

OUR SOCIAL EQUITY FRAMEWORK



The Social Equity Framework is a common set of principles to help us make sure everyone in our community has the support they need to have a healthy life, be included and participate fully.

The framework will guide how we work with the community to:

- improve equity in how people access services and places
- improve health and wellbeing and
- drive lasting change.

This framework looks at the role of social justice, equity, diversity, inclusion and human rights in every service and program, and every space and place we manage.

Figure 1: Visual representation of Equality, Equity, Justice

EQUALITY



EQUITY



JUSTICE



WHAT IS EQUITY?

Equity is about making the changes needed so that everyone can: access programs and services; take part in work, education, and other activities; share their opinions; and enjoy living in this great community.

When we think about equity, we can see that people have different needs, life experiences, levels of power, and impact on decisions. We need to look at these things and find ways to make our community fairer.

People can face barriers that link to language, age, background, gender, or ability. Below is some information about people in our community who might experience barriers.

FAST FACTS



2,402 (1%) PEOPLE IDENTIFY AS BEING ABORIGINAL OR TORRES STRAIT ISLANDER



6.3% OF FEMALES & 5.7% OF MALES NEED ASSISTANCE DUE TO A SEVERE OR PROFOUND DISABILITY



26.7% OF ADULTS SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME



2,026 PEOPLE ARE REFUGEE CLIENTS OF DIVERSITAT



122 PER 10,000 WOMEN ARE VICTIMS OF FAMILY VIOLENCE INCIDENTS



5% OF ADULTS IDENTIFY WITH BEING LGBTQI+



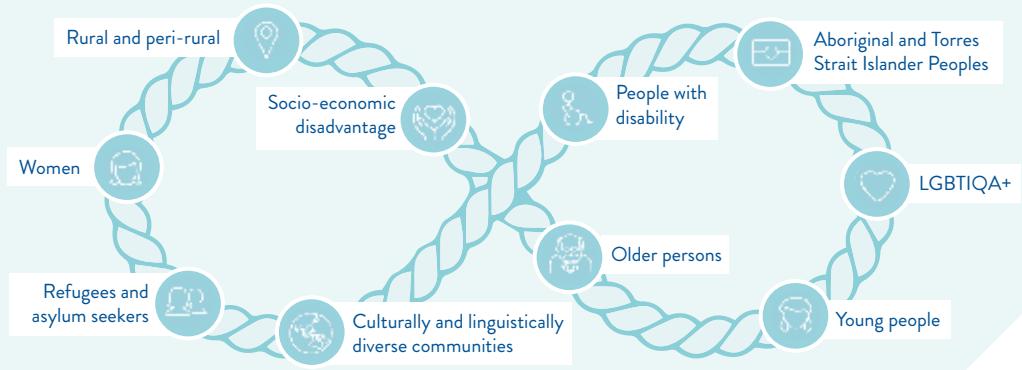
13.3% OF THE POPULATION IS MADE UP OF YOUNG PEOPLE (15–24 YEARS)



30% OF THE POPULATION IS MADE UP OF OLDER PEOPLE (55+ YEARS)

This framework connects to the community's 30-year clever and creative vision and *Our Community Plan 2021–25*. It will help us build a fairer community by reducing barriers and sharing resources fairly.

This picture shows how people can be affected by barriers in more than one area:



HOW WILL THE FRAMEWORK HELP US CREATE EQUITY?

The framework looks at six key areas that support equity. These are the City's Social Equity Enablers.



FAIRNESS

Distributing resources and facilitating fair processes and outcomes for everyone.



ACCESS

Reducing physical and social barriers from places, spaces, resources and opportunities for everyone.



VOICE

Creating safe spaces for everyone to speak up and genuinely listening to their individual and collective needs.



PARTICIPATION

Assisting everyone to be involved in social, community and economic opportunities.



INCLUSION

Creating opportunities where everyone feels safe, supported and like they belong, regardless of their social identities, characteristics or circumstances.



EMPOWERMENT

Supporting everyone to make meaningful choices and have a say in decisions that affect them.

HOW WILL WE DO THIS?

REPORTING

We will make sure social equity is getting better by using the data we collect to report on *Our Community Plan 2021–25* and sustainability.

PARTNERSHIPS

We will work with our advisory committees, community groups and partners. We will also work with new partners when this helps reach our goals.

OUTCOMES

Social equity will make things better in lots of areas for our community, like disadvantage, health, and wellbeing.

LEADERSHIP

Our councillors and leaders will make sure social equity is part of all decisions about services, places, spending, and planning.



Pictured above: Young people studying together at the library

By taking action in each of these areas, and working with our advisory committees and community members, we will improve equity in everything we run and manage, and help create a fairer community.

CUSTOMER SERVICE CENTRE

100 Brougham Street,
Geelong VIC 3220
8:00am – 5:00pm
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