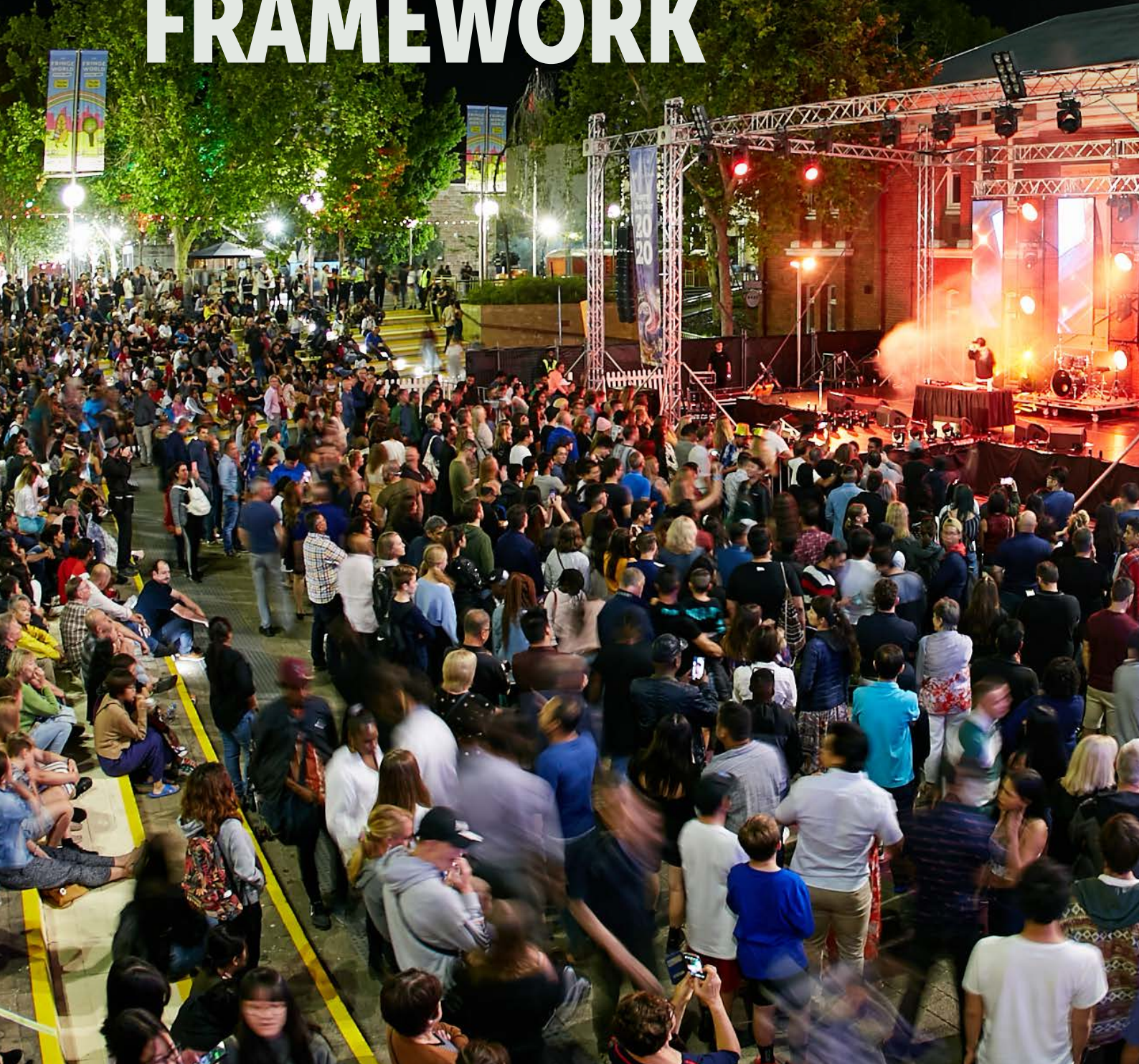




City of Perth

# EQUITY, DIVERSITY AND INCLUSION FRAMEWORK



*Equity, diversity and inclusion  
as a process and framework  
starts as a seed. It requires  
nourishment and attention to  
grow and develop.*

*As it grows it becomes  
self-sustaining and provides  
many benefits once fully  
grown: wisdom, protection,  
a place to meet.*

*And if it flowers it creates  
more seeds...*

*– Community member*

## **ALTERNATIVE FORMATS**

An electronic version of the City of Perth's Equity Diversity and Inclusion Framework is available from [www.perth.wa.gov.au](http://www.perth.wa.gov.au). This document can be provided in alternate formats and languages upon request.

