



CITY OF BALLARAT

Inclusion Framework 2022–2026





—
The City of Ballarat acknowledges the Traditional Owners of the land we live and work on, the Wadawurrung and Dja Dja Wurrung People, and recognises their continuing connection to the land and waterways.

We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander Peoples.
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Table of Contents

Elements of this framework	4
Our vision for inclusion	5
Why do we have this framework?	9
What is inclusion?	11
Why is this framework important?	14
Priority groups	20
What is our approach?	26
What our community told us	34
How will we track our progress?	36
Acknowledgements	37

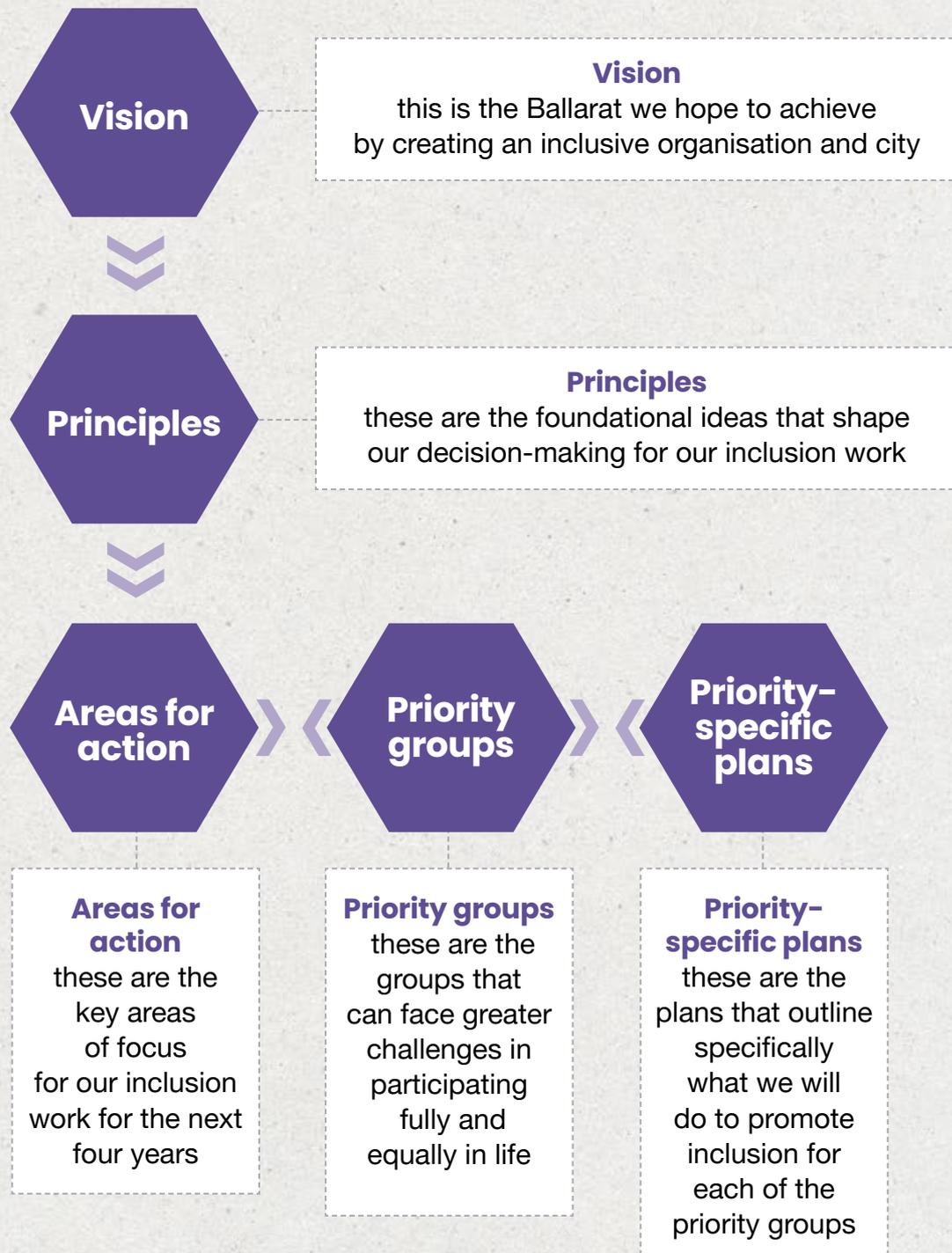
*“There are no losers in this.
Everybody will benefit.”*

Community-led conversation

Elements of this framework

This framework outlines how the City of Ballarat will work to promote inclusion.

