

September 2026

Resilient Wyndham 2026 - 2035

DRAFT



Acknowledgement of Traditional Custodians

Wyndham City Council recognises Aboriginal and Torres Strait Islander peoples as the first Peoples of Australia. We acknowledge the Bunurong and Wadawurrung Peoples as Traditional Owners of the lands on which Wyndham City operates. The Wadawurrung and Bunurong Peoples have and always will belong to the Werribee Yalook (river), creeks, stars, hills and red clay of this Country. We pay respect to their Ancestors and Elders who always have, and always will, care for Country and community today and for future generations.

First Nations Wisdom and Connection to Country

Wyndham has a rich and diverse Aboriginal cultural heritage as a meeting place for the people of the Kulin Nation.

The foundation of community resilience in this region is built upon the deep, ongoing connection to land, culture, and community maintained by Aboriginal and Torres Strait Islander peoples. Recognising that, historically, multiple systems have marginalised these perspectives, we will seek to acknowledge Indigenous wisdom, experience, and practice as a central, essential capability for holistic resilience through the implementation of this Strategy.

Diversity and Inclusion

We respect and value everyone in our community. We will work towards creating environments where everyone can belong and have equal economic, cultural, political and social opportunities. This includes being proactive on discrimination, taking steps to prevent it and working to promote human rights, participation, equity and access for all in our community.

Social Inclusion and Justice Principle, Wyndham Council Plan 2025-2029

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Wyndham 2050 Community Vision

"We are the vibrant and diverse community of Wyndham, embracing a sense of belonging and inclusivity at all stages of life.

We value and celebrate the First Nations people and take pride in our arts, culture and heritage.

We are a thriving city that is safe, accessible and connected.

We champion health, well-being, education, enterprise, and innovation.

We nurture our land and environment for future generations.

This is our community's vision for Wyndham in 2050."

Wyndham's Council Plan 2025-29

A refreshed Resilient Wyndham will pursue Council's commitment to improving quality of life for all residents and pursue the plan's four strategic areas.

The four strategic areas of the Council Plan align with the *City Resilience Framework 2024* (see Figure 1) - the globally recognised framework for resilient cities that informs this Strategy.

Specifically, this Strategy delivers on the Council Plan Strategic Areas 1 and 3:

- 1. **A Welcoming, Healthy and Resilient City:** an inclusive and equitable place which provides what residents need to maintain good health and wellbeing, and
- 3. **A Clean and Green City:** Wyndham is a presentable and sustainable place, where open spaces are valued, protected and enjoyed.

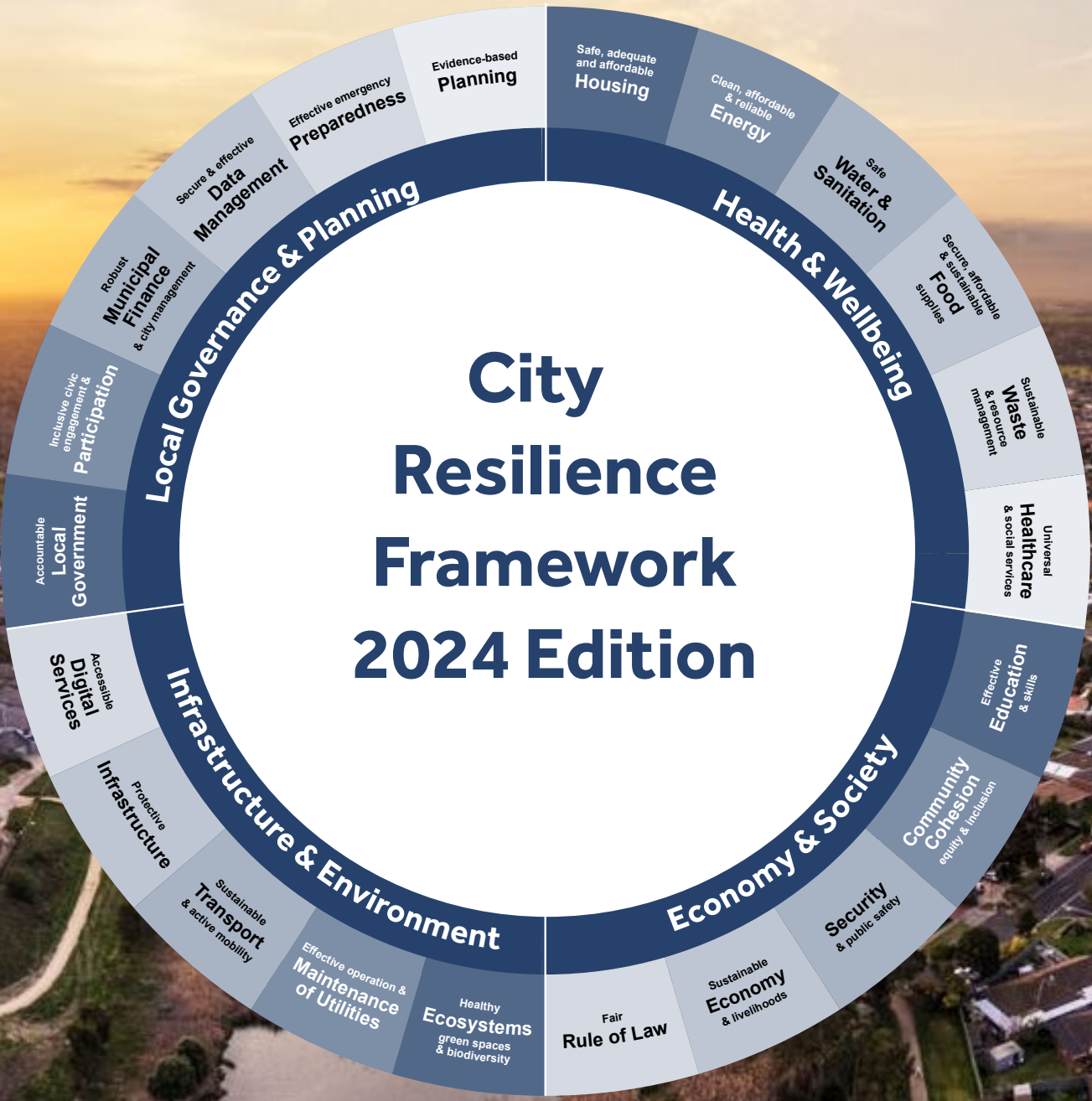


Figure 1: City Resilience Framework 2024 Edition¹.

¹ Arup 2024, City Resilience Framework 2024, <https://resilientcitiesnetwork.org/city-resilience-framework-2024-edition>, viewed 30/07/2026

Resilient Wyndham - At a glance

Our Goal

A connected, prepared and climate-resilient Wyndham.

Our Three Themes

The Strategy focuses on three interconnected themes that were identified as the most important opportunities to strengthen resilience across Wyndham and address gaps not already covered by existing Council strategies.

- Social Cohesion
- Climate Resilience
- Community Preparedness

What Success Looks Like

- People are prepared for disruptions and emergencies
- Council and community are adapting to climate change
- Council and community are reducing greenhouse gas emissions

Council's Role - Lead, Partner, Advocate

- Deliver resilient programs, planning, assets and services
- Embed resilience thinking across everyday business
- Connect community to education and programs supporting resilience building
- Build council's resilience skills and capacity
- Help people feel more connected, informed and included
- Recognise and build on the strengths of our First Nations Peoples and diverse community, promoting equity, participation and belonging
- Partner with the community to enhance resilience
- Support the community to be prepared for, respond to and recover from shocks and stresses
- Advocate to and influence other levels of government
- Share our success stories



Why a Resilience Strategy for Wyndham?

Introduction

Resilience is how we come together as a community, building on our existing strengths, to face challenges, adapt and continue to thrive.

As a designated growth area in the west of Melbourne, Wyndham is one of Australia's fastest growing councils. By 2050, the current population of 363,747 will be over 500,000. The City of Wyndham is home to one of the most multicultural populations in the country, with almost half of residents (48%) born overseas.

Our city has over 27km of coastline along Port Phillip Bay, market gardens that supply fresh food to Victoria, a mix of new urban development and established suburbs, and natural environment assets including internationally significant coastal wetlands, riparian woodlands, volcanic plains grasslands, and the Woori Yallook (Werribee River).

As Wyndham grows, more people rely on shared systems like infrastructure and services. This means when something goes wrong, the impacts are greater and more widespread.

The more cohesive and connected our community is, the better we can cope with disruption. Wyndham has strong foundations for social cohesion, including diverse communities, active local networks and strong neighbourhood connections. These foundations build Wyndham's resilience to shocks and stresses. Continuing to foster strong social cohesion will build our resilience to emerging challenges.

To create a Resilient Wyndham, this Strategy focuses on strengthening social cohesion, and community preparedness, to respond to the current and emerging shocks and stresses associated with climate change, one of the most significant threats facing Wyndham.



Resilience in Wyndham

Wyndham has established suburbs with existing community infrastructure and services that are under increasing pressure from rapid population growth, alongside new growth areas with communities still forming and neighbourhoods shaped by diverse languages and cultures. Whilst growth benefits many in our community, not all Wyndham residents experience the benefits. Rapid population growth has happened faster than local services, physical and social infrastructure, and connections can keep up with. With the cost of living continuously on the rise and housing affordability at an all-time low, compounding stresses continue to burden local communities. These pressures affect how people connect, participate and support one another. Our diversity presents some challenges but it's also

an opportunity to celebrate, and build community that is connected, empowered, prepared for and adaptable to the challenges we face now and into the future. Council plays an important role in supporting this by providing services, infrastructure, and opportunities that bring people together and support a sense of belonging.

In Wyndham, resilience is built through everyday community life. Many activities in community centres are led by local people, creating opportunities to connect, learn, share support and build a sense of belonging. Community resilience is strengthened by social connection, local leadership, trusted information and community capability. When major events occur, such as pandemics or extreme weather, communities come together quickly to help one another. This reflects strong local relationships built through daily interactions and trust and not just during times of crisis. These everyday connections are powerful, but they can also be fragile and require ongoing support.

In Wyndham, climate change is already being felt through extreme heat, storms, flooding, and grassfires. These events will become more frequent and intense. Climate change also increases the impact of other risks, affecting many parts of our lives. Local conditions such as rapid urbanisation, coastal and low-lying areas, differing levels of access to services, and a highly diverse population, contribute to varying levels of vulnerability to climate change across the community. Council responds to the impacts of climate change through planning, resilient infrastructure and community preparedness.



The natural environment that supports our wellbeing and Wyndham's agricultural industry, faces potential impacts from a changing climate and future urban expansion. Like most cities across the world, we face an uncertain future. Climate change is having increasingly damaging effects, with extreme weather events and rising sea levels becoming more apparent.

The evidence is clear that strong communities are better placed to prepare for, respond to and recover from shocks and stresses.

Global and Local Challenges

Local communities provide the foundation for our social cohesion and collective wellbeing. However, the Wyndham community is also part of an increasingly globalised and interconnected world.

