

# HEALTH AND WELLBEING PLAN

2025-2029





## **ACKNOWLEDGEMENT OF COUNTRY**

Monash Council acknowledges the Traditional Owners of this land, the Wurundjeri Woi Wurrung and Bunurong People, and recognises their continuing connection to the land and waterways. We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander peoples.

## **DIVERSITY STATEMENT**

The City of Monash is inclusive and welcoming, celebrating the diversity of all our community and employees. We want every individual to feel safe, respected and celebrated regardless of our differences of age, race and ethnicity, sex, gender identity and sexuality, ability, faith and religious beliefs, Aboriginal and Torres Strait Islander identity, and/or socio-economic status.

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## ABOUT THIS PLAN

Monash's Municipal Public Health and Wellbeing Plan (MPHWP) 2025-2029 delivers on the State-legislative requirements of the Victorian Public Health and Wellbeing Act 2008.



The MPHWP is an evidence-based, strategic document that works in partnership with the Council Plan and Community Vision to guide Council's planning, policy, and strategic direction in response to ensuring our community is healthy, well, safe, connected and inclusive.

The MPHWP has been developed in close consultation with the local community and in collaboration with a wide range of internal and external stakeholders. It

details five health priorities and 11 strategic objectives to enhance community health and wellbeing and address specific areas for improvement.

The plan also identifies specific groups in our community who require extra support to achieve equitable health outcomes. These 'priority population groups' will be considered alongside the health priorities throughout development, implementation and evaluation of the Plan.





## INTEGRATED PLANNING

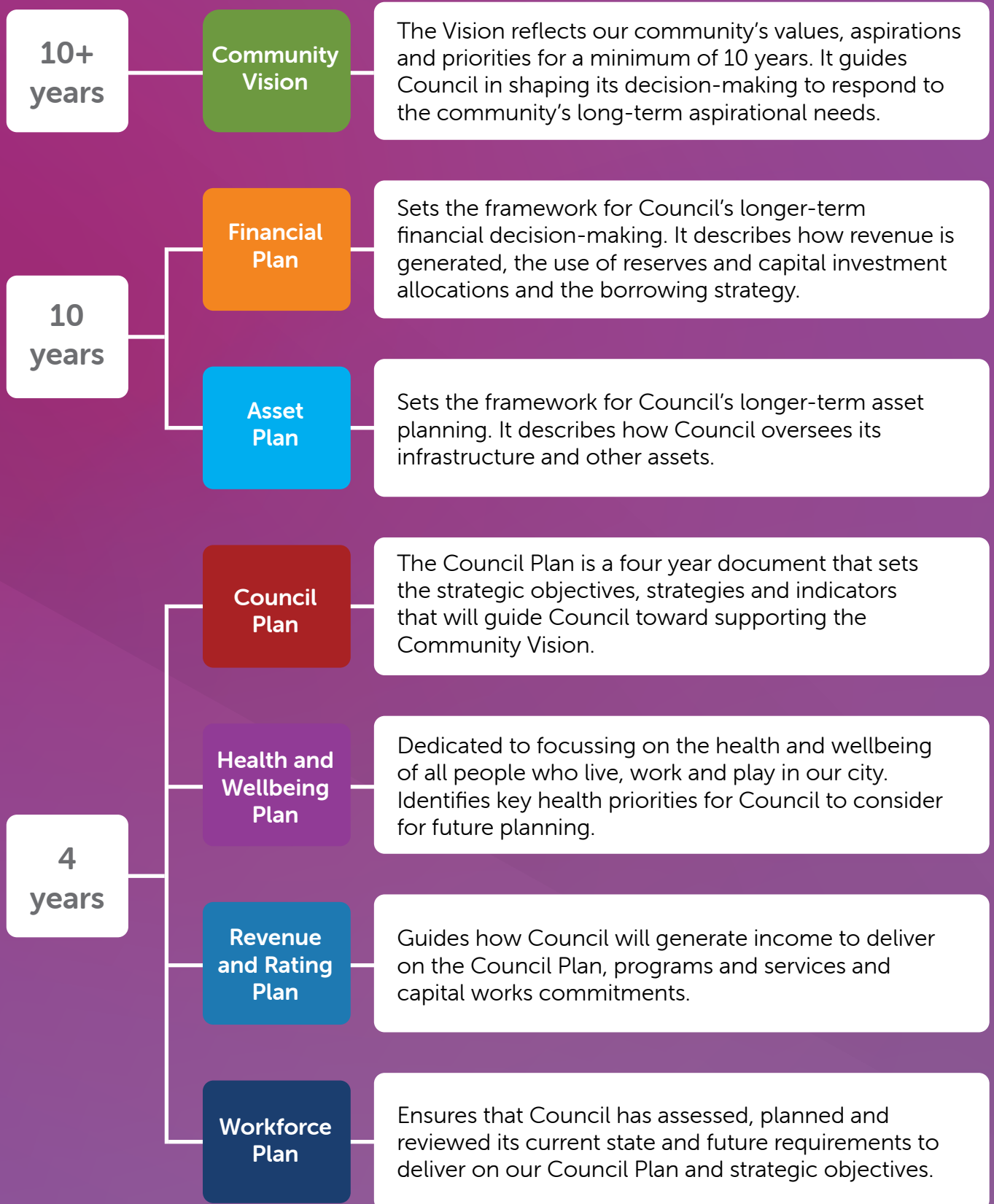
The Health and Wellbeing Plan 2025-2029 has been developed in accordance with the requirements of the Local Government Act 2020 which requires councils to ensure strategic planning is more integrated, transparent and focused on delivering outcomes for the community.