There are five different elements in this framework:



Our vision for inclusion

Ballarat is an inclusive city where diversity is not only accepted but welcomed and celebrated.

Our city values the contribution of all people and our spaces, places, programs, events and services are designed to be welcoming and accessible to all.

We recognise that not everyone has the same experience and we work to make sure that people receive the support they need to ensure that no one is left behind.

Our vision for an inclusive Ballarat draws directly from the City of Ballarat Community Vision – a community-driven statement that highlights inclusion as a key part of our city’s thriving future.



Community quotes and illustrations from the Inclusive Ballarat engagement process can be found throughout this plan...

“Inclusion is important because the diversity of our community makes it a better, more interesting and equitable place to live.”

Community survey

“Inclusion means being seen, heard, and able to feel safe enough to contribute to conversations and community.”

Community survey

“People can be included, but not necessarily accepted. This is not true inclusion.”

Community-led conversation

“Inclusion means feeling part of the community and not an 'add on' or 'burden'. It should be common practice.”

Community survey

“We recognise diversity as a strength. It enriches our community and makes us better.

We will invest in inclusion and equity for groups within our community that presently face greater challenges, discrimination, exclusion or disadvantage than others. For the benefit and wellbeing of all.”

Cr Daniel Moloney
Mayor, City of Ballarat



Why do we have this framework?

Local governments are required by law to protect, improve and promote the health and wellbeing of their communities. Inclusion in community, work, learning and decision making is vital to good health.

This framework provides the roadmap for how the City of Ballarat will work to achieve our vision for inclusion. It provides a clear structure for our work with and for priority groups and describes the coordinated approach we will take across our organisation.

The Framework commits us to do better in removing the barriers to access and inclusion and making sure the voices and aspirations of our diverse communities are reflected within our organisation: in our policies, plans, services and programs and in the decision-making that affects our city and community.

Policy context

In addition to the requirement to protect and promote the health of the community, the City of Ballarat is required to abide by a range of Commonwealth and Victorian legislation that aim to uphold human rights and safeguard against discrimination.



Commonwealth

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



Victoria

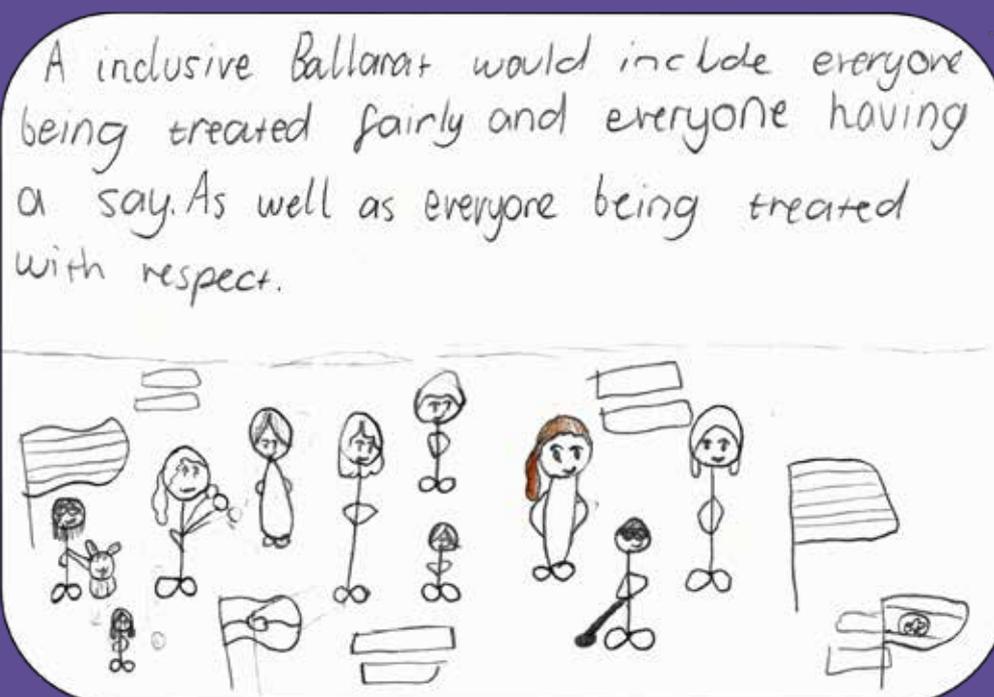
- *Charter of Human Rights and Responsibilities Act 2006*
- *Disability Act 2006*
- *Equal Opportunity Act 2010*
- *Gender Equality Act 2020*
- *Multicultural Victoria Act 2011*
- *Racial and Religious Intolerance Act 2001*
- *Victorian Child Safety and Wellbeing Act 2005*
- *Local Government Act 2020*



