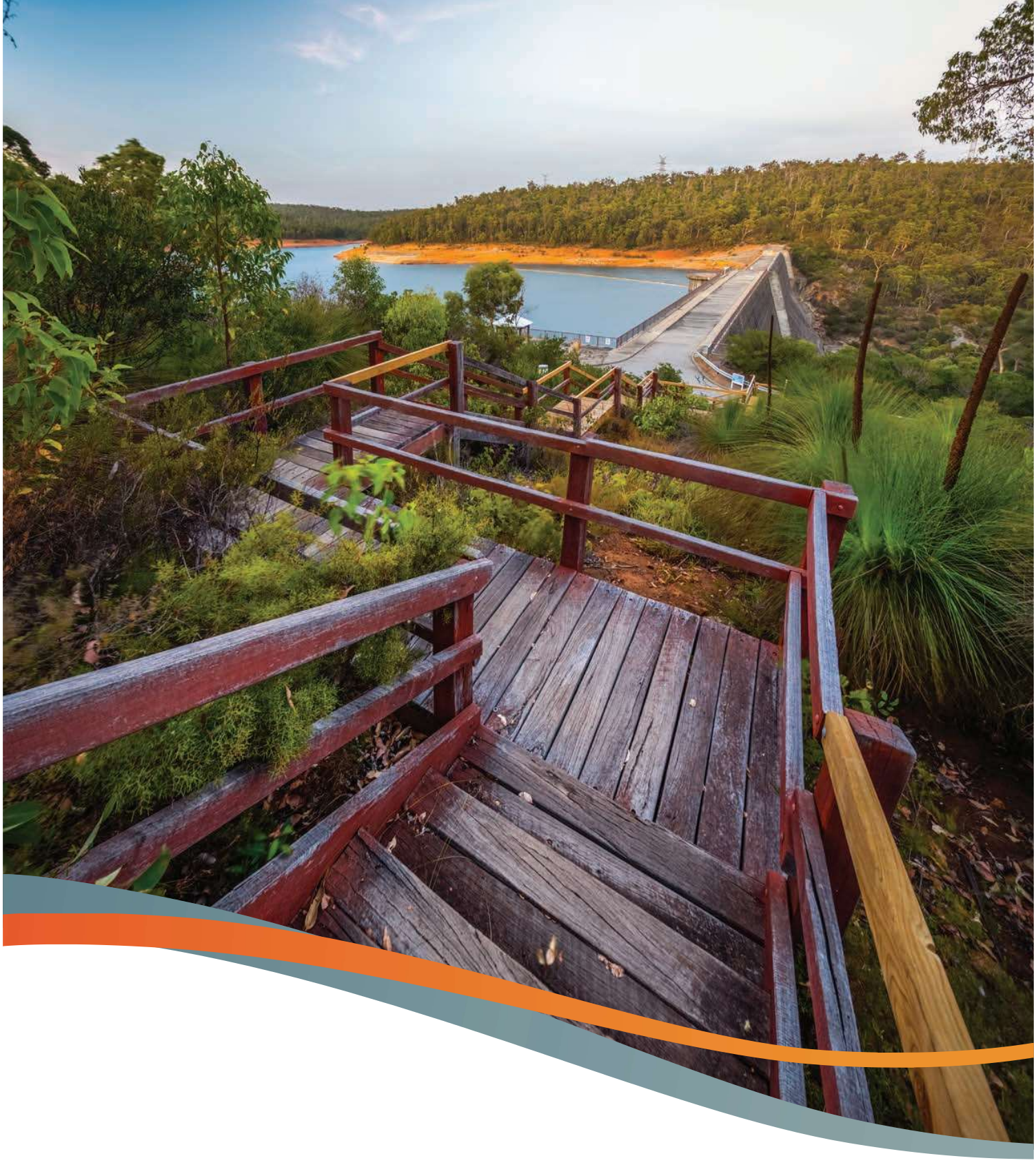


Inclusive Kalamunda

Social Inclusion Plan 2021-2025

City of Kalamunda

Published: 25 October 2021

*This document is available in alternative formats upon request

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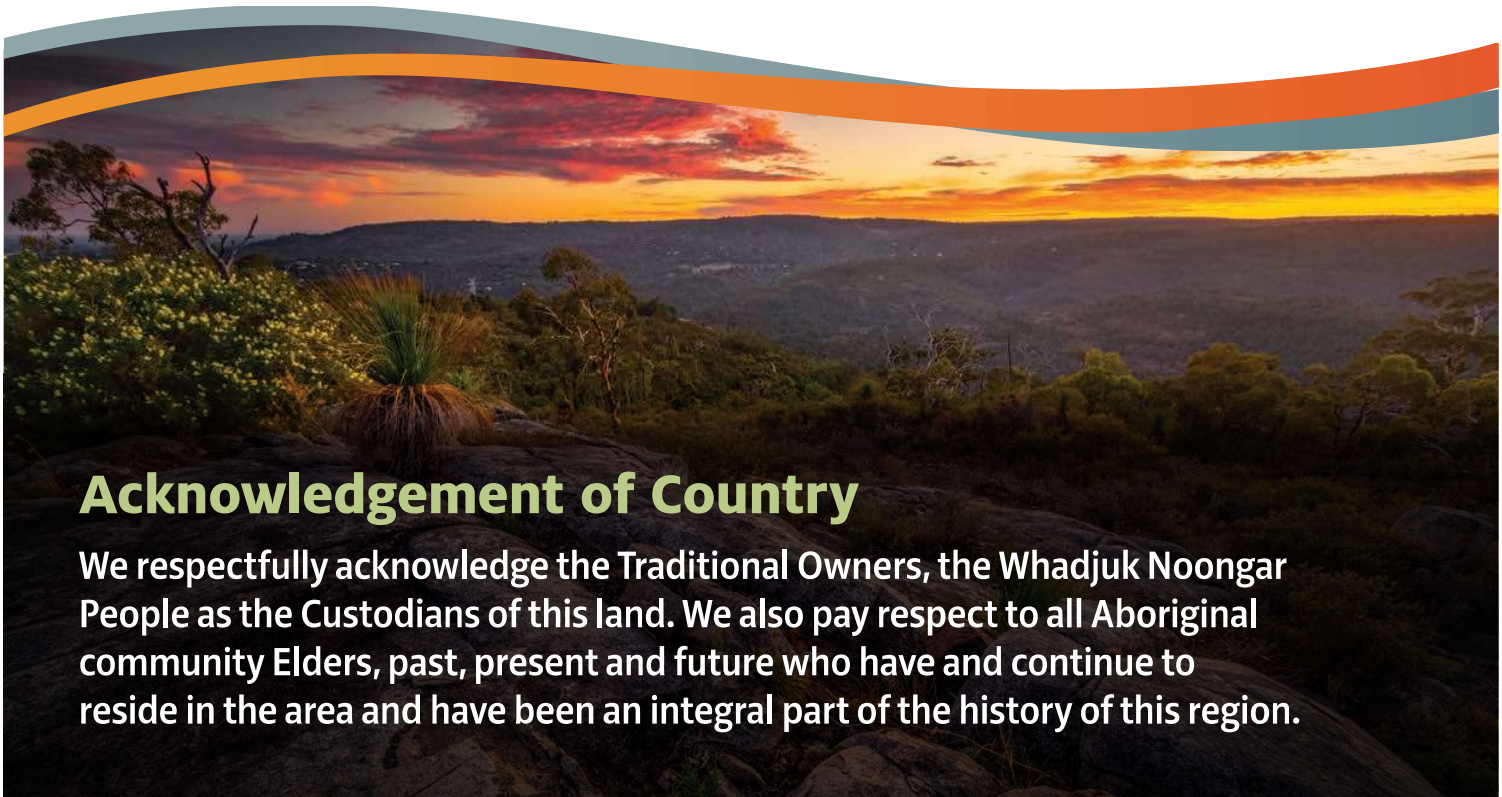
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Acknowledgement of Country

We respectfully acknowledge the Traditional Owners, the Whadjuk Noongar People as the Custodians of this land. We also pay respect to all Aboriginal community Elders, past, present and future who have and continue to reside in the area and have been an integral part of the history of this region.



