

## **Intent**

To outline the guiding principles for the enhancement of inclusion and diversity in the Tablelands Regional Council community.

## **Scope**

This policy applies to all Council services, including facilities, projects, events, programs, open spaces, activities and future planning across the region. The policy applies to elected members, employees of TRC, volunteers, contractors, and consultants.

## **Policy Statement**

Tablelands Regional Council (TRC) values and is committed to improving inclusion and diversity. TRC is inclusive, respectful, and aims to provide equitable access to all for a unified, and connected community supporting a sense of belonging.

## **Principles & commitment**

Based on the principles of universal human rights and social justice, TRC's commitments to inclusion and diversity are:

1. Planning and service delivery to consider the needs of all people in the community.
2. Collaborating with people living with a disability to co-design an accessible community.
3. Celebrating diversity where all people are included and valued for their uniqueness, regardless of ability, age, background, gender and sexual orientation.
4. Striving to develop an equitable community where all people have equal opportunities, seeking to remove barriers to access and inclusion.
5. Being an inclusive community where all people are treated with dignity, respect and are included with a sense of belonging.
6. Protecting human rights for all people to have the right to justice, safety, freedom, expression, work, education and health.

## **Context**

TRC is working towards an inclusive and diverse community where, regardless of ability, age, background, gender or sexual orientation, all people are provided the resources and opportunity to live their life to their own potential. Key priorities are outlined below and detailed in the Inclusion Advisory Committee Action Plan 2022-2025.

**Advocacy** – To promote the human rights of people, reducing barriers for long-term social equity and inclusion. To advocate for the needs of people of all abilities, ages and backgrounds, gender or sexual orientation to build an inclusive community where everyone can choose to fully participate and be valued within our community.

**Education** – Positively influence community attitudes and behaviours through increased education across whole of community to build a shared perspective of equity, where all people belong and are valued equally.

**Environment** – Identify opportunities to enhance our environment and develop increased access of services, infrastructure, employment and social activities, for positive shared experiences for all people.

## Definitions

- **Disability** – a physical or mental condition that limits a person’s movements, senses or activities.
- **Discrimination** – in relation to a person, includes direct discrimination or indirect discrimination, within the meaning of the *Anti-Discrimination Act 1991*.
- **Gender** – includes the social, psychological, cultural and behavioural aspects of being a man, woman or other gender identity.
- **Human Rights** – the basic rights and freedoms that belong to every person. They apply regardless of where you are from, what you believe or how you choose to live your life.
- **Sexual orientation** – an enduring personal pattern of romantic attraction or sexual attraction to persons of the opposite sex or gender, the same sex or gender, or to both sexes or more than one gender.

## Alignment to Risk Register

This policy addresses the following corporate risks:

- COR15 – Infrastructure planning and delivery fail to meet community and services standards

## Relevant Legislation

- *Age Discrimination Act 2004 (Cth)*
- *Anti-Discrimination Act 1991 (QLD)*
- *Australian Human Rights Commission Act 1986 (Cth)*
- *Disability Discrimination Act 1992 (Cth)*
- *Disability (Access to Premises – Buildings) Standards 2010*
- *Human Rights Act 2019 (Qld)*

## Related Documents

- Age Friendly Strategy 2022-2027
- Australia’s Disability Strategy 2021-2031
- Disability Service Plan 2023-2026 (Department of State Development, Infrastructure, Local Government and Planning)
- Inclusion Advisory Committee Action Plan 2022-2025
- Queensland’s Disability Plan 2022-2027
- Tablelands 2030+ Community Plan
- Youth & Inclusion Advisory Committee Terms of Reference

## Corporate Plan Links

This policy aligns with the following Corporate Plan 2021– 26 themes:

- Our community is active, inclusive, connected and empowered.
- Our infrastructure is well planned, integrated and fit-for-purpose.

## Human Rights Commitment

Tablelands Regional Council has considered the human rights protected under the *Human Rights Act 2019 (Qld)* when adopting and/or amending this policy. When applying this policy, TRC will act and make decisions in a way that is compatible with human rights.

## Responsibility

Council is responsible for the adoption, amendment and repeal of this policy and the Chief Executive Officer is responsible for the development and amendment of any associated procedures and guidelines relevant to the policy.

This policy is to remain in force until otherwise amended or repealed by resolution of Council.

Adopted By	Council	Responsible Officer	General Manager Community & Corporate Services
Adopted Date	31 October 2024	Review Date	31 October 2028
Version	1	This policy repeals any previous versions.	