

|                      |                                                                                                                                                                                                                                            |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>12.8</b>          | <b>Final Draft Social Justice Framework 2026-2029</b>                                                                                                                                                                                      |
| <b>Directorate</b>   | Community Wellbeing                                                                                                                                                                                                                        |
| <b>Director</b>      | Lynley Dumble                                                                                                                                                                                                                              |
| <b>Manager</b>       | Wambui Thirimu                                                                                                                                                                                                                             |
| <b>Attachment(s)</b> | <ol style="list-style-type: none"> <li>1. Final Draft Social Justice Framework 2026-2029 [<b>12.8.1</b> - 16 pages]</li> <li>2. Community Engagement Report Draft Social Justice Framework 2026 2029 [<b>12.8.2</b> - 24 pages]</li> </ol> |

### Purpose

For Council to consider the community engagement outcomes that occurred following release of the draft Social Justice Framework in October 2025 for public consultation, and subsequent amendments to the final draft Social Justice Framework 2026-2029 based on community feedback.

### Officer Recommendation

**That Council:**

- Having considered submissions received on the draft Social Justice Framework, adopt the final draft Social Justice Framework 2026-2029, at Attachment 1 to this report.**
- Note the Community Engagement Report – Draft Social Justice Framework at Attachment 2.**
- Write to submitters thanking them for their submissions on the draft Social Justice Framework 2026–2029 and advising of Council’s decision.**

### Background

Council has a long history of upholding a strategic commitment to social justice, commencing with the adoption of the first Brimbank Social Justice Charter in 2008 and the updated Social Justice Charter in 2018.

In 2024, a review was undertaken regarding Council’s approach to social justice, with a broader focus on diversity, equity, and inclusion.

In 2025, Council endorsed the draft Social Justice Framework for the purpose of community consultation from 22 October until 2 December 2025.

### Matters for Consideration

#### Analysis

Following community consultation and engagement, a final draft Social Justice Framework 2026 - 2029 (the Framework) has been completed (**Attachment 1**). It will act as a foundational ‘umbrella’ document to support an integrated approach to progressing social equity, inclusion, and justice.

The Framework outlines Council’s approach to social justice by:

1. Applying the key principles of inclusivity, equity, accountability, and respect to all people in Brimbank.
2. Recognising that people's experiences, where they live and their stage of life can either support or act as a barrier to equality.
3. Identifying communities of interest who may also be at risk of structural or systemic barriers to equality.
4. Listing key commitments to embed a culture and practice of social justice through our advocacy, service delivery and partnerships.

Community input, collected through the Your Say online consultation and the face-to-face Brimbank Community Voice workshop, has provided valuable insights to strengthen the Framework's scope and visibility.

In summary, this has resulted in several changes to the draft Framework, including the following:

- Positioning human rights as an overarching foundation for the Framework rather than just a principle
- Acknowledging the impact of climate change and including climate justice as a key commitment
- Including a community profile in the Introduction section
- A clearer explanation of intersectionality and how this concept is applied when considering a person's identity, life stage, experiences and where they live and interact
- Refining the term 'communities of interest' with respect to those at greater risk of experiencing inequality or discrimination
- Refining the content with a stronger focus on how the Framework will work in practice
- Ensuring accessible communication formats such as a Plain English version of the Framework

### **Implementation**

The Framework is a key strategic document that aligns with the community aspirations and the strategic priorities of *We Are Brimbank: Integrated Community Vision 2050*, *Council Plan* and *Health and Wellbeing Plan 2025–2029*.

Actions that align with and support the Framework's key commitments will be delivered through annual action plans as part of *We Are Brimbank* and updates on progress will be provided in the Annual Report.

The Framework will be reviewed in 2029 as part of the development of a new four-year integrated Community Vision and Council Plan that is informed by community consultation following the next term of council.

### **Community Engagement**

Community engagement was undertaken to inform and refine the development of the draft Framework through a combination of online and face-to-face engagement activities.

The Your Say online consultation was open from 22 October to 2 December 2025. During this period, the Your Say project page recorded 208 unique visitors and 336 visits, with a total of 36 contributions from 25 unique contributors. Contributions were submitted via the Visioner tool (23 contributions, 63.89%) and an online form (13 contributions, 36.11%), providing detailed feedback on the Framework.

In addition, a face-to-face Social Justice Workshop was held on 2 December 2025, attended by 24 Brimbank Community Voice members. The workshop enabled in-depth discussion, reflection and collective feedback through structured activities focused on values, principles and key commitments.

A key feature of the workshop was a values exercise where community members expressed priorities such as dignity, empathy, and equity. This exercise demonstrated a strong alignment between personal community values and the Framework's proposed principles and commitments.

The Draft Social Justice Framework - Community Engagement Report (**Attachment 2**) summarises community feedback from both engagement methods and how this feedback has been incorporated into the final draft Framework.

### Resource And Risk Implications

Resource requirements can be met within the Annual Budget 2025/2026.

**Community** – potential impact on community, including public trust and customer service impact

- Council risks reinforcing inequality rather than addressing it, which could lead to a lack of trust.

**Regulatory** – legal, legislative or regulatory implications including the rights/obligations of stakeholders

- Risk of non-compliance with the *Victorian Charter of Human Rights and Responsibilities Act 2006*.

There are no financial, environmental or safety risk implications.

### Legislation/Council Plan/Policy Context

This report supports the following Council Plan 2025-2029 strategic priorities:

#### 1. People

- Social connection and mental wellbeing
- Healthy and active lifestyles
- Gender equity and preventing gender-based violence
- Creativity, cultural cohesion, inclusion & pride

#### 2. Places

- Climate emergency, conservation and environmental sustainability

#### 3. Prosperity

- Learning, Employment and Economic Inclusion

#### 4. Leadership and Governance

- Advocacy and representation
- Community engagement and information.

This report complies with the *Victorian Charter of Human Rights and Responsibilities Act 2006*.

Council officers contributing to the preparation and approval of this report, have no conflicts of interests to declare.



# Final Draft **Brimbank Social Justice Framework 2026-2029**

Towards a just and inclusive community

Attachment 12.8.1

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## Acknowledgement of Traditional Custodians

Brimbank City Council (Council) respectfully acknowledges and recognises the Wurundjeri and Bunurong Peoples as the Traditional Custodians of the land and waterways on which the municipality sits, and pays respect to their Elders past, present and future. For the Traditional Custodians, the lands and waterways in the City of Brimbank have always been a significant trading and meeting place.

Council acknowledges that Aboriginal and Torres Strait Islander self-determination is a human right enshrined in the *United Nations Declaration on the Rights of Indigenous Peoples*, and we are committed to working towards social, economic, and cultural equity for our First Nations communities.

## Inclusivity statement

Brimbank's community comprises many diverse cultures, beliefs, abilities, bodies, sexualities, ages, and genders. Each person has a unique lived experience that is shaped by how these different traits connect and overlap. We seek to understand and support diverse identities and experiences in all we do. This is a fundamental aspect to creating a healthy, safe, and inclusive community.

Council is committed to social justice through access, equity, participation, and rights for everyone, as well as principles that empower, foster harmony, and support the wellbeing of an inclusive community. Social justice is a guiding principle that underpins all our work.

Aligned with the *Victorian Charter of Human Rights and Responsibilities Act 2006*, Victorian councils must make decisions and provide services in ways that protect and promote human rights for all members of the community to contribute to an equitable and inclusive society. This covers all aspects; from the programs we deliver, to the physical infrastructure we build, and the opportunities for community to prosper and participate in our municipality.

## 1. Introduction

*"The more you lift up marginalised communities, the more everyone thrives" –  
Brimbank Community Member*

Council recognises the important role of local government in fostering a just, equitable and inclusive community. Council's legislative responsibilities, along with its close links to the community, other levels of government, service providers and businesses, enable Council to play a key role in acting on social justice.

Council has a long-standing commitment to social justice, adopting its first Brimbank Social Justice Charter in 2008. A review in 2018 built on the previous Charter by continuing to grow and embed a culture of social justice and human rights in Brimbank.

Development of a refreshed Social Justice Framework (the Framework) occurred through a comprehensive process that included the review of relevant legislation, analysis of local data, and extensive engagement with community members and key stakeholders. Community voices and lived experience were central to shaping the Framework.

