	<b>Function:</b> COMMUNITY SERVICES	<b>Adopted:</b> 20 <sup>TH</sup> JANUARY 2016
	<b>Policy Number:</b> CS001	<b>Resolution No.:</b> C11:16
	<b>Version Number:</b> 1	<b>Last Review:</b>
	<b>Frequency of Review:</b> As Required	<b>Resolution No.:</b>
<b>SOCIAL INCLUSION AND DIVERSITY POLICY</b>		

## **Policy Statement**

The District Council of the Copper Coast recognises its responsibility and role in promoting community wellbeing and assisting the development of a community that is supportive, inclusive, tolerant and welcoming.

### **1. Introduction**

The Social Inclusion and Diversity Policy provide the District Council of the Copper Coast with the framework to address issues which may include discrimination, understanding and tolerance.

### **2. Applicable Legislation**

Commonwealth Government

- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Sex Discrimination Act 1984
- Racial Discrimination Act 1975

State Legislation

- Local Government Act 1999
- Equal Opportunities Act 1984

Council Documents

- DDA Access & Inclusion Policy 2014
- Community Support Policy 2013
- Flag Flying Policy 2011
- Strategic Plan

---

*lifestyle location of choice*

### 3. Integration with Corporate Objectives

Social Objective – Wellbeing

To enhance the quality of life of our community by encouraging health, wellbeing and safety.

### 4. Definitions

Social Inclusion

- A society where all people feel valued and their differences respected.
- The individual's basic needs are met, so they can live with dignity.
- An individual's religion or beliefs, sexuality, family structure, race, background, physical disability, intellectual impairment and social or job status are not questioned.

Diversity

- Understanding that each individual is unique and recognising and respecting our individual differences.

### 5. Application

- Seek to identify and reduce diversity barriers experienced by people because of their identity or background (eg their race, disability, faith, age, gender, sexual identity)
- Strengthen opportunities for people with diverse identities and backgrounds to participate in civic life and decision making.
- Continue to improve access to all Copper Coast built environment, facilities, events and services.
- Support initiatives that create or strengthen pathways that create better outcomes for vulnerable people.
- Respond to the needs and aspirations of communities through the effective use of available resources.

---

*Lifestyle location of choice*

- Develop communication strategies that are relevant to individual communities
- Investigate opportunities to celebrate the cultural diversity of the Copper Coast community.
- Promote the Copper Coast as an Equal Opportunity region.

**6. Delegation**

For more information regarding this Policy please contact the Director of Community Services.

**7. Adoption and Review**

This Policy will be reviewed as required, with the review being undertaken by the Executive Department and a report provided to Council for consideration and adoption.

**8. Availability of Policy**


This Policy will be available for inspection without charge at the Council's Principal Office during normal business hours, and on Council's website.

A copy of this Policy may be obtained on payment of a nominated fee from Councils' principal office or may be down loaded from Councils' website.

Signed  \_\_\_\_\_

Mayor


Date 19<sup>th</sup> February 2016

Signed  \_\_\_\_\_

Chief Executive Officer

---

*lifestyle location of choice*

	<b>Function:</b> EXECUTIVE SERVICES	<b>Version Number:</b> 1
	<b>Procedure Number:</b> N/A	<b>Adopted:</b> 20 <sup>TH</sup> JANUARY 2016
	<b>Related Policy:</b> Social Inclusion and Diversity	<b>Last Review:</b> <b>Next Review:</b> As Required

## Guidelines for Implementation of Social Inclusion & Diversity Policy

<b>1.</b>	<b>Reduce diversity barriers experienced by people because of their identity or background (eg their race, disability, faith, age, gender, sexual identity etc.)</b>
<i>Action</i>	<i>Seek community input using a variety of mediums to identify if it is considered that individuals within our community have experienced barriers based on diversity and what actions can be taken to reduce those barriers. eg community consultation, social media, voluntary community surveys.</i>
<b>2.</b>	<b>Strengthen opportunities for people with diverse identities and backgrounds to participate in civic life and decision making.</b>
<i>Action</i>	<i>Identify impediments and take appropriate action to encourage greater participations in civic life. Eg local government elections promotions and community organisations.</i>
<b>3.</b>	<b>Continue to improve access to all Copper Coast built environment, facilities, events and services.</b>
<i>Action</i>	<i>Council and DDA group continue with the existing access review process and be vigilant to attempt to provide access wherever possible. Eg ask the questions, how Council can improve access.</i>
<b>4.</b>	<b>Support initiatives to strengthen pathways that create better outcomes for vulnerable people.</b>
<i>Action</i>	<i>Monitor existing initiatives and actively investigate any new local, State or Commonwealth processes. Eg HACC or any other State or Federal funding opportunities.</i>
<b>5.</b>	<b>Respond to the needs and aspirations of communities through the effective use of available resources.</b>
<i>Action</i>	<i>Continue to inform the public of Council and community resources and invite suggestions for improvement</i>
<b>6.</b>	<b>Develop communication strategies that are relevant to individual communities</b>

*lifestyle location of choice*

<i>Action</i>	<i>Identify options to ensure Council information is communicated to all members of the community. Eg identify specific needs, low vision, hearing impaired etc</i>
<b>7.</b>	<b>Facilitate opportunities to celebrate the diversity of the Copper Coast community.</b>
<i>Action</i>	<i>Encourage the community to celebrate their diversity via provision of community grants, access to Council assets etc.</i>
<b>8.</b>	<b>Promote the Copper Coast as an Equal Opportunity region.</b>
<i>Action</i>	<i>The Copper Coast welcomes diversity and social inclusion, and the benefits it brings, and actively promotes that it is an Equal Opportunity region.</i>