Global challenges – climate change, rising living costs, unrest and instability, mis and disinformation – interconnect with local shocks and stresses affecting how people live and connect. These pressures influence housing availability and costs, transport, environmental sustainability, community wellbeing and people's trust in institutions. They place a strain on social cohesion and overall community resilience.



The Scope of this Strategy

Review of Resilient Wyndham and the City Resilience Framework

The development of this Strategy has been informed by both reflections on the global *City Resilience Framework* and experience implementing *Resilient Wyndham 2021 – 2025*.

For over ten years, the City Resilience Framework has supported cities across the world to embrace coordinated and collaborative action on the resilience priorities of their cities.

Implementation of *Resilience Wyndham 2021 – 2025* has led to resilience principles being embedded across many existing council strategies, including:

- Council Plan 2025 – 2029, including the Public Health and Wellbeing Plan
- Community Vision 2050
- Asset Plan
- The Wyndham Plan 2025
- Strategic Risk Register
- The Wyndham Planning Scheme
- Local Laws
- Wyndham Advocacy Framework
- Wyndham Coastal Management Plan 2030
- City Forest and Habitat Strategy 2017 – 2040
- Wyndham Active Transport Strategy
- Economic Development Strategy 2022 – 2026
- Wyndham Library Strategy 2018 – 2040
- Wyndham Learning Community Strategy 2024 – 2029
- Wyndham Sports Strategy 2045

Resilient Wyndham 2026 – 2035 does not duplicate these existing strategies, rather it fills gaps identified. Wyndham’s existing strategies do not address the shocks and stresses of climate change, nor the protective factors required of a prepared and connected community.

This Strategy addresses the need for a whole of organisation approach to the three themes of Social Cohesion, Climate Resilience and Community Preparedness.

Who we talked to

The Draft Resilient Wyndham Strategy has been informed by a targeted program of internal and external engagement designed to evaluate the impact of the *Resilient Wyndham Strategy 2021 – 2025* and identify priorities for the next phase of resilience building across Wyndham.

Engagement activities sought to capture lessons learned, understand emerging challenges and opportunities, and inform the development of the Strategy’s scope, themes, outcomes and actions. This process reinforced the importance of a systems-based approach to resilience and identified key opportunities to strengthen coordination, preparedness, and community capacity across the municipality.

A key outcome of the engagement process was the development of a **Community Resilience Assets Map** (Assets Map), which identifies the people, organisations, places and networks that contribute to community resilience. The Asset Map has informed the Strategy’s focus areas and will continue to support implementation, partnership development and ongoing resilience planning.

Development of the Draft Strategy was informed through:

- Evaluation of the *Resilient Wyndham Strategy 2021–2025* and associated refresh recommendations
- A cross-organisational workshop involving representatives from planning, sustainability, risk, community strengthening and inclusion, city amenity and safety, procurement, open space and other key service areas
- Targeted theme development workshops with Senior Leadership across key functions
- Interviews and workshops with staff to identify priorities, opportunities, roles, gaps, coordination mechanisms and implementation considerations
- Discovery interviews and community resilience asset mapping activities with community to better understand local strengths, networks and capabilities
- Ongoing oversight and input from the City Resilience and Climate Risk Steering Committee
- Detailed strategy development and drafting in collaboration with internal stakeholders
- Further engagement on the Strategy will be undertaken through **The Loop** and the **Community Panel** to seek community feedback prior to finalisation and Council adoption.

Resilient Wyndham – a Systems Model

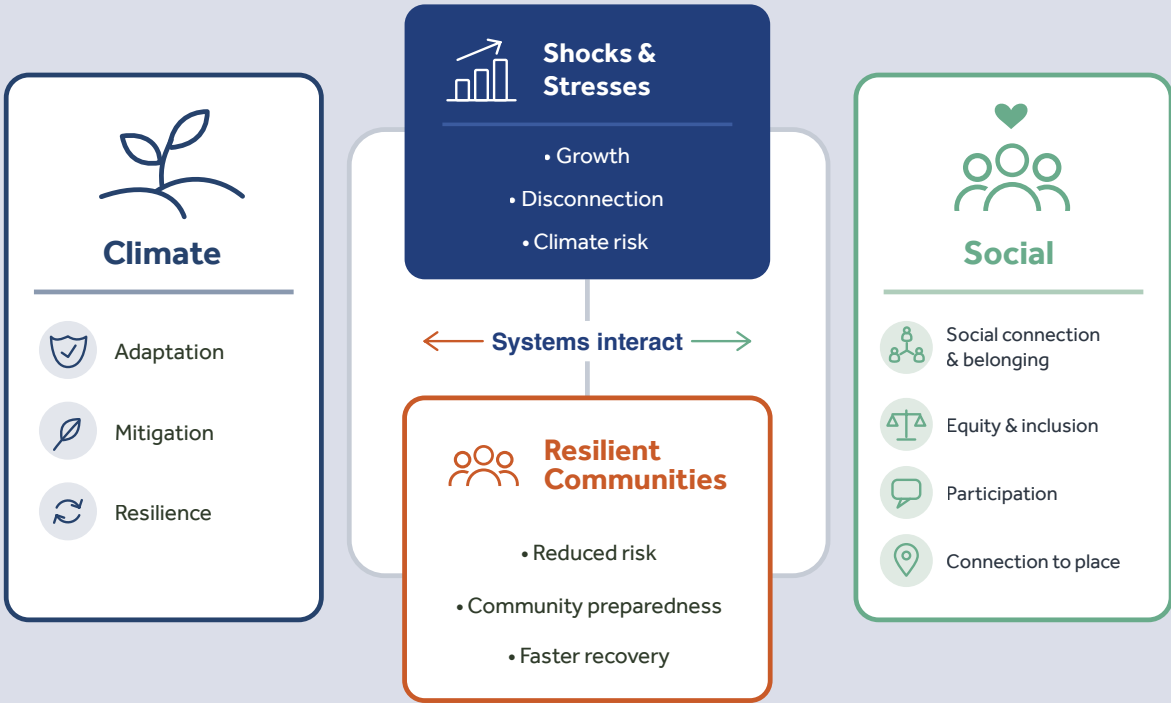


Figure 2 - Illustration of the interaction between climate resilience, social cohesion and community systems.

This systems model (Figure 2) illustrates how resilience is shaped by the interaction between climate resilience, social cohesion and community systems.

In response to key shocks and stresses such as climate risk and social disconnection, alongside the rapid growth in Wyndham, the Strategy focuses on three interconnected themes: Social Cohesion,

Community Preparedness and Climate Resilience.

Focussing on these themes will strengthen Wyndham’s capacity to reduce risk, enhance preparedness and support faster recovery, helping to build resilient communities now and into the future.

The Legislative Context

1. SOCIAL COHESION



LEGISLATION / POLICY	AIM
Commonwealth Anti-Discrimination Legislation (including the Racial Discrimination Act 1975, Sex Discrimination Act 1984, Disability Discrimination Act 1992, Age Discrimination Act 2004)	A suite of federal laws that prohibit discrimination based on race, sex, disability and age and promote equal participation in public life. This reinforces Council's role in creating communities where all people feel valued, respected, and that they belong.
Charter of Human Rights and Responsibilities 2006 (Vic)	As a public authority, Council must consider human rights in its decision-making, including principles of inclusion, participation, equality, cultural recognition and respect for diversity.
Equal Opportunity Act 2010 (Vic)	Promotes equitable access, participation, and inclusion for all community members. Council has a role in addressing barriers to belonging and wellbeing.
Multicultural Victoria Act 2011 (Vic)	Legally enshrines the principles of cultural, religious and linguistic diversity and supports Council's role in fostering belonging, intercultural understanding, participation and social connection across communities.
Justice Legislation Amendment (Anti-vilification and Social Cohesion) Act 2025 (Vic)	This supports Council's commitment to safe, respectful and inclusive communities and strengthens protections against hate and discrimination in Victoria.



2. CLIMATE CHANGE



LEGISLATION / POLICY	AIM
Local Government Act 2020 (Vic)	Council has an obligation to promote the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks.
Climate Action Act 2017 (Vic)	Establishes legally binding emissions reduction targets of net zero by 2045, that must be considered by all decision-makers including local government. Establishes a requirement for state-led ongoing climate change strategies and sector-based state-level adaptation action plans.
Climate Change Act 2022 (Cth)	Sets the Australian Government net zero target by 2050.
Council of Australian Governments (COAG) Roles and Responsibilities for Climate Change Adaptation in Australia (2012)	Outlines how each level of government should address climate change adaptation in Australia. Agreed to by all levels of government. Identifies that local government should address risks to council assets and services and the adaptation local needs of their community.

3. COMMUNITY PREPAREDNESS



LEGISLATION / POLICY	AIM
Local Government Act 2020 (Vic)	Council has an obligation to promote the economic, social and environmental sustainability of the municipal district and support community wellbeing and resilience.
Emergency Management Act 2013 (Vic)	Establishes Victoria's emergency management arrangements and promotes a coordinated, all-hazards approach to prevention, preparedness, response and recovery. Reinforces the principle of shared responsibility between government, agencies and communities.
State Emergency Management Plan (SEMP)	Sets out Victoria's arrangements for managing emergencies and identifies preparedness, resilience and recovery as key components of effective emergency management.

How Council will Work

Embedding resilience in the everyday work of Council takes a shift in mindset, a focus on cross-team collaboration and ongoing learning.

Council has different roles to play in building Wyndham’s resilience.

Council:

- Delivers services and assets directly to the community
- Shapes the systems and relationships that support the community and create the city
- Advocates for change and responds to broader forces beyond Council’s control

Working in these different ways requires Council to be equipped with a range of skills, tools and approaches. Embedding resilience across Council’s roles will be supported by a focus on:

Strengthening everyday resilience

- We will support programs, services and local initiatives that bring people together and build strong, connected communities. Staff will be supported with practical tools to embed resilience into everyday work.

Responding to local needs

- We will take a place-based approach that recognises the different strengths, challenges and priorities across Wyndham’s neighbourhoods.

Building stronger connections

- We will support community leaders, networks and organisations that help people feel connected, informed and included. Relationships and local networks will be recognised as critical assets.

Working better together

- We will improve how Council teams and partners work together to deliver more coordinated and effective outcomes. This includes better governance, sharing knowledge, strengthening collaboration and working in partnership with community, government and business.

Adapting over time

- We will use best practice data and evidence, and community feedback, to guide decision-making and adapt our approach as conditions change.

Making progress visible

- We will communicate clearly about what is working, share community stories, and recognise achievements across Wyndham.

Building skills and knowledge

- We will strengthen capability across Council and the community, supporting learning across a range of resilience topics and skills.



Summary of Priorities

This Strategy addresses three resilience themes.