The social, political, environmental, and economic landscape has significantly changed over the last decade. The effects of the COVID-19 pandemic in 2020 disproportionately impacted vulnerable communities. Ongoing health, economic and social effects persist, and are further compounded by rising living costs and global conflicts. On an environmental front, the impacts of climate change create challenges locally and globally. As the use of artificial intelligence expands, the risks of bias in how we generate and ingest information increase.

Our community is facing emerging challenges, while also being presented with opportunities for progress. Council is committed to working with our community to ensure no one is left behind.

This commitment is reflected in *We Are Brimbank: Integrated Community Vision 2050, Council Plan and Health and Wellbeing Plan 2025-2029*.

*'By 2050, the Brimbank community will be healthy and safe, and we will be united through a sense of belonging and pride. Our city will be inclusive, resilient, innovative, and vibrant, and our people will share equally in the city's prosperity and opportunity. The environment and heritage will be protected and enhanced, and Brimbank's diverse neighbourhoods and housing will offer something for everyone.'*

## What is social justice?

Not everyone in our community has the same chance to succeed. Many people face challenges that come from systems and structures outside their direct control. These challenges can be social, cultural, economic, or environmental, which make it harder for individuals or groups to access the services, resources, and support they need to live healthy, fulfilling lives.

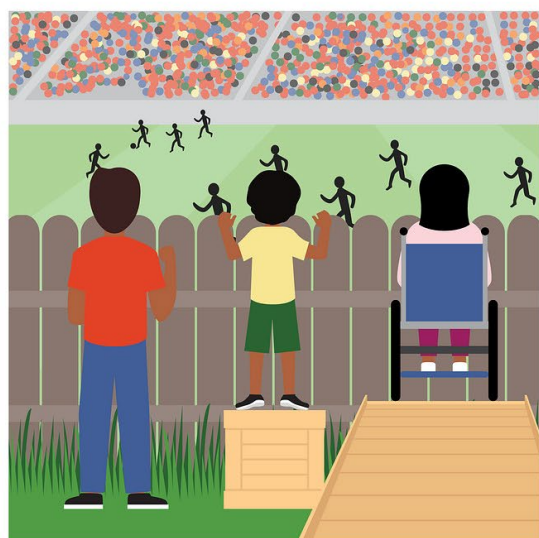
Social justice is about recognising who is experiencing these barriers and working together to remove them, without creating new disadvantages for others. Council is committed to reducing the unfair obstacles that some community members face, so that everyone can thrive.

**Figure 1.** Reality, Equality, Equity and Justice**Reality**

Few get more than they need.  
Some get just what they need.  
Many get less than they need.

**Equality**

Everyone gets the same  
support, this works better for  
some than for others.

**Equity**

Everyone gets the support  
they need.

**Justice**

The structural and systemic  
cause of inequality is  
addressed. Everyone can  
come as they are.

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(Illustrations by Maisha Rahman. Original concept by Craig Froehle)

## Why is social justice important for Brimbank?

Brimbank is home to one of the most multicultural and diverse communities in Australia. This diversity is one of Brimbank's core strengths and greatest assets.

Below is a snapshot of Brimbank's population, in terms of age structure, country of birth, languages spoken, religion, household type, housing affordability and need for support with everyday activities.

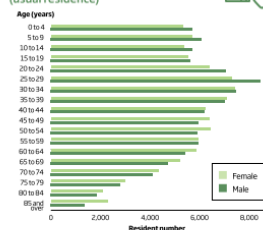
## A snapshot of our community

This Snapshot of Brimbank's Community provides demographic analysis of the City and its suburbs, based on first-release data (June 2022) from the 2021 Census of Population and Housing.\*

### Brimbank's Estimated Resident Population

196,712 – a decrease of 7,478 from 2016.

Age Breakdown by resident numbers (usual residence)



The largest changes in Brimbank's age structure between 2016 and 2021 were:

- Seniors (70 to 84) (+3,881 people)
- Empty nesters and retirees (50 to 69) (+1,484 people)
- Tertiary education and independence (18 to 24) (-2,413 people)
- Babies and pre-schoolers (0 to 4) (-1,958 people)

### Country of Birth

Percentage of Residents in Brimbank born Overseas



Top Ten Overseas Countries of Birth

|                 | Number | % of total population | Change 2016 - 2021 (persons) |
|-----------------|--------|-----------------------|------------------------------|
| Vietnam         | 25,391 | 13.0                  | ▲ 3,686                      |
| India           | 8,209  | 4.2                   | ▼ 1,075                      |
| Philippines     | 5,759  | 3.0                   | ▲ 13                         |
| Malta           | 4,086  | 2.1                   | ▼ 438                        |
| North Macedonia | 3,033  | 1.6                   | ▼ 42                         |
| Italy           | 2,819  | 1.4                   | ▼ 372                        |
| New Zealand     | 2,601  | 1.3                   | ▼ 672                        |
| China           | 2,202  | 1.1                   | ▼ 193                        |
| Croatia         | 2,035  | 1.0                   | ▼ 250                        |
| Greece          | 2,031  | 1.0                   | ▼ 191                        |

Other countries of birth that have increased since 2016: Iraq (+781 people), Nepal (+498 people) and Burma (Myanmar) (+405 people).

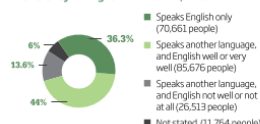
### Language

Top Ten Languages Spoken (excluding English)

|                  | Number | % of total population | Change 2016 - 2021 (persons) |
|------------------|--------|-----------------------|------------------------------|
| Vietnamese       | 36,020 | 18.5                  | ▲ 4,567                      |
| Filipino/Tagalog | 4,939  | 2.5                   | ▼ 377                        |
| Greek            | 4,613  | 2.4                   | ▼ 675                        |
| Punjabi          | 4,370  | 2.2                   | ▼ 1,264                      |
| Arabic           | 4,285  | 2.2                   | ▼ 1                          |
| Macedonian       | 4,237  | 2.2                   | ▼ 396                        |
| Maltese          | 4,061  | 2.1                   | ▼ 995                        |
| Cantonese        | 4,025  | 2.1                   | ▼ 145                        |
| Italian          | 3,868  | 2.0                   | ▼ 1,038                      |
| Croatian         | 2,868  | 1.5                   | ▼ 573                        |

Newer languages that are increasing in number include: Telugu, Assyrian/Aramaic, Nepali and Urdu.

Proficiency in English % of Total Population



### Religion



### Aboriginal and Torres Strait Islander Population

|                                                  | Number | % of total population | Change 2016 - 2021 (persons) |
|--------------------------------------------------|--------|-----------------------|------------------------------|
| Aboriginal and Torres Strait Islander population | 855    | 0.4                   | ▲ 39                         |

### Number of Residents Needing Assistance with Core [day-to-day] Activities

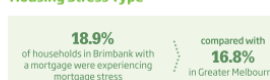
Need for Assistance with Core Activities by Age Group



7.7% of residents in Brimbank reported needing assistance with core activities

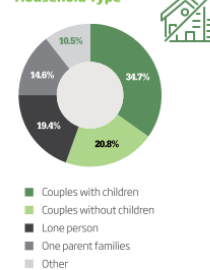
5.5% in Greater Melbourne

### Housing Stress Type



| Suburbs with Highest Levels of Mortgage Stress | % of Households in Suburb | Suburbs with Highest Levels of Rental Stress | % of Households in Suburb |
|------------------------------------------------|---------------------------|----------------------------------------------|---------------------------|
| Kings Park                                     | 24.5                      | Delahey                                      | 41.3                      |
| Sunshine North                                 | 24.1                      | Kings Park                                   | 36.3                      |
| St Albans South                                | 23.7                      | St Albans North                              | 36.3                      |
| St Albans North                                | 23.4                      | Albanvale                                    | 35.2                      |
| Albanvale                                      | 22.6                      | St Albans South                              | 34.8                      |

### Household Type



34.7% of households in Brimbank comprised Couples with Children

33.1% in Greater Melbourne

Brimbank experiences high levels of disadvantage across many domains. According to the 2021 Census, Brimbank is the second most disadvantaged municipality in Greater Melbourne. A sustained commitment to social justice seeks to reduce the social, economic, and cultural drivers of disadvantage and discrimination that exist in Brimbank.