What is inclusion?

Inclusion exists when:

- people can see themselves in their community and beyond.
- people feel visible and represented.
- people feel safe, included, welcome and accepted in all parts of their lives.
- diversity is celebrated and its value is recognised.
- places, spaces, programs, services and events are accessible, safe and welcoming for everyone.
- everyone has the opportunity to participate fully in life and reach their potential.



Jas K, grade 5/6



How we talk about inclusion

The words and language we use are important in making sure we are being inclusive in our actions. Below are some terms that are useful to understand when reading this framework.

Inclusion

When people from diverse backgrounds, life stages or ages, and life circumstances feel valued and respected and are given the support, resources, opportunities they need to learn, work, have a voice and participate fully in life.

Diversity

The differences between people in factors such as gender, ability, Indigenous background, sexual orientation, ethnicity, language, faith, socioeconomic status, or age.

Equality

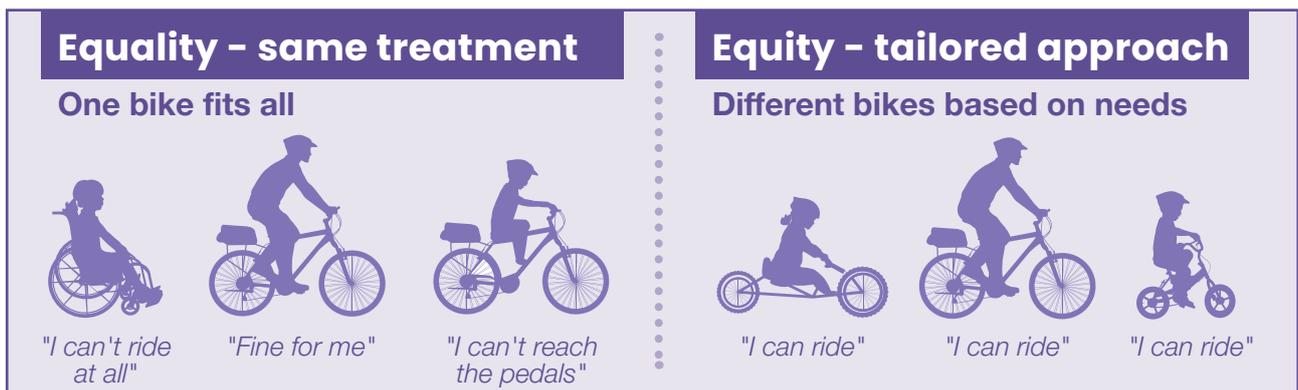
When people are given equal amounts of support based on the assumption that everyone starts with the same levels of resources, opportunities and power. Without first addressing existing imbalances, this approach will result in different outcomes for different people or groups.

Equity

When the distribution of support, resources and opportunities is based on the recognition that different people or groups start with different levels of resources, opportunities and power, face different barriers, and have different needs, life experiences and access to decision-making. This approach acknowledges that these imbalances should be addressed and that different people or groups may require different considerations to ensure that outcomes are equitable for all.

Intersectionality

An approach to understanding how different parts of a person’s identity can overlap, exposing them to compounding forms of discrimination and marginalisation. Some of these intersecting identities include gender, ability, Indigenous background, sexual orientation, ethnicity, language, faith, socioeconomic status, or age.



Why is this framework important?

Some groups in our community face greater challenges than others: in learning, working, voicing their opinions and participating fully in life.

They are more likely to experience discrimination and exclusion, leading to poorer individual health and social outcomes. Beyond individual impacts, the broader community misses out on the skills, talents and contributions that people can share when they are part of an inclusive community.