THEME 1: Social Cohesion

Strategic Priorities:

- Social Connection and Belonging
- Equity and Inclusion
- Civic Participation
- Connection to Place

THEME 2: Climate Resilience

Strategic Priorities:

- A Cooler Greener City
- Supporting Community Climate Change Adaptation
- Embedding Climate Change Across Council
- Reducing Council Greenhouse Gas Emissions
- Supporting Community Greenhouse Gas Emission Reduction
- Strengthening Energy Resilience Across Wyndham
- Climate Resilient Land Use Planning

THEME 3: Community Preparedness

Strategic Priority:

- Supporting Community Preparedness



Theme One: Social Cohesion



Social cohesion is about the quality of relationships, trust and connections within and across communities. It reflects how much people feel they belong, are included, valued and able to participate in community life.

In Wyndham, social cohesion is strengthened through relationships between people, communities and place. Many First Nations cultures, including those of Aboriginal and Torres Strait Islander peoples, understand community wellbeing and safety as being shaped through enduring connections to Country, culture, community and kinship systems, alongside the ability to exercise self-determination and maintain cultural responsibilities across generations. These perspectives offer important insights into the conditions that support strong, resilient and connected communities. Strengthening social cohesion means recognising the continuing cultures, knowledge, leadership and contributions of Aboriginal and Torres Strait Islander peoples, and supporting Aboriginal self-determination as an important foundation for community wellbeing, resilience and belonging.

Social cohesion helps people come together, support one another and draw on community strengths during times of change, disaster and disruption. Communities with strong social cohesion can prepare for, respond to, and recover from shocks and stresses, making it a key foundation for community resilience, safety and wellbeing.

Wyndham is a highly culturally, linguistically and religiously diverse community. Almost half of the community were born overseas and speak a language other than English at home. This diversity is a significant strength that enriches community life through a wide range of skills, experiences and perspectives. At the same time, rapid population growth, cost-of-living pressures, financial insecurity, social isolation, racism and discrimination can affect people's ability to connect, participate and develop a sense of belonging.

As the level of government closest to the community, Council plays a critical role in strengthening social cohesion in multiple ways. Council shapes cohesive communities through inclusive planning, engagement and policies and the delivery of programs, services, facilities and public spaces that bring people together, enable

participation, foster belonging and support relationships across diverse communities. Council partners with community members, organisations, businesses and other levels of government to build trust, strengthen community leadership, celebrate diversity and support collective action. Council also advocates for the investment and services needed to address barriers to participation, equity and wellbeing across Wyndham.

Strong social cohesion is built through social connection and belonging, equity and inclusion, civic participation, and connection to place. Together, these elements support long-term community resilience, safety and wellbeing.

Strategic Priority Areas

The Strategic Priority Areas build on existing community strengths while addressing barriers that limit community capacity. They recognise that cohesive communities are supported by interconnected social, cultural, economic and environmental resources.

The priorities are informed by evidence about community resilience and wellbeing, and by recognition of the enduring knowledge, strengths and leadership of Aboriginal and Torres Strait Islander peoples. Together, they acknowledge that relationships, participation, inclusion and connection to place are deeply interconnected and contribute to strong, thriving communities.

"Real social cohesion comes from the slow and unglamorous work of listening to people carefully, paying them respect and giving them the benefit of the doubt."

Misha Ketchell, The Conversation, 2023.



The strategic priority areas identified below guide Council in strengthening social cohesion within Wyndham:

- **Social Connection and Belonging** – *relationships between people*
- **Equity and Inclusion** – *fair and just access to opportunities, resources and participation*
- **Civic Participation** – *opportunities to be heard, contribute and have influence in community life*
- **Connection to Place** – *the relationship between people and place*

Strategic Priority 1.1: Social Connection and Belonging

Social connection and belonging are essential for community wellbeing and resilience. Across cultures, strong relationships help create the trust, reciprocity and mutual support that enable communities to thrive. Many First Nations cultures place importance on kinship, connection to Country, shared responsibility and caring for future generations. These enduring relationships contribute to both individual and collective wellbeing and provide important examples of the conditions that support strong communities.

Everyday interactions between neighbours, families, friends, community groups and organisations help build trust and create opportunities for people to work together.

These relationships form social capital, the networks and bonds that help people cooperate, share resources and achieve common goals. Communities with strong social connections tend to experience better wellbeing and are better able to respond to challenges such as extreme weather events, pandemics, financial pressures and social inequality.

Belonging is more than simply feeling connected. It provides people with a sense of identity, purpose and safety. Places and spaces are where connection, participation and belonging occur. The design of neighbourhoods significantly influences how people interact. Walkable, accessible and well-connected environments with integrated community spaces create opportunities for both planned and incidental social interaction. Places and spaces that are welcoming and inclusive foster a shared community identity and sense of belonging, build social capital between and across networks and strengthen community safety.

Why is this a priority?

Wyndham is experiencing rapid population growth, increasing diversity and changes at the neighbourhood level. As Wyndham continues to grow and develop, fostering meaningful connections across cultures, generations and diverse backgrounds is critical to forming strong relationships, a shared community identity and inclusive neighbourhoods. When people have opportunities to connect across cultures, ages, genders and lived experiences they are more likely to develop trust, respect and shared understanding. Creating and enhancing opportunities for community members to learn from one another, share experiences and build genuine relationships, draws on the community's existing strengths and establishes protective factors that will support long-term community resilience and cohesion in Wyndham.



Strategic Priority 1.1: Social Connection and Belonging		
Outcome	Action	Responsible Areas
In Wyndham, people feel welcome and respected, have a sense of belonging in their neighbourhoods, and are connected to others	Council actively supports the Wyndham community to build connections and relationships	Community Strengthening, Community Support, Libraries and Community Centres, Youth Services, Social and Economic Inclusion, First Nations, Emergency Management
	Council plans and advocates for well-connected, accessible and welcoming community spaces and places	Strategic Planning, Urban Transformation, Advocacy & Stakeholder Relations, First Nations, Arts and Culture, Community Engagement
	Council celebrates cultural diversity and proactively tackles racism and discrimination within the Wyndham community	Community Strengthening, Libraries and Community Centres, Youth Services, Social and Economic Inclusion, First Nations

Strategic Priority 1.2: Equity and Inclusion

Communities are more resilient and cohesive when people can access the services, resources and opportunities they need to participate in community, social and economic life.

Equity recognises that people face different circumstances and barriers, and that achieving fair outcomes may require different types of support. Inclusion focuses on creating a community where people feel respected, valued and able to contribute.

Social justice underpins both concepts by addressing the social and structural factors that create disadvantage and exclusion. This includes Aboriginal and Torres Strait Islander Peoples rights to self-determination as a key principle for achieving equitable outcomes. Communities are stronger when people's strengths are valued, barriers to participation are reduced, and diverse voices help shape decisions that affect community life.



Why is this a priority?

People's economic, social and cultural circumstances influence their wellbeing, sense of inclusion and ability to participate in community life. Not all community members in Wyndham experience the same opportunities or level of access to the resources and supports they need. Structural and systemic barriers such as poverty, language barriers, disability, gender inequality, and experiences of racism and discrimination can limit a person's ability to participate fully in community life. In growth municipalities like Wyndham, pressures on infrastructure and services can also contribute to experiences of exclusion and social isolation.

Strategic Priority 1.2: Equity and Inclusion		
Outcome	Action	Responsible Areas
Wyndham community members enjoy equitable access to the services they need and can contribute to community life	Council's services are inclusive, culturally safe, responsive and accessible	Sport and Recreation, Libraries and Community Centres, Social Policy, Community Support, First Nations, Emergency Management, Community Engagement
	Council supports and advocates on behalf of the community to improve access to services and opportunities	Advocacy & Stakeholder Relations, Social and Economic Inclusion, Social Policy, Transport and Planning, Community Support, Emergency Management, Community Engagement
	Council promotes social justice, reconciliation and human rights, strengthening equity for marginalised communities within Wyndham	Social Policy, Community Strengthening, First Nations

Strategic Priority 1.3: Civic Participation

Civic participation is about people being actively involved in shaping the decisions, services and initiatives that affect their communities and daily lives. It includes volunteering, advocacy, community leadership, community-led action and having a voice in local decision-making. By enabling people to contribute, collaborate and influence issues that matter to them, community participation strengthens social cohesion and fosters a sense of ownership and shared responsibility. For Aboriginal and Torres Strait Islander peoples, civic participation is closely linked to self-determination, including the ability to influence decisions and shape issues that affect communities, culture and future generations. These principles highlight the importance of sharing power, valuing local knowledge and creating meaningful opportunities for people to influence local priorities and decisions.

Trust between people, communities and institutions is an important foundation of both social cohesion and resilience. When people feel heard, informed and able to participate, they are more likely to have confidence in democratic processes and institutions, including local government. Trusted relationships and communication networks help communities access reliable information, counter mis and disinformation, strengthen perceptions of community safety, and respond effectively during shocks and stresses.

Why is this a priority?

Wyndham's diversity is a key strength, bringing together a wide range of skills, experiences and knowledge that not only contribute to social cohesion but can also be mobilised in times of challenge and disruption. However, these community assets can only reach their full potential when civic participation is strong. Strengthening opportunities for people to engage, contribute and have a voice in local decision-making can increase trust, support collective action and improve perceptions of community safety within Wyndham.



Strategic Priority 1.3: Civic Participation		
Outcome	Action	Responsible Areas
A Wyndham community where people actively participate in shaping local decisions, with high levels of trust in Council and confidence in inclusive, transparent and meaningful engagement processes	Council's decision-making processes and engagement methods are inclusive, accessible and transparent	Community Engagement, Governance
	Council facilitates and supports community leadership and community-led initiatives	Community Strengthening, First Nations, Libraries and Community Centres, Emergency Management
	Council develops strong community partnerships and collaborative approaches	Community Strengthening and Inclusion, Social and Economic Inclusion, Social Policy, First Nations, Emergency Management, Community Support

Strategic Priority 1.4: Connection to Place

Connection to place reinforces the important relationship people develop with the natural, cultural and social environments in which they live, work or spend time. Strong connections to place are a key contributor to community resilience, strengthening the social bonds, trust and sense of belonging that help people respond to challenges and recover from adversity. Shared experiences and a strong community identity foster social cohesion, enabling people to support one another during times of disruption, uncertainty and change. People who feel connected to place are more likely to develop a sense of shared responsibility, get to know their neighbours, and contribute to collective efforts that strengthen community wellbeing and safety.

Aboriginal and Torres Strait Islander peoples have a deep and enduring connection to Country, recognising the strong relationship between people, culture, community and the natural world. For many Aboriginal and Torres Strait Islander peoples, Country includes lands, waters, skies, living systems, ancestry and spiritual connection. This understanding helps us recognise that Country is more than a physical place but essential to social, emotional and spiritual wellbeing.

Strengthening connection to place helps build the social and environmental foundations of resilience. It encourages people to understand, value and care for their local environment. This builds a sense of shared responsibility and stewardship, and helps communities prepare for, respond to and adapt to change and disruption.



Why is this a priority?

Wyndham is home to long-established and newly arrived communities from across the world. A person's connection to place is shaped by their experiences, relationships and sense of belonging. Wyndham is also home to one of the largest Aboriginal and Torres Strait Islander communities in Victoria and understanding connection to place begins with recognising the enduring relationship Aboriginal and Torres Strait Islander peoples have with Country.