Based on extensive consultation that occurred in 2025 to inform the *Community Vision 2050*, it is evident that our community is caring, community-minded and deeply supportive of equity, inclusion and looking out for one another. This strong sense of solidarity and commitment to equity shapes how our community responds to challenges and opportunities.

## 2. Purpose

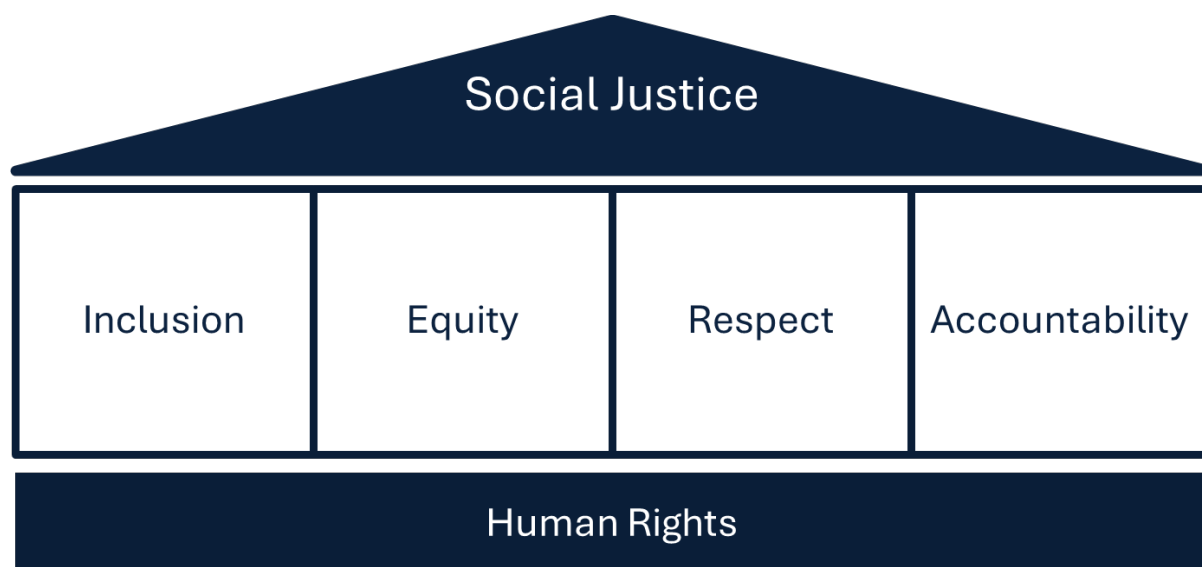
Council is committed to creating a fair, inclusive, and equitable Brimbank where everyone – whether they live, work, study, play, pray or visit – can participate and thrive. Council seeks to reduce the barriers that prevent people from accessing opportunities, and to ensure that differences do not lead to disadvantage.

## Principles

"Human-rights are non-negotiable" – Brimbank Community Member

Four key social justice principles have been identified to achieve our purpose: inclusivity, equity, accountability and respect. These

**Figure 2.** Visual representation of the four Social Justice Framework principles, underpinned by human rights



### **Inclusion**

Inclusion means making sure everyone in Brimbank feels welcome, valued, and can take part in community life. It's about recognising that people have different identities, backgrounds, and experiences, which shape how they interact with their community. When we include a wide range of voices, we make better decisions and stronger outcomes for everyone.

Being inclusive also means working together. Council, local organisations, and community collaborate to understand different needs and achieve shared goals. By listening to lived experience and supporting meaningful participation, we help build a community where every person can thrive.

### **Equity**

Equity means making sure everyone in Brimbank has a fair chance to live well, even if people start from different places or face different challenges. Treating everyone the same isn't always enough – some community members need extra support to overcome barriers that limit their ability to participate and access opportunities.

An equity-focused approach recognises that unfair systems and structures can create disadvantage. By responding to people's specific needs where possible, Council works to make sure everyone can access what they need to thrive. This may include targeted programs, additional resources, communications or tailored support so that outcomes are fair across the whole community.

### **Accountability**

Accountability means that Council takes responsibility for the decisions it makes and the impact those decisions have on the community, now and into the future. It's about being open, transparent, and honest in how we make decisions, use resources and report on outcomes.

Council commits to monitoring its actions, reporting back to the community, and ensuring that its work supports wellbeing for everyone in Brimbank. By communicating clearly and demonstrating integrity, Council builds trust and strengthens its partnership with the community and its partners. This is reinforced by its legislative obligations.

## Respect

Respect means valuing the Brimbank community and recognising their dignity, identity, and experiences. Everyone should feel safe to express who they are without discrimination or judgment. A respectful community listens to different perspectives, honours people's needs and circumstances, and treats every individual fairly.

Council is committed to creating environments where people feel heard, welcomed, and supported. Respect means calling out all forms of discrimination, such as racism, sexism, ableism, homophobia, transphobia and ageism, which continue to negatively affect the Brimbank community.

## 3. Our approach

Every person is shaped by a combination of who they are, where they live, what they experience and the stage of life they're in. These factors overlap and interact, sometimes creating opportunity, and sometimes creating barriers.

Understanding these intersections helps Council design fair and inclusive services, so that people who face these barriers get the support they need.

## Intersectionality

Many factors contribute to a person's experience of disadvantage and privilege. An intersectional approach means that each person is unique and complex, with a wide variety of identities, traits, life experiences and factors that influence their experience of inequality or privilege in our community.

Inequality and vulnerability are not inherent and are informed by systems and structures in our society that are socially constructed. A social justice approach recognises that breaking down barriers to inequality is key to achieving a more socially just society.

The following aspects are a useful way of recognising how different factors can inform and influence an individual's experience of the world and helps identify barriers to access and inclusion.

## Life Stages

As people transition through different life stages; early years, child, young person, adult and senior, these can also impact their experience of inequality. Different life stages present unique opportunities and challenges, which can either protect or pose a risk when considering an individual's health and wellbeing.

A life stage approach recognises that key stages of early childhood, adolescence, and older adulthood are associated with significant milestones. Prioritising high impact investments during these formative periods can shape lifelong health and wellbeing outcomes. These groups can experience increased vulnerability due to health, social, and economic factors that limit their access to resources and agency.

Council applies an equity lens by considering the unique needs of populations at each life stage, ensuring that resources and opportunities are distributed equitably to reduce health disparities.

## Experiences

There are certain life experiences or factors that can increase a person's risk of exclusion, disadvantage, or discrimination. These factors are not static, and a person's

experience of them can change across the lifespan. A person's risk of discrimination and disadvantage can compound when they experience multiple experiences simultaneously.

Examples include, mental ill-health, chronic ill-health, family violence, homelessness and insecure housing, financial difficulties, gambling harm, alcohol or other drug harm, caring responsibilities, disability, seeking asylum, family breakdown, poverty, loneliness and low literacy.

## Places

Equity and opportunity must also be understood through the places where people live and interact. In Brimbank, some neighbourhoods experience greater inequity than others. Differences in access to housing, employment, education, public transport, open spaces, services and facilities all shape people's daily experiences and can contribute to inequality.

Brimbank's socio-economic context can further deepen these local inequities. As the second most disadvantaged municipality in Greater Melbourne, the area is affected by long-standing structural, social and economic factors that influence community members' access to resources, safety, opportunity and wellbeing. This means that place-based disadvantage in Brimbank is closely connected to structural inequities across the state, including the distribution of infrastructure and investment, transport connectivity, employment pathways and environmental impacts.

