A similar proportion of LGBTIQA+ and all respondents wish to ensure:
- 'Council's own workforce is upskilled to be more inclusive, responsive, and respectful by undertaking LGBTIQA+ training, etc.' (LGBTIQA 33% and all respondents 31%)
- 'Support LGBTIQA+ people to connect with each other' (28% LGBTIQA and 27% all respondents)

- 31% of LGBTIQA+ and 35% of all survey respondents want 'More formal consultation with the LGBTIQA+ community'.

While more people who identify as LGBTIQA+ (28%) want Council to prioritise 'Deliver targeted services to LGBTIQA+ people and their families' compared with all respondents (23%).

A greater proportion of all survey respondents, compared with people identifying as LGBTIQA+, thought that: 'Provide safe venues and spaces where LGBTIQ people and families can meet', 'Provide targeted support to Monash sporting clubs and community groups to ensure they are welcoming and inclusive of LGBTIQA+ people' and 'Improve the accessibility of its mainstream services and programs' were priorities.

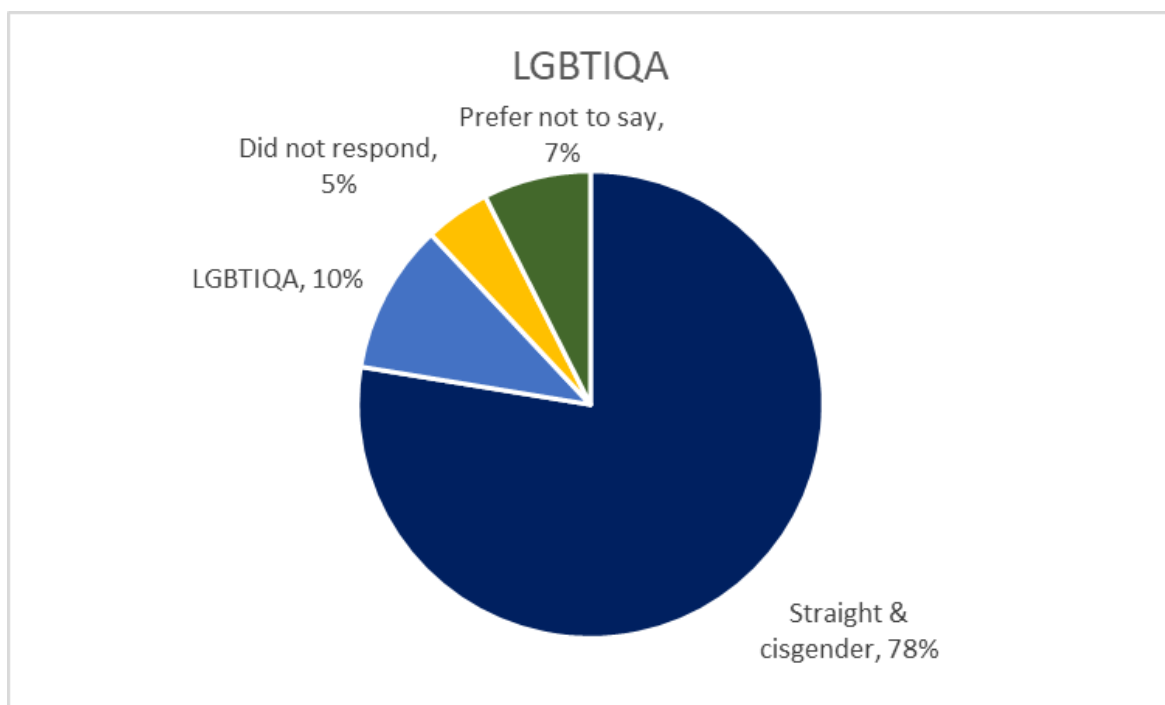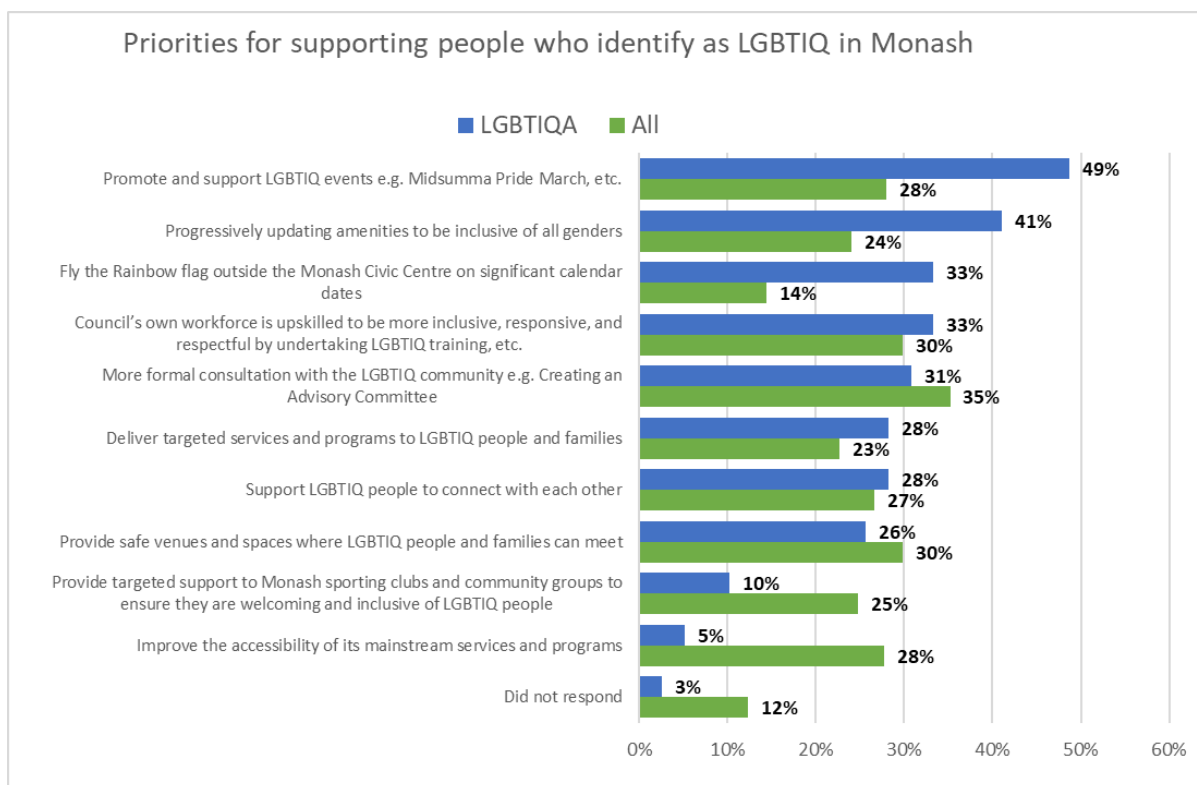LGBTIQA+ is calculated from reconciling answers about gender identity and sexuality.