Building a shared sense of identity and understanding of local history can be challenging in rapidly developing areas, as Wyndham continues to grow, many community members are establishing connections to new neighbourhoods and emerging communities.

As the level of government closest to the community, Council plays an important role in supporting community members to develop a sense of belonging, appreciation and shared ownership of their community. This helps foster a culture of care and collective responsibility, where people feel invested in the wellbeing, identity and future of the places they call home.



Strategic Priority 1.4: Connection to Place		
Outcome	Action	Responsible Areas
In Wyndham, people feel a strong connection to place, take pride in their neighbourhoods, celebrate and respect Wyndham's diverse stories and cultures and share responsibility for caring for community	Council actively supports and encourages community members to connect with and enjoy Wyndham's places, spaces and services	Arts, Events and Cultural Venues, Social and Economic Inclusion, Procurement, Economic Development, Sport and Rec, Marketing and Tourism
	Council provides opportunities for community members to learn about local history, First Nations cultures and the stories of place that shape Wyndham	Libraries and Community Centres, First Nations, Arts, Events and Cultural Venues, Community Support, Community Strengthening
	Council identifies local community strengths, opportunities and needs through place-based planning and engagement, supported by capacity-building initiatives and the use of Council's community resilience asset mapping tool	Climate and Resilience, Arts, Events and Cultural Venues, Community Strengthening, Emergency Management

What does success look like?

In Wyndham	We will know we are making progress when
People feel they belong and are connected to others.	An increasing number of residents report a strong sense of community and satisfaction with opportunities to build social connections.
Everyone can participate and contribute, regardless of their background or circumstances.	An increasing number of residents report positive experiences of inclusion, accessibility and participation in community life.
Residents feel heard and actively contribute to shaping their community.	Satisfaction with community engagement, consultation and opportunities to have a voice is maintained or increases.
People have access to welcoming places and spaces that support connection and belonging.	Satisfaction with community centres, facilities, neighbourhood hubs and community activities is maintained or increases.
Communities are connected, resilient and proud of Wyndham's unique identity and diversity.	Residents value Wyndham's diversity, culture, heritage and sense of place and this is maintained or increases.



Image: Camila Paz with her commissioned mural “Whispers of the Land, Threads of Belonging” at Penrose Community Centre. Credit: Jack Gruber.



Theme Two: Climate Resilience



Climate change is affecting Wyndham.

Scientific evidence confirms that the more intense and frequent events we are experiencing, such as heatwaves, severe storms, flooding and bushfire weather, are happening due to climate change caused by humans.

It is expected that Victoria will continue to experience more frequent and intense hot days along with increases to daily average temperatures. It will also become drier overall as rainfall decreases; yet extreme rainfall events will become more intense. Sea levels are rising, and the global water cycle is changing.



The climate of Greater Melbourne has already changed and will continue to change

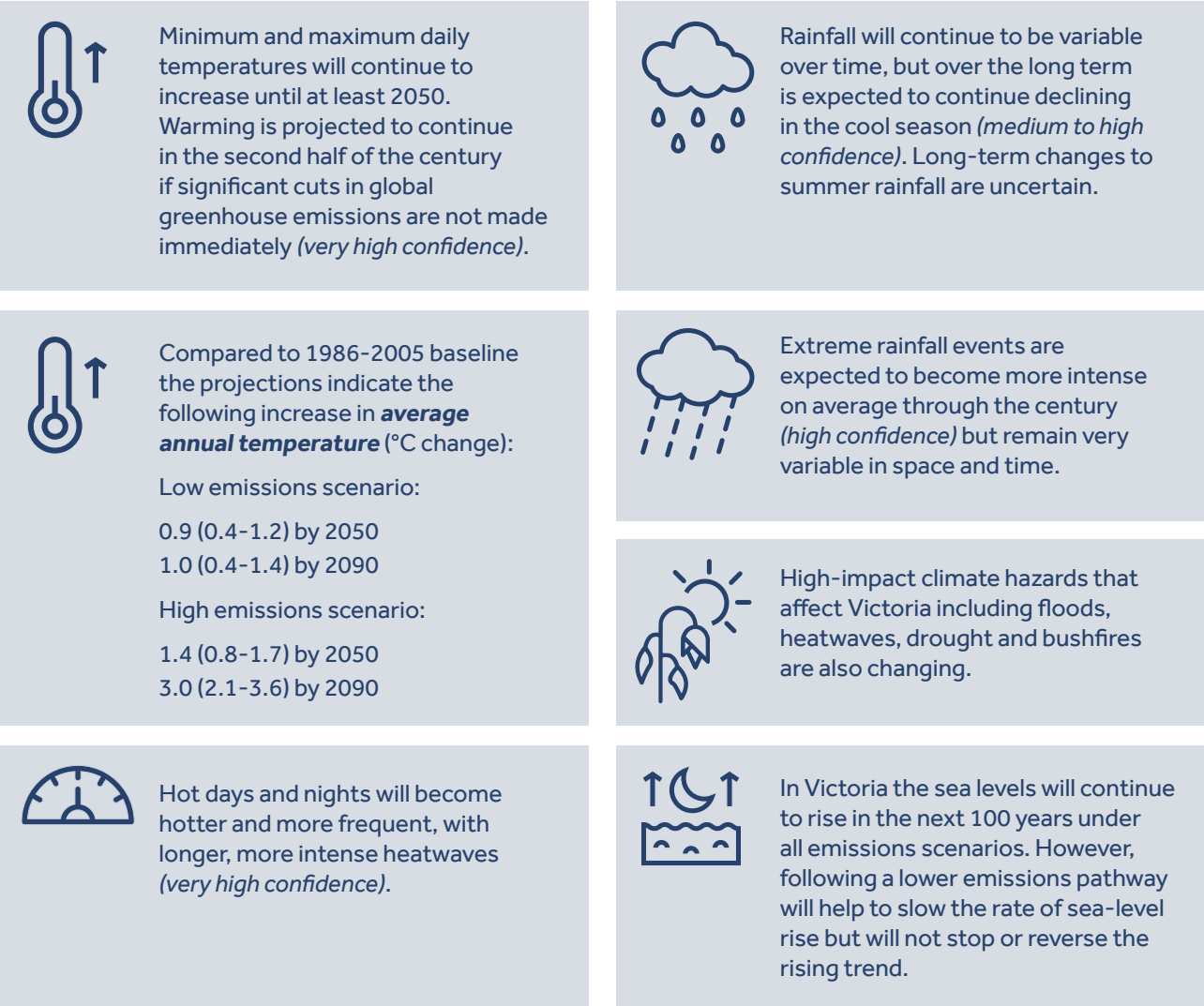


Figure 3: Greater Melbourne and current and expected climate changes²

² CSIRO & Department of Energy, Environment and Climate Action 2024, Greater Melbourne Climate Projections 2024, <https://www.climatechange.vic.gov.au/victorias-changing-climate>, viewed 30 07 2026.

This is resulting in greater impacts on people, housing, infrastructure and the natural environment.

Due to past emissions, some changes cannot be undone, but the amount and severity of change depend on:

- The rate at which we reduce our greenhouse gas emissions,
- How exposed and vulnerable people, infrastructure, housing and the environment are, and
- The effectiveness of adaptation actions

Despite the intent of the Paris Agreement³ we are predicted to reach 1.5°C global warming above pre-industrial levels in the early 2030s under all plausible scenarios of change. This will result in unavoidable change and increase risks to both our community and the environment.

Some impacts are direct, like flooding that damages roads or buildings. Other impacts are indirect like people not being able to afford to insure their home or communities experiencing poorer health outcomes.

Climate impacts don't just happen in isolation. They can:

- Happen at the same time (for example, heatwave and power outages)
- Combine with everyday challenges like cost-of-living pressures, social isolation, or health issues
- Affect many services and places at once

Wyndham is growing very quickly and is home to many different cultures. Our diverse communities are our strength but also can increase risk in relation to climate. For example:

- People new to Australia may have language barriers that make it harder for them to access information and services
- Some people may be more impacted due to financial or housing issues

Local government plays a critical role in responding to climate change challenges.

Councils are at the frontline of climate action, responsible for essential infrastructure, services, land use planning and community wellbeing. They are uniquely positioned to deliver place-based responses that reflect local conditions, risks and community needs.

Council infrastructure and services are essential to community wellbeing and are directly exposed to risks from climate change. For example:

- Infrastructure, buildings and assets are exposed to impacts such as floods and fire
- There are impacts on valuable natural flora and fauna, and council needs to protect bio-links and use climate-resilient species in landscaping and conservation works
- Heat, floods and drought can impact council run open spaces
- Heat and extreme events can impact outdoor and community workers
- Young people, homeless people, and culturally diverse (CALD) populations, can experience disproportionate impacts
- Consideration of risks to areas being developed for housing and other urban uses that may be vulnerable to e.g. floods, fire, and sea level rise
- Managing compounding impacts such as exacerbated urban heat, limited public transport and rising fuel costs

The changing climate sets a burning platform for Council to focus on adaptation and emissions reduction as a priority. The faster the climate changes, and the longer adaptation is delayed, the more difficult and costly the response will be.

³ The Paris Agreement is a legally binding international climate change treaty adopted by 196 Parties, including Australia, at the UN Climate Change Conference (COP21) in Paris, France, in 2015. Its overarching goal is to hold the increase in the global average temperature to well below 2°C above pre-industrial levels and pursue efforts 'to limit the temperature increase to 1.5°C above pre-industrial levels. However, the world is not on track to keep these goals.

Building climate resilience requires both mitigation and adaptation (See Figure 4).

Mitigation refers to reducing greenhouse gas emissions to limit the magnitude of future climate change.

Adaptation involves adjusting to the changes already occurring or expected, to reduce harm and take advantage of opportunities.

Both are essential and must occur in tandem.