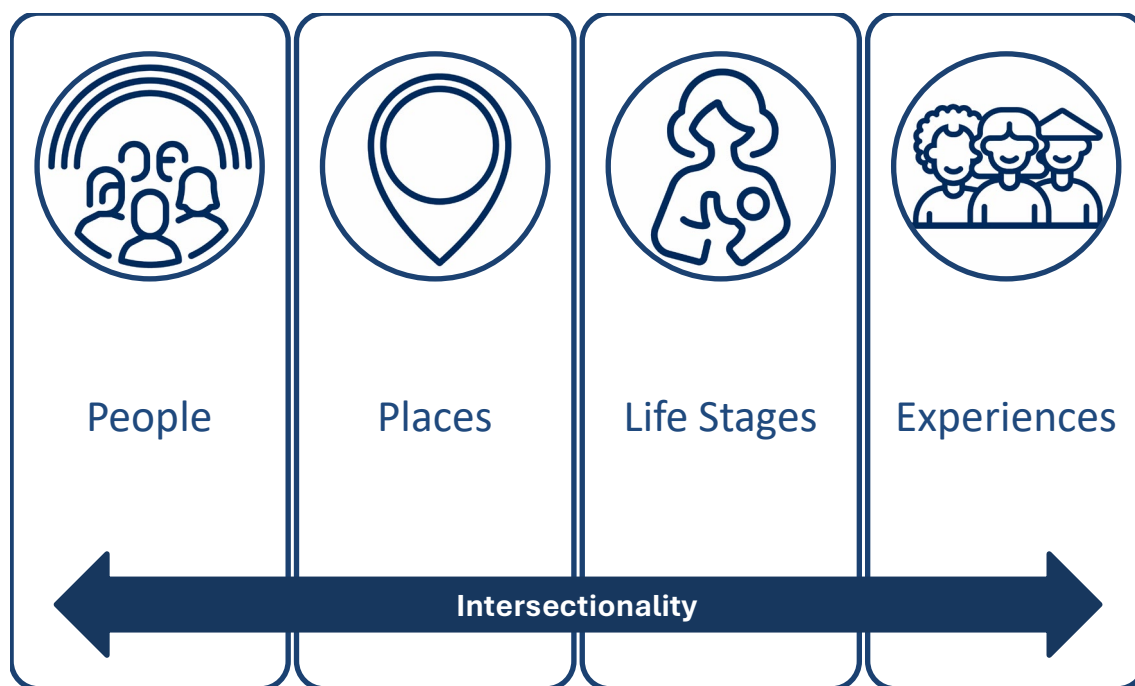
## People

Identity is complex. Every person is shaped by a unique combination of characteristics, experiences and circumstances. Identity can be fluid for some people and more fixed for others, and it can change across a person's life. Understanding who may experience inequality requires recognising how these aspects of identity intersect with life stage, experiences and place.

Some people in our community are more likely to face discrimination, exclusion or structural barriers. These risks are not inherent to individuals, but arise from systems, institutions and environments that create unequal access to resources, power and opportunity.

Council acknowledges that racism – alongside other forms of discrimination – continues to negatively affect individuals and communities in Brimbank and is committed to actively addressing the root causes and manifestations in our community.

**Figure 3. a visual representation of people, places, life stages and experiences that underpin an intersectional approach**



## Communities of interest

Recognising those who may be disproportionately affected by inequity helps Council identify where targeted actions, partnerships and support are needed. An intersectional approach ensures that all people in Brimbank, regardless of identities or circumstances, have equitable opportunities to thrive, feel safe, and participate fully in community life.

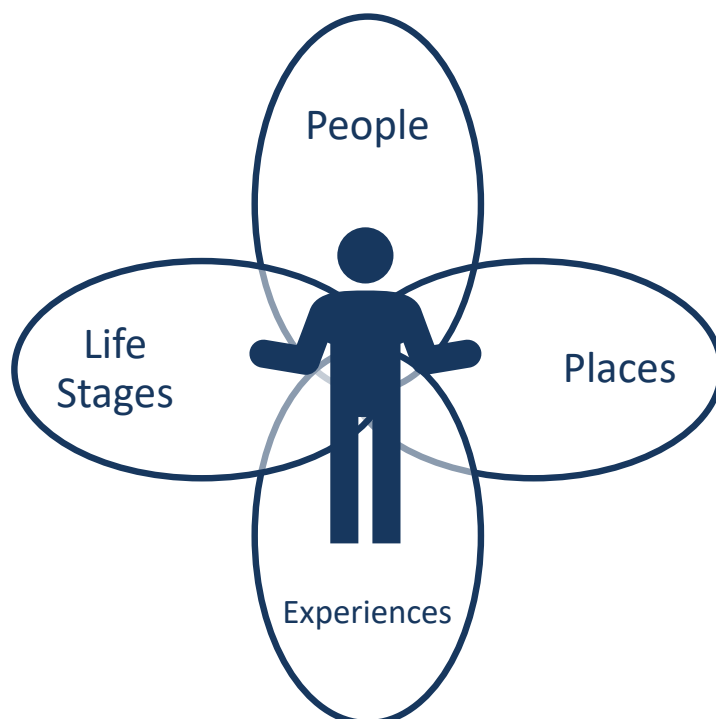
For the purposes of this Framework, the following 'communities of interest', have been identified to be at greater risk of experiencing inequality or discrimination.

- Aboriginal and Torres Strait Islander communities.
- Culturally and racially marginalised people (CARM), i.e. refugees, asylum seekers, first generation Australians and migrants who speak little or no English.
- Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex and Asexual (LGBTQIA+) communities.
- People experiencing socio-economic disadvantage.
- People with disability, including people with experiences of neurodivergence.
- Women and gender diverse people.

These groups are identified not because they are the only ones who may face inequality, but because they are at greater risk of disproportionate or structural disadvantage. These groups are not homogeneous. Not everyone within these communities will experience inequality, or disadvantage. In addition, there are contexts where the application of a place-based, and/or life stages approach may be more relevant.

These dimensions – people, place, experience and life stage – work together to guide how Council plans and delivers programs and services and allocates resources. The identification of discrete population groups helps Council understand where inequity is most likely to occur, while still ensuring flexibility to respond to emerging issues and priorities for the Brimbank community as a whole.

**Figure 4.** the dimensions that inform how an individual experiences disadvantage and / or privilege



## 4. Our Commitments

### Reconciliation

Council is committed to ongoing learning, listening and working in partnership with Aboriginal and Torres Strait Islander Peoples. Our commitment to reconciliation includes supporting truth-telling, healing and building stronger relationships across our municipality. We acknowledge that Aboriginal and Torres Strait Islander self-determination is essential to social justice in Brimbank.

This work will be progressed through the implementation of the *Innovate Reconciliation Action Plan*, which outlines Council's long-term commitments to cultural strengthening, systemic change, and improved outcomes for Aboriginal and Torres Strait Islander Peoples. Meaningful and respectful engagement with Traditional Owners and Brimbank Aboriginal and Torres Strait Islander Consultative Committee, a council advisory committee, is central to this approach, ensuring Council's decisions and actions are guided by Aboriginal voices, cultural authority and lived experience.

### Equity

Council will use an intersectional lens and equity assessment when reviewing Council services, policies and programs.

Under the *Gender Equality Act 2020*, Council has a legislative obligation to conduct Gender Impact Assessments (GIAs) to policies, programs and services that have a direct and significant impact on the community. Council reports on GIAs every two years, alongside progress against broader intersectional gender equality obligations. This

statutory requirement embeds equity considerations into everyday decision-making of Council.

## Leadership

Council is committed to strong leadership in social justice. We will take a clear stance on issues that matter to our community and speak out against discrimination in all its forms, including but not limited to racism, sexism, homophobia, transphobia, ageism and ableism.

The *Advocacy Plan* outlines our key priorities for influencing change at a state and federal government level. These priorities are grounded in the aspirations and lived experiences of our community and guide our efforts to secure better outcomes for all people in Brimbank. Through this work, we aim to elevate community voices, strengthen social justice outcomes, and build a more fair and equitable future together.

## Participation

Council is committed to enabling meaningful, equitable and informed community participation in decisions that impact people's lives. We will engage with the community in ways that respect and value people's diverse identities and experiences, ensuring everyone has the opportunity to contribute to shaping the future of our city. This aligns with Council's commitment to create accessible, inclusive and genuine engagement opportunities as outlined in our *Community Engagement Policy*.

