

Access Equity and Inclusion Policy

Easy English



About this book

This book is about our **Access Equity** and **Inclusion** Policy.



Access means easy to be part of.

Equity means everyone has equal chances and is treated equally with everybody else.

Inclusion means everyone can join in.



We know that the Wurundjeri people were the first owners of the land that Nillumbik is on. We respect all **First Nations** people. We respect their **culture** and know that they are strong people.

We know they never gave up their land.



This book is written in a way that is easy to read.



You can ask someone to help you read this book.



Some words are in **blue**. You can find the meaning of these words at the end of the book.

Go to page 9.



About this plan

Our Access Equity and Inclusion Plan says how we will make sure all Council activities

- are easy to be part of
- think about everyones needs
- include everyone.





We made this plan so we can

- be **leaders** in access and inclusion. This means we will do a good job and show others how to do things better.



- decide what we need to do to make access and inclusion better in Nillumbik.



- talk to others about access and inclusion and why it is important.

- understand what different groups in our community need so they can be included.



- work together with other groups in the community to make access and inclusion better in Nillumbik.



Why we need this plan

We want our community be fair and equal for everyone.

We also know that equity can be harder for some groups of people.

For example

- **Aboriginal and Torres Strait Islander people**



- older people

- **LBGTIQA+** people



- people from different backgrounds

- people who live in the country

- people with disability

- **refugees**

- women





Some other things that can make it harder for people to use our services and be included are

- **family violence**
- being sick for a long time
- being homeless
- **mental illness**
- not having a job
- not having enough money
- or
- if there is an emergency or **natural disaster**.



When we made our Access Equity and Inclusion Plan we thought about

- people with different needs
- and
- what we can do to make it easier for them to use our services and be included.





What we plan to do

We will

- think about access, equity and inclusion whenever we make decisions.
- use what we have learnt to speak up about why these things are important.
- show the community that we know inclusion is important
- work to make inclusion better in Nillumbik
- help people in the community to make decisions about things that matter to them.
- celebrate all the different people in our community.



We will



- make sure everyone can be included in our workplace.



- provide information in different ways so everyone can access and understand it.



- talk to the community about what they want and need.

- make sure our services are easy to access and include everyone.



- make sure everyone can use our places and spaces.

- make changes when we need to.



Find out more

You can ask questions about our Access Equity and Inclusion Plan.

Contact us at

Our office

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What the blue words mean

| | |
|--|--|
| Aboriginal Torres Strait Islander First Nations | People related to the first Australians. First Australians are people who lived in Australia before others came from overseas to live here. Aboriginal and Torres Strait Islander people are also called <ul style="list-style-type: none">• First Nations peopleand• Indigenous people. |
| culture | Way of life. The things a particular group of people believe and do that is special to their country or group. |
| family violence | When someone in a family hurts others in the family. |

| | |
|-----------------|---|
| LGBTQIA+ | <p>People who are</p> <ul style="list-style-type: none"> • lesbian • gay • bisexual • transgender • intersex • queer • asexual • other. |
|-----------------|---|

| | |
|-------------------------|--|
| mental illness | <p>An illness that can change the way you</p> <ul style="list-style-type: none"> • think • feel <p>and</p> <ul style="list-style-type: none"> • behave. |
| natural disaster | <p>A dangerous event that can cause major damage to</p> |

| | |
|-----------------|---|
| | <ul style="list-style-type: none"> • buildings • the environment • people. <p>For example</p> <ul style="list-style-type: none"> • bushfire • flood • earthquake. |
| refugees | People who have left their own country because their lives are in danger. |
| rights | What every person deserves no matter who they are or how they live. For example everyone has the right to be safe. |

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