Inequity occurs when equal treatment for different groups doesn't result in the same outcomes or opportunities. We need to take a different approach to address barriers to inclusion for these groups to make sure everyone has the same opportunity for community involvement.

The City of Ballarat recognises that there is significant diversity within priority groups as well as cross-over between groups. We also recognise that experiences vary from person to person, and that individual and group requirements are not static and can change over time and across different settings.

Different people have different needs

We have a responsibility to help people receive the support they need to be able to participate fully in life and ensure that no one is left behind.

Inclusion is vital to social wellbeing

According to the World Health Organisation, inclusion is vital to social wellbeing: *“Being included in the society in which one lives is vital to the material, psychosocial and political empowerment that underpins social wellbeing and equitable health.”*

Diversity enriches and strengthens our community

Ballarat’s diverse communities bring a wealth of ideas, experiences, knowledge, creativity and world views that enrich the social, civic, economic and cultural fabric of our city. Everyone has valuable ideas and perspectives, and a wide range of skills, talents and abilities to share.



“We need to be a world designed for everyone.”

Interactive message board

“Inclusion means not only making places accessible for those with additional or diverse needs but making it part of the norm.”

Community survey

“Inclusion is important because it strengthens the community by giving as many people as possible opportunities to be involved in society and in decision making. It helps foster social responsibility, confidence and wellbeing.”

Community survey

“Be your own unique self.”

School consultation – Year 5/6 student

Ballarat is a changing and diverse community

Ballarat’s population is becoming more diverse, and we can expect this trend to continue as our population grows and changes. In the five years to 2021, our population grew by more than 12,000 people. In 2006, 8.6 per cent of Ballarat residents were born overseas. In 2021, this had grown to more than 11 per cent. Approximately 10 per cent of Ballarat residents identify as LGBTIQA+ which is significantly greater than the Victorian average of 5.7 per cent. Aboriginal and Torres Strait Islander People make up 1.8 per cent of the population compared to an average of one per cent across Victoria. One in six residents live with disability, equating to approximately 19,000 people. Ballarat has a lower proportion of people in their 30s and 40s (compared with the Victorian average) but a greater proportion of young people aged 10-20 years and people aged 65 and older.



1.8%
of residents in Ballarat identify as Aboriginal and / or Torres Strait Islanders
2021 Census



11.3%
of residents were born overseas (89 different nationalities)
2021 Census



7%
Households that speak a language other than English at home
2021 Census



76
different languages spoken by Ballarat residents



5.8%
are babies and preschool aged children
2021 Census



9%
are primary school aged children
2021 Census



17%
are young people aged 12–25 years
2021 Census



22.6%
are aged 17 years and under
2021 Census



24.7%
are aged 60+ years
2021 Census



1 in 6
residents live with disability
Australian Institute of Health and Wellbeing, 2022, People with disability in Australia



32%
of residents living with disability, have profound disability
Australian Institute of Health and Wellbeing, 2022, People with disability in Australia



9.6%
of the residents in Ballarat identify as LGBTIQA+
Victorian Population Health Survey



18.6%
of households earn less than \$650 per week
2021 Census



Priority groups

There are some groups in the community that face discrimination and can have fewer resources and opportunities to participate in all areas of life.

To achieve greater social and health equity, some members of these groups need extra support. This support can look different from group to group and within groups.

The City of Ballarat has identified nine priority groups and these are outlined on the following pages.

To meet the distinct needs of each priority group we have developed a plan for each which includes the practical actions we will take over the next four years to achieve our vision for inclusion. The intersections between the different groups have been considered in the development of these plans.

Children and families

Children aged under 12 years make up 15 per cent of Ballarat’s population, which is similar to the Victorian average. A healthy start in life is a key factor for ongoing wellbeing. Investing in the early years is recognised as a key contributor to better outcomes in family strengthening, education, health, justice and other areas.

Starting a family is a major life transition. For many families in Ballarat this brings new challenges such as isolation, the potential for mental health issues and increased barriers to employment and study which can lead to reduced income and housing insecurity. Food insecurity and limited housing affordability and accessibility are anecdotally impacting local families. The rate of family violence in Ballarat is typically greater than the Victorian average. During 2020-2021, at the peak of COVID lockdowns, this rate increased by a third. Approximately 36 per cent of reported family violence incidents are witnessed by children. Almost eight per cent of children aged up to 14 years live with disability. The Australian Early Development Census provides a snapshot of children’s development over five domains. Results show that Ballarat children are more vulnerable than the average Victorian child in the physical, emotional and language domains, and that a greater proportion of children are vulnerable in two or more domains.