Council recognises that lived experience is a vital source of knowledge. We will actively seek out, listen to and elevate lived-experience voices from communities who are often under-represented or face systemic disadvantage and ensure these perspectives influence our planning, policies and service delivery. A particular focus will be through our formal Advisory Committees and the Brimbank Community Voice, which provide platforms for community members to share their expertise, priorities and lived experience with Council. These entities play a central role in shaping Council's work across health, wellbeing, inclusion, sustainability and social justice.

## Climate Justice

Climate change is a major challenge that affects us all — but some people are impacted much more than others. We will work alongside our community to build resilience, support those who are most vulnerable, and ensure everyone has fair access to resources, services and safe environments.

Our approach includes recognising that some communities face greater risks, strengthening community-led action, and seeking guidance from Traditional Owners in caring for Country. Together, we will act on climate justice by supporting community wellbeing, protecting the places we share, and ensuring a fair and inclusive transition for all. The *Climate Emergency Plan* articulates this commitment and guides our work.

**Figure 5.** Our Social Justice Commitments

|                                                                                   |                                                                                   |                                                                                   |                                                                                    |                                                                                     |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|  |  |  |  |  |
| Reconciliation                                                                    | Equity                                                                            | Leadership                                                                        | Participation                                                                      | Climate Justice                                                                     |

## 5. Implementation, monitoring and reporting

As an overarching strategic document, it is intended that the Framework is embedded across Council's strategies, plans, policies and procedures. This is reflected in the Inclusivity Statement in *We Are Brimbank: Integrated Community Vision 2050, Council Plan and Health and Wellbeing Plan 2025-2029*.

Actions that progress the Framework's commitments are incorporated into Annual Action Plans under *We Are Brimbank*, with progress reported each year through Council's Annual Report.

A number of key Council plans, policies and strategies support implementation such as the *Reconciliation Action Plan (RAP)*, *Disability Action Plan (DAP)*, *LGBTQIA+ Action Plan* and *Gender Equality Action Plan (GEAP)*. These documents make the Framework operational by establishing clear pathways for action, defining monitoring mechanisms, and strengthening accountability across programs, service planning, partnerships, policy development and advancing the Framework's commitments.

This integrated approach ensures implementation is flexible and responsive, enabling the Framework to guide decision-making according to emerging issues and priorities.

The Framework will be reviewed in 2029 as part of the development of a new four-year integrated Community Vision and Council Plan that is informed by community consultation following the next term of council.

## Appendix 1: Policy and Legislative Context

### Victorian State Context

- Charter for Human Rights and Responsibilities Act 2006
- Gender Equality Act 2020
- Change or Suppression (Conversion) Practices Prohibition Act 2021
- Child Wellbeing and Safety Act 2005
- Climate Change Act 2010
- Equal Opportunity Act 2010
- Fair Work Act 2009
- Local Government Act 2020
- Multicultural Victoria Act 2011
- Racial and Religious Tolerance Act 2001
- Victorian Public Health and Wellbeing Act 2008

### Federal Context

- Australian Human Rights Commission Act 1986
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Sex Discrimination Act 1984
- Racial Discrimination Act 1975
- Fair Work Act 2009

### International Context

- The Universal Declaration of Human Rights (1948)
- The United Nations Convention on the Rights of the Child (1990)
- The United Nations Declaration on the Rights of Indigenous Peoples (2007)
- The United Nations Convention on the Rights of Persons with Disabilities (2007)
- The United Nations 2030 Agenda for Sustainable Development (2015)
- United Nations' 2030 Agenda for Sustainable Development, which pledges that "no one will be left behind". The Framework considers the 17 Sustainable Development Goals, most notably:
  - Goal 1: end poverty
  - Goal 3: healthy lives and wellbeing for all
  - Goal 5: gender equality
  - Goal 10: reduce inequality
  - Goal 11: inclusive, safe, resilient and sustainable cities
  - Goal 13: urgent action to combat climate change.

## Appendix 2: Key definitions

|                       |                                                                                                                                                                                                                                                                                                                        |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Diversity</b>      | Diversity refers to what makes us different. It covers gender, age, language, disability, ethnicity, cultural background, sexual orientation and religious belief.                                                                                                                                                     |
| <b>Equality</b>       | Equality means each individual or group of people is given the same resources and opportunities, regardless of their circumstances.                                                                                                                                                                                    |
| <b>Equity</b>         | Equity means giving different resources based on individual needs to achieve fair and equal outcomes, acknowledging people start from different places.                                                                                                                                                                |
| <b>Inclusion</b>      | Inclusion is the action of creating environments where everyone feels respected, valued, able to contribute and able to be themselves without fear of discrimination or exclusion.                                                                                                                                     |
| <b>Human Rights</b>   | Human rights are fundamental rights and freedoms inherent to all people, based on principles of dignity, equality, and mutual respect - they are universal, inalienable, and indivisible.                                                                                                                              |
| <b>Social Justice</b> | Social justice is the pursuit of a fair, safe and inclusive society where structural barriers are addressed, and no one is left behind. It responds to inequality through the equitable distribution of wealth, opportunities, and privileges within a society where individuals' rights are recognised and protected. |

## Brimbank City Council

Telephone 9249 4000

Email [info@brimbank.vic.gov.au](mailto:info@brimbank.vic.gov.au)

Post PO Box 70, Sunshine, VIC 3020

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Attachment 12.8.1

# **DRAFT SOCIAL JUSTICE FRAMEWORK 2026 - 2029 Community Engagement Report October – December 2025**

# Acknowledgement of Country and Council Statement of Commitment to Reconciliation

## Acknowledgement of Country

Brimbank City Council respectfully acknowledges and recognises the Wurundjeri and Bunurong peoples as the Traditional Custodians of the land on which our municipality sits and pays respect to their Elders, past, present and future.

## Reconciliation in Brimbank

Council acknowledges the Wurundjeri and Bunurong People as the Traditional Custodians of the lands where our municipality sits. Council recognises the diversity of Aboriginal and Torres Strait Islander peoples who contribute to our community. We pay our respects to the wisdom of Elders past, present, and future.

We recognise their continuing spiritual connection to this land and renew our commitment to respect Aboriginal and Torres Strait Islander beliefs, values and customs.

The Country in which Brimbank is located is under the statutory care of its Traditional Custodians, the Bunurong Land Council Aboriginal Corporation to the south and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to the north of the municipality. For the Traditional Custodians, the lands in the City of Brimbank have always been a significant trading and meeting place.

Aboriginal people lived on these lands for over 65,000 years before European settlement. The rich history and continuous culture of our Traditional Custodians are woven throughout Brimbank, in its people, in significant sites and in murals recognising this history. Brimbank has about 440 registered sites of significance. The artefacts found are more than 30,000 years old. Some of these sites are in Brimbank Park, Yaluk Barrington (former Sydenham Park) and Organ Pipes National Park.

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# Community Engagement Report

## Project Overview

|                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Project Name:</b>                           | <b>Draft Social Justice Framework 2026-2029</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Brimbank Directorate, Department, Team:</b> | Community Wellbeing, Community Strengthening and Social Planning, Social Policy and Research                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Project Purpose:</b>                        | To support the development of Draft Social Justice Framework by gathering insights from internal and external stakeholders, ensuring the Framework reflects community needs, promotes equity and inclusion, and strengthens Council's strategic commitment to social justice across all services, programs, and decision-making.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Engagement Purpose</b>                      | The primary goal of this engagement was to gather meaningful input from community members and stakeholders to ensure the Draft Social Justice Framework reflects Brimbank's diverse needs, experiences, and priorities. Community input was necessary to identify barriers to equity and inclusion, highlight what matters most to residents, and ensure the Framework is grounded in lived experience so it can effectively guide Council's decisions, services, and actions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Engagement Date/s:</b>                      | 22 October 2025- 02 December 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Engagement Summary:</b>                     | <p>Community engagement was undertaken to inform and refine the development of the Draft Social Justice Framework through a combination of online and face-to-face engagement activities. The engagement included:</p> <ul style="list-style-type: none"> <li>• An online consultation hosted on the Your Say Brimbank platform</li> <li>• An in-person Draft Social Justice Workshop with Brimbank Community Voice (BCV) Panel</li> </ul> <p>The online consultation was open from 22 October to 2 December 2025. During this period, the Your Say project page recorded 208 unique visitors and 336 visits, with a total of 36 contributions from 25 unique contributors. Contributions were submitted via the Visioner tool (23 contributions, 63.89%) and an online form (13 contributions, 36.11%), providing detailed feedback on the Framework.</p> <p>In addition, a face-to-face Draft Social Justice Workshop was held on 2 December 2025, attended by 24 Brimbank Community Voice members. The workshop enabled in-depth discussion, reflection and collective feedback through structured activities focused on values, principles and key commitments.</p> <p>A key feature of the workshop was a values exercise where community members expressed priorities such as dignity,</p> |

**Project Name: Draft Social Justice Framework 2026-2029**

empathy, and equity. This exercise demonstrated a strong alignment between personal community values and the Framework's proposed principles and commitments.

