



# **Goulburn Mulwaree**

## **Disability Inclusion Action Plan 2021-2025**

## Table of Contents

About the new Plan .....	3
Facts .....	4
Carers .....	4
Legislation and Standards.....	5
Plans and Strategies .....	7
Services .....	9
Employment .....	19
Contact us .....	22
Appendix 1 .....	24
Appendix 2 .....	25
Appendix 3 .....	26

## About the new Plan

We want a better future so we need a Plan. This Plan starts on 1 July 2021 and finishes on 30 June 2025. It is for everyone with a disability, their families, carers, friends, and the whole community.

The community is all the people who live in Goulburn Mulwaree area. This Plan sets out actions that council will deliver in the next five years to help make life better for people with disability, their families and carers. It also highlights the longer term plans and strategies which guide Council's decision-making.

People with disability know what is most important to them. People, with a disability, their families, friends and carers helped us to write this Plan.

Sometimes people with disability need extra help to live a full life and join in with other people. The council wants to make sure this Plan is making life better for people with disability and their families and carers.

### Ideas to help make this Plan work well for people with disability

You should have services that are easy to use. It will be easier for you to join in with your community if you want to.

Access to council information, buildings and services is your right by law.

This will help council remove barriers or make them smaller. It helps make sure all areas of council – what we say, do, write and build is more disability friendly, promoting inclusivity.

For example by building accessible footpaths that link to places you want to go helps everyone in the community.

## Facts

Goulburn Mulwaree is located in the Southern Tablelands of New South Wales. The land area is 3,223 square kilometres.

There are about 31,554 people living in our Local Government Area (LGA).

Our LGA will keep growing. We are expecting 5,648 more people by 2036. We know that an important part of being accessible and inclusive is accepting:

- > diversity
- > differences in ability.

In Goulburn Mulwaree 6.4% of our residents (1,908 people) need help in their day-to-day lives due to disability. This is higher than the Australian average of 5.1% of the population. More up to date figures regarding people who need care are not available until results of the 2021 Census are available in August 2021.

These people might need help to:

- > communicate
- > get around
- > care for themselves

## Carers

Carers do a very important job in our community. A carer is somebody who supports:

- > older people
- > people with disability
- > people with short-term and long-term health problems

Many carers give their time without getting paid. 12.4% of our residents are carers who give unpaid care assistance. There are 3,001 carers supporting their loved ones.

There are 5,743 people 65 years and older who live here. This is 18.2% of our citizens who will also benefit from a disability friendly community.

## Legislation and Standards

There are different laws and agreements that help make sure people with disability:

- > Have access
- > Are included

The United Nations Conventions on the Rights of Persons with Disabilities is an international agreement. This agreement applies to many countries including Australia.

There are important national laws:

- > *Disability Discrimination Act*
- > Australian Standards 2010 and AS1428 Disability Access to Premises Standards – Buildings.

There are also some laws just for the state of New South Wales:

- > *Disability Inclusion Act (DIA) 2014*
- > *NSW Carers (Recognition) Act 2010*
- > *NSW Anti-Discrimination Act 1977*
- > *Disability Standards for Accessible Public Transport 2002*
- > *Local Government Act 1993*
- > *Local Government (General) Regulation 2005*

**This Plan is consistent with the activities in the Regional Community Strategic Plan 2036.**

Goulburn Mulwaree's Regional Community Strategic Plan aims to create a healthy, inclusive and vibrant community.

Our population growth is supported through public infrastructure, land use and development strategies that create a connected, sustainable and accessible community.

Its aim is to help create a collaborative community that works together and recognises opportunities for community participation in decision making that is ethically, socially and environmentally responsible.

The Regional Community Strategic Plan includes a series of priorities, highlights Council's role in meeting these priorities and identifies a number of areas of focus. The relevant priorities are summarised in Appendix 1 of this plan.

***The NSW Disability Inclusion Act 2014***

This law tells us we have to write a new Disability Inclusion Action Plan.

The Plan has to last for the next 4 years and focus on 4 areas:

1. Developing positive attitudes and behaviours in our community.
2. Creating communities that are nice for people to live in.
3. Helping people find good jobs and work they like doing.
4. Having good ways of doing things that will help people use our services.

