

## City of Greater Geelong Sustainability Framework

## Action Plan 2020-2022

**KEY PRIORITY AREA 1: PROTECTING THE ENVIRONMENT**

**Timeframe:** SHORT: 0-6 months, MEDIUM: 6-12 months, LONG: 1-3 years, ONGOING: Ongoing

Objective	Actions	Timeframe	Responsible Division
1.1 Acknowledge the changing climate is a global emergency and take appropriate local action.			
	1.1.1 Recognise, communicate and address the local impacts of the global climate emergency and reconsider the need to declare a local climate emergency.	ONGOING	City Services
	1.1.2 Prepare the 2021-25 Municipal Health and Wellbeing Plan to include the health impacts from climate change and improve the health and wellbeing of our community.	MEDIUM	Community Life
	1.1.3 Adopt and implement the 2020-30 Environment Strategy to protect our environmental assets and address significant environmental challenges and impacts.	MEDIUM	City Services
	1.1.4 Adopt and implement a Climate Change Response Plan that consolidates and renews the City's adaptation and mitigation programs. This plan will replace the Climate Change Adaptation and outline our climate risks and adaptation actions.	MEDIUM	City Services
	1.1.5 Monitor the risks brought by climate change and its effects to the Geelong Region.	ONGOING	Governance, Strategy & Performance
1.2 Support the Community and the City to reduce carbon emissions and promote active transport.			
	1.2.1 Renew and implement the City's Zero Carbon Emission Strategy to inform the Climate Change Response Plan and prepare a roadmap for the region to become zero-carbon by 2047.	MEDIUM	City Services

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Objective	Actions	Timeframe	Responsible Division
	1.2.2 Adopt an Integrated Transport Strategy for better integration between modes of transport and to support sustainable transport choices.	MEDIUM	City Services
	1.2.3 Deliver the Better Bike Connections Project to encourage active transport and reduce emissions.	MEDIUM	City Services
	1.2.4 Implement the Shared Trails Master Plan to encourage active transport and reduce emissions.	MEDIUM	City Services
1.3 Support the Community and the City to reduce waste.			
	1.3.1 Implement the City's Waste and Resource Recovery Strategy 2020-30 to reduce waste and encourage reuse and recycling.	ONGOING	City Services
	1.3.2 Introduce waste-wise programs to reduce office waste and support recycling habits for the City's worksites.	ONGOING	City Services
	1.3.3 Reduce paper usage and storage of unused items through the Clever Together Project; a two-pronged approach including the physical removal of paper and junk items and the introduction of technology.	ONGOING	Customer & Corporate Services
	1.3.4 Continue to work with Sustainability Victoria and advocate to State Government for a Container Deposit Scheme and other end-use solutions.	ONGOING	Governance, Strategy & Performance

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Objective	Actions	Timeframe	Responsible Division
1.4 Protect our biodiversity and ecosystems through effective natural resource management.			
	1.4.1 Review and update the City's Biodiversity Strategy to protect and enhance our network of conservation reserves and indigenous plants.	SHORT	City Services
	1.4.2 Protect internationally important wetlands through the continued implementation of the Sparrovale Wetlands Master Plan.	ONGOING	City Services
	1.4.3 Implement the Stormwater Services Strategy 2020–30 to guide investment in stormwater management based on community values and objectives.	ONGOING	City Services
	1.4.4 Deliver a regional Integrated Water Management Strategy with key stakeholders including Barwon Water and Corangamite Catchment Management Authority.	MEDIUM	City Services
1.5 Create cleaner, greener community spaces.			
	1.5.1 Plant more trees through the Urban Forest Strategy and create opportunities for community planting.	ONGOING	City Services
	1.5.2 Establish more nature-based infrastructure that increases urban amenity, reduces urban heat and connects people to nature.	ONGOING	City Services
1.6 Ensure our land use planning and built environment reflects sustainable practice.			
	1.6.1 Develop best practice Environmentally Sustainable Design (ESD) Action Plans for all precincts within the Northern and Western Growth Areas.	LONG	Planning, Design & Development