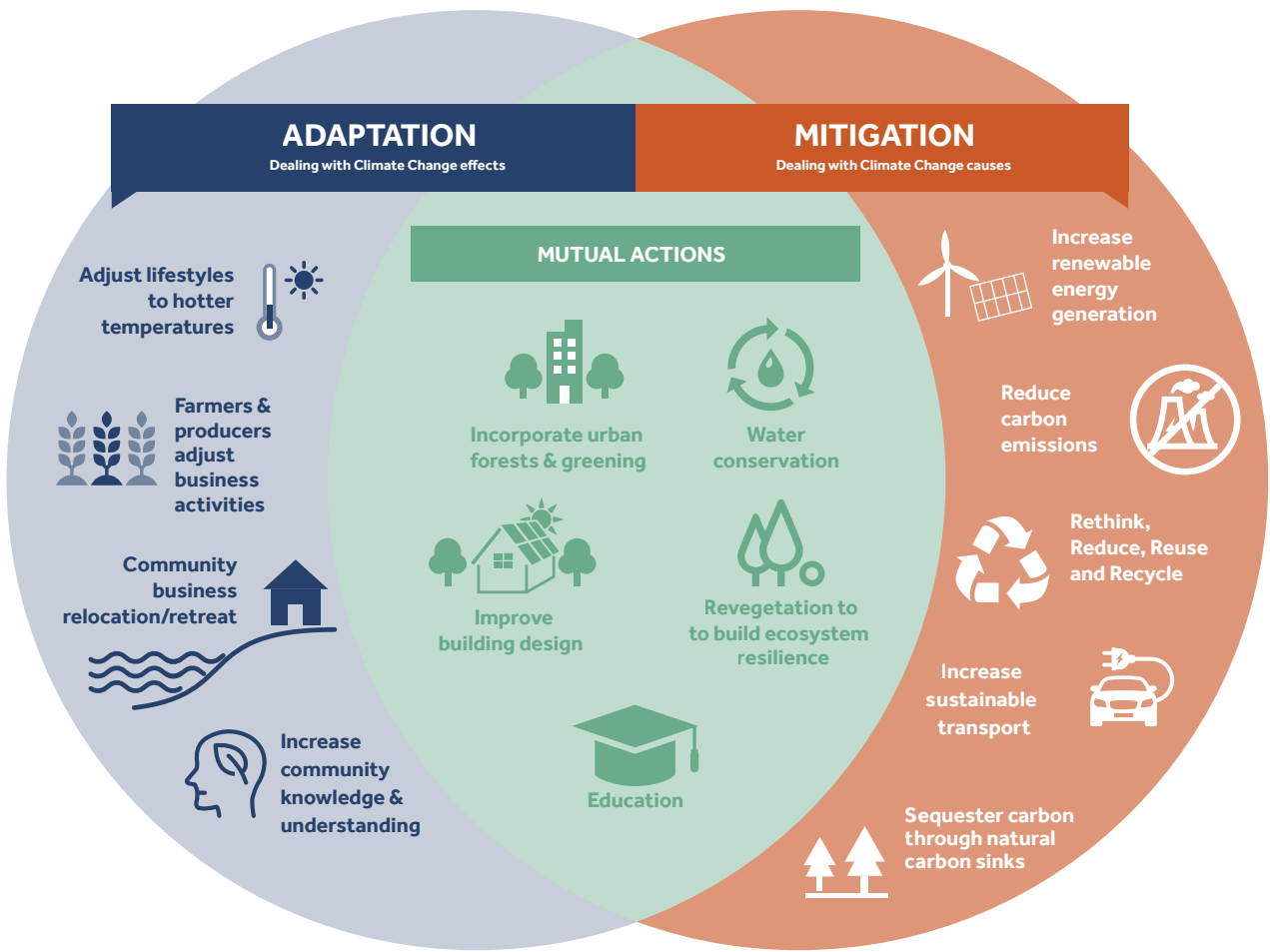


Figure 4 – Examples of climate change adaptation and mitigation and where they overlap and build resilience.

This strategy recognises that creating a climate-resilient Wyndham will require:

- Coordinated and place-based action
- Strong partnerships across all levels of government
- Capacity building across council and the community
- Meaningful engagement with the community, particularly those most vulnerable to climate impacts

Through this approach, we can reduce risk, protect our natural and built environment, and support a resilient, thriving community into the future.



People who experience **social isolation, financial stress or limited access to services** are often more vulnerable to climate impacts.



This can reduce their ability to **prepare for, respond to and recover from disruptions.**



Climate change and social cohesion are interconnected and challenges that directly affect **community resilience.**

Strategic Priority 2.1: A Cooler Greener City

As Wyndham grows, the proportion of heat-absorbing surfaces (roads, car parks, dark roofs) increases. These surfaces absorb the sun's heat rather than reflecting it, increasing the air and surface temperatures (also known as, the Urban Heat Island Effect).

As cities develop, vegetation that is needed for urban cooling is often removed or reduced. This is generally replaced with roads and buildings, made from materials that get very hot and stay hot well into the night. High temperatures and a lack of cooling overnight is bad for the health of our community, especially those with existing risk factors such as age or chronic health conditions.



Why is this a Priority?

Planting climate resilient trees and increasing canopy cover is a critical priority to cool our urban areas and protect community health as the climate changes.

The west of Melbourne, including Wyndham, has the lowest tree canopy coverage and is on average much hotter than the rest of Melbourne (because there is more new development with younger and less trees, as well as grassland habitat being

typical in the area). The Wyndham community is vulnerable to extreme heat due to a high proportion of socio-economically disadvantaged communities, a workforce that includes those with heat-exposed (outdoor) jobs, and people with limited capacity to afford effective cooling and rising energy costs⁴.

Canopy trees help cool the environment by providing shade, and through the evapotranspiration process which helps remove heat from the air.

Accessible green spaces not only cool the environment, but they also provide opportunities for urban residents to connect with nature, relax and play, improve their mental and physical health.

More trees improve air and water quality, absorb more water into the soil during heavy rainfall, and increase local biodiversity.

Connected green space helps our community to be more resilient to climate changes and creates more connected, liveable places.

Strategic Priority 2.1: A Cooler, Greener City		
Outcome	Action	Responsible Areas
Wyndham is a city where the impact of urban heat is recognised and mitigated.	Strengthen climate-resilient urban greening and nature-based solutions that reduce urban heat, enhance biodiversity and improve community wellbeing.	Urban Forest Planner, Climate and Resilience, Environment and Water
	Prioritise investment in cooling and greening initiatives in locations and communities most vulnerable to heat impacts.	Urban Forest Planner, Climate and Resilience

Strategic Priority 2.2: Supporting Community Climate Change Adaptation

and

Strategic Priority 2.3 Embedding Climate Change Action Across Council

Adaptation to climate change is about making adjustments to how we live, build, plan, make decisions and deliver services, so we can reduce the impact of climate change and continue to thrive.

It requires us to work together every day, across council, the community and the private sector, considering climate risk across all that we do.

Why is this a Priority?

Council plays a critical role in helping communities adapt to climate change. It is often the first to respond to local impacts, and its strong connection to local communities means it is best placed to recognise the needs of the city.

Council is legislated to manage climate change risks to its business and the community. To do this, Council:

- Build resilience into its operations, assets and services
- Work with the community to help people understand climate change and get involved in adaptation in their local area

- Nurture community cohesion as a protective factor
- Represent the needs and values of the community to other levels of government

By embedding the consideration of climate risk into Wyndham’s business-as-usual, Council can avoid significant costs and protect our assets, people and the places the community loves in the face of climate change.

Strategic Priority 2.2: Support Community Climate Change Adaptation		
Outcome	Action	Responsible Areas
The Wyndham community understands the impact of climate change and is empowered to adapt and build resilience to a changing climate.	Deliver and connect the community to education programs to increase Wyndham’s understanding of local climate change impacts and adaptation opportunities.	Climate and Resilience
	Support at-risk communities to build their resilience to climate change through tailored community programs and engagement.	Climate and Resilience



4 idCommunity 2021, City of Wyndham SEIFA by profile area, Australia, 2021, <https://profile.id.com.au/wyndham/seifa-disadvantage-small-area>, viewed 16 07 2026.

Strategic Priority 2.3: Embed Climate Change Action Across Council		
Outcome	Action	Responsible Areas
Climate risks are consistently considered across Council planning, governance, decision-making, and delivery of services and operations.	Embed consideration of climate risk into Council governance, planning, decision-making and service delivery using best practice information and tools.	Climate and Resilience, Risk
	Strengthen the organisation's understanding of, and capability to address climate change risks by providing access to best practice information, tools and forums.	Climate and Resilience
	Ensure Council assets and infrastructure are planned, renewed and managed to respond to current and future climate risks, including considering related long-term financial risks, and circular economy and sustainability principles.	Asset Management, Strategic Property, Climate and Resilience, Capital Delivery Services and Facility Maintenance
	Manage water resources sustainably and support integrated stormwater solutions, that support climate adaptation, enhance environmental resilience and reduce the impacts of urbanisation.	Environment and Water
	Manage open spaces and biodiversity to promote the resilience of Wyndham's natural environment in the face of climate changes, promote climate change adaptation, and reduce and offset the impacts of urbanisation.	Open Space



Strategic Priority 2.4: Reduce Council’s Greenhouse Gas Emissions

and

Strategic Priority 2.5: Support Community Greenhouse Gas Emission Reduction

Achieving net zero greenhouse gas emissions is a powerful lever to help minimise the most severe and irreversible impacts of climate change. Australia is committed to reaching net zero emissions by 2050 (under the Paris Agreement) and has embedded this target in national law through the *Climate Change Act 2022 (Cth)*.

In Victoria, a more ambitious target of net zero emissions by 2045 is legislated under the *Climate Action Act 2017 (Vic)*. This provides a clear framework to drive emissions reduction across all levels of government.

Local government plays a key role in achieving these legislated targets. Council must reduce its own emissions (through operations and decision-making) to align with the national and state emissions reduction pathways. Council also plays a role in helping community to reduce their emissions.

Why is this a Priority?

As the level of government closest to the community, Council has a unique ability to influence the systems that drive emissions across Wyndham. Most emissions are generated through energy use, transport, waste and how we design and grow our city (see Figure 5).