The Plan also needs to include:

- > what we know and understand about life for people with disability
- > how we will make buildings, events, programs and facilities accessible
- > ways to get information
- > ways to take part in community activities
- > how we have consulted people with disability, their carers and other stakeholders while we developed the Plan
- > how the Plan supports the goals of the NSW Government.

## Plans and Strategies

### Local Strategic Planning Statement

The Local Strategic Planning Statement sets out a 20 year vision for the use of land in the local area, identifies the special character and values which are to be preserved and sets out how change will be managed into the future.

The document sets out the key challenges facing the local area going forward and sets out a number of actions to address these challenges. These actions include:

- Improving affordable housing supply,
- Creating health built environments,
- Planning for facilities which foster healthy and socially connected communities,
- Ensure housing is support by relevant infrastructure.

The relevant priorities and actions are summarised in Appendix 2 of this plan.

### Urban and Fringe Housing Strategy

The Urban and Fringe Housing Strategy identifies areas suitable for the provision of additional housing with a focus on urban areas where residents can access services, jobs and transport and seeks to provide a range of housing options for different needs and incomes.

The Strategy sets out a number of priorities and series of actions to address the challenges highlighted by the Local Strategic Planning Statement and ensure the needs of existing and future residents are addressed. These actions include:

- Amending planning controls to include adaptable housing suitable for older people and those with a disability
- Encourage delivery of smaller one and two bedroom homes
- Reduce waiting times for rental accommodation

## Social Sustainability Strategy and Action Plan

### What is Social Sustainability?

Social sustainability is about building a socially just and resilient community, strengthening our society to improve collective and individual well-being and generally improving the quality of life our local government area offers. Social Sustainability is underpinned by the idea that understanding and addressing the needs of the most disadvantaged in our community benefits everyone.

### What is a Social Sustainability Strategy?

The Social Sustainability Strategy provides a roadmap for Council, in collaboration with other community groups and service providers, to respond to our community's social needs and deliver a socially sustainable Goulburn Mulwaree

### How does the Strategy seek Social Sustainability?

The Strategy establishes three central pillars to drive this Strategy and guide council decision-making when it comes to social well-being and sustainability:

1. Funding Programmes and Services based on community benefit and criteria
2. Giving our Community a voice in decision making
3. Facilitating delivery of accessible and connected social places and spaces

These 3 pillars provide the foundation for a series of objectives and actions the Council, with its partners, will aim toward achieving over the next 10 years. These include:

- Seeking funding for a community development officer to support the community to connect and engage
- Encourage the training of local residents for future employment opportunities
- Engage with local Aboriginal people to increase visibility around Aboriginal past, present and future in the local area
- Ensure community facilities are within walking distance of public transport, services and housing
- Increase team sports participation by local disadvantaged communities
- Promote mental health awareness days

- Plan for accessible shower facilities in future community facilities

The above list is a small sample of the objectives and actions presented in the social sustainability strategy and a full summary is available in Appendix 3 of this report.

## Services

### What State and Federal Governments do in our community

State and Federal Governments look after:

- > health
- > education
- > police
- > housing
- > transport
- > National Disability Insurance Scheme (NDIS)
- > social services.

### There are charities and not-for-profit groups in Goulburn Mulwaree providing services for:

- > supported employment
- > respite care
- > carers support
- > access to food
- > aged care
- > mental health
- > community transport
- > homelessness
- > Emergency accommodation.

## What Goulburn Mulwaree Council looks after

- > 75 parks and 50 playgrounds
- > 10 sports fields
- > 1 Community Centre and associated community service programs
- > 1 Goulburn Recreation area and Veolia Arena sports stadium
- > 1 Library and the Big Read Bus Mobile Library
- > 1 Goulburn Regional Art Gallery
- > 1 Visitor Information Centre
- > 1 Council Administration Office
- > 1 Workspace Goulburn building located at 56 Clinton Street
- > 1 Memorial Hall – Marulan
- > 1 tenanted Health Facility – Brewer Centre, Marulan
- > 1 Depots
- > 26 public toilet blocks
- > 2 sewerage treatment plants and 2 water treatment plants
- > 24 sewerage & 9 water pumping stations
- > 11 water supply reservoirs, 2 dams and 1 weir
- > 804km sealed & 385km unsealed roads
- > 148km of footpaths and 48 bridges
- > 295km water mains & 185km sewer mains
- > 194km of stormwater pipes
- > Waste Management Centres at Goulburn, Marulan and Tarago
- > Waste Services – including collections at homes in Goulburn City and Marulan; plus free waste disposal weekends for all households and a rural waste card for rural residents.
- > 1 aquatic centre under redevelopment; scheduled for completion March 2022
- > 3 skate parks and a BMX track
- > Wollondilly River all access walking track
- > Goulburn Wetlands
- > 4 dog off leash parks