The feedback collected across both platforms was essential in shaping the final document. Key outcomes included the decision to note that human rights provide a legislative basis for the Framework rather than as a standalone principle and the inclusion of climate justice as a key commitment.

Community members emphasised the need for improved communication of Council's key commitments and actions to deliver and report on progress. For example, using accessible communication formats including a Plain English summary document. Overall, the engagement successfully bridged the gap between strategic goals and the lived experiences of Brimbank residents.

---

## Engagement Methods

The below table summarises and evaluates the methods used and audiences targeted for input into this project.

| IAP2 Spectrum Engagement Category | Date                          | Methods used                                                         | Target Audience(s)                 | Number of responses received                                | Effectiveness & Quality Assessment Rating                                                                                                                                                                                                                                                      |
|-----------------------------------|-------------------------------|----------------------------------------------------------------------|------------------------------------|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Consult                           | 22/10/2025<br>-<br>02/12/2025 | Your Say Page (Visioner and Form)                                    | Community members and stakeholders | 23 Contributions for Visioner And 13 Contributions for Form | <b>Rating:</b><br><i>Moderate</i><br><b>Key Justification:</b><br>The 7.74% contribution rate was low compared to the number of 336 visits, but the feedback provided detailed, useful information on principles and commitments.                                                              |
| Involve                           | 02/12/2025                    | Draft Social Justice Framework-Community Consultation (Face-to-face) | BCV Members                        | 24 participants                                             | <b>Rating:</b><br><i>Strong</i><br><b>Key Justification:</b><br>The workshop allowed for in-depth discussion and facilitated direct input from community representatives on values, principles, and key commitments. The structure, including the Parking Lot ensured all ideas were captured. |

## Engagement Outcomes

This section summarises the key feedback received from the community and outlines Brimbank City Council's response. All ideas, concerns and priorities raised through engagement were carefully considered. Community input has directly strengthened the Draft Social Justice Framework.

The core themes of the Draft Social Justice Framework were originally identified during the "We Are Brimbank" community consultation. This recent engagement served to further refine those themes into the Final Framework.

The values exercise provided an opportunity for community members to articulate their own values and reflect on what matters most to them, as well as how these values are represented within the Draft Social Justice Framework. Feedback demonstrated strong alignment between community values and the Framework's principles and commitments.

| What we asked                                                                     | What you said                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Which values are important to you in life and guide how you interact with others? | <ul style="list-style-type: none"> <li>• Value</li> <li>• Love</li> <li>• Courage</li> <li>• Persistence</li> <li>• Growth</li> <li>• Integrity</li> <li>• Fairness</li> <li>• Teamwork</li> <li>• Trust</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Are the framework principles the right ones for our community?                    | <ul style="list-style-type: none"> <li>• Principles require clearer explanations, practical guidance, and how they will be measured in practice.</li> <li>• Some BCV members felt that Human Rights in the Principles section should be an overarching concept rather than a standalone principle, as it is viewed as a non-negotiable legal obligation. They suggested providing clearer guidance on how human rights obligations are embedded, extend beyond existing legislation, and are measured in practice.</li> <li>• Community input has informed a stronger articulation of how the Draft Social Justice Framework addresses climate-related inequities, ensuring alignment with Council's broader climate, sustainability and resilience priorities.</li> <li>• Inclusivity needs a stronger intersectional lens.</li> <li>• Accountability should be shared between Council and the community, with timely and accessible reporting back.</li> </ul> |

| What we asked                                                                                                          | What you said                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>What is your view about the key commitments?</p> <p>What are you unsure about, and want more information about?</p> | <ul style="list-style-type: none"><li>• References to the Gender Equality Act 2020 under Equity were felt to be too narrow, suggesting a focus on the most disadvantaged would lift outcomes for all.</li><li>• Advocacy needs clearer guidance, structure, and definitions, with a strong desire for Council to lead strong advocacy on issues outside its control (e.g., homelessness).</li><li>• Community members require accessible communication methods (Plan English Version) and clarity on how Council will incorporate lived experience voices.</li><li>• Remove case studies from the final document.</li><li>• Include a community profile in the introduction section to highlight Brimbank's diversity.</li><li>• BCV members raised a concern about clear implementation and accountability mechanisms.</li></ul> |

## Next Steps

### Impact of Community Input

All feedback received through online and face-to-face engagement was considered. The feedback has resulted in the following key changes to the Draft Social Justice Framework:

- positioning human rights as an overarching foundation for the Framework rather than just a principle.
- acknowledging the impact of climate change and including climate justice as a key commitment.
- including a community profile in the Introduction section.
- a clearer explanation of intersectionality and how this concept is applied when considering a person's identity, life stage, experiences and where they live and interact.
- refining the term 'communities of interest' with respect to those at greater risk of experiencing inequality or discrimination.
- refining the content with a stronger focus on how the Framework will work in practice.
- ensuring accessible communication formats such as a Plain English version of the Framework.

The final Framework, once adopted, will be shared with community members who made submissions to the draft Framework. Other feedback items outside the scope of this consultation have been referred to relevant Council departments (including Community Strengthening, Communications and Engagement, Customer Experience, and Advocacy and Stakeholder Relationships) for future consideration and action.

Please refer to Appendix 1 for the feedback details.

# Appendix 1

## YourSay submissions (October/ December 2025) & officer responses

| No. | Feedback                                                                                                                                                                                                                                                                                                                                                                                          | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | <p>a) is supportive of the Framework and recommends including disability, neurodiversity, long-term health conditions, and compounded disadvantage. They also seek stronger lived-experience leadership and detailed strategies for accessibility and LGBTQIA+ support.</p> <p>b) suggests a mechanism for accountability measures and the inclusion of a clear action plan in the framework.</p> | <p>a) Thank you for your submission and support of the Draft Social Justice Framework.</p> <p>Council acknowledges the importance of recognising disability, neurodiversity, long-term health conditions, and compounded disadvantage within the Framework. The Framework has been developed to provide overarching principles and commitments that guide Council's work across all areas of social justice. These specific cohorts and their intersecting experiences of disadvantage are recognised within Council's commitment to equity and inclusion.</p> <p>The Framework is designed to work in conjunction with Council's existing strategies and action plans, including the <a href="#">Disability Action Plan 2022-26</a>, the <a href="#">LGBTQIA+ Action Plan 2024-2028</a>, and other relevant strategic documents. These plans contain detailed strategies and actions that address accessibility, lived-experience leadership, and support for specific communities, including LGBTQIA+ residents. The Framework provides the</p> |

| No. | Feedback                                                                                                                                                                                                                                | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                                                                                         | <p>foundation that connects and strengthens these existing commitments.</p> <p>b) We are currently considering the implementation process, including roles and responsibilities, and appropriate monitoring and reporting mechanisms.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2.  | <p>a) Suggests linking environmental health and air quality to social justice</p> <p>b) Recommends achieving environmental equity across all postcodes by transitioning industrial areas and reducing public exposure to emissions.</p> | <p>a+b) The Draft Social Justice Framework recognises that environmental factors contribute to health inequities. Some residents experience greater exposure to environmental hazards based on where they live and work. The Framework's commitment to equity and fairness extends to environmental justice. This aligns with Council's existing strategic work, including <a href="#">the We Are Brimbank integrated Community Vision 2050, Council Plan and Health &amp; Wellbeing Plan (2025–2029)</a>, which identifies environmental sustainability and climate emergency response as key priorities. Council acknowledges that environmental impacts can vary across the municipality.</p> <p>Specific environmental actions are addressed through Council's relevant environmental and climate strategies. Your feedback has been forwarded to Council's City Development Services Unit, with input from City Planning as needed. This ensures alignment with existing environmental and climate strategies.</p> |