The 'Act' requires councils to develop strategic documents that are informed by deliberative community engagement and meet the requirements of the Community Vision.

The diagram below demonstrates how the plans work together to provide clear direction for our organisation, ensure services and projects are strategically aligned and delivering value for money, as well as helping to ensure we delivery on our commitments to the community.



## Relationships between the integrated plans



## HOW THIS PLAN WAS DEVELOPED

- » Review of previous plan and analysis of process and outcomes
- » Analysis of key research and datasets on health status and health factors within Monash
- » Analysis of community and stakeholder consultation process for Monash: Shape your Monash 2025-2029, focus groups with priority groups and child-focused consultation
- » Internal consultations & discussions with staff across all departments at Council
- » Consideration of council current policies, strategies and frameworks
- » Regard to State-legislative requirements of the Victorian Public Health and Wellbeing Act 2008 including specify measures to prevent family violence and respond to the needs of victims of family violence in the local community
- » Regard to relevant legislation including Local Government Act 2020, Gender Equality Act 2020 and Climate Change Act 2017
- » Alignment with Victorian Public Health and Wellbeing Plan 2023-27
- » Incorporates Council's Disability Action Plan in adherence with the Victorian Disability Act 2006.

## MONITORING, EVALUATION AND GOVERNANCE

Implementation of the Municipal Public Health and Wellbeing Plan 2025-2029 will be supported by two biennial strategic Action Plans and is a 'whole of Council' responsibility. The action plan will identify stakeholder, partner and Council led strategies and actions and be reviewed annually. Each action will be accompanied by measurable outcomes which will assist in evaluating their success, and the overall success, of the MPHWP 2025-2029.

The MPHWP will be reviewed annually, reported on internally, and evaluated with a report presented to Council, State Government and the community every two years. An internal working group will also regularly monitor the plan.

**For more information; read our Health and Wellbeing Evaluation Framework**



# VISION

By 2040, Monash is the Most Liveable City in Victoria.

## Principles

The following principles underpin the goals and objectives of the MPHWP and guide our approach for implementation of actions in our community.

### Intersectionality

#### WHAT THIS MEANS

We recognise that people's lives are multi-dimensional and complex and that our response to health and wellbeing priorities cannot be developed through a singular lens.

#### WHAT WE WILL DO

We will identify and reduce barriers to participation across our community by ensuring that information, communication, services and facilities are approachable, welcoming, safe and inclusive for all people in Monash.

### Community engagement and participation

#### WHAT THIS MEANS

Monash recognises that the experience and voices of our community are critical at every stage of the MPHWP, assisting in achieving and maintaining optimal health and wellbeing for our community.

#### WHAT WE WILL DO

We will continue to actively listen, engage and provide opportunities for the community to have a voice in shaping their health and wellbeing.

### Evidence Based

#### WHAT THIS MEANS

Monash is will ensure that the MPHWP is informed by the best available data and evidence throughout every stage of the MHWP.

#### WHAT WE WILL DO

The intention is a plan that is effective, impactful, relevant and needs based from development through to evaluation.

### Partnerships and Collaboration

#### WHAT THIS MEANS

Partnerships are integral to the implementation, monitoring, reporting and evaluation of our MPHWP.

