

Improving mental wellbeing

Case Study: Development of an Inclusion Framework



Background

Some groups in our community face greater challenges than others to learn, work, voice their opinions and participate fully in life. They are also more likely to experience discrimination and exclusion, leading to poorer individual health and social outcomes. Inclusion in community, work, learning and decision making is vital to good mental wellbeing.

Project Description

The development of an Inclusion Framework provided a roadmap for how the City of Ballarat would work to achieve their vision for inclusion and describes a coordinated approach across the organisation. The Inclusion Framework was informed by the engagement processes utilised in the development of the Community Vision and Council Plan and also in conjunction with the review and development of a number of plans for Council's priority groups.

The implementation of the Inclusion Framework has been supported by the Inclusive Ballarat Reference Group, comprised of officers that lead the implementation of priority group plans listed below. The Reference Group meets monthly to enhance the organisation's whole of community and whole of organisation approach and work on collaborative actions that results in more efficient use of Council resources and more effective organisational and community outcomes.

The Inclusion framework outlines how City of Ballarat will work to promote inclusion. There are five different elements in this framework:

- Vision: this is the Ballarat we hope to achieve by creating an inclusive organisation and city
- Principles: foundational ideas that shape our decision-making for our inclusion work
- Areas for action: key areas of focus for our inclusion work for the next four years
- Priority groups: groups that can face greater challenges in participating fully and equally in life
- Priority-specific plans: plans that outline specifically what we will do to promote inclusion for each of the priority groups.

Project Outcomes

The key outcomes are the adoption of the Inclusion Framework and associated plans by Council. The development of the plans in conjunction with one another has ensured consistency across the organisation, enhanced key community concerns and facilitated a collaborative approach to realising community benefits.

- [City of Ballarat Inclusion Framework 2022-26](#)
- [Municipal Early Years Plan 2022-26](#)
- [Ageing Well Strategy 2022-26](#)
- [Youth Strategy 2022-26](#)
- [Gender Equity Action Plan 2021-25](#)
- [LGBTIQA+ Inclusion Plan 2022-26](#)
- [Disability Access and Inclusion Plan 2022-26](#)
- [Intercultural Plan 2022-26](#)
- [Reconciliation Action Plan \(draft\)](#)