| No. | Feedback                                                                                                                                                                                                                                                                               | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                                                                                                                                        | <p>The implementation of the Social Justice Framework will involve collaboration across Council departments. This will ensure that environmental health considerations are integrated into decision-making processes. The voices of communities most affected by environmental hazards will be central to developing solutions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3.  | <p>a) Is supportive of the Framework</p> <p>b) Suggests including seniors and homeless people in the Framework</p> <p>c) Suggests the Framework includes a mechanism for checking its function.</p> <p>d) Recommends using plain English and limiting the document to 4 pages max.</p> | <p>a) Thank you for your support of the Draft Social Justice Framework.</p> <p>b) Council actively engages with seniors through over 80 senior groups across the Brimbank municipality. A list of groups that agreed to be included is available in the Brimbank City Council Seniors Directory. Additionally, Brimbank Active Seniors (BAS) is a consultative group that provides input and advice on matters related to access, equity and inclusion for older people in Brimbank. BAS was engaged in community consultation for the Health and Wellbeing Plan 2025-2029. This ensures the voices and lives experiences of older residents inform Council's strategic planning. This engagement exemplifies the Draft Social Justice Framework's principles of insuring lived experience and ensuring equitable participation in decision-making processes.</p> <p>Brimbank has one of the highest numbers of people experiencing homelessness in</p> |

| No. | Feedback | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |          | <p>Melbourne's west, with over 1,500 people experiencing homelessness or living in severely overcrowded dwellings according to the 2021 census. Brimbank Council endorsed a <a href="#">Homelessness Research Report in 2020</a>, with recommendations compiled into an implementation plan. Council also has a <a href="#">Homelessness Statement of Commitment</a> that recognises the role of local government in addressing homelessness through advocacy, partnerships, prevention and treating the community with respect.</p> <p>Specific support for seniors and responses to homelessness are addressed through <a href="#">We Are Brimbank integrated Community vision 2050, Council Plan and Health &amp; Wellbeing Plan (2025–2029)</a>. and Council's <a href="#">Homelessness Implementation Plan</a>.</p> <p>Further information on Council's homelessness support is available at <a href="https://www.brimbank.vic.gov.au/living-here/our-wellbeing-and-safety/homelessness">https://www.brimbank.vic.gov.au/living-here/our-wellbeing-and-safety/homelessness</a> . The Draft Social Justice Framework provides the foundation that connects and strengthens these existing commitments to ensure equitable outcomes for all community members.</p> <p>b) In response to this feedback, please refer to Response 1b.</p> |

| No. | Feedback                                                                                                       | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----|----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                | c) A Plain English version of the final Social Justice Framework will be provided once the Framework is endorsed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 4.  | a) Is supportive of the Framework<br><br>b) Hopes all services and plans to use the Social Justice lens        | a) Thank you for your support of the Draft Social Justice Framework. We appreciate your positive engagement in the consultation process.<br><br>b) The Draft Social Justice Framework is designed to provide overarching principles that guide Council's work across all areas. The Framework establishes a shared understanding of social justice and sets out Council's approach to equity and inclusion. The implementation of the Framework will involve working across Council departments to integrate social justice considerations into strategic planning, service delivery, advocacy and partnerships, infrastructure and procurement, staff capability and awareness, and Gender Impact Assessments. Council values your feedback on the importance of embedding social justice principles throughout its operations. This will be considered as part of the Framework's implementation planning. |
| 5.  | a) Recommends reviewing the document using Plain English to ensure community members understand the Framework. | a) Please refer to Response 3d.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 6.  | a) Is supportive of the Framework                                                                              | a) Thank you for your support of the Draft Social Justice Framework.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

| No. | Feedback                                                                                                                                                 | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | b) Suggest focusing on specific rising issues like youth connectivity, young men's mental health, and mid- age loneliness.                               | b) Thank you for your submission highlighting youth connectivity, young men's mental health, and mid-age loneliness as important emerging issues. Council acknowledges these are significant social issues affecting community wellbeing. The Draft Social Justice Framework provides overarching principles that guide Council's approach to equity and inclusion across all population groups and emerging needs. The Framework uses an intersectionality approach, recognising that people can experience multiple and overlapping forms of disadvantage based on different aspects of their identity and circumstances. Specific issues related to youth engagement, mental health, and social connection are addressed through Council's relevant strategies and plans. According to <a href="#">We Are Brimbank integrated Community vision 2050, Council Plan and Health &amp; Wellbeing Plan (2025–2029)</a> , mental wellbeing and social and economic inclusion are key priorities under the People pillar. Your feedback has been noted and will inform Council's ongoing work in these areas. |
| 7.  | a) Suggests including unemployment in the Framework<br><br>b) Defines the goals, outcomes, and measurable ways to determine the Framework's achievement. | a) Thank you for your submission on including unemployment in the Draft Social Justice Framework. We acknowledge that unemployment is a significant social justice issue that impacts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

| No. | Feedback | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |          | <p>individuals and communities. The Framework recognises that access to economic opportunities and employment are important factors in social equity and inclusion.</p> <p>The Framework uses an intersectionality approach, recognising that unemployment can intersect with other factors to create compounded disadvantage. Specific issues related to employment and economic participation are addressed through Council's <a href="#">Brimbank Economic Development Strategy 2022-2027</a> and other relevant strategies including <a href="#">We Are Brimbank integrated Community vision 2050, Council Plan and Health &amp; Wellbeing Plan (2025-2029)</a>.</p> <p>b) In response to this feedback, the Draft Social Justice Framework is designed to provide overarching principles that guide Council's work across all areas, establishing a shared understanding of social justice and Council's approach to equity and inclusion.</p> <p>Rather than setting fixed goals and outcomes, the Framework provides a strong foundation that informs how goals, outcomes, and measures are developed and applied across Council. Implementation of the Framework will involve working across Council departments to integrate social justice considerations into strategic planning, service delivery, advocacy and</p> |

| No. | Feedback                                                                                                      | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                               | <p>partnerships, infrastructure and procurement, staff capability and awareness.</p> <p>Through this implementation approach, services will be supported to translate the Framework into clear goals, outcomes, and measurable actions that are appropriate to their specific functions, while maintaining consistency with Council's overarching social justice commitments.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 8.  | a) Suggests explicitly including racism and applying the framework to council's communication and engagement. | <p>a) In response to this feedback, Council already undertakes a range of initiatives that address racism, promote cultural safety, and support inclusive engagement. These include the annual <a href="#">Cultural Diversity Week</a>, which celebrates Brimbank's diverse cultural backgrounds and fosters understanding, connection, and belonging within the community. Council has also adopted the <a href="#">Innovate Reconciliation Action Plan (RAP) 2024-26</a>, which includes specific actions to build respectful relationships with Aboriginal and Torres Strait Islander peoples, celebrate culture, and address racism through education and community engagement.</p> <p>In addition, <a href="#">We Are Brimbank integrated Community vision 2050, Council Plan and Health &amp; Wellbeing Plan (2025-2029)</a> commit to promoting reconciliation and cultural safety, educating the community, and advocating against racism. The <a href="#">Social Inclusion Action Group (SIAG)</a> further</p> |