#### WHAT WE WILL DO

We will identify and strengthen alliances and collaboration across external and internal contexts to strengthen capacity, improve integrated responses and reduce duplication to improve the health of our community.

### Health Equity

#### WHAT THIS MEANS

Monash is committed to providing services, programs, policies and supports for everyone, but especially for those in our community who face the most barriers.

#### WHAT WE WILL DO

We recognise that not all people have the same opportunities for optimal health and wellbeing and that different groups within the community may require different levels and types of support across their lifespan

## PRIORITY POPULATION GROUPS

While health and wellbeing matters affect everyone, some individuals or groups in our community do not have the same opportunities, knowledge, skills and resources to achieve and maintain optimum health and wellbeing.

In response to these inequities, MPHWP includes 'priority population groups' to consider alongside the health priorities throughout development, implementation and evaluation. This includes consideration of different needs and barriers, as well as specific programming, projects, and services targeted to priority groups which may require extra support to achieve the same level of health and wellbeing as the general population.



First Nations people, Multicultural communities, Carers and people with disability, Young People & children, Older People, LGBTIQ+ communities, Financially vulnerable, People of different genders (particularly women and girls).

# HEALTH PRIORITIES AND STRATEGIC OBJECTIVES

Council will focus on five health priority areas which will be guided by 11 strategic objectives. You can read more about each Health Priority [here](#)



## 1 HEALTHY EATING AND ACTIVE LIVING

**1.1** Improve healthy eating and food security

**1.2** Increase active lifestyles



## 2 BUILDING A RESPECTFUL AND SAFE COMMUNITY

**2.1** Strengthening gender equity and prevention of family violence and all forms of violence against women and children

**2.2** Improve community safety

**2.3** Reduce harm from gambling, tobacco and alcohol



## 3 STRENGTHENING MENTAL HEALTH AND SOCIAL CONNECTION

**3.1** Increase connection and engagement in community life

**3.2** Improve mental wellbeing and resilience across the lifespan



## 4 TACKLING CLIMATE CHANGE AND ITS IMPACT ON HEALTH

**4.1** Support adaptation to the health and wellbeing impacts from climate change



## 5 PROMOTING AND SUPPORTING A FAIR AND INCLUSIVE COMMUNITY

**5.1** Minimise health & wellbeing inequities across the community

**5.2** Partner and advocate to improve equitable access to social & affordable housing options

**5.3** Celebrate and promote a diverse and inclusive community





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# HEALTHY EATING AND ACTIVE LIVING

## Goals, Strategies and Outcomes



**GOAL:** Monash is committed to creating opportunities and equitable access to ensure our community eats well and is physically active

| Strategic Objective | 1.1 Improve healthy eating and food security                                                                                                                                                                                                                                                  | 1.2 Increase active lifestyles                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Action Areas</b> | <ul style="list-style-type: none"> <li>» Support initiatives to improve food security and reduction of food waste</li> <li>» Support access to healthy, affordable and culturally appropriate food</li> <li>» Support community skills and knowledge to help make healthy choices.</li> </ul> | <ul style="list-style-type: none"> <li>» Provide affordable sport &amp; recreation facilities and programs for the whole community</li> <li>» Improve awareness &amp; access to public open spaces, play spaces, and recreation facilities</li> <li>» Implement inclusive practices to give opportunities for all to participate in sport and recreation</li> <li>» Drive actions to decrease unintentional injury among vulnerable community members (including falls, drowning, sports injury).</li> </ul> |

## Why it is Important

Being physically active and engaging in healthy eating practices are important to maintaining good health and wellbeing. The health benefits of physical activity and good nutrition include improved physical, social and mental health, reduced risk of premature mortality and chronic disease, managing body weight and helping to mitigate climate change.

Increasingly, we are focused on the social and health impacts of food insecurity. Food security requires physical, social, and economic access to sufficient, safe, nutritious food to maintain a healthy life. People who experience food insecurity often face poorer physical and mental health outcomes.

Sustained effort is needed to ensure equitable access to affordable, safe and culturally appropriate environments and settings that promote active living, healthy eating practices and food security.