Groups	Count	%
Straight & cisgender	291	78%
LGBTIQA	39	10%
Did not respond	17	5%
Prefer not to say	28	7%
Total	375	100%

FIGURE 45: LGBTIQA+

Priorities for supporting people who identify as LGBTIQ in Monash

What do you think Council's priorities should be in supporting people who identify as LGBTIQ in Monash?	Count	%	Count	%
Choices	All	All	LGBTIQA +	LGBTIQA +
Promote and support LGBTIQ events e.g. Midsumma Pride March, etc.	105	28%	19	49%
Progressively updating amenities to be inclusive of all genders	90	24%	16	41%
Council's own workforce is upskilled to be more inclusive, responsive, and respectful by undertaking LGBTIQ training, etc.	112	30%	13	33%
Fly the Rainbow flag outside the Monash Civic Centre on significant calendar dates	54	14%	13	33%
More formal consultation with the LGBTIQ community e.g. Creating an Advisory Committee	132	35%	12	31%
Support LGBTIQ people to connect with each other	100	27%	11	28%
Deliver targeted services and programs to LGBTIQ people and families	85	23%	11	28%
Provide safe venues and spaces where LGBTIQ people and families can meet	112	30%	10	26%
Provide targeted support to Monash sporting clubs and community groups to ensure they are welcoming and inclusive of LGBTIQ people	93	25%	4	10%
Improve the accessibility of its mainstream services and programs	104	28%	2	5%
Did not respond	46	12%	1	3%

FIGURE 46: WHAT DO YOU THINK COUNCIL'S PRIORITIES SHOULD BE IN SUPPORTING PEOPLE WHO IDENTIFY AS LGBTIQ IN MONASH? (PICK THREE) – ALL AND LGBTIQA RESPONDENTS

Survey respondents were given the option to add additional priorities.

