Community Engagement Findings Report
Community consultation: Climate Change Action Plan

Overview and Key Findings

Reflecting the extreme risk climate change poses to Murrindindi Shire Council's operations and community, in 2021 Council committed to developing and implementing a strategic Climate Change Action Plan to reduce emissions (mitigate) and adapt to climate impacts[1] (adapt). Extensive consultation with staff and community members informed the development of the plan. Community engagement took place over three stages, which are summarised below:

Stage	Dates	Target Audience	Activities
1	October - November 2021	Key stakeholders from community, industry, government and indigenous.	Meetings with key stakeholders Identify opportunities for collaboration
2	Feb-March 2022	All community	Community survey to identify perspectives and concerns Pop-up kiosks 'Harvesting' action ideas
3	June-July 2023	All community, youth, place-based engagement	Invite comments on draft Plan Pop-up kiosks Community meetings Community vote on mobilisation actions

Throughout the consultation, the online web page had 700+ views, more than 400 community members were engaged in-person, and 143 surveys were received.

The majority of respondents were highly supportive of the plan and targets. Emergency management, agricultural emissions, and transport emissions were key community priorities. Most survey respondents had made efforts to shift to renewable energy and increase water and energy efficiency, but lack of spare time and cost were significant barriers to further action. Several respondents raised concerns about the environmental impacts of alternative technologies, supporting instead a shift to a circular economy.

The findings suggest that working with existing community groups and networks will be a useful strategy to mobilise and educate the community going forward. Maintaining engagement and reporting on progress throughout the life of the plan will build the foundations of trust for successful community partnerships. Key community partners include the Murrindindi Health Consortium, Landcare, GBCMA, 2030Yea, the Murrindindi Climate Network, the Alexandra Embassy of Ideas, Kinglake Rotary, Alexandra Tourism and Trader's Association, and the Alexandra Youth Climate Action Group.

Finally, Taungurung representatives asked us to reflect on the wider issue of which climate change is a symptom: disconnection from the rest of the natural world and a culture of overconsumption. Council can help shift relationships to the land through education and nature-care activities and indigenous reconciliation.

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[1] See 2021-22 Council Action Plan

Stage 1

Aim

This round specifically engaged with key stakeholders and potential partner organisations, with the aim of:
1. Informing stakeholders of Council's commitment to climate action
2. Identifying avenues for collaboration and resource-sharing

Consultation Methods

Stage 1 ran from October-November 2021. The Environment Team worked with internal staff to identify key stakeholders for targeted engagement. Online meetings were then arranged, with the following structure:
- Powerpoint presentation of plan structure and aims
- Request for feedback on the draft structure and aims
- Open discussion of potential projects to include in the plan, and opportunities to partner on actions.

13 key stakeholder groups were engaged from across government, business and community sectors:
- Department of the Environment, Land, Water and Planning (DELWP) – 'Climate Ready Hume' program
- Sustainability Victoria
- Goulburn Broken Catchment Management Authority
- Alexandra District Health
- Nexus Primary Health
- 2030Yea
- The Murrindindi Climate Network
- Upper Goulburn Landcare Network
- Kinglake Rotary Club
- Alexandra Tourism and Trader's Association
- Taungurung Land and Water's Council
- Wurundjeri Cultural Heritage Corporation

Findings

Stakeholder/s	Main Concerns/Comments	Suggested Actions
Alexandra District Health Nexus Primary Care	Engaged through 'extreme heat health' workshop. Concerned about climate impacts on their clients.	Further training sessions for staff and community (see preferred topics in Appendix 1). Collaborative planning session with other healthcare organisations
Traditional Custodians – Taungurung and Wurundjeri	Stressed need for urgent action. Caring for Country, particularly waterways Ability to practice traditional culture on Country Climate change as a symptom of a bigger issue: disconnection from Country.	Use language of custodianship: it is our responsibility to care for Country. Cool burning workshop Promoting land-care activities, particularly for youth Proposed using felled trees for cultural implements

	A shift in focus from individual rights to collective responsibilities.	Need for greater protections for nature in Council works. Education sessions on the land. Continue acknowledging Country.
2030Yea Murrindindi Climate Network	Plan needs to present clear leadership and focus on community mobilisation Council should collaborate with community groups Both groups are focused on energy transition	Partnerships on bulk buys, energy efficiency programs Cross-promote events, with help from Council's business support team Council can help groups with data – need to know precisely what data would be useful.
Landcare GBCMA	Work in agriculture is complex as every farm and farmer is different Council can play a supportive role for organisations that have expertise	Continue to address land clearing More data on agricultural emissions sources Land health education modules in schools Community education and promotion of solutions
DELWP	Hume Regional Adaptation Strategy outlines priorities for action in the region.	Promote grant opportunities, regional events and stories Infographics and resources to support community action are available here
Alexandra Tourism & Traders Association	Transport industry representatives concerned about transition away from fossil fuels, and requested Council support and advocacy	Accelerate EV charging installation, working with interested businesses Facilitate collaboration among business and community Advocacy for investment in the region

Stage 1 Summary

All those engaged were supportive of Council developing a Climate Change Action Plan, and were interested in partnering in the future.