## Key Facts and Figures

- » Only 45% of Monash adults are meeting physical activity guidelines and doing enough exercise to reduce their risk of preventable health conditions
- » 31% of residents in Monash sit for seven hours or more on an average weekday
- » City of Monash has an overall lower participation rate in sport (12.2%) compared to Victorian average (14.1%)
- » Just over 45% of the Monash population is heavier than a healthy weight range
- » Over half of the population do not meet the recommended intake for fruit and vegetables
- » Consumption of soft drink and take-away food in Monash is low compared with Victoria
- » 6.4% of people who live across south-east Melbourne have experienced severe food insecurity (ran out of food, and couldn't afford to buy more)
- » 1 in 5 Monash households are classified as low-income households (earning less than \$800/week), a risk factor for food insecurity.

## Community Sentiment

1. Increase access to opportunities for physical activity
2. Ensure affordable sport and recreation activities
3. Improve food security and healthy eating
4. Update and maintain facilities
5. Provide community education, information and support on key health topics

## What We Will Continue To Do

- |                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <ul style="list-style-type: none"> <li>» Provide for physical activity programs, facilities and infrastructure</li> <li>» Plan for, maintain and build recreation reserves, open spaces, play spaces, and recreation and sporting facilities</li> <li>» Undertake property and contract management of sports and leisure facilities.</li> <li>» Maintain and develop 52KM of shared path network</li> </ul> | <ul style="list-style-type: none"> <li>» Provide community grants to support local sport through funding for training and other necessities</li> <li>» Support over 93 community Sporting Clubs</li> <li>» Provide advice and guidance on nutrition and breastfeeding through the Maternal and Child Health Service</li> <li>» Ensure food and health premises comply with legislation</li> </ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Related documents



- » Monash Active Recreation Opportunities Strategy
- » Active Monash Sports Club Framework 2022-2027
- » Walking and Cycling Strategy
- » Playground and Playspace Strategy

# RESPECT IS...



#16dayscampaign #respect



2



**BUILDING A  
RESPECTFUL  
AND SAFE  
COMMUNITY**

## Goals, Strategies and Outcomes



**GOAL:** Monash is a safe, respectful and supportive city, where all people feel safe and are free from harm

| Strategic Objective | 2.1 Strengthening gender equity and prevention of family violence and all forms of violence against women and children                                                                                                                                                                                                                                                                                                                                           | 2.2 Improve community safety                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 2.3 Reduce harm from gambling, tobacco and alcohol                                                                                                                                                                                          |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Action Areas</b> | <ul style="list-style-type: none"> <li>» Increase community awareness, understanding and attitudes towards gender equity and respect</li> <li>» Work with partners and community to increase access to information, programs and services for those impacted by family violence</li> <li>» Support primary prevention initiatives on family violence and its impact</li> <li>» Ensure Monash is a community where children are healthy, safe and well</li> </ul> | <ul style="list-style-type: none"> <li>» Work with community to identify opportunities to improve perceptions of safety</li> <li>» Play a key role in community safety efforts and crime prevention measures</li> <li>» Reduce incidences of discrimination including racism, homophobia, ableism, ageism, sexism and other protected characteristics</li> <li>» Provide inclusive and equitable access to community facilities and public spaces by adopting a universal design approach</li> </ul> | <ul style="list-style-type: none"> <li>» Reduce harm caused from Gambling</li> <li>» Reduce harm associated with alcohol at a local level</li> <li>» Reduce harm associated with tobacco (vaping &amp; smoking) at a local level</li> </ul> |

### Why it is Important

A safe environment where people can live, work and play directly impacts the community's physical, social, mental and emotional wellbeing. Monash is generally safe, but issues relating to crime, harm from harmful industries (gambling, tobacco and alcohol), family violence, and public safety can have significant impacts on the community.

Feeling safe and secure in your neighbourhood and your community is linked to lower rates of mental illness and financial stress, greater social interaction, and increased neighbourhood trust and social cohesion.

Promoting gender equity, improving community awareness on gender equality, child safety and family violence, reducing harm from gambling, tobacco and alcohol and supporting crime prevention strategies are key drivers in creating a respectful and safe Monash community

## Key Facts and Figures

- » Men (29%) are more likely to earn a higher income (above \$2000 per week) compared to women (15%)
- » In 2022/23, the family violence incidents rate in Monash was 932.2 per 100,000 population. However, it is widely recognised that family violence incidents are under-reported
- » Over 80% of residents report feeling safe in public places and spaces but women and gender diverse people feel less safe than men at night
- » Women are undertaking more unpaid domestic duties than men, with 28% of women doing 15 hours or more per week compared to 11% of men
- » Women are providing more unpaid caring duties than men, with 13.7% providing unpaid care for a person with a disability, long term illness or old age compared to 10.3% of men and 27.1% providing unpaid care to children compared to 21.5% of men.
- » 532 venues in Monash are licensed to sell alcohol and tobacco products
- » In 2023/24 Monash ranked 8th highest of all local government areas (LGAs) in Victoria, and highest for the Eastern Metropolitan Region for 'pokies' losses; \$121.4 million was taken by Electronic Gaming Machines in Monash with a daily total loss in excess of \$300,000.