We provide money for programs by offering grants to community groups and we run community festivals and events like

- > Australia Day
- > Seniors Week
- > Youth Week
- > Heritage Week
- > Reconciliation Week
- > International Day of People with Disability
- > Pictures and Popcorn
- > ANZAC Day (assisting the RSL)

We encourage community participation and engagement across Goulburn and our 6 villages and rural communities in our Local Government Area.

We promote our area across Australia to attract tourists and businesses.

### **Making public spaces better for people with disability**

We want to give better access to council's library and art gallery, parks, sporting ovals, swimming pools, council offices, community halls, car parking, footpaths, cycle ways, playgrounds and other outdoor areas.

Access means buildings and places in the community will be:

- > easier to get into
- > easier to move around in
- > safer
- > more way finding – things we put in public areas to help people get around like signage and tactile indicators.
- > Bringing services to you – like the Big READ Bus Mobile Library and other outreach programs
- > Council employees and volunteers are more inclusive – Council promotes a culture of inclusivity and equality.

These are the ideas that came out of our consultation:

### **Listening to the Community**

- > We consulted with our community while we were getting this Plan ready. We want to be better at understanding what life is like for people with disability and their carers. We will work with you a lot more.

### **More footpaths and kerb ramps**

Footpaths link people to their community. Council receives a lot of footpath and kerb ramp requests. We have various communities spread across a 3,223 km<sup>2</sup> area. Council looks after about 148km of footpaths.

Council has pedestrian access and mobility plans.

The Asset Team reviews this long list of requests and recommends which footpaths and kerb ramps are most important.

### **Park and street furniture**

People told us that they wanted more:

- > park benches (seats) with arm rests to help people getting up and down from the seat
- > the concrete pad to be big enough to fit the park bench and a space for a wheelchair
- > more large picnic settings and large covered areas. This will help disability groups go on excursions to the parks
- > trial a wheelchair friendly BBQ
- > more bus shelters.

### **Dog parks**

We understand that some people have an emotional support animal, a service dog or a guide dog. They have asked for a safe area where they can train and play with their dog.

Goulburn has 4 leash-free dog areas. These safe areas are fenced and dogs can run, exercise and socialise leash-free with other dogs and dog park visitors. Council will review the access and parking around these dog parks.

### **Accessible swimming pools**

People told us that they would like to use the council swimming pools but find it hard to use the steps to get in and out of the outdoor pool. Council is planning to upgrade the Goulburn Aquatic Centre. This will include making improvements to the access to the pools, the outdoor areas, toilets and change rooms and canteen.

People also would like an:

- > access ramp into the new pool
- > accessible bathroom with shower and adult change table and hoists
- > aquatic wheelchair.

Council will look at the design plan to see what is possible.

### **Accessible public toilets**

People told us that we need more accessible public toilets in Goulburn Mulwaree. Council will look at all the public toilets and changing rooms and recommend the best way to provide public toilets and changing rooms.

The design of accessible public toilets is very important to include:

- > clear signage
- > doors painted a different colour
- > toilet bowl a different colour to the seat and cistern
- > exit clearly marked
- > hand rails
- > good lighting
- > hook for handbags next to the toilet pan
- > trial an adult change table

### **Accessible car parking**

Finding accessible car parking is often an important part of everyday life for people with disability and their carers.

Managing accessible parking and the permit system is an important part of what we do. Council is looking at how we manage accessible parking, including:

- > planning
- > auditing the number of car parks
- > making sure they are in the right spot.

We need to give people better information about where to find accessible parking.