- Opportunities for grants from DELWP in alignment with their Hume Adaptation Strategy
- Some members from the transport industry are keen to engage, but identifying Council's role is difficult. These stakeholders should be consulted when considering new EV charger locations and arrangements.
- Climate mitigation and adaptation in agriculture and land use is complex, and Council would do well to support other organisations who already specialise in this area.
- Work with 2030Yea on community emissions reductions
- Caring for and reconnecting with the land is very important – Council can improve capital works practices and run/promote activities that connect people to country.
- Healthcare providers can be good allies – helping them support their clients.

Stage 2

Aim

This round aimed to:

1. Determine the level of community support for Council action
2. Identify common barriers to action among community members
3. 'Harvest' ideas for actions Council can take to support a community response
4. Educate the community on the impacts of climate change

Consultation methods

Stage 2 ran from Feb-March 2022. A factsheet was developed summarising information about risks and opportunities of climate change to Murrindindi Shire, and community and organisational emissions profiles (see TRIM 22/6955).

Community members as well as Council staff were asked to review the information and fill out a survey to capture their perspectives and level of support. The full survey is shown in Appendix 2. Information was gathered about:
  ➢ Familiarity with the issue,
  ➢ Level of concern,
  ➢ Felt impacts of climate change,
  ➢ Previous actions taken and willingness to participate in future actions,
  ➢ Barriers to action (e.g. financial, lack of spare time),
  ➢ and suggestions for Council action, and willingness to participate

The following methods were used to engage the community:

Digital Media	➢ A dedicated page on The Loop engagement platform with the online survey, factsheet and an opportunity to ask questions. ➢ Information on Council's website ➢ Facebook posts on Council's page and shared to relevant community group and business pages
Print Media	➢ Flyers, factsheets, and hard copy surveys were made available at Council Service Centres and Libraries ➢ Advertisements in Alexandra, Yea and Marysville local newspapers.
In person	➢ Pop-up sessions were held promoting the project in concert with other current Council consultations. Pop-ups occurred at the Kinglake Market, and Alexandra main shopping strip, the Alexandra Library, and the Yea Recreation Reserve ➢ Attendees were encouraged to visit the Loop and fill out the survey.

Survey respondents were asked to sign up to the project on the Loop, or otherwise contact Council staff if they would like to be involved in the next stage of engagement.

Findings

The Loop page was visited more than 400 times throughout this stage of the campaign. 85 people provided thoughts and ideas in the survey. Most were local residents, and average age was between 40 and 70 years. Most respondents were female. 90% of respondents felt they were very familiar with the issue of climate change. Of the survey respondents, 12 were Council staff, and 11 were business owners. The rest represented residents.

Graphs depicting the answers to questions 3 – are presented in Appendix 3

Question 3: How concerned are you about the impacts of climate change?

86% of respondents were highly engaged and concerned about climate change. 56% were 'alarmed' and felt they are doing all what they can to address climate change. 29% were 'alert', and wanted to act but were unsure what to do. This cohort can be directly supported to take meaningful, strategic action.

9% of respondents were less engaged, falling into 'concerned', 'cautious', or 'neutral' categories. Whilst these groups accept the reality of climate change, they do not see it as a high priority issue. Here is an example statement from the less engaged cohort:

> *"Whilst climate change awareness is important, and we all need to make informed decisions, I don't agree with so much of my rates being spent by the Council on a Climate Change Action Plan. Local Council should get road and waste issues in hand first." – Anon*

It is likely that the less engaged group is under-represented, as by definition they would have less motivation to fill out the survey. It may be fruitful to target education to this cohort about the level of risk climate change poses to Council operations and community livelihoods.

5% of respondents expressed doubt that climate change is a problem at all. Whilst this cohort is a minority, a couple expressed a strong desire for Council not to allocate resources to climate action. It is likely that this group will continue to vocally oppose Council climate action, but they are also unlikely to reflect the opinions of the majority.

Question 4: How has climate change impacted you/your business/your work?

The most commonly selected impacts (in order of frequency) were:
1. Exteme weather (bushfires, heatwaves, floods, storms and drought),
2. Change in average weather patterns
3. Impact on environment/wildlife
4. Future of children
5. Higher living costs/cost of running business

Impacts on health, property damage, and reduced business productivity were less common. Those residing outside of the Yea and Alexandra areas indicated a greater number of impacts overall.

Some answers in the "other" response option reflect that people are struggling with their emotions around the impacts of climate change:

> *"I am completely and utterly devastated that the planet is being destroyed. I am terrified for my future and the future of generations to come. I am heartbroken by the ongoing damage to planet, wildlife and people and I am terrified that it will only get worse as*

floods, fires, droughts etc continue to kill innocent people and harm communities. I am only 25 and myself and many of my friends and peers don't even know if we should have children when they will inherit an unsafe, uninhabitable, disaster plagued earth".

"Climate change is a big part of my decision not to have children".

Question 5: What (if any) actions have you taken to address climate change?

The most common actions, in order of frequency, were:
1. Reducing waste: Separating waste streams and avoiding buying materials that become waste
2. Gardening: Establishing an edible garden, composting food waste, and adapting the garden to be drought tolerant and/or provide habitat and biodiversity
3. Purchasing solar panels or renewable energy
4. Energy and water efficiency upgrades
5. Talking to family, friends and colleagues about the issue.