## **ACKNOWLEDGEMENT**

We acknowledge the Whadjuk Nyoongar people, Traditional Owners of the lands and waters where the City of Perth is today and pay our respects to Elders past and present. Nyoongar peoples are the original inhabitants and Traditional Owners of the South West of Western Australia. While Nyoongar is identified as a single language there are variations in both pronunciation and spelling – Noongar, Nyungar, Nyoongar, Nyoongah, Nyungah, Nyugah, Yungar and Noonga. The City of Perth uses 'Nyoongar' which is reflected throughout this document except when specifically referring to an external organisation that utilises alternative spelling.





# CONTENTS

- 6 Current State
- 8 Our Vision
- 9 Our Framework
- 12 Our Role
- 14 Key Measures of Success

*Organisations and power structures that look like they're made up of people like me and my friends, who speak my community language and share our priorities genuinely.*

*– Community member*

# Kaya Wanju



## A MESSAGE FROM THE LORD MAYOR

Since becoming Lord Mayor in October 2020, myself and my fellow Councillors have had the pleasure to meet many in our community. What has struck me is the diversity of identities, experiences and perspectives that make up the people of Perth.

As your elected representatives, we are committed to ensuring your unique voices are heard and represented in all areas of the business. This includes, but is not limited to, decision making, communication and advocacy, service design and delivery, employment practices, physical and built environments and community development.

We acknowledge that our strength is in the diversity of our community. We see you, we hear you and we are committed to ensuring every single one of you feels included as you live, work and visit our beautiful city.

–

### **Basil Zempilas**

City of Perth Lord Mayor  
July 2021



## A MESSAGE FROM THE CEO

As the State's Capital City, we are the melting pot and the meeting point for people across the metro area and beyond. In our role as a Local Government, we strive to create a welcoming community where diversity is valued, and everyone is respected, supported and treated equitably.

I am proud to say that the City of Perth is already doing great work through the Disability Access and Inclusion Plan and the Reconciliation Action Plan, as well as the soon-to-be-completed LGBTQIA+ Plan and Equal Employment Opportunity Management Plan.

Through the development of this framework, we'll be able to make sure that equity, diversity and inclusion is at the core of everything we do.