Mayor's Message

As a Council and as members of our community, we want to ensure everyone living in our City feels connected and included regardless of their background, abilities, or lifestyle.

Feeling a part of the community can mean different things to different people.

For some it can mean being able to access buildings and community spaces, for others it may mean joining in sport or activities, while others require access to support services and work opportunities. Here at the City of Kalamunda it is all of these things and more.

Inclusive Kalamunda provides a great framework to ensure our community is more inclusive and people feel valued, respected and connected.

Some of these things we are already doing, like upgrading our facilities to improve accessibility, and creating inclusive guidelines for events.

But we can always do more.

Inclusive Kalamunda details a number of overarching goals that will help us continue to develop positive community attitudes and behaviours.

By making our City more inclusive and connected, we also make it a better place to live, work and visit.

We all have a role to play and I am excited by the possibilities.

Margaret Thomas JP
Mayor, City of Kalamunda

An Overview of Our Community

The name Kalamunda comes from local Aboriginal words Cala (home or fire) and Munnda (forest – also associated with Munday – the fire of Munday). The City of Kalamunda is located in Perth's south-eastern suburbs, about 24 kilometres from the Perth CBD. The City of Kalamunda is bounded by the City of Swan in the north, the Shire of Mundaring in the east, the Cities of Armadale and Gosnells in the south, and the Cities of Canning and Belmont in the west.

The area features natural bush land, amazing views, and beautiful countryside. With a long history, proud artistic identity, fresh produce, and an abundance of recreational opportunities such as bush walks and mountain bike trails, the City of Kalamunda offers a unique lifestyle for its residents.

The City of Kalamunda includes the suburbs and localities of Bickley, Canning Mills, Carmel, Forrestfield, Gooseberry Hill, Hacketts Gully, High Wycombe, Kalamunda, Kewdale (part), Lesmurdie, Maida Vale, Paulls Valley, Pickering Brook, Piesse Brook, Reservoir, Walliston, and Wattle Grove.

Overview - Australian Bureau of Statistics Estimated Resident Population 2019

- Population - 58,954
- Land area - 32,418 ha (324 Km^2)
- Population density - 1.82 persons per hectare
- More than half of the Kalamunda population (64.9%) were born in Australia. Other common countries of birth include, England (9.1%), New Zealand (3.8%), India (1.8%), Philippines (1.3%) and South Africa (1.1%).
- 2016 Census data shows 82.6% of Kalamunda residents speak only English at home. Over 1,000 people (1.8%) identified as Aboriginal or Torres Strait Islander in the 2016 Census.
- 4.4% of the population in Kalamunda reported needing help in their day-to-day lives due to disability.
- 32.3% population is aged 60+ (profile ID stats)

What is Inclusive Kalamunda?

Inclusive Kalamunda is all about our community and making sure that everything the City of Kalamunda does helps to make our facilities, programs, activities, and events inclusive and accessible to all.

Everyone deserves equal access and equal opportunities. Guided by this belief, we have created goals intentionally broad and far reaching so we can be flexible and adapt to the changing needs of the community, while giving City staff an opportunity to identify the ways they can increase access and inclusion for our community through the work they do.

What Does 'All of Community' Mean?

"All of community" means exactly what it says. We are talking about the whole community, from new migrants, young families, people living with disability, youth, LGBTQI+ people, Aboriginal and Torres Strait Islander people, older people, and others. The City has undertaken extensive engagement with non-government organisations, other local governments, the Disability and Carers Advisory Committee (DACAC) and the community in regard to social inclusion. The types of engagement included surveys, social media platforms, community workshops and one on one conversations.

Why Did We Create Inclusive Kalamunda?

Our community is constantly changing. We are growing in both size and diversity, and we want to make sure that everything we do is as inclusive and accessible to our changing community as possible. That is why this document is broad, so that the specifics remain flexible and can be adapted by the City's teams and the community they serve.