The disengaged cohort was less likely to purchase renewable energy, install solar, or talk to family, friends, and colleagues about the issue. About 50% had installed solar panels but none had purchased renewable energy (perhaps indicating a cost motivation).

With the exception of talking to family/friends, there is a notable lack of collective-based and adaptation actions across all groups, such as exploring climate action at work, and supporting a community group.

Question 6: What are the biggest barriers for you taking climate action?

By far the most common barrier was the **cost** of climate actions. A lack of spare time was the next most selected barrier. Not knowing what to do, and feeling overwhelmed, were not common barriers.

As expected, the disengaged group chose 'other priorities' as the second biggest barrier to after cost.

Question 7: What specific actions can Council take to mitigate, adapt or mobilise for climate action?

Top suggestions for action were (in order of popularity):
1. Improving recycling and green waste/FOGO (Note however that as a small proportion of the shire's emissions this area is not high priority)
2. Providing education, advice, and local case studies.
3. Providing grant funding and other access to finance for community groups/businesses
4. Reduce cost of new technologies through subsidies and/or bulk buys.
5. Encourage (and advocate for) public transport and carpooling
6. Leading by example – reducing organisational emissions and adapting operations to climate impacts
7. Install public EV chargers
8. Address deforestation and illegal land clearing
9. Support and encourage transition to low emissions agriculture

Other interesting ideas and observations:

Agriculture and local industry	"Help farmers process and **sell produce locally** to reduce food miles" (the kilometres food travels)
	"**Reduced rates for farmers** who dedicate land to planting of trees"
	"Encourage **local manufacturing** industry - local jobs and sense of community."
Renewable energy	"Something like a large battery in each town that residents are able to feed their own solar into, and receive back when needed." – a **community battery**
	"Need to consider long term **impacts of** climate change **solutions** (e.g. solar panel recycling) as well as safety (e.g. lithium ion batteries)"
	"Put **renewable energy on all public buildings**"
	Support **community** owned renewable **energy**
Misc.	"Get serious about **asset rationalisation** – don't spend money on under-utilised buildings. Look at reducing and consolidating for multi-purpose"
	"**Adapt planning and building processes** to support sustainable house designs, sustainable developments, and add special allocations/provisions for sustainable industries."
	"Include **indigenous perspectives**"

Although a couple of residents supported the suggested action of plant-based diets, several others expressed disappointment at its inclusion. One respondent suggested an alternative framing around the benefits of local, ethical, and regeneratively farmed meat (focus on the system of production, not on the product itself).

Questions 8, 9 & 10: Would you be willing to participate and/or contribute resources to community-based actions?

Most participants were willing to participate and contribute resources to climate action. 13% of responders preferred not to participate. Some of the in-kind support options mentioned were:
- Resources for workshops
- Expertise, knowledge and sector consultation
- Labour to plant trees
- Marketing/communications

As expected, those in the concerned/cautious/neutral/doubtful group were not generally willing to contribute. Three respondents indicated a desire for Council not to spend rate payers' funds on the climate action plan, preferring Council to focus on basic services. Residents of Alex and Yea were more likely than those residing outside urban centres to participate or provide financial support for actions.9 out of the 11 business owners who responded were willing to participate in actions; 6 were willing to provide financial or in-kind support. Council could potentially connect willing business owners with community groups to lend their support.

Question 11: Is there anything else about climate change that you would like Council to consider?

Key themes from this question are:

- The need for ongoing engagement with the community and businesses.
- Provision of direct funding support to farmers to reduce agricultural emissions
- Scope for inclusion of indigenous perspectives
- Support community groups working on this issue
- Maintain view of the bigger picture and advocate for all stakeholders and levels of government to take action.
- Educating and communicating with the community about Council's position on climate change and why
- Recycling and circular economy
- Acting and leading by example
- The need to include the rural community – not just residents of townships – in climate action projects.

Several respondents indicated a desire for Council not to resource climate action:

> *"The council should consider working for Murrindindi, as it will never make an impression in saving the planet, which actually doesnt need councils help"*

> *"Stop wasting our rates. As before, Nothing. Your job is to provide services to ratepayers. Roads, rubbish, parks etc"*

However, the vast majority of respondents were pleased to see Council is acting on climate change and supportive of future action:

"I'm really proud of the council taking a stand on this, despite some opinions within the community. Murrindindi is as much, if not more affected by climate change than many regions, and by simply ignoring the facts, it will not improve. History will always tell the truth, so at least, even if there are naysayers, the council has taken action and that is on the record. There's so much to be done, but little steps is a great start."

Stage 2 Summary

The survey results indicate that participants consider themselves to be very familiar with the issue of climate change, and the majority are concerned about its potential impacts within the Shire. Most respondents are already taking steps to reduce emissions, but there is significant scope to support adaptation, business and collective-based actions, empower those who are already very concerned to act more strategically, and engage with and educate others around the severity of the risk and its impacts on Council's ability to deliver essential services.

Stage 3

Aim

This round aimed to:

1. Determine whether the draft plan met community expectations. To this aim, community members were asked to comment on the plan with any issues or final suggestions for improvement.

2. Ensure the plan reflects community action priorities, and empower the community through involvement in program development. To this aim, community members had the opportunity to vote on community mobilisation actions. Council agreed to seek funding to implement the most popular priorities.

