

# COMMUNITY INCLUSION POLICY

No. 0008.100.E.R

## 1 PURPOSE

City of Darwin is committed to creating a collaborative, inclusive and connected community. This policy provides the framework for the provision of key community services, facilities and programs that are responsive, celebrate diversity, provide equity of access, and build community capacity.

## 2 SCOPE

This Policy applies to all services, facilities and programs offered by City of Darwin. City of Darwin acknowledges that all individuals, regardless of their support needs, age, gender, race, ethnicity, nationality, sexual orientation, or religion are central to planning services, facilities and programs.

## 3 POLICY STATEMENT

City of Darwin will:

- recognise and celebrate our city's important history and cultural heritage, and the significant contribution of our cultural diversity
- provide a greater voice and genuine opportunities for people to have a say and be actively involved in decisions that affect their lives
- build capacity of the community through support, raising awareness and sharing resources and responsibilities
- ensure that the needs and aspirations of the most vulnerable and disadvantaged people in the community are addressed in partnership with other key stakeholders
- develop collaborative partnerships that encourage service coordination and integration
- support and resource community-driven initiatives through established funding guidelines
- be guided by best practice principles, community need and feedback in its delivery of high quality innovative services, activities and programs
- gather and analyse data in order to guide and prioritise Council investment
- promote a planned, whole of organisation approach to building inclusive and connected communities across the Darwin municipality
- work to meet legislative requirements under the relevant Acts of the Territory and Federal Government (see 5. Legislative References), and
- be guided by key internal and external strategic and other related documents (see related documents).

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The key principles of this policy are

- Capacity building – supporting opportunities that can be sustained by the community
- Community ownership – a community vested in decisions and opportunities
- Equity and access – to participate in community programs, events and infrastructure
- Inclusiveness – of all cultures, ages and abilities
- Responsiveness – the ability to respond with interest
- Social justice – equal access to opportunities in society

## 4 DEFINITIONS

**Access** refers to the removal or reduction of barriers (physical and attitudinal) to participation in the activities and functions of a community.

**Capacity Building** is promoting the ability of local communities to develop, implement and sustain their own solutions to problems in a way that helps them to act creatively, and work together for the benefit of their group.

**Council Staff** includes all employees and workers, contractors, volunteers and all others who perform work on behalf of Council.

**Discrimination** is the practice of treating one person or group of people less fairly or less well than other people or groups.

**Diversity** is recognising that each individual is different and unique, and that every person's experience is uniquely theirs. Diversity focuses on understanding, embracing, and celebrating the rich and varied experiences which shape our lives.

**Equity** is understanding and providing community members with what they need to live well. Identifying differences and trying to reduce the gap between community groups.

**Inclusion** puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection - where everyone's ideas, backgrounds, and perspectives are harnessed to create value.

**Social justice** means equal access to wealth, opportunities, and privileges within a society.

## 5 LEGISLATIVE REFERENCES

### 5.1 FEDERAL LEGISLATION:

*Age Discrimination Act 2004*

*Australian Human Rights Commission Act 1986*

*Disability Discrimination Act 1992*

*Racial Discrimination Act 1975*

*Sex Discrimination Act 1984*

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**5.2 NORTHERN TERRITORY LEGISLATION:**

*Local Government Act 2019*

*Anti-Discrimination Act 1992*

*Disability Services Act 1993*

*Guardianship of Adults Act 2016*

*Carers Recognition Act 2006*

*Families, Community Services and Indigenous Affairs and Other Legislation Amendment*

*(Northern Territory National Emergency Response and Other Measures) Act 2007*

**6 PROCEDURES / RELATED DOCUMENTS****6.1 INTERNAL:**

City of Darwin Municipal Plan

City of Darwin Strategic Plan

City of Darwin Innovate Reconciliation Action Plan 2020 - 2022

City of Darwin Access and Inclusion Plan 2019 – 2022

City of Darwin Youth Strategy (2022 - 2026)

**6.2 EXTERNAL:**

Australia's Disability Strategy (2021-2031)

The NT Disability Strategy 2022 - 2023

**7 RESPONSIBILITY / APPLICATION**

The General Manager Community is responsible for ensuring that this policy is understood and adhered to by all Council staff.

All Council staff are responsible for complying with this policy.

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