–

### **Michelle Reynolds**

City of Perth Chief Executive Officer  
July 2021

# CURRENT STATE

**2,067,000**

*Population* (METRO)<sup>1</sup>

**30,971**

*Population*  
(CITY OF PERTH)<sup>1</sup>

## OUR DIVERSE CITY OF PERTH COMMUNITY

**11%** OF POPULATION  
ARE LGBTQIA+<sup>2</sup>

**54.7%**  
OF RESIDENTS  
BORN OVERSEAS<sup>3</sup>

**1.6%**  
OF RESIDENTS LIVE  
WITH A DISABILITY<sup>3</sup>

**56** *languages*  
SPOKEN<sup>3</sup>

**28** *religions*  
PRACTICED<sup>3</sup>

**25.1%**  
OF RESIDENTS  
UNDER 18 YEARS<sup>3</sup>

**22.1%** OF RESIDENTS  
OVER 50 YEARS<sup>3</sup>

**0.9%** OF RESIDENTS ARE  
ABORIGINAL OR TORRES  
STRAIT ISLANDER PEOPLE<sup>3</sup>

## OUR DIVERSE CITY OF PERTH WORKFORCE

**705**  
STAFF<sup>4</sup>

**18.7%** CULTURALLY AND  
LINGUISTICALLY DIVERSE<sup>4 5</sup>

**3%** PEOPLE WITH A DISABILITY<sup>4</sup>

**1.2%**  
ABORIGINAL AND  
TORRES STRAIT  
ISLANDER PEOPLE<sup>4</sup>

### Sources:

<sup>1</sup> ABS ERP, 2020

<sup>2</sup> Department of Health, 2012

<sup>3</sup> ABS, 2016

<sup>4</sup> City of Perth, 2021

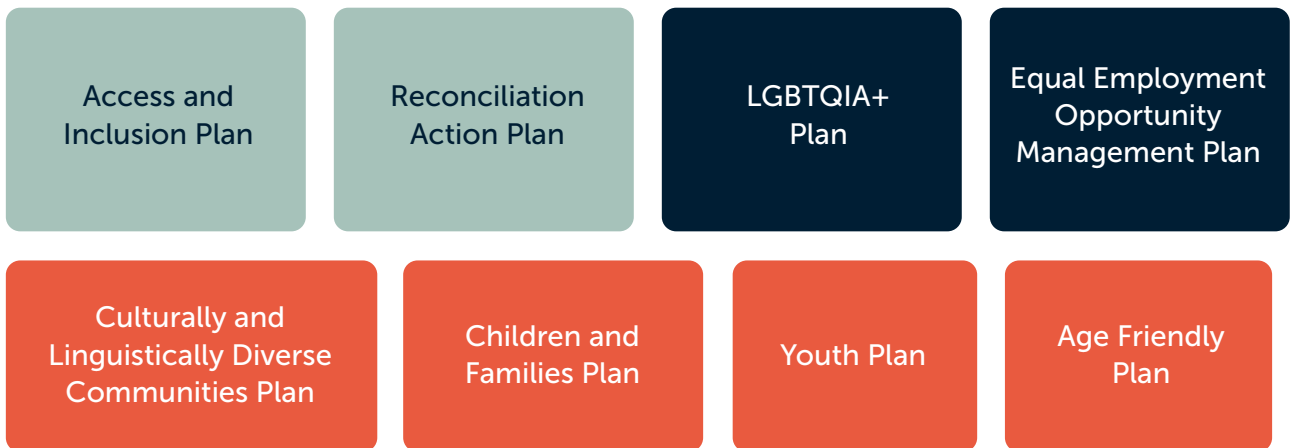
<sup>5</sup> Defined as Nationality not Australian or Australian nationality, but identifies with an ethnic group that is not Anglo-Australian

# WHAT ARE WE CURRENTLY DOING AND WHERE ARE THE OPPORTUNITIES?

Through the consultation and the development of the framework, opportunities were identified where our services could be strengthened in how we meet the needs of certain cohorts in the community.

*Being fair to everyone is to be equitable.  
Being equal doesn't mean it's being fair.*  
– Community member

## Equity, Diversity and Inclusion Framework



- Existing plans
- Confirmed new plans/strategies
- Identified opportunities



# OUR VISION

We celebrate and value the strength of our diverse community, we champion equity to ensure everyone can participate equally and we create meaningful inclusion that fosters a sense of belonging.



## Equity

An equitable city is one where services, programs and policies are developed and delivered based on understanding the different needs of groups in the organisation and community – particularly those who experience discrimination or disadvantage. The goal is to provide fair and equal access to opportunities and experiences for all by removing individual barriers.



## Diversity

A diverse city is one that recognises, understands, respects and celebrates the individual differences of the community and these differences are reflected in the organisation. Dimensions of diversity include, but are not limited to, gender and sexual identity, ability, language, ethnicity, religious belief, cultural background, age, education and socioeconomic background.



## Inclusion

A socially inclusive city is one where staff and the community feel their diverse experiences are valued, their voices are heard and that they belong. Inclusion ensures everyone can fully participate in their community.





# OUR FRAMEWORK

The City conducted 213 individual engagements, including consultation with the community, City of Perth staff and the City's Access and Inclusion, Elders and LGBTQIA+ Advisory Groups. The Stakeholder Engagement Outcomes report is available upon request and on the City of Perth website. Through this process, we have identified the following principles to guide the City towards our strategic pillars.



**LIVEABLE**



**SUSTAINABLE**



**PROSPEROUS**

## 1. ACTIVELY EMBRACE & CELEBRATE DIVERSITY

*Diversity equals strength*

### HOW:

- Harness the different experiences, perspectives, beliefs and values of our community to assist us in achieving the Strategic Community Plan aspirations.
- Undertake internal culture change to acknowledge and celebrate the diversity of our people so they feel empowered to do the same in our community.
- Reflect diversity in the stories we tell, the occasions we celebrate, the imagery we choose and the voices we amplify.