3. Support the implementation of the plan by identifying and engaging with key stakeholders in the community.

Consultation Methods

Community members were asked to review the plan, fill out a simple survey to capture their feedback, and vote on their highest priority actions. The survey questions are below, and the list of actions for voting can be found in Appendix 4.

Survey questions:

1. To what extent do you support the draft Climate Change Action Plan?
2. What aspects of the draft plan do you like?
3. Is there anything missing that you'd like to see included in the draft plan?
4. Please vote on the four actions you would find most useful. Council will seek funding to implement the most popular priorities.

A range of methods were used to engage the community, running from April to June 2023. These included:

Digital Media	➢ A dedicated page on The Loop engagement platform with the online survey, a wealth of information about the project and climate change relevant to Murrindindi Shire, and an opportunity to ask questions. The page received more than 700 views. ➢ Information on Council's website ➢ Facebook posts on Council's page and shared to relevant community group pages
Print Media	➢ Flyers, copies of the plan, and hard copy surveys were made available at Council Service Centres and Libraries ➢ Advertisements in Alexandra, Yea and Marysville local newspapers.
In person	➢ Pop-up sessions were held promoting the project in concert with other current Council consultations. Pop-ups occurred at the Kinglake Market, and shopping strips in Alexandra, Yea, Marysville and Eildon. Community members stopped by for a conversation, and some filled out the survey. 261 bookmarks were distributed with QR codes linking to the Loop project page. ➢ Facilitated community meetings to discuss the CCAP were held in Alexandra, Yea, Marysville and Kinglake. 13 residents attended the meetings, and one spoke with a Council officer over the phone. Attendees were encouraged to visit the Loop and fill out the survey.

Targeted Engagement	➢ Youth: major concerns discussed in Murrindindi 2023 Youth Climate Congress (March 2023), and follow-up meeting with Alexandra High School environment club members to gather feedback ➢ Agricultural industry: Council staff attended 'carbon management for cattle industry' information session run by the Goulburn Murray Catchment Management Authority. Attendees were invited to review and comment on the plan.

Findings

Survey Results

58 surveys were received in total.

Question 1: To what extent do you support the draft Climate Change Action Plan?

Support for the plan amongst respondents was overwhelmingly positive. Of the 53 respondents who answered the first question, 47 were supportive of the plan, and only 3 respondents opposed it.

It is possible that these results reflect the opinions of those in the community who are already engaged and concerned about climate change, and hence more likely to take the effort to review the plan. If this is so, it is still useful to know that the plan is supported by those who are most likely to engage and partner with Council to implement actions.
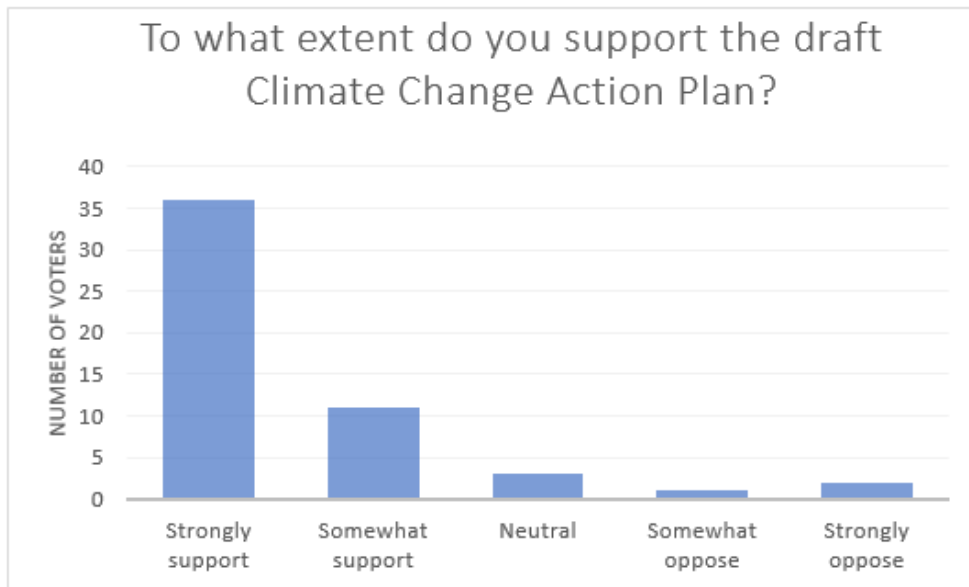

Figure 1: Community survey results indicating level of support for the Climate Change Action Plan

Question 2: What aspects of the draft plan do you like?

40 respondents made specific comments with suggestions for improvement, which have been considered and incorporated into the Plan – see Appendix 5 for a full list of comments and responses from council staff.

The most popular aspects were the level of commitment and leadership represented by the targets, the clarity and depth of information shared, the level of support for community action, and the level of community engagement throughout the development of the plan. Several representative responses are below:

> *"Council's commitment to changing the way they work in a more caring way to the environment"*

> *"Pie charts with clear info on current contributors to emissions; these have helped inform my voting"*

> *"Involving local community groups - Assisting them to take action; have a voice and realize that they can have responsibility and make significant difference."*

For specific action areas, respondents favoured renewable energy, electric vehicles (both in terms of Council's transition and provision of public charging infrastructure), nature restoration and connection, expanding urban canopy cover, and FOGO. Many respondents also supported enforcement of vegetation clearing laws.