Wyndham 2023/24 municipal emissions snapshot

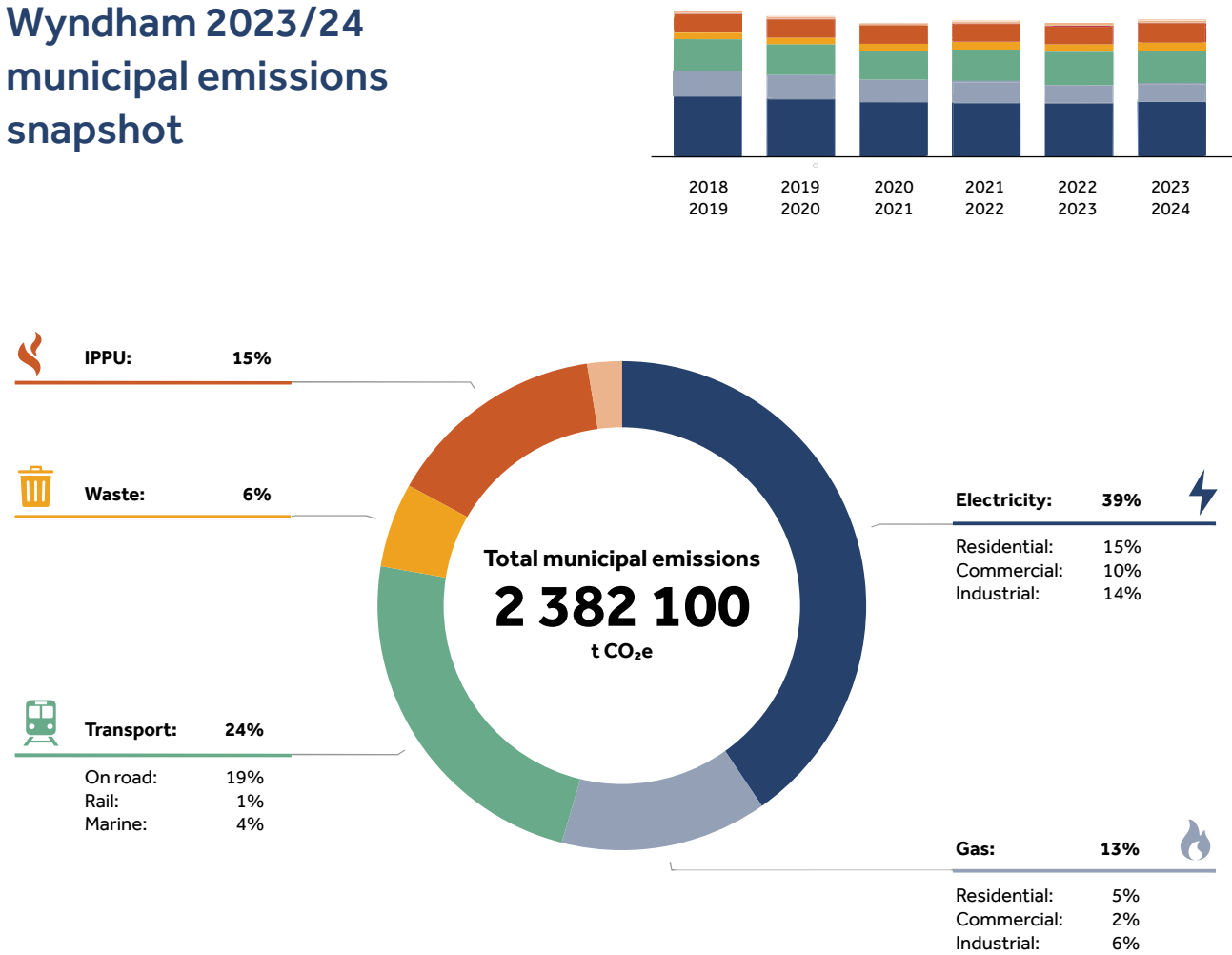


Figure 5 - The sources of municipal greenhouse gas emissions in Wyndham⁵ (Note: IPPU is Industrial Processes and Produce Use).

While Council does not directly control all sources of emissions, it has significant influence through the way it plans, delivers services, builds infrastructure and engages with the community. This broad sphere of influence means emissions reduction should be a clear priority for Council. Figure 6 illustrates we can take meaningful action across multiple areas.

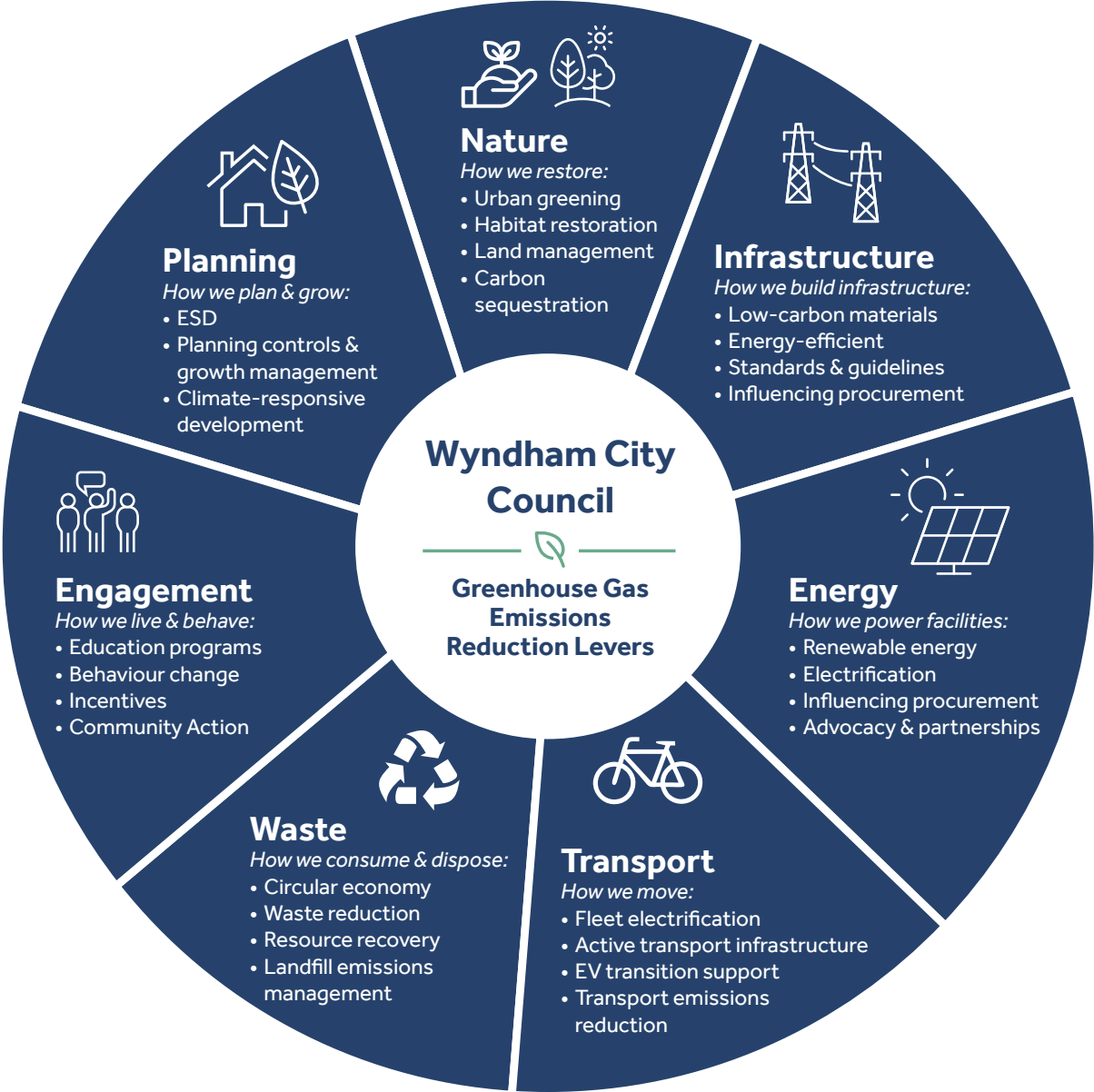


Figure 6 - Ways in which Wyndham City Council can reduce its greenhouse gas emissions.

As one of Australia's fastest growing municipalities, Wyndham City Council continues to invest in infrastructure, services, and community assets to support a rapidly growing population. Through these investments and Council's procurement activities (the way we buy and purchase goods and services) there is an opportunity to:

- Reduce emissions
- Improve resource efficiency and reduce waste
- Drive sustainable outcomes
- Encourage responsible supplier practices
- Strengthen climate resilience across its supply chain and operations

Together, these areas demonstrate that Council has significant and far-reaching influence over emissions, across both its own operations and the broader community.

By providing strong leadership and taking decisive action, Council can meet its legislative obligations while actively driving Wyndham's transition to a zero-emissions, climate-resilient future.

⁵ (Snapshot 2019 – 2026, Wyndham 2023/24 municipal emissions snapshot, <https://snapshotclimate.com.au/locality/municipality/australia/victoria/wyndham/2023/fy>, viewed 16 07 2026).



Strategic Priority 2.5: Supporting Community Greenhouse Gas Emission Reduction		
Outcome	Action	Responsible Areas
Council actively supports the Wyndham community to decarbonise and work towards a net zero city.	Improve understanding of Wyndham's community emissions profile, to inform evidence-based emission reduction initiatives, carbon sequestration opportunities, and advocacy actions.	Climate and Resilience
	Identify and implement key actions for Wyndham City to support residents, businesses and industry to reduce emissions and develop carbon sequestration opportunities.	Climate and Resilience



Strategic Priority 2.4: Reducing Council's Greenhouse Gas Emissions

Outcome	Action	Responsible Areas
Council is on track to achieve net zero emissions by 2045 for Council operations.	Develop and implement a Net Zero Transition Plan to set clear emissions reduction targets, drive emissions reduction across Council operations, and guide carbon sequestration initiatives, in alignment with science-based targets and best-practice frameworks. This work will build on strong progress already achieved to date.	Climate and Resilience
	Leverage Council's procurement, investment and service delivery functions to perform emissions reporting and reductions and drive sustainable and circular economy outcomes across its supply chain.	Procurement, Climate and Resilience, Waste

Strategic Priority 2.6: Strengthening Energy Resilience Across Wyndham

Our energy system is changing. It is moving from centralised and fossil fuel driven, to one that is renewable, more distributed and therefore more resilient.

This transition presents a timely opportunity for Council to lead by investing in solutions that deliver long-term benefits for the community.

Council can help create a more reliable, affordable and resilient energy future by electrifying assets and investing in renewable energy (such as solar PV). To improve resilience, alongside clean energy, energy solutions should be distributed (rather than centralised) such as battery storage, microgrids and community energy systems.

Importantly, supporting local renewable energy generation and storage also reduces exposure to international influences on energy markets. This strengthens local energy security, provides greater price stability and reduces risk for Council and the Wyndham community.

Why is this a Priority?

Extreme weather events are expected to be more frequent under climate change. Electric systems can be localised and flexible to reduce reliance on central utilities, this helps to keep essential services

running during disruptions like extreme weather events. This means our community facilities, businesses, and vulnerable residents can continue to access power, heating, cooling, and support when it's needed most.

Renewable energy also lowers costs over time by reducing energy bills, managing peak demand, avoiding the impacts of outages, and seizing revenue opportunities. For local businesses and Council services, this:

- Supports business continuity
- Local economic stability
- Protects critical infrastructure
- Strengthens our ability to respond to emergencies

Energy transition also allows Council to respond effectively to its commitment to net zero, in line with Victoria’s legislated emissions reduction targets.

This transition will reduce emissions, create more affordable energy, and enable community participation in a sustainable energy system.

By prioritising clean, reliable, and locally generated energy, we are building a future that is resilient, cost effective, and designed to support our community through change and disruption.



Strategic Priority 2.6: Strengthening Energy Resilience Across Wyndham

Outcome	Action	Responsible Areas
Council buildings and assets are energy self-sufficient, resilient and optimised to maximise renewable energy generation and storage.	All new buildings will be electric, and electrification will be prioritised in building renewal programs.	Climate and Resilience, Asset Management, Facilities Maintenance, Finance, Construction and Development
	Develop and implement innovative initiatives that reduce reliance on fossil fuels and improve the resilience and reliability of Council's energy systems and assets.	Climate and Resilience, Asset Management, Facilities Maintenance, Finance, Construction and Development
Council actively supports energy resilience in the community.	Work with community organisations, facility users and key stakeholders to strengthen energy resilience and support the transition to reliable, low-emissions energy systems.	Climate and Resilience
	Support initiatives that improve the ability of at-risk groups in the community to prepare for and respond to energy-related disruptions and climate impacts.	Climate and Resilience

Strategic Priority 2.7: Climate Resilient Land Use Planning

Land use planning is a central tool for shaping how land is developed, used and managed across Victoria. Its scope encompasses:

- Land use and development approvals
- Subdivision approvals
- Precinct structure planning
- Policy and planning scheme amendments

Planning helps guide decisions about the location, form and intensity of development so that environmental, social and economic objectives are achieved together (see Figure 7).