| No. | Feedback                                                                                                                                                                                                                                                                                              | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                                                                                                                                                       | <p>supports inclusive engagement by enabling community members, including those from culturally and linguistically diverse backgrounds, to shape initiatives that strengthen belonging and reduce social exclusion. Council also participates in initiatives such as <a href="#">16 Days of Activism</a>, reinforcing its commitment to equity, respect, and inclusion.</p> <p>The Social Justice Framework will complement and strengthen this existing work by providing an overarching lens to embed anti-racism and inclusive practice across Council communications, engagement, and service delivery.</p> |
| 9.  | a) Is supportive of the Framework                                                                                                                                                                                                                                                                     | a) Thank you for your support of the Draft Social Justice Framework. We appreciate your positive engagement in the consultation process.                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 10. | a) Suggests simplifying and reorganising the Framework with a clear hierarchy of goals.                                                                                                                                                                                                               | a) Please refer to Response 7b.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 11. | a) Suggests including loneliness, noting its impact on quality of life and the drive to achieve.                                                                                                                                                                                                      | a) Please refer to Response 6b.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 12. | a) Suggests shifting the document from an immature "tick-box" framework to an embedded Social Justice strategy with specific goals, measurable outcomes, implementation pathways, and a governance structure (like an SJ Advisory Committee), while also detailing actions to support rough sleepers. | <p>a) Please refer to Response 6b.</p> <p>Regarding governance, rather than establishing a new advisory committee, Council will work closely with the 12 existing Advisory Committees to support the implementation of the Framework across Council services and initiatives. A full list of these Committees can be found here: <a href="#">Committees</a></p>                                                                                                                                                                                                                                                 |

| No. | Feedback                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Officer comment/Recommendation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | In response for the detailing actions to support rough sleepers, please refer to Response 3d.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 13. | <p>Feedback from face-to-face community engagement with Brimbank Community Voice (BCV):</p> <p>BCV members expressed strong support for the Draft Social Justice Framework and offered valuable feedback and suggestions to strengthen it. The feedback is outlined below:</p> <ul style="list-style-type: none"> <li>a) Some BCV members felt that Human Rights in the Principles section should be an overarching concept rather than a standalone principle, as it is viewed as a non-negotiable legal obligation. They suggested providing clearer guidance on how human rights obligations are embedded, extend beyond existing legislation, and are measured in practice.</li> <li>b) Community input has informed a stronger articulation of how the Draft Social Justice Framework addresses climate-related inequities, ensuring alignment with Council's broader climate, sustainability and resilience priorities.</li> <li>c) Include a community profile in the introduction section to highlight Brimbank's diversity.</li> <li>d) Remove case studies from the final SJF.</li> <li>e) BCV members raised a concern about clear implementation and accountability mechanisms.</li> </ul> | <ul style="list-style-type: none"> <li>a) In response to this feedback, the Framework has been updated to position Human Rights as an overarching foundation across all principles, rather than as a standalone principle.</li> <li>b) Climate change has been added as a key commitment.</li> <li>c) The community profile has been added in the Introduction section.</li> <li>d) The case studies have been removed from the final Social Justice Framework.</li> <li>e) We are currently considering the implementation process, including roles and responsibilities, and appropriate monitoring and reporting mechanisms.</li> <li>f) Other feedback items were outside the scope of this consultation and have been referred to the relevant Council departments, including Community Strengthening, Communications and Engagement, Customer Experience, and Advocacy and Stakeholder Relationships.</li> </ul> |



# Appendix 2

## Engagement Data and Resources

### A. Engagement Activities and Participant

| Activity                                       | Dates            |                                                |
|------------------------------------------------|------------------|------------------------------------------------|
| Your Say Brimbank                              | 22/10-19/11/2025 | 208 visitors<br>336 visits<br>36 contributions |
| Draft Social Justice Framework<br>Face-to-face | 02/12/2025       | 24 attendees                                   |

### B. Demographics of Online Participants

| Demographic Field | Breakdown                                                                                         |
|-------------------|---------------------------------------------------------------------------------------------------|
| Age               | 35-44: 32.00%<br>45-54: 24.00%<br>55-64: 20.00%<br>25-34: 16.00%<br>65+: 8.00%<br><25: 0.00%      |
| Gender            | Female: 72.00%)<br>Male: 28.00%                                                                   |
| Employment status | Employed - full time: 48.00%<br>Employed - part time: 24.00%<br>Retired: 24.00%<br>Student: 4.00% |

# Glossary

|                                                              |                                                                                                                                                                                                                                                                                                      |
|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>The Act</b>                                               | The Local Government Act 2020                                                                                                                                                                                                                                                                        |
| <b>Annual Report</b>                                         | A report of Council's operations of the previous financial year. Contains a report of operations, audited financial statements and an audited performance statement                                                                                                                                  |
| <b>Appropriateness</b>                                       | Indicators or measures that provide users with sufficient information to assess the extent to which an entity has achieved a pre-determined target, goal or outcome                                                                                                                                  |
| <b>Budget</b>                                                | A plan setting out the services and initiatives to be funded for the financial year and how they will contribute to achieving the strategic objectives specified in Council Plan                                                                                                                     |
| <b>Council Plan</b>                                          | A plan setting out the medium-term strategic objectives, strategies, strategic indicators and resources reflecting vision and aspirations of the community for the next four years                                                                                                                   |
| <b>Financial performance indicators</b>                      | A prescribed set of indicators and measures that assess the effectiveness of financial management in a council covering operating position, liquidity, obligations, stability and efficiency                                                                                                         |
| <b>Financial plan</b>                                        | A plan of the financial and non-financial resources for at least the next 10 years required to achieve the strategic objectives in Council Plan. It is also referred to as a long-term financial plan                                                                                                |
| <b>Financial Statements</b>                                  | The financial statements and notes prepared in accordance with the Local Government Model Financial Report, Australian Accounting Standards and other applicable standards as they apply to the general-purpose financial reports and a statement of capital works and included in the Annual Report |
| <b>Financial year</b>                                        | The period of 12 months ending on 30 June each year                                                                                                                                                                                                                                                  |
| <b>Governance and Management Checklist</b>                   | A prescribed checklist of policies, plans and documents that councils must report the status of in the report of operations, covering engagement, planning, monitoring, reporting and decision making                                                                                                |
| <b>Indicator</b>                                             | What will be measured to assess performance                                                                                                                                                                                                                                                          |
| <b>Initiatives</b>                                           | Actions that are one-off in nature and/or lead to improvements in a service                                                                                                                                                                                                                          |
| <b>Integrated Strategic Planning and Reporting Framework</b> | The key statutory planning and reporting documents that are required to be prepared by councils to ensure accountability to local communities in the performance of functions and exercise of powers under the Act                                                                                   |
| <b>Major initiative</b>                                      | Significant initiatives that will directly contribute to the achievement of the Council Plan during the current year and have a major focus in the Budget                                                                                                                                            |
| <b>Measure</b>                                               | How an indicator will be measured and takes the form of a computation, typically including a numerator and denominator                                                                                                                                                                               |
| <b>Performance Statement</b>                                 | A statement including the results of the prescribed service outcome indicators, financial performance indicators and sustainable capacity indicators for the financial year and included in the Annual Report                                                                                        |
| <b>Regulations</b>                                           | The Local Government (Planning and Reporting) Regulations 2020                                                                                                                                                                                                                                       |
| <b>Relevance</b>                                             | Indicators or measures that have a logical and consistent relationship to an entity's objectives and are linked to the outcomes to be achieved                                                                                                                                                       |

|                                        |                                                                                                                                                                                                                                                                                                    |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Report of Operations</b>            | A report containing a description of Council's operations during the financial year and included in the Annual Report                                                                                                                                                                              |
| <b>Service outcome indicators</b>      | The prescribed service performance indicators to be included in the Performance Statement which measure whether the stated service objective has been achieved                                                                                                                                     |
| <b>Service performance indicators</b>  | A prescribed set of indicators measuring the effectiveness and efficiency of Council services covering appropriateness, quality, cost and service outcomes                                                                                                                                         |
| <b>Services</b>                        | Assistance, support, advice and other actions undertaken by a council for the benefit of the local community                                                                                                                                                                                       |
| <b>Strategic objectives</b>            | The outcomes a council is seeking to achieve over the next four years and included in Council Plan                                                                                                                                                                                                 |
| <b>Strategies</b>                      | High-level actions directed at achieving the strategic objectives in Council Plan                                                                                                                                                                                                                  |
| <b>Sustainable capacity indicators</b> | A prescribed set of indicators measuring whether councils have the capacity to meet the agreed service and infrastructure needs of the local community and absorb foreseeable changes and unexpected shocks into the future. Covers financial performance, capacity, and governance and management |

## Brimbank City Council

Telephone 9249 4000

Email [info@brimbank.vic.gov.au](mailto:info@brimbank.vic.gov.au)

Post PO Box 70, Sunshine, VIC 3020

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