Several respondents appreciated actions that support a circular economy, such as improving efficiency, and fixing or upgrading existing infrastructure rather than replacing it.

Nature restoration & vegetation clearing compliance

Renewable energy and EVs

Circular economy

Urban canopy

FOGO

Community support and engagement

Leadership

Data sharing

Figure 2: Elements of the plan strongly supported by the community.

Question 3: Is there anything missing that you'd like to see included in the draft Plan?

The greatest number of suggestions centred around **community engagement and education**. Six respondents stressed a need for community education on the issue. Some people sought greater acknowledgement of the work that community groups are already doing, and requested further support for these groups:

> *"The region has many community groups working in this space which council should be promoting, encouraging and supporting, no need to re-invent the wheel here."*

Five respondents stated that supporting, empowering, and listening to **young people** needs to be given a higher priority. There were also concerns that the plan would not be meaningfully translated into action, with requests to share more detailed timelines and pathways to action, and regular **progress reports** throughout the life of the plan.

Another strong theme was concern about the impact of renewable energy, electric vehicles and batteries. Respondents stressed instead the need for a circular economy approach focusing on efficiency and using less. Whilst the support for a circular economy is positive and well-informed, some of these comments indicate a need for community education on the relative impacts of 'green technologies' when compared to fossil fuel technologies[2]. One respondent also suggested promoting the shire as a suitable location for technology recycling facilities, given its proximity to Melbourne.

> *"If [the plan] goes ahead, which it will, the environment will be negatively impacted far more than the status quo. Turbines and solar panels will negatively impact large areas of land, require enormous infrastructure with short usage life before requiring replacement."*

> *"There is now a lot of information on the true cost of electric vehicles and chargers from impact of mining of raw materials, through to manufacture, usage impact on roads, disposal of battery at end of life etc etc."*

> *"Ways to encourage the community to reduce their usage in the first place rather than just ways of dealing with the waste from continuing to live in an overly consumeristic fashion."*

Respondents also suggested more action around **emergency management, agriculture and transport**, proportionate to the level of risk and emissions in these areas. In particular, emergency preparedness and emergency communications infrastructure were mentioned as areas requiring more attention. No specific projects for agriculture and transport areas were proposed.

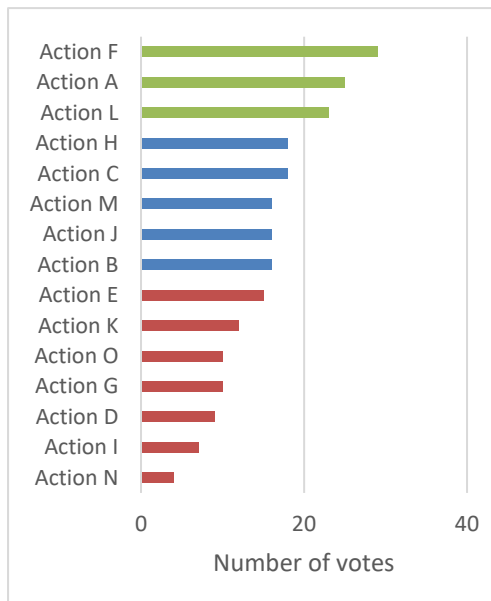[2] Does 'green energy' have hidden health and environmental costs? (theconversation.com)

A couple of individual suggestions merit mentioning. Given that many of the actions result in energy and cost efficiencies, one respondent suggested emphasizing where actions may be cost-neutral.

Two respondents asked whether the Taungurung had been consulted. They were consulted and views incorporated in the early stages of plan development, but we have not since been able to make contact

One respondent requested maps of sustainable technology uptake (electric vehicles, solar PV, carbon neutral certification), vegetation cover and change, and carbon capture opportunities, to guide community action. This suggestion has been taken on board and added to the list of potential actions to be considered in future climate action planning.

Figure 3: Suggested areas for improvement or greater focus in the Plan

Voting on preferred community mobilisation actions

Respondents were asked to choose their four priority actions from 15 suggested actions. The vote showed where respondents want Council to concentrate its support for community initiatives. Actions are listed below in order of popularity:

Well supported actions:

1. Action F: Support community efforts to increase the amount of **renewable energy** in the region, including solar and wind installations, along with battery technology, to improve energy reliability, especially during emergencies.

2. Action A: Incorporate a climate change stream into Council's existing **grant** programs for community and business.

3. Action L: Facilitate a **bulk buy** program for residents and businesses to purchase cheaper solar/batteries, and other climate-safe technologies.

Lower priority actions:

4. Action H: Expand Council's support for **community nature restoration** efforts.

5. Action C: **Support community groups who lease** Council assets to install renewable energy and boost energy and water efficiency.

6. Action M: Support **business-based Food Organics Garden Organics (FOGO)** waste management systems.

7. Action J: Work with stakeholders on an initiative to employ an **agricultural field officer** to provide tailored support to farmers on reducing emissions and adapting to climate change.

8. Action B: Continue to support the public transition to **electric vehicles** by installing chargers at Council facilities and working with regional stakeholders to support a shire-wide transition.

Not well supported projects:

9. Action E: Investigate options for a free **community information service for home sustainability** including energy information and advice. Investigate how Council can encourage sustainable home builds and retrofits.