There were eight specific responses, and 19 general comments. The specific examples suggested were:

"Education in schools - sex education and diversity education"

"More gender neutral change rooms, and ones separate from disabled change rooms. The only gender neutral change rooms being disabled ones is unfair as it takes away from disabled people"

"Aleph Melbourne (sort of localised around City of Glen Eira, but not connected to it). www.aleph.org.au"

"Hepburn Shire"

"The library Rainbow reading group"

"Pride Parades"

"Theatre"

"please fly the flag as often as possible - even just randomly, not just on token days"

About the survey sample

The survey used the method of an anonymous online survey heavily promoted through existing Council channels (including the Monash Bulletin, social media, email distribution lists).

When comparing the demographics of the survey participants to the City of Monash residents, some groups were under or over represented. It was not a randomised sample, which must be acknowledged when interpreting results.

There are also some rich comments, including from people with lived experience, about several topics.

Suburb of survey participants

Survey participants came from all Monash suburbs. Due to the relatively small numbers in individual suburbs, conclusions cannot be made about the responses from any particular suburb (refer Table 14).

Survey respondents from Clayton appeared to be under-represented *proportionally*, with only 5% of survey respondents (19 people) from Clayton, but 12% of the Monash population residing in Clayton. There was also proportionally more participation from people from Oakleigh (10% of survey respondents, 4% of Monash population).

The suburbs with the highest *number* of participants were Glen Waverley and Mount Waverley – the suburbs with the highest population in Monash.

Table 14: Monash suburb where survey participants live or spend the most time in

Monash suburb – live or spend the most time in	Count	% of survey participants	% of Monash residents	Difference
Ashwood - Burwood	23	6%	5%	1%
Clayton	19	5%	12%	**-7%**
Glen Waverley	92	25%	21%	3%
Hughesdale	18	5%	4%	1%
Huntingdale - Oakleigh East	14	4%	5%	-1%
Mount Waverley	65	17%	18%	-1%
Mulgrave	28	7%	10%	-3%
Notting Hill	6	2%	2%	0%
Oakleigh	38	10%	4%	**6%**
Oakleigh South	14	4%	3%	1%
Wheelers Hill	30	8%	10%	-2%
Chadstone	15	4%	5%	-1%
Did not respond	13	3%	n/a	n/a

Connection to Monash

Nearly four out of five survey respondents were residents in Monash (79% or 297 people), three in ten were also ratepayers (30%), just over one in five worked in Monash (22%), 15% were students, 6% were visitors and just 3% were business owners in Monash (refer table 15). Many people selected more than one type of interest in or connect to Monash.

Of residents living in the City of Monash, around 7 out of 10 (259 people) told us that they had lived in Monash for five or more years, while around 3 out of 10 (40 people) had lived in Monash for less than five years.

Table 15: Connection to the City of Monash

Which of these describe your interest in the City of Monash? (Tick all that apply)	Number	%
Resident	297	79%
Worker	81	22%
Business owner	11	3%
Student	53	14%
Visitor	22	6%
Ratepayer	113	30%

Age

The average age range of survey respondents was older than for the general Monash population.

The survey was not aimed at young children, therefore no one in the age range 0-9 years old was represented.

Age ranges have been grouped to broad service age groups and demographic descriptors and compared with the Monash population at the most recent Census of Population and Housing in 2016 (refer Table 16).

Compared with the proportions in the general Monash population, the survey sample had less young people aged 10-24 years (14% compared with 22% in Monash) and less adults aged 25-39 (11% compared with 15% in Monash). The survey sample had more people who are in the older working years of 50-64 (28% compared with 16% in Monash) and in the empty nester/retiree age group of 65-79 years (12% compared with 19% in Monash).