## Community Sentiment

1. Improve actual and perceived community safety
2. Enhance diversity and respond to discrimination
3. Provide community education and capacity building opportunities to improve safety
4. Respond to Family Violence and Violence against Women
5. Reduce Harm from Harmful Industries

## What We Will Continue To Do

- |                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>» Implement Local law management</li> <li>» Champion the 16 Days of Activism against gender-based violence campaign</li> <li>» Participate annually in International Women's Day</li> <li>» Facilitate community safety month initiatives</li> <li>» Enforce compliance with tobacco legislation</li> <li>» Strengthen immunisation rates</li> </ul> | <ul style="list-style-type: none"> <li>» Provide ongoing staff training in family violence</li> <li>» Advocate as an active member of Local Government Working Group on Gambling, to State and Federal Government on policy implementation</li> <li>» Implement the Age Care Quality Standards in our service delivery.</li> <li>» Ensure that we meet our obligations as a Child Safe City</li> <li>» Coordinate and facilitate partnerships and networks to respond to discrimination and racism including the Monash Multicultural &amp; Settlement Services Network</li> </ul> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Related documents



- » Community Safety Framework 2022-2026
- » Safeguarding Children and Young People Policy
- » Gender Equity Framework (community facing)
- » Gender Equality Action Plan (workforce facing)
- » Public Health Approach to Gambling Policy
- » Free from violence: Victoria's strategy to prevent family violence





3



# STRENGTHENING MENTAL HEALTH AND SOCIAL CONNECTION

## Goals, Strategies and Outcomes



**GOAL:** Monash residents feel resilient, connected and engaged, and actively participate in the community.

| Strategic Objective | 3.1 Increase connection and engagement in community life                                                                                                                                                                                                                                                                                                                                                                | 3.2 Improve mental wellbeing and resilience across the lifespan                                                                                                                                                                                                                                                                                                                                                                                                                           |
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| <b>Action Areas</b> | <ul style="list-style-type: none"> <li>» Support opportunities to increase participation in community activities, groups and volunteering</li> <li>» Promote place-based initiatives that support social inclusion and community participation</li> <li>» Reduce social isolation and loneliness among at-risk groups</li> <li>» Support new residents to learn about Monash and feel connected to community</li> </ul> | <ul style="list-style-type: none"> <li>» Provide programs &amp; activities to prevent, recognise and respond to mental health concerns across the lifespan</li> <li>» Work with partners and the community to increase access and information about mental health and wellbeing services, referral pathways and resources</li> <li>» Advocate for increased mental health services, and community capacity building programs to support community mental health and wellbeing.</li> </ul> |

### Why it is Important

Social and mental wellbeing are important determinants for health and wellbeing across the life span. Good mental health and emotional wellbeing is not the absence of mental illness but is the ability for a person to participate fully and effectively in society and live full lives; this is beneficial not just for the individual but significantly contributes to the social, cultural and economic life of Monash.

Social connectedness, opportunities for volunteering and initiatives focused on reducing social isolation and loneliness can improve mental health and resilience and reduce stress and depression as well as improve social cohesion and community connection.

## Key Facts and Figures

- » 1 in 5 Monash residents experience high or very high psychological distress
- » 34% of young people in Monash feel stressed most or all the time
- » 13% of Monash residents are engaged in some form of volunteering
- » Loneliness affects more than one quarter of Australians and most Australians will experience loneliness in their lifetime
- » 67% of Monash residents ranked providing opportunities for social connection as very important
- » Living alone can be an indicator for loneliness, 20.4% of Monash households are lone person households. This is expected to increase with our aging population
- » 81% of Monash respondents rated reducing loneliness in the community as extremely important.