10. Action K: Run a leadership or **mentorship program** to empower the community to lead climate action projects in their networks

11. Action G: **Distribute scientific research** on the impacts of climate change on natural environments, the climate solutions nature provides, and how we can support ecosystem health

12. Action O: **Establish a Climate Action Coalition** to discuss local issues, coordinate and collaborate between different sectors, inform government policy, mobilise resources, and launch or support programs and services that address local needs

13. Action D: **Support investment** attraction and economic diversification into new markets (e.g. renewable energy, carbon trading, new tourist markets)

14. Action I: Investigate options for Council **support for conservation** and restoration **on private land**.

15. Action N: **Facilitate** the establishment of **carbon offset demonstration sites** on private or public land

In-person feedback

Findings from the community meetings are here considered by location. Effective community mobilisation will need to be place-based, i.e. sensitive to each community, existing climate change work and social networks, and major concerns and priorities. There is a strong appetite for community renewable energy and energy efficiency in Yea through community energy group 2030Yea. In contrast, the Alexandra group were more focused on food waste, nature restoration, and lifestyle changes. Attendees from Kinglake and Marysville were mostly concerned about emergency management and mitigating bushfire risk, reflecting the high vulnerability to bushfire and storms in both townships. However, no place-based trends was present in the survey responses.

Locality	Themes	Supported projects
Alexandra 8 attendees	-Focusing on local issues and action and working with local networks. -Supporting young people -The group felt that bureaucracy (Council) can be a deterrent to community action.	-Nature restoration -Compost project in Alexandra main street -Growing street trees -Helping people connect to place and to nature. -Community education about sustainable lifestyle changes, with a positive focus. -Water conservation -Promoting locally grown produce
Yea 3 attendees (members of 2030Yea)	-Need for greater community education -Focus on renewable energy -Interest in assisting other localities to learn from the 2030Yea model -Supporting young people through education at schools Plan Suggestions: -Simplify communication by having one list of risks to Council and community and using graphics -Inform readers of the relative effectiveness of actions.	-Telling 2030Yea's story in other towns to encourage similar action -Showcase existing community action and introduce an awards program -Action F: 2030Yea can assist through their audits program. A map locating energy and emissions hotspots would be useful. -Green certifications for businesses
Marysville 1 attendee	-Nature connection -Educating young people -Managing native vegetation for bushfire risk mitigation	-Potential to incorporate sustainability education into youth Outdoor Education -Project idea: establish an accessible walking/biking track around the Marysville township to function as a bushfire buffer as well as recreation and nature connection benefits
Kinglake 2 attendees	-Township vulnerability to extreme weather (storm and fire). Need for better emergency response from	-Resourcing community emergency response -Improving emergency communications

	Council, with the sentiment that Yea and Alex were prioritised. -Longstanding community (landcare) efforts for nature restoration need more assistance	-Composting business organic waste by connecting with local farmers (similarly to the project in Alexandra) -Urgent climate action is needed to reduce damage to the local environment
Phone call	-Concern about environmental impact of large scale solar and wind, suggested small scale nuclear as an alternative.	Not discussed.
Youth	-top concerns were natural disasters, cost of living, impact of climate change on future generations, and deforestation. -participants felt their opinions were not valued or trusted -concerns that money is prioritised over the environment	-community education initiatives, e.g. educational posters around town, presentations at schools -installing solar at the school -climate change festival -better public transport -community composting and recycling -learning more about First Nations burning practices

Stage 3 Summary

Most respondents were very supportive of the plan. In general, respondents wanted the high level of community support, engagement and public reporting to continue. To improve, respondents suggested putting greater emphasis on emergency management, transport emissions, and agricultural emissions. Specifically, several respondents raised concerns about the environmental impacts of alternative technologies, supporting instead a shift to a circular economy. In the case of agricultural emissions, feedback received from the industry suggested that Council is not seen as an area of authority in that area, but are able to play a role in supporting the work of other organisations such as Agriculture Victoria, the Meat and Livestock Association, and the Goulburn Broken Catchment Management Authority, and identifying and promoting industry leaders. This role is reflected in the draft CCAP (see action MORE5).

In order of preference, community members selected:
Action F: Support community efforts to increase renewable energy uptake
Action A: Implement a climate change grants stream
Action L: Facilitate a bulk-buy program for sustainable technologies
Action H: Increase Council support for community nature restoration

Members of 2030Yea were interested in supporting renewable energy and energy efficiency, and offered assistance in mobilising other townships. The group suggested developing a map of solar PV and energy use hotspots to support their work.

A cohort of engaged community members in Alexandra were focused on food waste, nature restoration, and lifestyle changes. They already have connections with local businesses through a composting program. A potential project that would incorporate their groundwork and actions from the plan could be a 'green main street', with initiatives and support for building upgrades, business composting, urban tree cover, nature re-connection, and community education.

For specific projects, supporting community efforts to increase renewable energy, implementing a climate change grants stream, facilitating a bulk-buy program, and supporting nature restoration were the most voted actions. Support for projects varied across districts: members of 2030Yea were interested in supporting energy transition actions, whereas Alexandra residents were more focused on food waste, nature restoration, and lifestyle changes. Bushfire and storm risk were key concerns in the townships of Kinglake and Marysville, although with only two responders from Kinglake and one in Marysville this may not reflect broader community opinions. Moving forward, partnerships with existing community groups and a community education program will drive mobilisation activities. Raising the voices of young people should be included as part of future engagement.

