

Social Justice and Equity Policy

CEO



11 May 2022

This policy was adopted by Council to set governing principles in place that align with the Strategic Community Plan 2040: Focus Area People: Outcome PE.2: Equal opportunities for all.

Objectives

The Shire fosters a diverse, cohesive and inclusive community where all are supported to participate fully in community life, overcome structural barriers to rights and justice, and achieve equitable outcomes.

Application

This policy applies to all employees and Councillors of the Shire of Augusta Margaret River.

Definitions

Equity – Just and fair allocation of resources and opportunities to enable everyone to achieve equal outcomes.

Social Justice – Justice in terms of distribution of wealth, opportunities and privileges within a society.

Policy

The Shire of Augusta Margaret River recognises that every citizen is free and equal in dignity and rights under the *Universal Declaration of Human Rights*. Every citizen is entitled to aspire to that quality of life that allows them to freely realise their potential. The Shire, by applying principles of social justice and equity, affirms its respect for, and its commitment to promote these rights for all of its citizens, and the various communities within it.

The Shire understands that many people or groups experience disadvantage within the wider community due to unfair structures of power related to gender, income, race, age, ability, sexuality and other factors. The Shire recognises that to do justice by these community members, action needs to be taken by the community, Council, and by other tiers of government. The Shire affirms its commitment to strive for social justice and equity and to consistently initiate appropriate actions within the resources and opportunities that are reasonably available to it.

The Shire will:

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- Recognise and uphold the rights and cultural responsibilities of Wadandi and Pibulmen peoples as Traditional Custodians of the region;
- Act as a referral agency by providing information to citizens requiring advocacy enabling them to contact the relevant and appropriate agency;
- Adopt a proactive approach in supporting community initiatives that transform structural barriers to social justice and equity;
- Create incentives that promote universal social and economic wellbeing, encouraging and supporting initiatives that are socially responsible, economically fair, culturally responsive and environmentally sustainable;
- Strive to strengthen the community by promoting and facilitating full and equal participation in community life, and improving access and inclusion;
- Strengthen capacity and resilience at individual, community and organisation levels to secure a sustainable future for all sectors of the community;
- Recognise and build upon diversity in the Shire, embracing and celebrating the contributions from all citizens within the community;

Relevant legislation

N/A

Related documents

Access and Inclusion Policy

Homelessness Policy

Strengthening Community Capacity Policy

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3.0	24/05/2017	OM2017 18	Full Review
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