Council Rangers monitor the accessible car parks to ensure they are used by people with a Mobility Parking Scheme Permit.

### **Accessible playgrounds**

People told us they would like more disability friendly playground equipment. They would like more:

- > fenced playgrounds with child proof gates
- > accessible toilet close to the playground
- > more accessible equipment such as swings, water play, musical instruments and sand play
- > more picnic areas at the playground
- > more shade
- > play equipment for adults with a disability

It is important that disability friendly play equipment is easy to access and in an inclusive setting with other playground areas.

## Community and Council events

People with disability want to:

- > know in advance what's happening & when
- > take part
- > have a good time
- > be included.
- > have equality

They need:

- > ways to get in and out
- > accessible parking
- > accessible transport
- > accessible toilets
- > appropriate lighting
- > accessible viewing platforms or area where they can see and hear the show.

Council can do more to include people with disability to join in activities, go to events and work together with community groups so that:

- > Council events are more disability friendly
- > Council continues the disability outreach programs such as art therapy workshops and exhibitions.
- > Council promotes events and activities in words and pictures.

## Communicating and involving people

We want to make information about what we do:

- > easier to read
- > easier to get
- > easier to understand.

People told us we need to make sure:

- > our website is accessible
- > documents we publish are accessible
- > we think about accessibility when we start new projects

- > we share information about projects that affect people's daily life in an accessible way

### **Give you a say in decisions**

We want to live in a community where people with disability can get involved – just like everyone else.

- > get involved
- > take part
- > tell us what you think
- > 'Have Your Say' about council plans and issues that affect you
- > Council will keep talking to people with disability to make sure this Plan is working.

### **Accessible Council Programs**

Goulburn Community Centre has level street access with wheelchair accessible spaces and bathrooms. Public computers are available for use and accessible meeting rooms and spaces are available for hire for a broad range of community groups and activities.

Council's disability, aged care and youth teams are based at the Community Centre and many of their community service programs are run in this space.

**Leisure Link Disability Program:** this program is for people with a mild to moderate intellectual or physical disability. It offers regular weekend, evening and holiday activities as well as sport and peer support programs.

**Aged Care Services:** this program is for aged and vulnerable people over 65 years or Aboriginal and Torres Strait Islanders over 50 years. It provides centre based social support, social outings, assistance with appointments and daily living routines, as well as assistance in accessing other community services and facilities.

**Youth Services:** Council's youth team provides programs for young people aged 12-25 years, assisting them to engage in a range of regular term and school holiday activities. Support is also offered to link them to other local youth services if required. Youth workers provide support to young people with school work and further education and training opportunities, employment assistance, and much more.

Goulburn Mulwaree Library has about 7500 books in large print or audio-book format. We also have over 70,000 electronic books, audio-books, magazines, and films. The Library is working on making more books and other materials available online in a variety of different, easy to access, formats.

The Library building is fully accessible to and welcomes all members of the community. The Library has free computer access and Wifi for all users, and also runs regular workshops, author talks, events, and other programs suitable for all ages and abilities.

Council has a Mobile Library service called the Big READ Bus. The Big READ Bus delivers books and library services to 13 retirement homes, villages, and community organisations in Goulburn. The Library also runs a home delivery service in Goulburn Mulwaree for people who aren't able to visit the Library in person.

Goulburn Regional Art Gallery can run tours that teach people about art. The Gallery has wide ramp access and can meet the needs of everybody who visits.

Rocky Hill War Memorial and Museum has accessible car parking adjacent to both museum buildings. The museum buildings are accessed from the car park via a wide

ramp with the Cottage Museum including an accessible bathroom. There is also an access ramp to the base of the Memorial tower. The Museum is working to ensure all exhibits are fully accessible.

Goulburn Historic Waterworks has accessible car parking adjacent to access to the Pumphouse Museum. The onsite Pumphouse Café building is accessible and there is an accessible bathroom adjacent to the Pumphouse Café. There is full access to the 19<sup>th</sup> Century working steam engines and in viewing the historic boiler annex.

St Clair Villa and Archives includes an access ramp into St Clair Villa House Museum. There is an accessible bathroom to the rear of the villa. The Coach House Archives includes full access to the ground floor public research area.