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Objective	Actions	Timeframe	Responsible Division
	1.6.2 Set best practice standards in the City's Sustainable Building Policy for new buildings, renovations and retrofitting and maintenance and minor works.	MEDIUM	Planning, Design & Development
	1.6.3 Continue to implement the 20-year Settlement Strategy so housing supply meets the needs of the growing population within settlement boundaries.	ONGOING	Planning, Design & Development
	1.6.4 Monitor the implementation of the ESD policy for new developments and strengthen and breadth of the application of the policy over time.	ONGOING	Planning, Design & Development
	1.6.5 Ensure areas identified for more intensive housing development deliver best practice ESD principles and vibrant neighbourhoods.	ONGOING	Planning, Design & Development

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**KEY PRIORITY AREA 2: COMMUNITY WELLBEING AND SOCIAL EQUITY**

Timeframe: SHORT: 0-6 months, MEDIUM: 6-12 months, LONG: 1-3 years, ONGOING: Ongoing

Objective	Actions	Timeframe	Responsible Division
2.1 Lead and support education for business and community to encourage sustainable practice.			
	2.1.1 Use the City's exhibitions, art, collections and programs to educate and inspire the community to live more sustainably.	ONGOING	Economy, Investment & Attraction; City Services; Community Life
	2.1.2 Lead the transition to a green economy with tailored support for local businesses and community with a focus on supporting innovation.	ONGOING	Economy, Investment & Attraction
2.2 Encourage and support local, sustainable food production.			
	2.2.1 Adopt and implement a Food Policy to improve health and wellbeing of the community through local food production and sustainable systems.	MEDIUM	Community Life
2.3 Ensure equitable access and inclusion to City services and facilities.			
	2.3.1 Take an integrated approach to address social and economic inequity using policy, planning and programs, including the Vital Communities program.	ONGOING	Community Life
	2.3.2 Conduct regular reviews of the City's services to ensure they meet existing and emerging community needs.	ONGOING	Governance, Strategy & Performance
	2.3.3 Improve the delivery of services to the community by increasing the focus on social equity in the City's Service Planning Program.	ONGOING	Governance, Strategy & Performance

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Objective	Actions	Timeframe	Responsible Division
	2.3.4 Improve the short and long-term safety, health and wellbeing of women through delivery of the Ba-gurrk Gender Equity Framework and Action Plan.	ONGOING	Community Life
	2.3.5 Work towards reconciliation within the City and community through the implementation of the City's first Reconciliation Action Plan (REFLECT).	MEDIUM	Community Life
	2.3.6 Improve access to buildings, roads, footpaths, employment opportunities and community events for people living with a disability through the Access and Inclusion Plan.	ONGOING	Community Life
	2.3.7 Shape a healthy future for residents over 55 with the development and implementation of the Positive Ageing Strategy.	ONGOING	Community Life
	2.3.8 Implement the Social Housing Plan in partnership with the Department of Health and Human Services to increase social and affordable housing options.	SHORT	Community Life
	2.3.9 Implement the Multicultural Action Plan 2018-2022 in partnership with the multicultural action plan Advisory Committee and other key stakeholders.	LONG	Community Life
	2.3.10 Design and implement the Mental Health Action Plan based on a series of pilot projects across a range of business areas that promote positive mental health outcomes.	ONGOING	Community Life
	2.3.11 Prepare for the Gender Equality bill which will provide positive and significant opportunities for the City to address gender inequalities.	MEDIUM	Community Life

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Objective	Actions	Timeframe	Responsible Division
	2.3.12 Design and implement the Arts and Cultural Strategy which celebrates our community's diverse experiences, connection to place, our stories and our Clever and Creative future.	MEDIUM	Economy, Investment & Attraction
2.4 Work with others to achieve better health outcomes for our community.			
	2.4.1 Work in partnership with community groups, businesses, and other organisations to promote and educate about sustainable practices.	ONGOING	Community life
	2.4.2 Address local industry skills shortages and create employment opportunities through the delivery of the Regional Industry Sector Employment (RISE) program.	ONGOING	Economy, Investment & Attraction
	2.4.3 Engage with other Councils through the G21 and Barwon Greenhouse Alliances to achieve regional sustainability outcomes.	ONGOING	Governance, Strategy & Performance
	2.4.4 Use the City's new corporate affairs team to better advocate to other levels of government for funding and services.	SHORT	Governance, Strategy & Performance
	2.4.5 Continue to lead the implementation of the Clever and Creative vision and identify how the group will partner with others to deliver municipality-wide emissions reduction.	ONGOING	Governance, Strategy & Performance
2.5 Harness community knowledge to drive sustainable change.			
	2.5.1 Support community generated ideas and projects for sustainable practice and education through the City's grants program, including the Environmental Sustainability Grants.	ONGOING	Customer & Corporate Services
	2.5.2 Identify and work with members of our community with specialist technical and local knowledge through advisory committees to strengthen decision making.	ONGOING	Governance, Strategy & Performance

