



# 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.



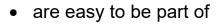
Some words are in **blue**. You can find the meaning of these words at the end of the book.

Go to page 9.



# About this plan

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



- 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

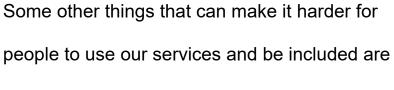














- being sick for a long time
- being homeless
- mental illness
- not having a job
- not having enough money or
- if there is an emergency or natural disaster.



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.







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



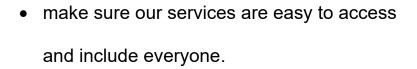
make sure everyone can be included in our workplace.



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



 talk to the community about what they want and need.





 make sure 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 Nillumbik Shire Council

Civic Drive

Greensborough VIC 3088

**Phone** 9433 3111

Email <u>nillumbik@nillumbik.vic.gov.au</u>

### What the blue words mean

Aboriginal	People related to the first Australians. First
Torres Strait	Australians are people who lived in Australia
First Nations	before others came from overseas to live
	here. Aboriginal and Torres Strait Islander
	people are also called
	First Nations people
	and
	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+	People who are
	• lesbian
	• gay
	• bisexual
	transgender
	• intersex
	• queer
	• asexual
	• other.

mental illness	An illness that can change the way you
	• think
	• feel
	and
	behave.
natural disaster	A dangerous event that can cause major
	damage to

	buildings
	the environment
	• people.
	For example
	• 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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