# OUR FRAMEWORK

## 2. ENGAGE IN MEANINGFUL COMMUNITY CONSULTATION

*Nothing about us  
without us*

### HOW:

- Validate the lived experiences of our community by actively engaging them in consultation.
- Directly inform Council decisions, plans and strategies with community consultation.
- Listen to the community equitably by strengthening opportunities for people who may experience discrimination or disadvantage to participate in consultation and decision making through Stakeholder Engagement processes.
- Intentionally involve affected cohorts in decision-making so outcomes are evidence-based and tailored to the needs of the community.
- Partner with and facilitate community organisations with lived experience to co-deliver programs and initiatives.

## 3. ADDRESS INTERSECTIONALITY

*Breaking down silos*

### HOW:

- Recognise the unique challenges that come from intersectional identities and seek to understand and validate those experiences.
- Adopt a people-first approach to reducing discrimination that looks at diversity factors in combination, not isolation.
- Work with commitment, curiosity, creativity and collaboration to address intersectional issues in our community.

## 4. FOSTER FAIR & EQUITABLE PARTICIPATION

*No one left behind*

### HOW:

- Recognise that not everyone is able to fully participate in our community because of identity-related disadvantage.
- Work to dismantle physical and systemic barriers to make our city safer, more welcoming and more inclusive for all.
- Distribute funding and resources more fairly so our infrastructure, service provision, facilities, programs, policies and processes are consciously overcoming inequalities in a way that is stigma-free and addresses people's needs.
- Aim for equal access and experiences through equitable processes.

## 5. MODEL STRONG LEADERSHIP & REPRESENTATION

*Seeing people that  
look like me*

### HOW:

- Employ a workforce reflective of the Perth population.
- Ensure diverse experiences, perspectives and voices are seen and heard at all levels of the organisation including and especially management, executive and Council where decisions are made.
- Support, encourage and equitably nurture staff with diverse backgrounds in recognition of the additional challenges they may have had to overcome.
- Demonstrate strong, dedicated leadership for equity, diversity and inclusion issues.
- Our plans, policies and procedures, performance measures and organisational culture are geared towards social justice and are a beacon of inspiration for our workforce and community.

# OUR ROLE

As Western Australia's capital city local government, the City of Perth operates within both the City of Perth Act and the Local Government Act. Both pieces of legislation outline the role the City of Perth plays on behalf of the people of WA.

The Local Government Act 1995 outlines the City's local government boundary area and role it plays as custodian of Perth city for our ratepayers.

The City of Perth Act 2016 defines the responsibility the City has in representing the broader Perth area and the State of Western Australia on both a national and international level.

In celebrating diversity, championing equity and fostering inclusion in Perth, we undertake multiple roles:



## **FACILITATOR**

We facilitate others to deliver services and programs to the community.



## **SERVICE PROVIDER**

We play a lead role in the delivery of services and programs directly to the community.



## **PARTNER**

We build partnerships with others to assist in the delivery of services and programs to the community.