Lessons for future engagement

Findings indicate a need for community education to engender a greater degree of environmental awareness and promote participation. Areas of interest may include the environmental impacts of alternative technologies when compared with fossil fuels, the impacts of climate change on Council's core business, and the climate drivers of bushfire and storm risks. This could be achieved through an annual program in collaboration with other groups and organisations.

Finally, the findings suggest that working with existing community groups and networks will be a useful strategy to mobilise and educate the community going forward. To do this, it is important to listen first: to determine key priorities, understanding of the issue, and build on these to support meaningful action. In particular, this approach will be useful for engaging with transport and agriculture industries. Maintaining engagement and reporting on progress throughout the life of the plan will build the foundations of trust for successful community partnerships.

The widespread and pervasive impacts of climate change on the organisation and community require changes to current practice and service delivery. Sound community engagement on the content of the plan served to communicate the reasons behind such changes, and to establish support for Council's climate change program.

Whilst around 600 community members engaged with the project during this round of consultation, representing 5% of Murrindindi Shire's population, only 58 surveys were received, and 13 residents attended in-person sessions. Given that this was the fourth round of engagement on Council's climate change program, it is possible that the low numbers are caused by 'engagement fatigue'. When considered alongside the 400 page views and 85 surveys completed during the previous round of consultation on the plan, this approaches the average level of engagement in Council consultations.

However, the Climate Change Action Plan has a strong focus on community mobilisation, with target of engaging 10% the community in Council-supported initiatives. Reaching this target will require innovation to improve our methodology. Some lessons can be learned from this round of engagement:

1. **Work with existing community groups.** The majority of those who attended in-person sessions were contacted by Council staff or came directly through existing community groups. Working with existing networks and community groups, as suggested in the survey feedback, is likely to prove fruitful and is consistent with theories of social change and community organising. A list of individuals, community groups and businesses who have engaged with the climate change program thus far has been compiled and will serve as a useful resource to begin mobilisation actions.

2. **Increase awareness of the level of risk and action pathways.** Given the time and resource pressures of modern life, people must be highly motivated to meaningfully engage with a new issue. Both consultation findings and suggestions from respondents point to a need for greater community education around the level of risk posed by climate change, its impact on other areas of concern such as bushfire risk and road maintenance, and the viable pathways to action. This could be done through a regular communications plan including community events in collaboration with other organisations.

3. **There was a preference in older age groups to submit a paper survey.** This is important to note for future engagement planning.

Appendices

Appendix 1: Community education and engagement topics

The following topics emerged through discussions and survey feedback:

- Climate change 101.
  - Impacts on Murrindindi Shire
  - Impacts on council operations
- Carbon offsetting 101.
  - Offsets needed per person/household
  - Local reliable providers
- Supporting 'buy local' (reducing transport emissions and increasing local resilience)
- The relative environmental impacts of alternative technologies
- Benefits of urban trees for climate adaptation
- Agriculture: sharing existing resources from MLA etc.
- Service/product providers: sustainability in council's procurement policy.
- Tourism providers: climate risk and emissions
- Healthcare providers: see 21/112118
  - Examples of what other organisations are doing
  - Communicating to community about climate and health
  - Information on physical and mental health impacts
  - Climate solutions and health co-benefits.
- Indigenous land management workshop – with Landcare/GBCMA
- Nature as an ally in adapting to and mitigating climate change.
- Youth involvement in caring for Country - Intrepid Landcare

Appendix 2: Stage 2 Community survey

List of Climate Change Survey Questions

1. **What is your relationship to Murrindindi Shire?**

   a. Resident
   b. Council staff member
   c. Visitor
   d. Business/landholder
   e. Community Group
   f. Other

2. **On a scale from one (not familiar at all) to five (very familiar), how familiar are you with the issue of climate change?**

3. **How concerned are you about the impacts of climate change?**

   a. Alarmed (I am doing all I can to address climate change, and I wish others would do the same)
   b. Alert (Climate change is really important. I want to do something about it but I'm not sure what I can do)
   c. Concerned (Climate change is important, but most effects will be felt by future generations, not now.)
   d. Cautious (Climate change is important, but I think we are already doing enough)

e. Neutral (Climate change might be a problem but I'm not too worried about it)
f. Doubtful (I don't think climate change is a problem really)

4. **How has climate change impacted you/your business/your work at Council?**

a. Extreme weather (bushfires, heatwaves, floods, storms and drought)
b. Change in average weather patterns
c. Impact on physical/mental health
d. Property damage
e. Impact on environment/wildlife
f. Higher living/running costs (e.g. energy bills, water bills, food)
g. Impact on lifestyle
h. Future of children
i. Impact of government policy
j. Reduced business productivity (past or future)
k. Other