Table 16: Age

Age cohort (years old)	Monash Population 2016 Census	Survey participants count	Survey participants %	Difference
Young people aged 10-24	21.9%	54	14.4%	-7.5
Young workforce aged 25-34	14.9%	40	10.7%	-4.2
Middle years aged 35-49	19.5%	77	20.5%	1.0
Older workers aged 50-64	16.0%	106	28.3%	12.2
Empty nesters / retirees aged 65-79	11.8%	71	18.9%	7.2
Older retirees aged 80+	5.4%	17	4.5%	-0.9
Did not respond	n/a	10	2.7%	n/a

Gender identity

There is no reliable data on the proportion of genders other than for men or boys, and woman or girls for the City of Monash, so the relative representativeness of all gender identity of survey respondents is unable to be determined. This was the first time we asked about sexuality and gender identity.

It is noted that that the survey had 27% response from men and boys and 66% response from women and girls (refer Table 17). The 2016 Census of Population and Housing counted 49.1% males and 50.9% females in the City of Monash. This suggests that men and boys are under-represented in the survey.

Table 17: Gender identity

Gender identity	Count	%
Men and boys	101	26.9%
Woman and girls	249	66.4%
Trans man	0	0%
Trans woman	1	0.3%
Non-binary	6	1.6%
Gender Queer	2	0.5%
Prefer not to say	4	1.1%
Prefer to self-describe	4	1.1%
Did not respond	8	2.1%
Total	375	100%

Sexuality

While there is no absolute data on what proportion of the population is of a sexuality other than homosexuality/straight, it is generally accepted that around 10% of the population is lesbian, gay/homosexual, bisexual, queer or pansexual. The survey sample had around 9% of responses from people identifying as lesbian, gay/homosexual, bisexual, queer, pansexual and prefer to self describe (30 people), plus 2% (6 people) self-described as asexual (refer Figure 47). The survey was probably fairly representative, although the relatively low numbers in these categories mean results should be interpreted with caution.
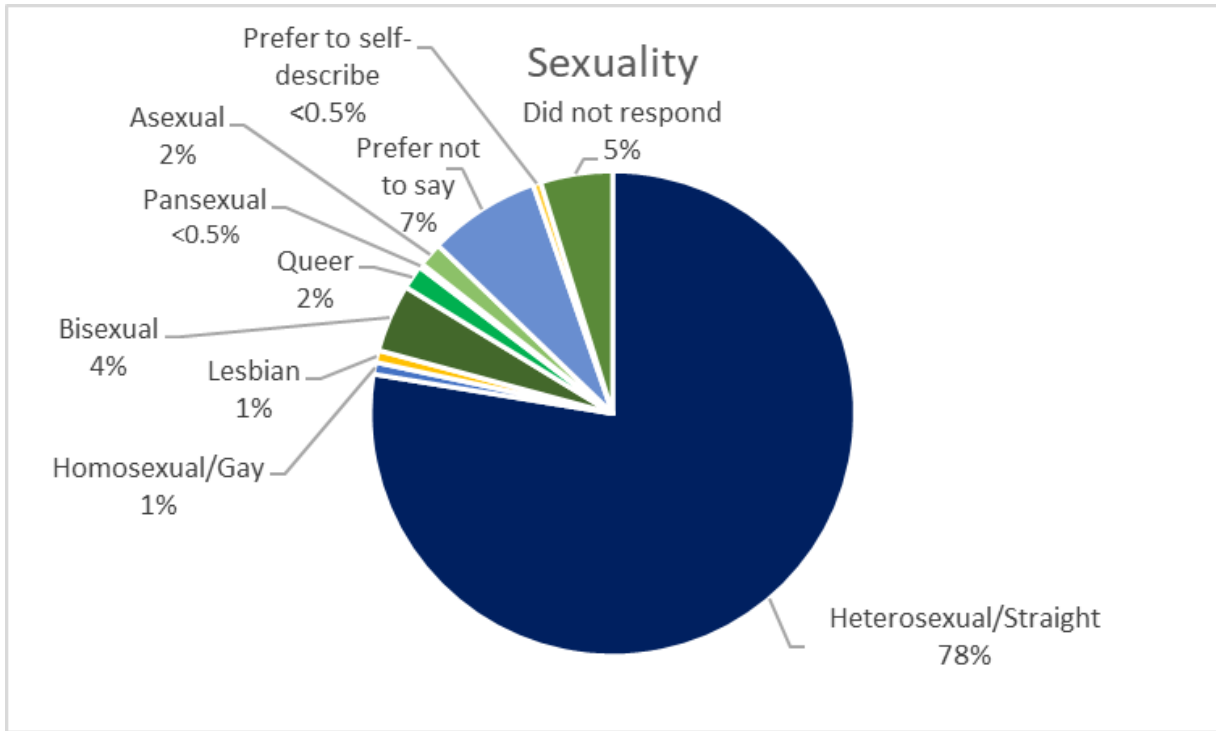
Choices	Count	%
Heterosexual/Straight	291	78%
Homosexual/Gay	3	1%
Lesbian	3	1%
Bisexual	17	5%
Queer	6	2%
Pansexual	1	0%
Asexual	6	2%
Prefer not to say	28	7%
Prefer to self-describe	2	1%
Did not respond	18	5%
Total	375	100%