Young people

Young people aged 12 to 25 years make up 17 per cent of Ballarat’s population. This is slightly higher than the Victorian average, potentially reflecting that Ballarat has two universities. Young people move through a range of critical life transition periods and significant life experiences within a short period of time.

Young people face a multitude of personal, community and societal challenges. Key personal challenges include coping with stress, mental and physical health conditions, body image concerns, bullying, trouble with friends and forming respectful relationships. More than nine per cent of people aged 15-24 years live with disability. Within this community in Ballarat, major issues include bullying, poor mental health, alcohol and other drugs and a sense of personal safety. Young people are also concerned about the lack of action by government on climate change and the environment, the impacts of COVID-19 on education and future prospects, and issues of equity and discrimination in the community.

Older people

Twenty-five per cent of Ballarat’s population are aged 60 years or older, compared with the Victorian average of 23 per cent. The population is ageing - in 2001 only 18 per cent of the population was aged 60 years or older. Everyone has different experiences of ageing and different aspirations and hopes for how they live their life.

Challenges for people as they age may include increasing financial and physical vulnerability and insecurity around income, health and housing. Fifty per cent of people aged over 65 years live with disability. A significant risk to ageing well is the loss of meaningful relationships and social networks that leads to social isolation and loneliness. Ageism is becoming increasingly recognised as a significant issue and an inhibitor to ageing well. Healthy ageing is about creating environments and opportunities that enable people to be able to do what they value throughout their lives. It extends across the lifespan and is relevant to everyone.



Financially vulnerable people

Almost 20 per cent of households in Ballarat earn less than \$650 per week, higher than the Victorian average of 15.4 per cent. Financial wellbeing is essential for ongoing positive health and social outcomes.

Financial vulnerability reduces options in relation to healthy food access, education and employment prospects, transport and housing and impacts participation in society. Financial vulnerability is not experienced equally across the municipality. There are particular areas of the city where people experience greater disadvantage. Sebastopol-Redan and Wendouree are the most socio-economically disadvantaged areas in Ballarat and two of the more disadvantaged areas in Australia. In 2021, 27 per cent of households in Wendouree and Sebastopol-Redan earned less than \$650 per week. Thirteen per cent of households in Ballarat experience housing stress. This increases to 19 per cent in Sebastopol-Redan and 16 per cent in Wendouree.

Women

Gender inequities in business, government, sport and recreation, home and caring duties, and media and communications limit women's access to resources and power.

Major employment and income inequities faced by women include the gender pay gap, lower representation and fewer opportunities in leadership roles, reduced superannuation and inflexible working conditions. Caring roles and responsibilities can lead to fewer working hours, increased load at home, insecure work and financial vulnerability throughout life. Gender inequity is a leading driver

of family violence with 1 in 6 women experiencing violence from a partner. Family violence is also a key cause of homelessness for women and children. In Ballarat, women make up 58 per cent of people accessing specialist homelessness services. The impact of gender inequity can be amplified in women who experience other forms of discrimination such as racism, homophobia, biphobia, transphobia and ableism.

Aboriginal and Torres Strait Islander People

Aboriginal and Torres Strait Islander People make up 1.8 per cent of the population in Ballarat compared to an average of 2 per cent in regional Victoria.

The impact of colonisation, intergenerational trauma and racism have resulted in poorer health and social outcomes for First Nations People including lower average levels of education, employment, income and housing quality compared to the rest of the Australian population. Poorer outcomes are experienced in maternal and child health, child safety, self-reported health, chronic disease, levels of psychological distress, self-harm and life expectancy alongside over-representation in the justice system.

LGBTIQA+ people

Approximately 10 per cent of the population of Ballarat (more than 11,000 people) are LGBTIQA+ compared with the state average of 5.7 per cent.

LGBTIQA+ people are more likely to experience discrimination, express lower satisfaction with life, experience high or very high psychological distress and experience greater rates of anxiety and depression. They are more likely to



experience family violence and have two or more chronic diseases. They are also more likely to live with disability. As a diverse group of people, there are sub-groups of the community that experience greater discrimination and challenges to participating fully in life including older people, young people, non-binary and transgender people.

