INCLUSIVE PRACTICE



City of Casey

Building a community for everyone at the City of Casey

What is inclusive practice?

Inclusive practice refers to actions that ensure everyone has an equal opportunity to access, participate in, and contribute to community life, regardless of their age, gender, religion, culture, background, identity, or ability. It involves proactively identifying and removing barriers that may prevent people from engaging fully and adapting environments, services, and programs to meet diverse needs.

At the City of Casey, inclusive practice is about creating a community where everyone feels welcome, respected, valued, and able to participate. This includes supporting people from diverse cultural backgrounds, people with disability, neurodiverse individuals, older adults, and members of the LGBTIQ+ community.

City of Casey's commitment to inclusion

The City of Casey delivers a wide range of services, events, and programs across areas such as sport and recreation, libraries, arts, festivals, family services, and community programs.
Council is committed to promoting equal access to opportunities and services by:

- Engaging people with diverse experiences and perspectives in decision-making processes.
- Supporting cultural awareness and understanding.
- Creating safe, welcoming, and accessible spaces.
- Ensuring opportunities are available to people of all-abilities and backgrounds.
- Promoting participation and representation across all areas of community life.

Core principles of inclusive practice

Equal opportunity and access
Everyone should have the opportunity to participate fully in community life. This involves removing physical, social, and systemic barriers and addressing discrimination wherever it exists.

Valuing diversity
Diversity should be recognised as a strength. Different experiences, cultures, perspectives, and identities enrich communities and contribute to innovation, learning, and stronger social connections.

Adaptability
Rather than expecting individuals to adapt to existing systems, services and environments should be modified to accommodate different needs. Accessibility should be built into planning and decision-making from the outset.

Partnership and collaboration
Inclusive outcomes are best achieved when councils, community leaders, families, service providers, and residents work together to understand diverse needs and develop effective solutions.

Promoting cultural expression
Encouraging and supporting cultural diversity enables people to share their traditions, identities, and experiences. Cultural expression strengthens community connections and contributes to a vibrant and inclusive society.

Accessible communication
Information should be accessible to everyone by providing materials in different languages, formats, and locations, while ensuring meetings, consultations, and events are inclusive and accessible.

Targeted outreach
Actively engaging with diverse communities helps organisations better understand community needs and ensures services are designed to support all residents effectively.

Why inclusion matters

Inclusive practices lead to stronger and more connected communities. The flyer highlights several benefits, including:

- Better decision-making through broader perspectives and lived experiences.
- More effective programs and services that meet the needs of diverse residents.
- Increased participation in community and civic life.
- Stronger trust between residents and local government.
- Improved wellbeing and social connection.
- Greater community belonging and inclusion for everyone.

Inclusive communities are healthier, more resilient, and better equipped to support people from all backgrounds. When individuals feel valued and included, the entire community benefits.

How we can promote inclusion every day

- Reflect on personal biases and assumptions and remain open to learning from others.
- Use respectful and inclusive language that acknowledges different identities, cultures, and experiences.
- Design and create welcoming, accessible spaces.
- Celebrate diversity through cultural events, Pride activities, and other community celebrations.
- Increase the visibility and representation of diverse groups in communications, marketing, and community initiatives.
- Lead by example by demonstrating respect, understanding, support, and inclusion in everyday interactions.

Key takeaways

Inclusive practice is about ensuring that every person feels welcomed, respected, valued, and able to participate fully in community life.

By removing barriers, valuing diversity, promoting accessibility, and embracing different perspectives, we can build stronger, healthier, and more connected communities.

Inclusion is not just an organisational responsibility; it is something everyone can actively promote through their daily actions, language, and interactions.

For more information, scan the QR code