FIGURE 47: SEXUAL ORIENTATION

Country of birth

Country of birth can indicate the level of cultural diversity. The survey sample had less cultural diversity represented than what exists in the City of Monash. The survey sample had far more people who were Australian born than for the City of Monash as recorded the last Census of Population and Housing. Just under a third of the survey sample was born overseas, and nearly two thirds were born in Australia (refer Figure 48). In the City of Monash nearly 50% were born overseas, while 46% state they were born in Australia (refer Figure 49).
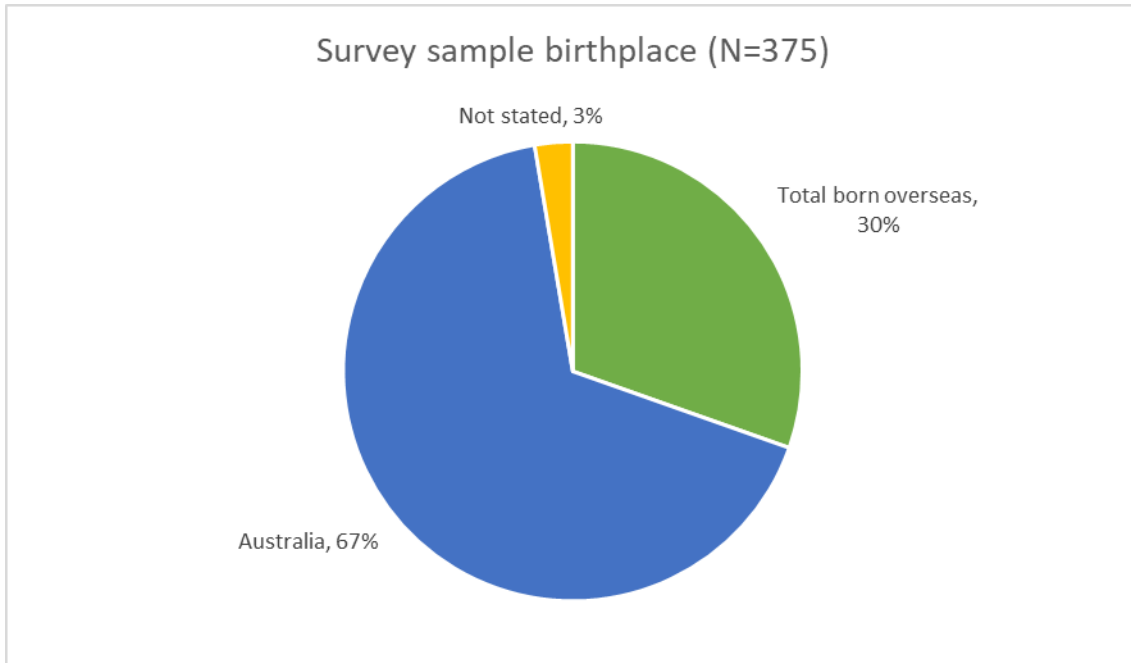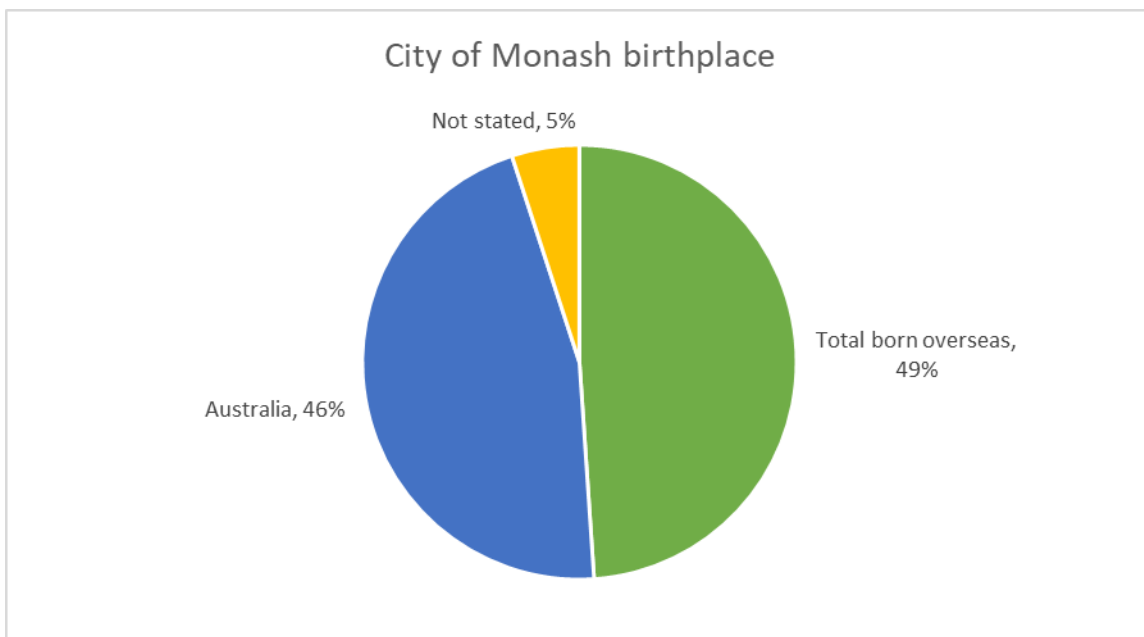
Survey sample birthplace (N=375)