## Community Sentiment

1. Reduce social isolation and loneliness
2. Provide affordable and accessible opportunities to connect
3. Improve mental health wellbeing

## What We Will Continue To Do

- |                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>» Facilitate use of community spaces, including Neighbourhood Houses, community centres, halls and community meeting rooms.</li> <li>» Provide aged care services</li> <li>» Support community playgroups and facilitate supported playgroups</li> </ul> | <ul style="list-style-type: none"> <li>» Provide a range of inclusive and accessible activities, events and services that meet community needs, including youth programs, library story-times, community events and Positive Ageing activities</li> <li>» Facilitate the Volunteering program</li> <li>» Support resilient local businesses and meaningful job opportunities</li> <li>» Provide quality early years education services</li> </ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Related documents



- » Monash Arts & Culture Strategy 2025
- » MAPH Strategic Plan (2022 – 2026)
- » Monash Public Art Policy and Framework
- » Monash Loneliness Framework 2020-2025
- » Monash Volunteer Policy





4



# TACKLING CLIMATE CHANGE AND ITS IMPACT ON HEALTH

## Goals, Strategies and Outcomes



**GOAL:** Monash is a sustainable and resilient city that adapts and responds to the health and wellbeing impacts of climate change.

| Strategic Objective | 4.1 Support adaptation to the health and wellbeing impacts from climate change                                                                                                                                                                                                                                                                                                     |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Action Areas        | <ul style="list-style-type: none"> <li>» Enhance community preparedness for and resilience for climate change</li> <li>» Support at risk groups populations during climate emergencies and extreme weather events</li> <li>» Foster connection and understanding of open spaces and the natural environment</li> <li>» Drive advocacy and policy for climate resilience</li> </ul> |

### Why it is Important

Our health is closely linked to our environment and climate change will significantly affect our health and wellbeing. It directly impacts health through poorer air quality, risks to food safety and water quality, and rising temperatures and decreased rainfall. Climate change increases the likelihood of climate emergencies, prolonged heatwaves, flooding and bushfires which impact our mental health and access to services.

Indirectly, climate change worsens chronic conditions, spreads infectious diseases, limits our ability to participate and exercise outdoors, and increases climate anxiety and associated mental health impacts.

The health impacts of climate change will not be experienced equally. At risk groups are more susceptible to the effects of extreme weather events and the impacts of climate change.

## Key Facts and Figures

- » Victoria has already become warmer and drier – and these trends are likely to continue into the future
- » By 2050, the average annual temperature in east metro region is expected to increase between 0.8 degrees and 3.0 degrees
- » Monash residents are more likely to drive to work than take active transport (walk, cycle, catch public transport)
- » Climate anxiety is increasing among young people
- » Monash has a garden city landscape with over 400 green spaces and places.

## Community Sentiment

1. Respond to the health & wellbeing impacts of climate change
2. Increase community understand of and connection to the environment
3. Support the community during climate emergencies.

## What We Will Continue To Do

- |                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>» Demonstrate climate action through Council practices</li> <li>» Support emergency management organisations and responses</li> <li>» Upgrade inefficient street lighting with energy efficient LED</li> </ul> | <ul style="list-style-type: none"> <li>» Manage around 8600 street trees made up of more than 500 species.</li> <li>» Purchase 100% renewable energy through the Victorian Energy Collaboration (VECO)</li> </ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Related documents



- » Tree Management Policy (2021)
- » Environmental Sustainability Strategy 2016-2026
- » Zero Net Carbon Action Plan 2020-2025
- » Monash Urban Biodiversity Strategy 2018-2028