People from diverse cultural and religious backgrounds

Ballarat is becoming more culturally diverse. People of 89 different nationalities have made Ballarat their home. Eleven per cent of the population was born overseas, compared to 7 per cent in 2001. Since 2011 almost 70 per cent of migrants living in Ballarat have come to Australia through a skilled migration program. Around 800 residents do not speak English well or at all.

People who were born in another country, speak a language other than English or practise a faith different to the majority of the community often face greater health and social challenges. Discrimination and intolerance can reduce their ability to participate in the community and employment and can provide a barrier to accessing health and social services. Many culturally and religiously diverse residents struggle to find meaningful employment, with previous qualifications, education or training not always recognised. Those who speak no English or English as an additional language face challenges to accessing services, employment and social connection opportunities.

People with disability

There are approximately 19,000 people living with disability in Ballarat, including more than 6,200 people with severe or profound disability. Disability is a very broad term that covers a range of physical, emotional, intellectual, sensory and neurological conditions. People with disability are a diverse group and, subsequently, individual needs are diverse.

Most people will be affected by disability to varying degrees at some stage in their life on a temporary, transient or permanent basis. People with disability are more likely to experience poorer physical health and mental health, with one in three reporting high or very high levels of psychological distress and many reporting problems gaining timely access to appropriate services. A third of people with disability reported avoiding interactions with family or friends, businesses, work, transport and public spaces in the previous 12 months due to their disability. Opportunities to participate in sport, recreation, events and community groups can be limited unless specific interventions are provided to increase accessibility and inclusion. Other factors which can negatively impact the health and wellbeing of people with disability include inappropriate or insecure housing, lower rates of workforce participation, lower levels of education, poor public transport access, cost of public transport, and lack of pathway connections. People with disability are more likely to experience sexual or physical violence, intimate partner violence, emotional abuse or sexual harassment at some point in their lives. Almost half of people with disability have experienced physical violence, and people with disability under the age of 15 years are twice as likely to have experienced abuse. Women with particular disability types can be at even higher risk of violence.



What is our approach?

“We recognise the important leadership role we play in ensuring that everyone who lives in the municipality has the opportunity to participate in all aspects of community life and fulfil their own aspirations.

The City of Ballarat’s commitment to equity, diversity and inclusion is demonstrated by our whole-of-organisation approach backed by leadership support.

We will take practical actions within our organisation and in the areas in our community where we have influence, to support everyone as we work to foster a truly inclusive Ballarat.

This includes providing community facilities and public spaces, delivering services that meet the needs of everyone and employing people who represent our diverse community within our organisation.”

**Evan King
Chief Executive Officer,
City of Ballarat**

Alignment with key City of Ballarat strategic plans

The Inclusion Framework delivers on our community’s vision for an inclusive Ballarat

This framework provides the roadmap for how we will deliver on our **Community Vision 2021–2031** – a community-driven statement that came out of the extensive ‘Ballarat: Our Future’ community engagement process undertaken in 2021 that resulted in almost 2,000 responses from the community and the crafting of priorities by a deliberative community panel:

Ballarat, Victoria’s heritage city: leading the way as a sustainable, innovative and inclusive community.

The Inclusion Framework sets out how we will implement the 'inclusion' principle of both the Vision and the **Council Plan**. It demonstrates how we will provide support to the priority groups identified in the **Health and Wellbeing Plan 2021-2031**.

The Inclusion Framework is key to the implementation of Goal 2 and Goal 6 in the Council Plan 2021–2025.



1. An environmentally sustainable future
2. **A healthy, connected and inclusive community**
3. A city that fosters sustainable growth
4. A city that conserves and enhances our natural and built assets
5. A strong and innovative economy and city
6. **A Council that provides leadership and advocates for its community**

City of Ballarat's Role

Council plays three key roles in the promotion of inclusion in Ballarat:



> Provider

We provide services, programs and infrastructure. We are the workplace provider for approximately 1,100 staff.



> Partner

We partner with key stakeholders and community groups to deliver initiatives.



> Advocate

We advocate to other levels of government and decision-makers to deliver initiatives.

The following groups work to ensure leadership support and a whole of-organisation approach to equity, diversity and inclusion at the City of Ballarat:

City of Ballarat Gender Equity, Diversity and Inclusion Committee

This group is chaired by the City of Ballarat Chief Executive Officer and draws on participation from across Council teams.