Workspace Goulburn offers accessible meeting rooms and spaces for hire for a broad range of activities by community groups, non-profit and profit organisations. The building has level street access with a lift to the first floor.

An upgrade planned for Goulburn Waste Management Centre will improve accessibility for waste disposal and waste education programs.

### **Access friendly businesses**

Residents and visitors told us that they want to visit businesses, cafes, tourism accommodation and attractions, but it is hard to know which ones are disability friendly.

Council will visit businesses to find out if they are accessible.

They also help shops and businesses be disability friendly for you and tourists by:

- > Encouraging business owners to have a shop that you can easily get around in and out of
- > Helping business owners train staff in friendly customer service
- > Listing access friendly businesses on our website.
- > Encourage our supermarkets and shopping centres to provide a Caroline's Cart for use.

## Council advocates for the community

Council champions for better State and Federal services and support in our region.

Council advocates on issues that are important to the community. For example better regional transport and safety concerns around mobility scooters.

## Employment

360 people work at council with around 2% identify as having a disability.

We want to make work at the council fair and equal for everybody. We want everybody to have a fair chance.

We want everyone that works with us to be happy. Then they will work with us for a long time.

### Things we do:

- > Make our council a place where people of all abilities can enjoy meaningful employment
- > find out what the staff with disability who already work with us need
- > find out what the staff who work with us and who are also carers need
- > give specialised training in important areas to staff who need it the most for the work they do
- > help our staff understand what life is like for people with disability so they can offer better service
- > keep working with the community and organisations to remove barriers to access and inclusion.
- > We have an Equal Employment Opportunity plan which outlines how we will ensure there is fairness and equity in our processes
- > We offer a designated trainee position for a person with a disability which becomes available every 2 years.

## The way we do things

Council departments will work together to help achieve this Plan. We want our staff to treat people with disability in a way that is:

- > positive
- > respectful
- > inclusive
- > welcomes diversity

## Volunteering and Work Experience

Council welcomes volunteers of all ages and abilities, and provides opportunities for volunteers to work in a variety of different areas, including:

- > Library
- > Art Gallery
- > Museums
- > Community Centre Programs

Council also welcomes people who want to do work experience or work placements, and has a number of different programs available, including Paperback Café in the Library, and the Right to Work Program for people with disabilities. The Right to Work program is dedicated to growing skills and continued learning after school years have been completed, helping learners to experience independence, workplace success and community inclusion.

## Checking and assessing

Every year we write our Annual Report. When we write the report we will talk about things that are in this Plan.

We will talk about the progress we have made. We will talk about what we have achieved.

We will also tell the NSW Disability Council about our achievements.

## **Funding the Plan**

Some actions in this Plan are about continuing to do what we are doing well and others are about improving the way we do things.

Many actions will not cost council additional money but require us to do things differently. However some actions in the Plan will require additional funds to build something or upgrade an existing facility or service.

Council must consider all priorities and may apply for funding from external sources to help achieve the actions in the Plan.

## Contact us

We are always looking for ways for the community to be involved. We want to hear from you if:

- > you have questions
- > there is a problem or issue we need to fix
- > you want a copy of this Plan.
- > you think we are doing something well

There are different ways you can contact us.

You can find lots of information on our website: [www.goulburn.nsw.gov.au](http://www.goulburn.nsw.gov.au)

You can phone us 8.30am to 5pm Monday to Friday on (02) 4823 4444

You can send an email to: [council@goulburn.nsw.gov.au](mailto:council@goulburn.nsw.gov.au)

You can visit us at our council office between 8.30am to 4.30pm, Monday to Friday at 184 – 194 Bourke Street, Goulburn NSW 2580

Post a letter to us:

Goulburn Mulwaree Council

Locked Bag 22

Goulburn NSW 2580

You can contact the National Relay Service on [www.relayservice.com.au](http://www.relayservice.com.au)

or call 1300 555 727 or SMS Relay 0423 677 767

## Appendix 1: Regional Community Strategic Plan 2036

Strategic Priorities	Council's Role	Areas of Focus
<p><b>Strategy CO1</b> Facilitate and encourage equitable access to community infrastructure and services, such as health care, education and transport.</p>	<p>Support existing networks and services that operate at a community level through grants, programmes, and capacity building, and recognise their contributions to the community.</p>	<ul style="list-style-type: none"> <li>• Mental health services, aged care services and access to medical specialists have arisen as priorities</li> <li>• Accessibility must be considered, for mobility impaired and people with disability and their carer's, for all community infrastructure</li> <li>• Transport access must be more equitable across smaller communities.</li> </ul>
<p><b>Strategy CO3</b> Foster and encourage positive social behaviours to maintain our safe, healthy, and connected community.</p>	<p>To support community groups that build community, support mental health, and develop community and social networks and provide support services where it is within the scope of Councils to do so.</p>	<ul style="list-style-type: none"> <li>• Some new residents may feel disconnected from the established community members and groups</li> <li>• Physical and mental health need to be fostered and encouraged by all segments of the community.</li> </ul>
<p><b>Strategy IN4</b> Maintain and update existing community facilities, and support the development of new community infrastructure as needed.</p>	<ul style="list-style-type: none"> <li>• Review how community facilities are spread over the region and make improvements where required.</li> <li>• To ensure maintenance and utilisation of existing community facilities.</li> <li>• To engage in regular dialogue with relevant community groups to ascertain the need for upgrades/new facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Some existing facilities are under-utilised and could be repurposed or better managed</li> <li>• Community facilities need to be made accessible for older people and people with disabilities</li> <li>• Community infrastructure is limited outside main centres.</li> </ul>
<p><b>Strategy IN8</b> Improve accessibility to and support the development of health and medical facilities in the region.</p>	<ul style="list-style-type: none"> <li>• To lobby State Government to provide adequate health and medical facilities within the region.</li> <li>• Assist the State Government in determining where health and medical infrastructure should be located and distributed within the region.</li> <li>• To support the development of community health services and infrastructure that is accessible to residents living in more remote areas of the region, and to less mobile residents.</li> </ul>	<ul style="list-style-type: none"> <li>• Improvements to health and medical services are required to ensure residents are not required to travel to the ACT to receive adequate treatment.</li> <li>• Health and medical services are unequally distributed across the region</li> <li>• Mobile services could be investigated to address the needs of a range of remote communities through one service.</li> </ul>

## Appendix 2: Local Strategic Planning Statement

Planning Priorities	Actions (Planning & General Council)
<b>Planning Priority 1:</b> Infrastructure	<ul style="list-style-type: none"> <li>• Identify, maintain and upgrade essential community infrastructure in the main population centres of Goulburn and Marulan.</li> <li>• Advocate for the State to improve digital connectivity for our rural areas.</li> </ul>
<b>Planning Priority 2:</b> City, Town and Village Centres	<ul style="list-style-type: none"> <li>• Consider and implement a range of urban design and land use planning strategies to create healthy built environments.</li> <li>• Improve pedestrian links.</li> </ul>
<b>Planning Priority 3:</b> Community facilities, open space and recreation	<ul style="list-style-type: none"> <li>• Advocate for funding from government, sporting groups and NGO's to upgrade sporting and recreational facilities to meet community demand.</li> <li>• Plan and secure funding for facilities and spaces that foster healthy, creative, culturally rich and socially connected communities.</li> <li>• Implement and monitor a Social Sustainability Strategy and its actions.</li> </ul>
<b>Planning Priority 4:</b> Housing	<ul style="list-style-type: none"> <li>• Collaborate on housing affordability and social housing provision with NSW government and not for profit housing providers.</li> <li>• Ensure that residential development is supported by relevant infrastructure.</li> <li>• Facilitate a broader range of housing types to meet the needs of a changing population.</li> <li>• Review planning provisions to improve aged, social and affordable housing supply.</li> </ul>