- Not stated, 3%
- Total born overseas, 30%
- Australia, 67%

FIGURE 48: BIRTHPLACE – SURVEY SAMPLE

City of Monash birthplace

- Not stated, 5%
- Total born overseas, 49%
- Australia, 46%

Source: Australian Bureau of Statistics, Census of Population and Housing 2016. Compiled and presented by .id (informed decisions).

FIGURE 49: BIRTHPLACE – CITY OF MONASH

The survey sample included people who were born in the following 29 countries:

- Australia
- Canada
- China
- Cyrus
- Fiji
- France

- Germany
- Greece
- Hong Kong
- India
- Indonesia
- Iraq
- Malaysia
- Malta
- Mauritius
- Nepal
- Netherland
- New Zealand
- northern europa
- Philippines
- Russia
- Scotland
- Sierra Leone
- Singapore
- South Africa
- Sri Lanka
- Switzerland
- United Kingdom
- USA

Of the top ten countries of birth for the survey sample, there were more people in the survey sample who were born in the UK (proportionately) than for the City of Monash, and less people who were born in China, India, Sri Lanka and Greece (refer Figure 50).

Additionally there was no one in the survey sample who self reported that they were born in Italy or Vietnam, which are both in the top ten countries of birth for Monash residents.

While the survey sample did include participants from a wide range of countries, the sample was not closely representative of the cultural diversity in Monash, as defined by country of birth. It is recommended that further consultation is conducted with people who were born overseas, particularly people born in mainland China.