This plan incorporates two of the City's previous plans, the Disability Access and Inclusion Plan 2017 – 2022 (DAIP) and the Age Friendly Strategy & Action Plan. Bringing these plans together to form Inclusive Kalamunda does not mean we are losing or forgetting the important parts of these previous plans. Some parts of the previous plans are similar, so bringing them together makes sense. If you look, you will see each of the previous plans reflected in Inclusive Kalamunda's goals. Most notably, we want to move away from singling out specific community groups for special treatment and instead create inclusivity in all contexts, for all people.

The City will still meet obligation to the Disablity Services Act and will still report annually to the Department of Communities.

How Will We Make Sure the Goals of Inclusive Kalamunda are Achieved?

Inclusive Kalamunda is divided into goals which align to the seven *Disability Services Regulations 2004* outcomes. Supporting each goal are detailed guiding aims. Each aim is allocated to a City team, for example 'Community Development'. This classification helps each of the teams to know what they need to be thinking about when developing their Action Plan. There is also a tick-box system, showing which social inclusion pillar the specific aim achieves. The pillars are explained below, with each pillar playing an important role in creating a holistic, inclusive community.

The goals of this plan are intentionally broad but the specifics of how we will achieve these goals by 2026, is detailed in an annual 'Action Plan' which each team will develop with guidance from staff and the community. This gives each team a chance to innovate, brainstorm and decide on achievable, affordable, and practical ways to make their work more inclusive and accessible.

Action plans will be reported on annually, however, to discuss a particular plan in detail please contact Community Development.




replenish.









Pillars of Social Inclusion

The City identified four (4) pillars of social inclusion: Include, Connect, Educate and Advocate. We have used these pillars to guide the development of our goals and aims to make sure everything we do contributes to achieving social inclusion. Below is a description of what each pillar means to us.

Include	This pillar reminds us to think about all the community when designing and organising events, programs, and activities. We want to make sure we involve the right people, organisations, and service-providers to help us be inclusive.
Connect	This pillar is about connecting our community to local service providers who can assist them. We want to set up and support partnerships because we can all benefit from these connections.
Educate	This pillar is about giving City staff and our local community the right information about access and inclusion, including showing them how they can make their events, programs and projects welcoming to everyone in the community.
Advocate	This pillar is about the City's role in making sure the voices of our community are heard and listened to by other organisations and government departments and agencies who impact on the community's access and inclusion needs.

This document can be made available in alternative formats on request. Please contact the City of Kalamunda on 9257 9999

Inclusive Kalamunda Goals

Goal 1: Encourage all members of our community to participate in social, economic, and civic life						
DELIVERABLE	WHO IS RESPONSIBLE?	BY WHEN?	SOCIAL INCLUSION ACTIONS			
			INCLUDE	CONNECT	EDUCATE	ADVOCATE
(a) Present accessible and inclusive events, activities, and services for all members of the community	All Organisation	Ongoing	✓	✓		
(b) Encourage partnerships, promote local service providers and advocate for additional services that help the community	Community Development	Ongoing		✓		✓
(c) Educate and encourage our community groups to consider access and inclusion requirements when hosting events, activities, and programs for the community	Community Development, Public Relations	Ongoing			✓	✓
(d) Increase community participation in place planning	Community Development,	Ongoing	✓	✓		
(e) Build neighbour connections to improve a sense of safety, security and connection	Public Relations	Ongoing	✓		✓	
(f) Facilitate a culture for caring for people feeling isolated	Public Relations	Ongoing	✓			✓
(g) Attract, engage and connect citizens from diverse backgrounds	Public Relations	Ongoing	✓	✓		

Goal 2: Ensure equal access to City of Kalamunda buildings and facilities						
DELIVERABLE	WHO IS RESPONSIBLE?	BY WHEN?	SOCIAL INCLUSION ACTIONS			
			INCLUDE	CONNECT	EDUCATE	ADVOCATE
(a) Ensure new and redevelopment building, and facility works result in equal access for all our community	Statutory Planning, Asset Services	Ongoing	✓			
(b) Improve external infrastructure including pathways, parking, transport, playgrounds, street scapes and public open spaces	Asset Services	Ongoing	✓			
(c) Encourage developers of non-City buildings and facilities to consider access and inclusion when planning	Statutory Planning and Building Services	Ongoing			✓	✓