# 5



**PROMOTING AND  
SUPPORTING A FAIR  
AND INCLUSIVE  
COMMUNITY**

## Goals, Strategies and Outcomes



**GOAL:** Monash is a welcoming and inclusive city where every member of the community is valued and respected.

| Strategic Objective | 5.1 Minimise health & wellbeing inequities across the community                                                                                                                                                                                                                                                                                                                                                                                               | 5.2 Partner and advocate to improve equitable access to social & affordable housing options                                                                                                                                                                                                                                                                                                                                                                           | 5.3 Celebrate and promote a diverse and inclusive community                                                                                                                                                                                                                                                                                                                                       |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Action Areas</b> | <ul style="list-style-type: none"> <li>» Ensure accessible and equitable use of facilities, services and activities</li> <li>» Provide affordable and inclusive programs, activations, arts &amp; events</li> <li>» Foster partnerships to prevent and minimise health &amp; wellbeing inequities and barriers through collective advocacy, health promotion and awareness raising</li> <li>» Support education, lifelong learning and employment.</li> </ul> | <ul style="list-style-type: none"> <li>» Drive advocacy &amp; lobbying to increase social housing stock</li> <li>» Work with partners and networks to identify and implement solutions to improve housing affordability and social housing stock</li> <li>» Provide dedicated support for people in Monash who are experiencing or at risk-of experiencing homelessness</li> <li>» Increase community understanding and acceptance towards social housing.</li> </ul> | <ul style="list-style-type: none"> <li>» Ensure culturally appropriate &amp; accessible programs, activities and communication</li> <li>» Deliver tailored programs and events for priority cohorts</li> <li>» Empower diverse communities through participation &amp; community engagement</li> <li>» Enhance community education and capacity building to support community cohesion</li> </ul> |

## Why it is Important

Creating a fair and inclusive Monash involves celebrating diversity, reducing health inequities, and ensuring equitable access to community participation.

Access to resources is not equal for everyone and some individuals and groups need deliberate actions to remove or reduce barriers to encourage full participation. Barriers include but are not limited to cost and affordability, time of day programming is scheduled for, cultural and language needs, perceptions of safety and stigma, social inclusion and discrimination, housing status, and accessibility and transport needs.

Few things are more important to a person's health and wellbeing than adequate and secure shelter. In Monash and across Victoria, there is decreasing availability of suitable and affordable housing. The lack of affordable housing can have serious impacts on physical and mental wellbeing.

## Key Facts and Figures

- » Monash is a diverse community with people from all walks of life
- » 64.1% of Monash respondents agreed that multiculturalism made life in their area better
- » Over half of Monash residents feel valued by society
- » The number of people experiencing homelessness or insecure housing in Monash is growing. More than 1690 people are homeless and 9400 households need housing assistance
- » Access to services and programs is not equal with
- » 2.5% (5100) Monash residents are on Job Seeker or Youth Allowance
- » There are pockets of significant socio-economic disadvantage in Monash

## Community Sentiment

1. Minimise health and wellbeing inequities and barriers
2. Respond to homelessness and housing affordability and stress
3. Promote access to affordable & inclusive programs and services
4. Celebrate and embrace diversity.

## What We Will Continue To Do

- |                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>» Provide information, events and support for people with disability and carers</li> <li>» Implement the Age Care Quality Standards</li> <li>» Encourage community engagement through advisory committees</li> <li>» Deliver workplace training on safe, respectful and inclusive practices</li> <li>» Support people from LGBTIQ+ communities through action plan and committees</li> </ul> | <ul style="list-style-type: none"> <li>» Build capacity of community groups, networks and service organisations</li> <li>» Provide early years services and infrastructure for children and families.</li> <li>» Facilitate community grants for community groups and not-for-profit &amp; charitable organisations</li> <li>» Provide inclusive and accessible activities and services that meet community needs</li> <li>» Promote, support, and host community celebrations, events and dates of significance including Cultural Diversity week and Refugee week</li> </ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Related documents

- » LGBTIQ+ Action Plan 2023-2027
- » Innovate Reconciliation Action Plan 2023-2025
- » Monash Social Housing Framework 2020-2025
- » The Regional Local Government Homelessness & Social Housing Charter 2020
- » Affordable Housing Strategy
- » Community Engagement Policy.



Monash Civic Centre | 293 Springvale Road, Glen Waverley, 3150 | 8.30am to 5pm | Monday to Friday  
Oakleigh Service Centre | 3 Atherton Road, Oakleigh, 3166 | 8.30am to 5pm | Monday to Friday  
9518 3555 | [www.monash.vic.gov.au](http://www.monash.vic.gov.au) | [mail@monash.vic.gov.au](mailto:mail@monash.vic.gov.au) | NRS 1800 555 660

### Monash Interpreter Service

|     |           |          |           |          |           |       |           |                 |           |
|-----|-----------|----------|-----------|----------|-----------|-------|-----------|-----------------|-----------|
| 普通话 | 4713 5001 | Việt Ngữ | 4713 5003 | हिंदी    | 4713 5005 | 한국어   | 4713 5010 | தமிழ்           | 4713 5021 |
| 廣東話 | 4713 5002 | Ελληνικά | 4713 5004 | Italiano | 4713 5008 | සිංහල | 4713 5020 | Other languages | 4713 5000 |