Country of birth (outside of Australia) survey sample vs City of Monash
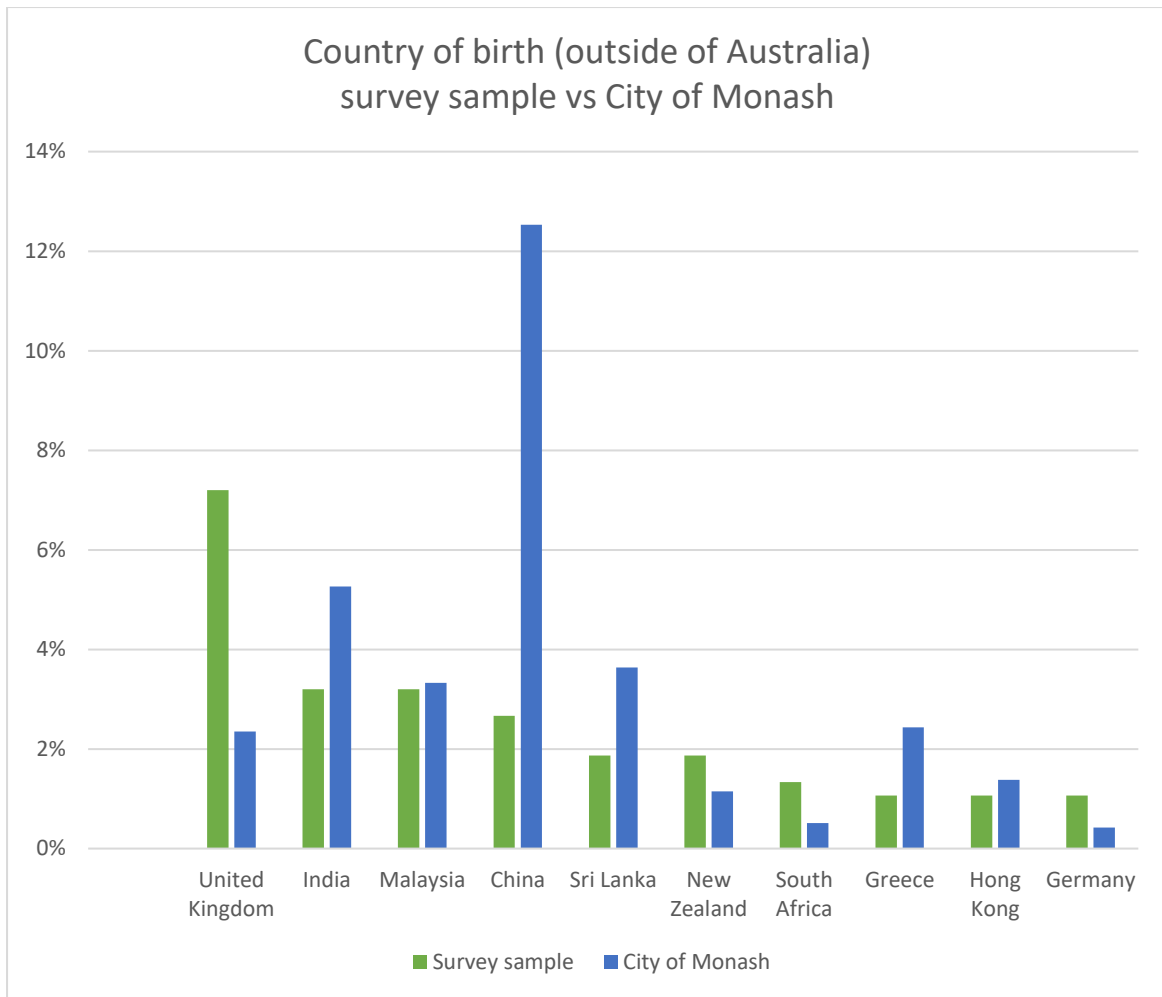
| Country of birth	Survey sample Count	Survey sample %	City of Monash* %	Difference
United Kingdom	27	7%	2%	**5%**
India	12	3%	5%	-2%
Malaysia	12	3%	3%	0%
China	10	3%	13%	**-10%**
Sri Lanka	7	2%	4%	-2%
New Zealand	7	2%	1%	1%
South Africa	5	1%	1%	1%
Greece	4	1%	2%	-1%
Hong Kong	4	1%	1%	0%
Germany	4	1%	0%	1%

*Source: Australian Bureau of Statistics, Census of Population and Housing 2016. Compiled and presented by .id (informed decisions).

FIGURE 50: BIRTHPLACE – COUNTRY OF BIRTH SURVEY SAMPLE AND CITY OF MONASH

Languages spoken at home

Another indicator of cultural diversity is what language/s are spoken at home. Seventy-five percent of the survey sample spoke English only at home (refer Figure 51).