In the context of climate change, land use planning aligns local decisions with broader state goals, making it an important way to reduce emissions and build climate resilience.

Why is this a Priority?

In a fast-growing municipality like Wyndham, planning decisions lock in outcomes that impact both current and future generations, for entire communities.

Planning influences key emissions sources including transport, energy, buildings and waste. It is also one of the few tools that can co-ordinate emissions reductions across both broad systems and individual developments. Once built, urban form and infrastructure last for decades, meaning long-term emissions are determined through planning decisions made today.

Land use planning plays a key role in influencing community climate vulnerability. Firstly, through controlling development in areas exposed to climate risks such as flood or bushfire. Secondly, it can support adaptive design, including urban cooling through landscaping and open space provision, and helps protect and enhance natural biodiversity and waterways.

The critical role of land use planning in Victoria’s net zero transition and in building climate resilience is recognised through recent planning reform, which embeds climate mitigation and adaptation into the *Planning and Environment Act 1987*.

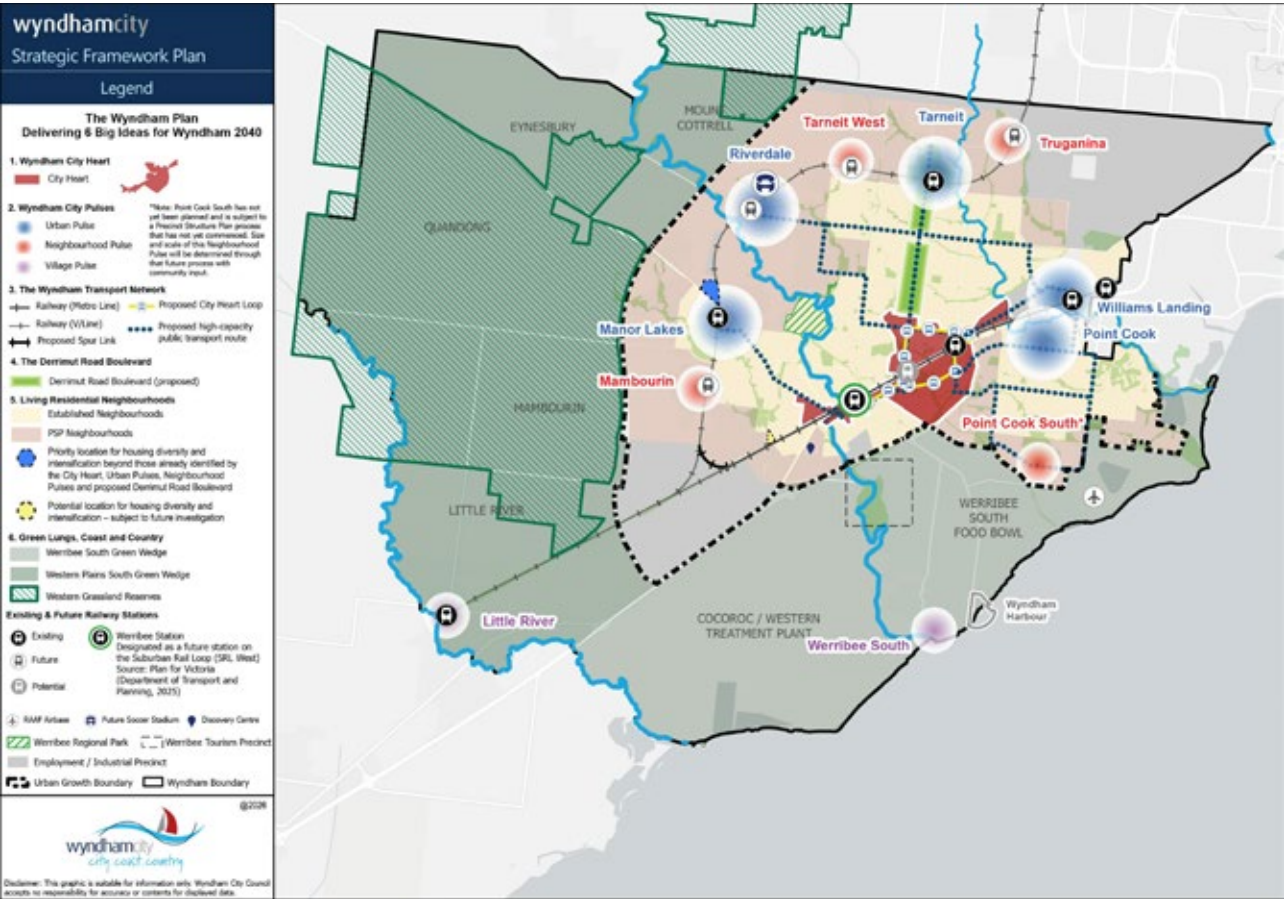


Figure 7 - The Wyndham Plan.

Strategic Priority 2.7: Climate Resilient Land Use Planning		
Outcome	Action	Responsible Areas
Land use planning supports climate-resilient, low-carbon and sustainable growth across Wyndham.	Embed climate resilience, emissions reduction and best practice environmentally sustainable design (ESD) principles and fit for purpose tools into planning policy, development assessment and development outcomes.	Climate and Resilience, Statutory Planning
	Integrate consideration of climate risk, adaptation, resilience and targets for net zero into growth area planning and strategic land use decisions.	Strategic Planning, Urban Transformation, Climate and Resilience
	Collaborate and advocate for consistent planning policy and regulatory settings that support environmentally sustainable development outcomes, climate-resilient and sustainable communities.	Strategic Planning, Urban Transformation, Climate and Resilience
	Council applies the precautionary principle when planning for the city, to help avoid serious or irreversible climate change effects.	Climate and Resilience, Strategic Planning, Statutory Planning

What does success look like?

In Wyndham	We will know we are making progress when
People are informed about climate risks and supported to take action.	Satisfaction with Council's climate and sustainability programs is maintained or increases.
Neighbourhoods are cooler, greener and healthier.	Satisfaction with street trees, parks, open spaces and urban greening across Wyndham is maintained or increases.
The natural environment is protected for future generations.	Residents value and support for Wyndham's natural environment and coastal areas is maintained or increases.
Communities are taking steps to become more resilient to climate change.	Community actions to reduce climate change and its impacts increase over time.
Wyndham is leading local climate action.	Council emissions reduce and climate resilience initiatives are maintained or increase across the organisation and community.



Theme Three: Community Preparedness



Community preparedness is where climate resilience, social cohesion and emergency resilience come together. Communities that are informed, connected and prepared are better able to anticipate, respond to and recover from emergencies and other shocks.

Wyndham’s history reflects a long experience of shocks and disruptions, including significant bushfires, drought, severe weather events, pandemics and most recently the 2025 tornado event. These events highlight the importance of ensuring communities are equipped to prepare for, respond to and recover from emergencies.

Historical and recent events that have shaped Wyndham’s resilience journey include:

- 1969 Little River/Lara Fires
- 1977 Little River Fire
- 1983 Ash Wednesday Fires
- 1985 Little River Fire
- 1996–2010 Millennium Drought
- 2009 H1N1 Pandemic
- 2009 Black Saturday Bushfires
- 2010 Severe Thunderstorm Event
- 2018 Little River Fire
- 2019–2020 Black Summer Bushfires and recovery support
- 2020–2023 COVID-19 pandemic and associated recovery impacts



- 2022 Victorian Flood and Severe Weather Events
- 2022–2023 Interface Fires, including Westmeadows Lane and Leakes Road
- 2025 Wyndham Tornado and Severe Storm Event
- 2026 H1N5 Bird Flu

As one of Australia’s fastest-growing municipalities, Wyndham is home to a diverse and expanding population, including CALD communities, young families, newly arrived residents and vulnerable community members.

The impacts of emergencies are not experienced equally. Population growth, climate change, urban development, and the diverse needs of Wyndham’s community can influence how people experience and recover from emergencies.

Ensuring all members of the community can access trusted information, understand local risks and take practical steps to prepare for emergencies is essential to strengthening resilience.

Communities with strong social connections and local networks, access to trusted information, and where local leadership and partnerships exist between residents, community organisations, emergency services and government agencies, are better positioned to adapt and recover.



Strategic Priority 3.1: Supporting Community Preparedness

Community preparedness includes the programs, partnerships and systems that support communities to prepare for, respond to and recover from emergencies. Council plays a key role in delivering initiatives, coordinating efforts and enabling community-led resilience.

Why is this a Priority?

Wyndham faces a range of emergency risks including severe storms, flooding, grassfires, heatwaves, public health emergencies, and other natural and human-caused hazards. Recent events have demonstrated that emergencies are becoming more frequent, complex, and disruptive.

In Wyndham, community preparedness is about more than information and planning. It involves building the knowledge, skills, confidence and relationships that help people, businesses and community organisations understand local risks, take practical steps to prepare, support one another during emergencies and recover together afterwards.

Investing in community preparedness strengthens resilience, supports community-led recovery, reduces vulnerability, and helps ensure residents, businesses and community organisations can navigate future challenges with confidence.



Strategic Priority 3.1: A Prepared Community		
Outcome	Action	Responsible Areas
Wyndham's community is informed, connected, and prepared to anticipate, respond to and recover from emergencies, disruptions, and shocks.	Deliver community preparedness initiatives that improve awareness of local risks, encourage household preparedness and build community resilience.	Emergency Management
	Integrate consideration of climate risk, adaptation, resilience and targets for net zero into growth area planning and strategic land use decisions.	Strategic Planning, Urban Transformation, Climate and Resilience
	Strengthen partnerships, planning and emergency management capability through collaboration with emergency services, neighbouring councils, community organisations, and regional networks.	Emergency Management
	Partner with First Nations communities, bicultural workers, community leaders, and local organisations to co-design and deliver inclusive preparedness, response and recovery initiatives.	Emergency Management, Community Strengthening and Inclusion



What does success look like?

In Wyndham	We will know we are making progress when
People can access trusted information and support during times of disruption.	Satisfaction with Council's emergency management preparedness and response is maintained or increases.
Communities are connected and able to support one another.	Participation in community programs, resilience initiatives and community facilities increases.
Diverse communities can access preparedness information and support.	Community preparedness and resilience initiatives reach an increasingly a broad cross-section of Wyndham residents.
Community organisations and local leaders contribute to resilience.	Partnerships and community-led resilience activities increase over time.
Wyndham is becoming a more resilient community.	Satisfaction with emergency preparedness, community connection and community support is maintained or increases over time.

