# 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** |
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| 1. Acknowledge the changing climate is a global emergency and take appropriate local action.
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|  | 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. Support the Community and the City to reduce carbon emissions and promote active transport.
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|  | 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 |
|  | 1.2.2Adopt 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. Support the Community and the City to reduce waste.
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|  | 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 |
| 1. Protect our biodiversity and ecosystems through effective natural resource management.
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|  | 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. Create cleaner, greener community spaces.
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|  | 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. Ensure our land use planning and built environment reflects best practice.
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|  | 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 |
|  | 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 |

# KEY PRIORITY AREA 2: COMMUNITY WELLBEING AND SOCIAL EQUITY

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

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| **Objective** | **Actions** | **Timeframe** | **Responsible Division** |
| 1. Lead and support education for business and community to encourage sustainable practice.
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|  | 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 |
| 1. 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 |
| 1. Ensure equitable access and inclusion to City services and facilities.
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|  | 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 |
| **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 multi-cultural 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 |
| **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 |
| 1. Work with others to achieve sustainable outcomes for our community.
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|  | 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 |
| 1. Harness community knowledge to drive sustainable change.
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|  | 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 |

# KEY PRIORITY AREA 3: RESPONSIBLE AND TRANSPARENT BUSINESS

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

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| **Objective** | **Actions** | **Timeframe** | **Responsible Division** |
| 1. Position the organisation to better achieve our sustainability objectives.
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|  | 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 though 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 |
| **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 |
| 1. 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 |
|  | 3.2.6 Use the Smart Cities Program to adopt better technology options for the City and within the community. | ONGOING | Economy, Investment & Attraction |
| 1. Understand and be guided by the needs and expectations of our community.
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|  | 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 |
| 1. Pursue ambitious sustainability targets and report our progress publicly.
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|  | 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 |