Apart from English, overall 90 survey participants spoke 32 different languages at home, some with more than one additional language. Of these, 11 did not speak English while at home and nearly a third of people who spoke another language at home (29 people) were also born in Australia.
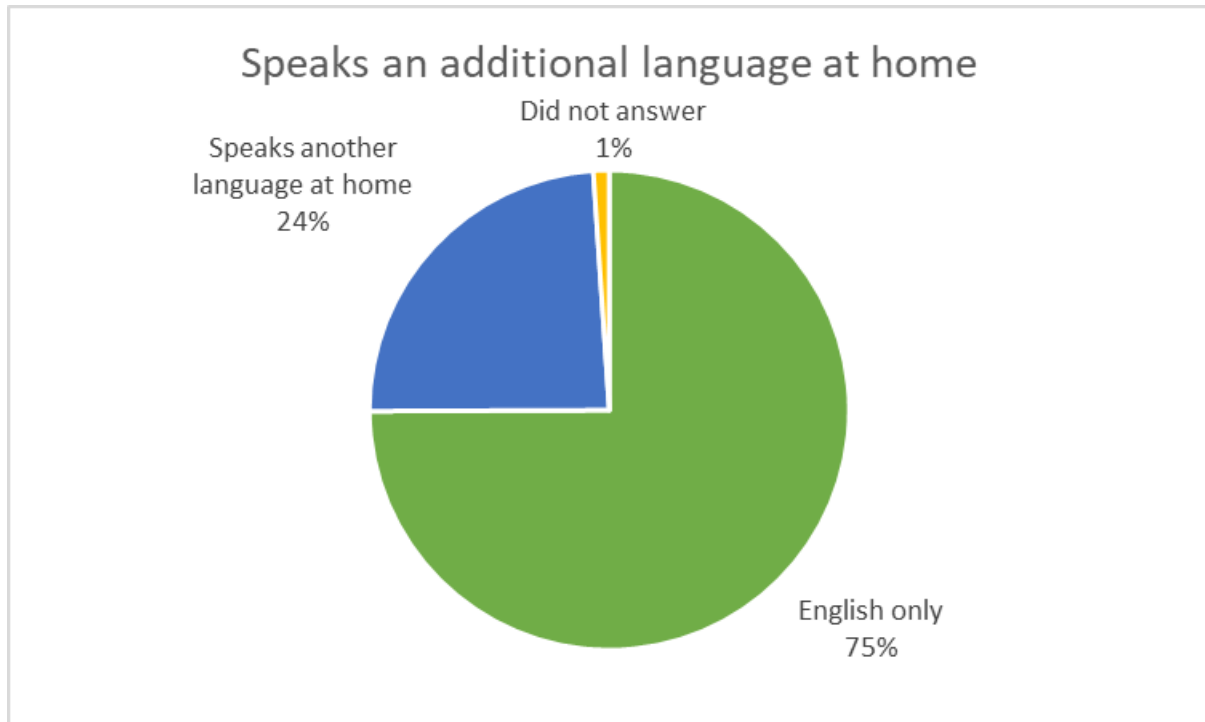
Speaks an additional language at home	Count	%
English only	281	75%
Speaks another language at home	90	24%
Did not answer	4	1%
Total	375	100%

FIGURE 51: LANGUAGE SPOKEN AT HOME

The 33 languages spoken at home (including English) were:

- Afrikaans
- Arabic
- Bahasa Indonesian
- Bengali
- Cantonese
- Creole
- English
- French
- Fujian
- German
- Greek
- Gujarati
- Hindi

- Hokkien
- Indonesian
- Italian
- Japanese
- Kannada
- Korean
- Malay
- Malayalam
- Mandarin
- Marathi
- Nepali
- Polish
- Punjabi
- Russian
- Sinhalese
- Spanish
- Tagalog
- Tamil
- Vietnamese
- Yiddish

The most commonly spoken language was **Mandarin**, with 16 speakers, or 4% of the survey sample, comparatively, nearly 15% of Monash residents speak Mandarin at home. This was followed by **Greek** (15 people or 4% of the survey sample, compared with nearly 6% of the Monash population) and **Cantonese** (11 people, 3% of the survey sample, compared with nearly 5 % of the Monash population). The number of speakers of each language are **too low** to draw conclusions about any particular language group.

Aboriginal and/or Torres Strait Islander

There was only one person who identified as an Aboriginal Australian in the survey sample. As such, no conclusions can be drawn and targeted consultation with the Aboriginal and Torres Strait Islander representatives of the Monash is recommended.

Conclusion

The findings of the Monash Health and Wellbeing Plan Survey 2021 - 2025 will contribute to informing the priorities of the new plan.