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**KEY PRIORITY AREA 3: RESPONSIBLE AND TRANSPARENT BUSINESS**

Timeframe: SHORT: 0-6 months, MEDIUM: 6-12 months, LONG: 1-3 years, ONGOING: Ongoing

Objective	Actions	Timeframe	Responsible Division
3.1	Position the organisation to better achieve our sustainability objectives.		
	3.1.1 Adopt and implement the Sustainability Policy which integrates sustainable thinking as a key principle within the City.	ONGOING	Governance, Strategy & Performance
	3.1.2 Establish and implement a Public Transparency Policy to increase public confidence in Council decision making and planning.	MEDIUM	Governance, Strategy & Performance
	3.1.3 Build a positive and inspiring workplace culture at the City through the delivery of the Working Better Together program.	ONGOING	People & Culture
	3.1.4 Keep City employees safe and well with the development and implementation of an organisational Health, Safety and Wellbeing Plan.	MEDIUM	People & Culture
	3.1.5 Review and update management and employment policies to reflect the importance of sustainability to the organisation.	MEDIUM	People & Culture
	3.1.6 Implement a new compliance framework to increase accountability within the City.	MEDIUM	Governance, Strategy & Performance
	3.1.7 Continue to lead Geelong's UNESCO City of Design Designation and implement actions that support the UN Sustainable Development Goals with a focus on sustainable and liveable communities.	ONGOING	Economy, Investment & Attraction

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Objective	Actions	Timeframe	Responsible Division
	3.1.8 Implement a new risk management and reporting software solution to manage risks and enable integrated reporting.	MEDIUM	Governance, Strategy & Performance
	3.1.9 Maintain and implement the 10-year financial plan and continue to ensure other long-term organisational plans are fed into the financial plan.	ONGOING	Customer & Corporate Services
	3.1.10 Update and maintain the 4-year strategic resource plan and enable delivery of the 4-year Council Plan.	ONGOING	Customer & Corporate Service
3.2 Embed sustainability into our decision-making and look for innovative solutions.			
	3.2.1 Develop and implement a Strategic Documents Policy and Strategic Planning Framework for improved efficiency and alignment.	SHORT	Governance, Strategy & Performance
	3.2.2 Develop and implement a Data Governance and Management Strategy to better understand and manage information and to support evidence-based decision making.	LONG	Customer & Corporate Services
	3.2.3 Review the City's Investment Policy and look for opportunities to align it with the Sustainability Framework and Policy.	LONG	Customer & Corporate Services
	3.2.4 Establish an Enterprise Project Management Office (EPMO) that will prioritise projects that provide value for money, meet community needs and support a healthy natural environment.	SHORT	Governance, Strategy & Performance
	3.2.5 Use the City's updated Procurement Policy to support local business and innovation and consider better social and environmental outcomes.	ONGOING	Customer & Corporate Services

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Objective	Actions	Timeframe	Responsible Division
	3.2.6 Use the Smart Cities Program to adopt better technology options for the City and within the community.	ONGOING	Economy, Investment & Attraction
3.3 Understand and be guided by the needs and expectations of our community.			
	3.3.1 Renew the City's Engagement Policy and Framework which strengthens the connection with the community.	MEDIUM	Governance, Strategy & Performance
	3.3.2 Create and promote more opportunities for public participation which supports better decision making and the implementation of the Sustainability Framework and Action Plan.	ONGOING	Governance, Strategy & Performance
3.4 Pursue ambitious sustainability targets and report our progress publicly.			
	3.4.1 Report our sustainability performance against the Global Reporting Initiative (GRI) Standards and in alignment with the Sustainable Development Goals.	ONGOING	Governance, Strategy & Performance
	3.4.2 Evaluate the effectiveness of our sustainability reporting and continuously improve our reporting practice.	LONG	Governance, Strategy & Performance