Monitoring and Evaluation

Measuring achievements and resilience gains over time

Resilient Wyndham is monitored and reported through Council's existing planning and reporting frameworks. Progress will be tracked through a combination of regular reporting, including:

- Quarterly reporting: Council will provide progress reports on the work of this Strategy through Council's Quarterly Community Report
- Annual reporting: A full progress report will be provided through the Annual Report at the end of each financial year. This will include status and progress commentary

- At the end of the Strategy: An evaluation report will be provided that provides an indication of the progress and impact made by the implementation of the Strategy including any lessons and recommendations for the future

Where possible, resilience outcomes will align with existing indicators and information sources, to support consistent, streamlined reporting and avoid duplication. These indicators are monitored through Council's Annual Community Satisfaction Survey, Annual Report and other organisational reporting mechanisms. These are shown across the document in "What does success look like" tables and are summarised here:

Strategy Theme	What Success Looks Like	Headline Indicators
Social Cohesion	Connected, inclusive and engaged communities	Belonging, participation, inclusion
Community Preparedness	Informed, connected and prepared communities	Emergency preparedness and response satisfaction
Community Climate Resilience	Communities adapting to a changing climate and reducing emissions	Climate adaptation, environmental and emissions indicators
Organisational Climate Resilience	Council enables resilience through leadership and action	Delivery of actions and emissions reduction

In addition to this regular reporting, Council will undertake periodic, deeper evaluation to understand long-term change. This will include:

- Using Results Based Accountability (RBA) to assess whether people, places and systems are better off
- Drawing on project and place-based insights to understand how resilience is experienced across different communities
- Identifying gaps in existing resilience monitoring and evaluation
- Exploring opportunities to better understand and measure resilience outcomes

This will improve Council's use of evidence, evaluation and community insights to inform its decision-making, planning and strategy (see Figure 8).

Resilience is complex and cannot be fully captured through standard performance measures alone. Resilience is shaped by both systems and relationships and must be understood at multiple levels.

While this Strategy uses existing Council reporting frameworks, community survey data and program measures wherever possible, Council recognises that some of the most meaningful indicators of resilience are not yet consistently measured or available. Council will continue to improve its ability to answer the questions: *How much did we do? How well did we do it? Are people, places and systems better off?*

Continuous Improvement Cycle

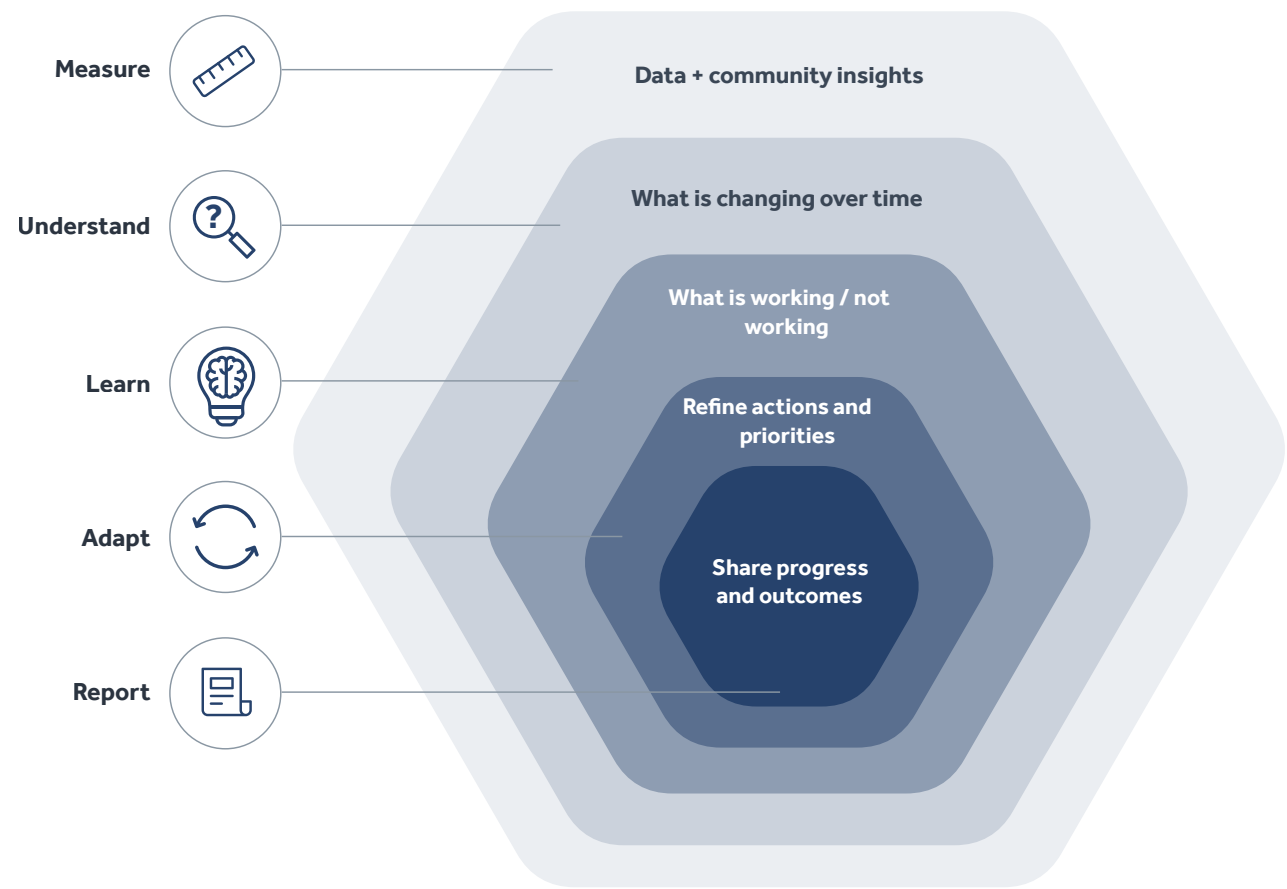


Figure 8 - Monitoring and evaluation for continuous improvement.

Strategic Priority 5.1: Measuring achievements and resilience gains over time		
Outcome	Action	Responsible Areas
A robust and adaptive monitoring and evaluation approach is established, enabling Council to identify, refine and apply meaningful data that demonstrate change in resilience and social cohesion over time	Monitor and evaluate the Strategy in line with existing council indicators and reporting frameworks	Climate and Resilience, Social Policy, Emergency Management
	Explore resilience monitoring and evaluation, including subject-specific approaches for measuring social cohesion, climate change adaptation and mitigation and identifying data gaps	
	Conduct an end of Strategy evaluation of longer-term change using RBA, place-based information and case-studies	
	Maintain a community resilience asset map to support council's understanding of community strengths, infrastructure and identify gaps and opportunities	



Glossary

Acute Shock – A sudden event that disrupts communities and systems such as floods, fire, pandemics or infrastructure failure.

City Resilience - City resilience is the capacity of cities (individuals, communities, institutions, businesses and systems) to survive, adapt, and thrive no matter what kinds of chronic stresses and acute shocks they experience.¹

Climate Change Adaptation - Adaptation describes a process of adjusting to actual or expected climate change and its effects, to reduce vulnerability, moderate harm or exploit beneficial opportunities.²

Climate change mitigation – A human intervention to reduce emissions or enhance the sinks of greenhouse gases.³

Climate Resilience – The capacity of people, communities, infrastructure, organisations and natural systems, to respond to and cope with adverse climate change-related events and challenges.

Chronic stress – Ongoing pressures that weaken communities and systems such as cost-of-living increases, geopolitical instability, loneliness and housing unaffordability.

Circular Economy – An economic system that seeks to eliminate waste through reuse, repair, recycling and regenerative design practices.

Civic Participation – The ability of people to engage in, influence and help shape the decisions, services and initiatives that affect their communities. It includes community leadership, volunteering, advocacy, community-led action and meaningful participation in decision-making processes

Community preparedness - The capacity of individuals and communities to anticipate, prepare for, respond to and recover from emergencies and disruptive events.

Community resilience - The ability of people, communities and organisations to anticipate, prepare for, respond to and recover from shocks and stresses while maintaining wellbeing and functioning.

Connection to Country - The ongoing spiritual, cultural, social and physical relationship Aboriginal and Torres Strait Islander peoples maintain with land, waters, skies, ancestors and community.

Connection to Place – The relationships people develop with the places where they live, work and gather, creating a sense of belonging, identity and stewardship.

Cultural safety – Describes an environment which is safe for people; where there is no assault, challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience, of learning together with dignity, and truly listening.⁴

Environmentally Sustainable Design (ESD) – A design approach that reduces environmental impacts and improves sustainability outcomes through the efficient use of energy, water, materials and land.

Equity – The principle of recognising that people experience different barriers and may require different levels of support to achieve fair outcomes.

Evapotranspiration – The combined process of water moving from the ground into the air through evaporation from soil and water surfaces, and transpiration from plant leaves.

Inclusion – Refers to when people feel, and are, valued and respected, regardless of their personal characteristic or circumstance. It is achieved when people have the opportunity to fulfil their individual and combined potential, have access to opportunities and resources, can contribute their personal best in every encounter, can contribute their perspectives and talents to improve their organisation, can bring far more of themselves to their jobs, and have a sense of belonging.⁵

IPPU – Industrial Processes and Produce Use (IPPU) is the sector which covers greenhouse gas emissions resulting from various industrial activities which are not directly the result of energy consumed during the process. This includes emissions from industrial processes that physically or chemically transform materials (for example emissions associated with concrete production), and the use of man-made greenhouse gases in products – namely refrigerants. Other examples of IPPU emissions include the blast furnace in the iron and steel industry, and ammonia and other chemical products manufactured from fossil fuels and used as chemical feedstock. During these processes, many different greenhouse gases can be produced.⁶

‘Net Zero’ – A condition in which human-caused residual Greenhouse Gas Emissions are balanced by human-led removals over a specified period and within specified boundaries⁷

The Precautionary Principle – If there exist threats of serious or irreversible harm to human health or the environment, lack of full scientific certainty should not be used as a reason for postponing measures to prevent or minimise those threats.⁸

Residual emissions – GHG emissions that remains after taking all possible action to implement emissions reductions.⁹

Results Based Accountability (RBA) – An outcomes-based approach to planning and evaluation that asks: How much did we do? How well did we do it? and are people, places and systems better off?

Social Capital - The relationships, networks, trust and reciprocity that enable people and communities to work together and support one another to take collective action.

Social cohesion - The strength of relationships, trust, inclusion, participation and sense of belonging within and between communities.

Sustainability – Meeting the needs of the present without compromising the ability of future generations to meet their own needs.

Misinformation - is false or misleading information shared without intent to harm, often due to unconscious bias or by accident. This means that innocent and well-meaning people can unknowingly spread false, harmful and misleading information. The creation and propagation of disinformation, in contrast, is always purposeful.¹⁰

Disinformation - is false information that is deliberately created to harm, mislead or evoke an emotional response in a target audience. Disinformation includes what is sometimes also called fake news, and propaganda. ¹¹

Urban Heat Island Effect – The phenomenon where urban areas experience higher temperatures than surrounding areas due to heat-absorbing surfaces and reduced vegetation.

Vulnerability - The degree to which individuals, communities or systems are more likely to experience harm from shocks and stresses. In emergency management and climate policy, vulnerability is shaped by exposure to risk, sensitivity to impacts, and the capacity to prepare for, respond to and recover from events. It is influenced by social, economic and environmental factors, including health, income, access to information, social connection and location.

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