It oversees the organisation's high-level inclusion work and ensures that legislative requirements are met.

City of Ballarat Diversity, Access, Equity and Inclusion Reference Group

This group was established in 2021. It is made up of staff responsible for the priority group-specific plans that sit within the Inclusion Framework.

This group works to ensure that an intersectional approach to inclusion is taken in the implementation of each plan that sits under the Inclusion Framework.

“Work around discrimination and prejudice (both implicit and explicit) is an important step, and it is important for the City of Ballarat and associated organisations to lead this.”

Community-led conversation



The City of Ballarat Inclusion Framework

Our vision for inclusion

Ballarat is an inclusive city where diversity is not only accepted but welcomed and celebrated.

Our city values the contribution of all people and our spaces, places, programs, events and services are designed to be welcoming and accessible to all.

We recognise that not everyone has the same experience and we work to make sure that people receive the support they need to ensure that no one is left behind.

Inclusion principles

 **Our diversity is our strength**

 **Equity**

 **Intersectionality**

 **Diversity and inclusion is business as usual**

 **Strong partnerships**

 **Inclusive engagement**

Areas for action



Priority groups and plans

<p>Children and families</p> <p>Municipal Early Years Plan 2022-2026</p>	<p>Young people</p> <p>Youth Strategy 2022-2026</p>
<p>Older people</p> <p>Ageing Well in Ballarat Strategy 2022-2026</p>	<p>Women</p> <p>Gender Equality Action Plan 2021-2025</p>
<p>Aboriginal and Torres Strait Islander People</p> <p>Reconciliation Action Plan 2022-2024</p>	<p>LGBTIQA+ people</p> <p>LGBTIQA+ Inclusion Plan 2022-2026</p>
<p>People from diverse cultural and religious backgrounds</p> <p>Intercultural Plan 2022-2026</p>	<p>People with disability</p> <p>Disability Access and Inclusion Plan 2022-2026</p>
<p>There is currently no separate plan for the financially vulnerable priority group. This group is considered in the development of each of the plans above.</p>	

Inclusion principles

Our principles are the foundational ideas that shape our planning and decision-making for our inclusion work.



Our diversity is our strength

We understand that every person can make valuable contributions, and that diversity strengthens our organisation and our community.



Equity

We understand that providing a level playing field means providing different supports to different people, based upon need.



Intersectionality

We acknowledge that people are complex with multiple aspects to their identity. Different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. We will consider the multiple forms of discrimination and disadvantage that may be experienced by our priority groups.



Diversity and inclusion is business as usual

We will work towards organisational change to ensure that diversity and inclusion are embedded in our policies, processes, facilities, programs and services.



Strong partnerships

We will support and strengthen existing partnerships and seek to form new ones with those working to promote inclusion in the community. We acknowledge the immense amount of work already being done in this area.



Inclusive engagement

We will engage meaningfully with our community, ensuring that our engagement processes are inclusive and that we engage directly with priority groups on issues that affect them.

Common areas for action

Our overarching focus for the next four years will be to build organisational knowledge and capacity to improve inclusive practice in our organisation and promote inclusion in the broader community. To achieve this, we will focus our work on seven key areas which have been developed based on feedback from our community



1. We will commit to building organisational knowledge and capacity

We will conduct assessments to understand areas for improvement. We will seek advice from priority groups about how to deliver improvements. We will evaluate our progress and seek to continually fine-tune and improve our practice.

2. We will lead and advocate

We will advocate for our priority groups and the issues affecting them. We will role model inclusive practice.

3. We will provide a diverse and inclusive workplace

We will ensure our staff and volunteer recruitment and workplace policies promote a diverse, safe and welcoming workplace. We will build an inclusive culture and provide inclusive work sites.

4. We will provide welcoming and inclusive spaces

We will design and operate our facilities and public spaces to promote safety and inclusion.

5. We will provide welcoming and inclusive services and programs

We will work to ensure our services, programs, projects and events are inclusive and welcoming.

6. We will listen to our community

We will work to ensure our engagement practices are inclusive. We will work to ensure that all priority groups have opportunities to advise us directly on the design of inclusive processes, projects, programs and services.

7. We will connect our community

We will support opportunities for people to connect with others, with places and with the services they need.



What our community told us

In 2022, a broad collaborative community engagement process titled ‘**Inclusive Ballarat**’ was undertaken.