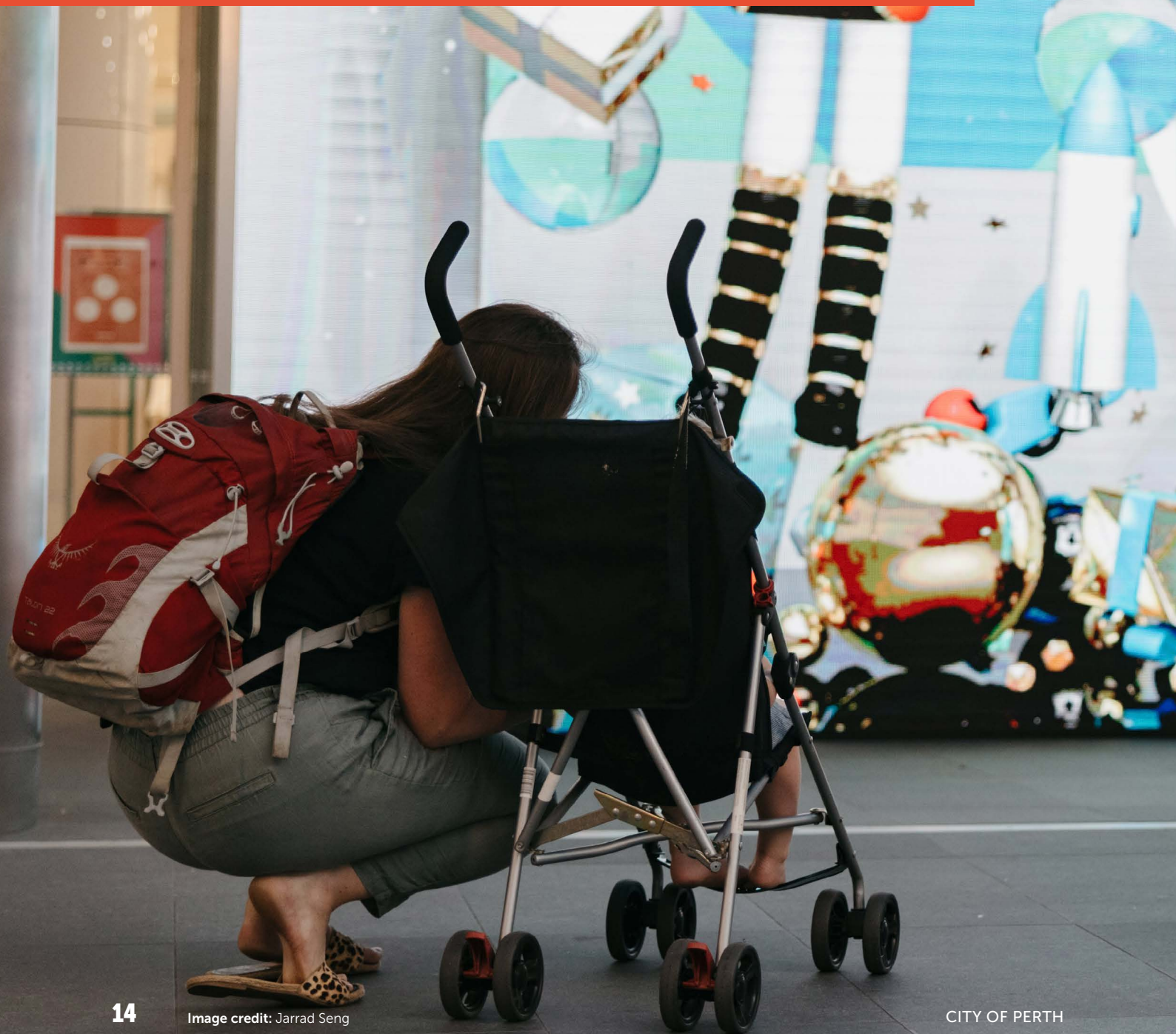
## **ADVOCATE**

We advocate on behalf of the community to influence the delivery of services and programs to meet the needs of the community.





# KEY MEASURES OF SUCCESS





*The objective is to re-design our thinking to the point that being equitable, diverse and inclusive becomes such a natural behavior set that frameworks will no longer be required.*

*– Community member*

## **WE WILL MONITOR AND EVALUATE OUR PROGRESS AS AN ORGANISATION THAT CELEBRATES DIVERSITY, CHAMPIONS EQUITY AND PROMOTES INCLUSION THROUGH:**

### **COMMUNITY PERCEPTION SURVEY**

Measured annually against the equity, diversity and inclusion experience and perception benchmarks from the Stakeholder Engagement phase.

### **ADVISORY GROUP PULSE CHECKS**

Annual check-ins with the City's Access and Inclusion, Elders and LGBTQIA+ Advisory Groups to monitor and share progress.

### **CUSTOMER SATISFACTION SURVEY**

The existing surveys will be reviewed to include questions that allow us to measure the impact of this framework in the delivery of services to the community.

### **STAFF PULSE CHECKS**

Measured annually against the equity, diversity and inclusion experience and perception benchmarks from the Stakeholder Engagement phase and delivered as delivered as part of the Equal Employment Opportunity Management Plan.

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