Goal 3: Ensure all City communications are inclusive and accessible						
DELIVERABLE	WHO IS RESPONSIBLE?	BY WHEN?	SOCIAL INCLUSION ACTIONS			
			INCLUDE	CONNECT	EDUCATE	ADVOCATE
(a) Ensure all information, marketing and promotional materials from the City can be easily accessed in a range of formats and use clear and simple language	All Teams	Ongoing	✓			
(b) Continue to improve accessibility to the City's website for all our community	Public Relations	Ongoing	✓			
(c) Identify ways to engage with community through technology	Public Relations	Ongoing	✓	✓		
(d) Increase opportunities for people from different backgrounds to share their unique personal stories	Public Relations	Ongoing	✓	✓		
(e) Ensure the City's complaints procedures are accessible to all and are available in alternative formats	Public Relations	Ongoing	✓	✓		
(f) Create a policy on consultation to encourage universal access to community engagement	Public Relations Community Development	2022			✓	✓
(g) Promote the City's Disability and Carers Advisory Committee (DACAC) while promoting and advocating for diverse representation across all City Committees and Advisory Groups	Community Services	Ongoing	✓	✓		
(h) Maximise social media tools to enhance community connectivity	Public Relations	Ongoing				
(i) Recognise Neighbourhood heroes	Public Relations	ongoing				

Inclusive Kalamunda Goals (Cont.)

Goal 4: Ensure City staff are equipped with knowledge and resources to ensure service received by community is inclusive and accessible						
DELIVERABLE	WHO IS RESPONSIBLE?	BY WHEN?	SOCIAL INCLUSION ACTIONS			
			INCLUDE	CONNECT	EDUCATE	ADVOCATE
(a) Educate City staff, contractors and community regarding customer service best practise	Managers, Coordinators	Ongoing			✓	
(b) Promote the City's achievements in improving access and inclusion	Public Relations Managers	Ongoing	✓			
(c) Raise awareness and understanding among staff, new employees and Councillors about access and inclusion	Community Development, Public Relations, People Services	Ongoing			✓	
(d) Encourage feedback from community to assist with improvements and the removal of barriers to access and inclusion	All Teams	Ongoing	✓	✓		

Goal 5: Encourage opportunities for employment, civic participation and volunteering						
DELIVERABLE	WHO IS RESPONSIBLE?	BY WHEN?	SOCIAL INCLUSION ACTIONS			
			INCLUDE	CONNECT	EDUCATE	ADVOCATE
(a) Equal opportunity/providing employment, work experience, traineeship and volunteering opportunities that are both accessible and inclusive	People Services	Ongoing	✓	✓		
(b) Maintain positive relationships with disability employment agencies	People Services	Ongoing		✓		
(c) Develop innovative ways to recognise and value active citizens	Public Relations	Ongoing				
(d) Support volunteering recognition programs	Public Relations	Ongoing	✓			
(e) Recognition of community champions	Public Relations	Ongoing	✓			
(f) Support community groups to manage risk, legal requirements and legislation	Public Relations, Community Development	Ongoing	✓		✓	
(g) Provide guidance on administrative and governance support for volunteer- involving organisations	Public Relations	Ongoing		✓	✓	

Goal 6: Endeavour to improve access to housing, transport and health services						
DELIVERABLE	WHO IS RESPONSIBLE?	BY WHEN?	SOCIAL INCLUSION ACTIONS			
			INCLUDE	CONNECT	EDUCATE	ADVOCATE
(a) Improve accessibility to transport for all community	Planning/Asset Services	Ongoing				✓
(b) Improving access to housing that encourages community connections to social and community health services	Building Approvals, Strategic Planning	Ongoing				✓
(c) Increased localised presence of health and other social service providers in our community	Community Development, Health Services	Ongoing				✓

City of
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