Inclusive Ballarat used a two-phased approach that involved consultation with the broader community and targeted engagement with priority groups via local networks and groups. A range of engagement methods and tools were used such as a community survey, community-led conversations and interactive engagement tools.

This Inclusion Framework and the various plans that sit within it have been informed by the key findings from Inclusive Ballarat.

> More than 880 responses were received through the Inclusive Ballarat engagement process.



Rhys, grade 5/6

We heard...

"Inclusion means that I am seen and I belong. And I see leaders and decision makers that are actually like me – not just words and statements!"

Community survey

"Inclusion means creating a safe space for all people from all walks of life with no judgement."

Community survey

"I'm a novelty [in Ballarat] and that's exhausting. Make me 'normal' by using people with disability in your marketing."

Community-led conversation

"Inclusion means making everybody feel welcome, culturally safe, able to express ideas and opinions without judgement, creating spaces and events which are accessible to all."

Community survey

"Inclusion means awareness and understanding and celebration of all forms of human diversity."

Community survey

"Inclusion means allowing people to feel comfortable just as they are, with no preconceived ideas about what they need or how they need to be."

Community survey

How will we track our progress?

We will monitor and review our progress against the actions detailed in the various action plans that sit within this framework to ensure it remains relevant and responsive to our community's needs. Our progress will be reported annually to Councillors and made public.

A review of this framework will be undertaken every four years and it will be updated to reflect our improved knowledge, skills and practices.



Tayla, grade 5/6

Acknowledgements

This framework is informed by research and policy analysis together with community engagement to ensure that it reflects the needs and aspirations of the diverse communities living in Ballarat.

The City of Ballarat sincerely thanks everyone who contributed to this Inclusion Framework.

We would like to acknowledge the input of the community and the many groups and organisations in the development of this framework including:

- City of Ballarat Disability Advisory Committee
- Bigger Hearts Dementia Alliance – Carer Support Group
- Ballarat Mental Health Collective
- Ballarat Working Together Group
- Central Highlands Regional Advisory Group
- Ballarat High School Pride Group
- City of Ballarat LGBTIQ+ Advisory Committee
- Rainbow Coffee Group
- Speak
- Victorian Pride Lobby
- Woodmans Hill Secondary College Pride Group
- Grade 5/6B Ballarat North Primary School
- Youth Advisory Board
- Woodman's Hill First Nations Group
- City of Ballarat Intercultural Advisory Committee
- Filipino Australian Sports Club of Ballarat
- Ballarat Indian Association
- Gurudwara Ballarat
- Ballarat Malayalee Association
- Filipino Australian Association of Australia
- Ballarat African Association
- Ballarat Regional Settlement and Advocacy Committee (BRSAC)
- City of Ballarat's Intercultural Ambassadors
- Koorie Engagement Action Group
- Ballarat Friends of Ainaro Advisory Committee
- Ballarat Regional Multicultural Council
- Ballarat Community Health
- Ballarat Interfaith Network
- Centre for Multicultural Youth

Sources

- Australian Bureau of Statistics – Census 2016
- Australian Bureau of Statistics – Census 2021
- Australian Bureau of Statistics – Experiences of violence and personal safety of people with disability 2018
- Australian Early Development Census 2021
- Australian Government Guidelines on the Recognition of Sex and Gender
- Australian Institute of Health and Wellbeing – People with Disability in Australia 2020
- Crime Statistics Agency 2020-21
- Forecast.id Ballarat
- Generation NOW Youth Survey – City of Ballarat
- Local Government Act 2020 (Vic)
- Pride in our Future: Victoria's LGBTIQ+ Strategy 2022–2032
- Private Lives 3 - The health and wellbeing of LGBTIQ+ people in Australia 2020
- Public Health and Wellbeing Act 2008 (Vic)
- The health and wellbeing of lesbian, gay, bisexual, transgender, intersex and queer population in Victoria – Findings from the Victorian Population Health Survey 2017
- World Health Organisation – Closing the gap in a generation: health equity through action on the social determinants of health

- This document can be found in PDF format on our website ballarat.vic.gov.au
- To receive this document in another format, phone 5320 5500, using the National Relay Service 13 36 77 if required, or email the Engaged Communities Team: communityengagement@ballarat.vic.gov.au.



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October 2022