## Appendix 3: Social Sustainability Strategy and Action Plan

<b>Strategic Outcome 1: We will continue to build the skills and capacity of our community</b>		
<b>Objective</b>	<b>Action</b>	<b>Priority</b>
<b>1.1 All our community will have access to learning opportunities and pathways</b>	Advocate for improved Internet and mobile phone services.	1
	Advocate for more flexible transport timetables	2
	Investigate lending mobile Wi-Fi hotspot devices.	3
	Undertake skills gap analysis in education to lobby for appropriate courses.	4
	Create further opportunities for Council internship programs.	5
	Promote relevant programmes, training and job opportunities.	6
<b>1.2 We will build mutual respect by sharing skills and knowledge across our generations</b>	Deliver and promote 'listen to the locals' series- led by community groups.	1
	Continue mentoring programme where the young and older people can connect and share skills.	2
	Investigate setting up a repair café, utilising the skills of the local community.	3
<b>1.3 We will engage more with our community to inform better decision making and build strong and trusted relationships with the community</b>	Develop a Community Participation Plan.	1
	Better promote and utilise Council's You Say Goulburn page to improve engagement and inform plans and strategies.	2
	Seek funding for a Community Development Officer to support community to connect and engage.	3
<b>1.4 We are a lively place that retains and attracts jobs and innovation to our region</b>	Encourage emerging industries to upskill and train local residents for future employment opportunities.	1
	Create sense of local identify in the CBD through community place-making actions.	2
	Support the Goulburn Region Innovation Network to encourage start-ups in the region & investigate the possibility of a Regional Innovation Hub.	3

<b>Strategic Outcome 2: Strengthening the bonds between community members and community groups</b>		
<b>Objective</b>	<b>Action</b>	<b>Priority</b>
<b>2.1 We acknowledge and embed local Aboriginal culture and stories within our community</b>	Acknowledge traditional owners in Council processes.	1
	Engage with local Aboriginal people to increase visibility around Aboriginal past, present and future in Goulburn Mulwaree.	2
	Proceed with development of a Reconciliation Action Plan.	3

<p><b>2.2</b>  <b>There's an even playing field for everyone in Goulburn Mulwaree</b></p>	Investigate opportunities around community transport, including shared use of local community buses.	1
	Ensure future community facilities are within walking distance of public transport, services and housing.	2
	Ensure effective delivery of community support services.	3
	Develop a Council Community Resourcing Policy to guide the allocation of grants and subsidies based on local community benefits.	4
	Work with local sporting clubs to increase team sports participation by local disadvantaged communities.	5
<p><b>2.3</b>  <b>We increase social connectedness across the wider community</b></p>	Update New Residents Welcome Pack with more information on how to join local community groups and where to access updated information on community activities.	1
	Promote Neighbourhood Day and community get togethers.	2
	Deliver a series of community showcases for people to get together and learn about opportunities to connect.	3

<p><b>Strategic Outcome 3:</b>  <b>Improve health and wellbeing outcomes for all in our community</b></p>		
Objective	Action	Priority
<p><b>3.1</b>  <b>We have a supportive environment around our mental health</b></p>	Promote that there is an elected Council representative at community health and well-being promotion days.	1
	Continue to contribute resources to training programmes for community mental health mentors.	2
	Advocate for funding for mental health programs to address high rates of suicide and domestic violence.	3
	Advocate for a mental health forum to improve mental health outcomes for the community.	4
	Partner with local community, school and sporting groups to deliver and promote mental health awareness days.	5
<p><b>3.2</b>  <b>We have access to safe and suitable shelter and services that meet our needs</b></p>	Advocate and support for funding for emergency housing service for at risk residents.	1
	Advocate for increased affordable and social housing provision.	2
	Plan for accessible shower facilities in future community facilities.	3
	Maintain a centrally accessible and updated community service directory.	4
<p><b>3.3</b>  <b>Our community is resilient to climate impacts</b></p>	Deliver tree canopy planting days in areas with low canopy.	1
	Promote ways to build and keep housing cooler during extreme heat periods.	2

	Advocate with community a process for checking on your neighbours during extreme weather events.	3
	Work toward community facilities which are all air conditioned, having drinking water available and are accessible in the summer and winter.	4
<p style="text-align: center;"><b>3.4</b> <b>We are healthy and active</b></p>	Promote social/informal sports opportunities in partnership with local community groups and services.	1
	Investigate lighting improvements to encourage safe walking and exercise into the evening.	2
	Promote better use of outdoor exercise fitness equipment.	3
	Advocate and plan for a rail trail to provide a community and family-focused place to be active and together.	4