5. **What (if any) actions have you taken to address climate change?**

a. Support a local, national or international organisation working on the issue
b. Talk to family, friends, and colleagues about climate change
c. Talk to a mental health professional about climate change
d. Explore ways to reduce emissions at work (e.g. offering lower emissions products, carbon neutral operations)
e. Explore ways to adapt your workplace to climate change
f. Upgrade your home or businesses to be more energy efficient (insulation, lighting, heating/cooling etc.)
g. Make your home, business or property more water efficient (install water saving devices and appliances, water tanks)
h. Adapt your garden to be drought tolerant and/or provide habitat and biodiversity
i. Install rooftop solar or solar battery system
j. Purchase green power
k. Walk or ride a bike where possible
l. Purchase an electric or hybrid vehicle/s
m. Establish an edible garden and/or compost food waste
n. Eat a more plant-based diet
o. Actively separate waste and avoid buying materials that become waste
p. Diversify your business and/or explore new markets
q. Other

6. **What are the biggest barriers for you taking climate action?**

a. Cost of actions
b. Lack of spare time
c. Other priorities come first
d. Not knowing what to do
e. Feeling overwhelmed

7. **What specific actions can Council take to mitigate, adapt or mobilise for climate action?**

8. **Would you be willing to participate in community-based actions?**

a. Yes
b. No

9. **Would you be willing to contribute resources to community climate change projects?**

    a. Yes, as a one-off contribution (insert amount below)
    b. Yes, as a yearly contribution (insert amount below)
    c. No, but can provide in-kind support from business (specify type below)
    d. No - $0

10. **If yes, what contribution could you provide?**

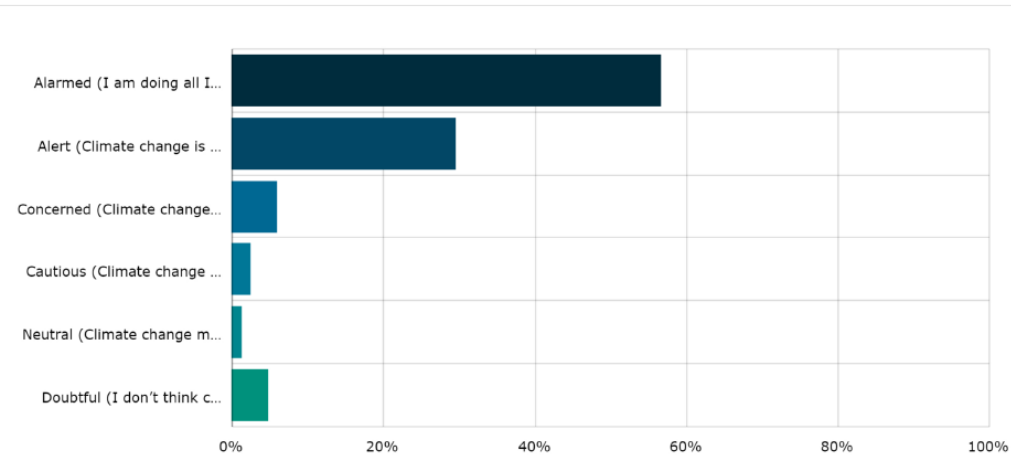11. **Is there anything else about climate change that you'd like Council to consider?**

12. **Where do you live?**

13. **What is your age group?**

14. **What is your gender?**
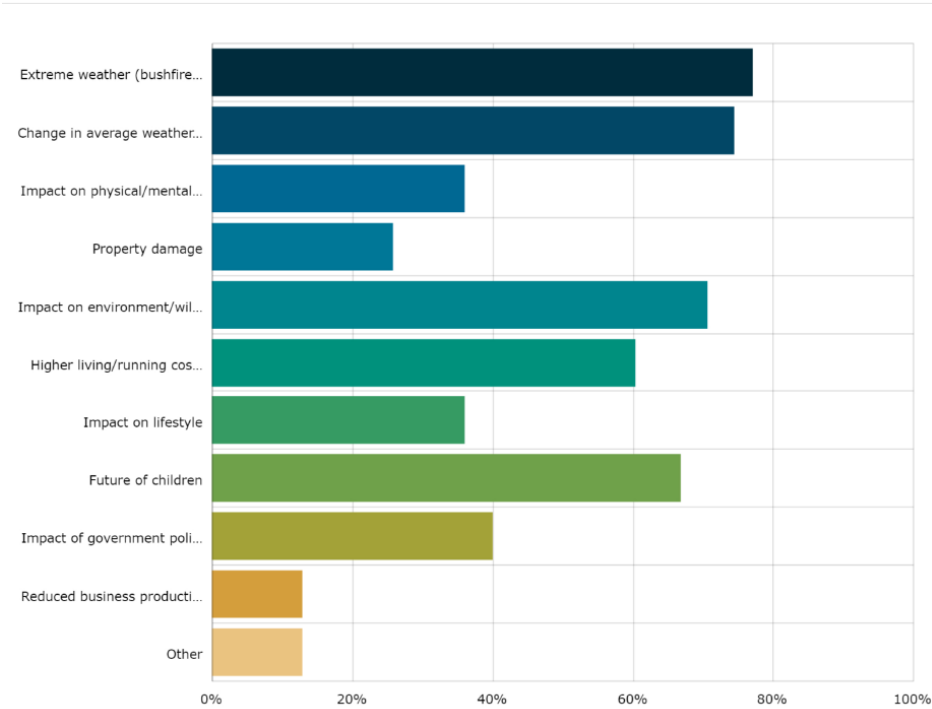
Appendix 3: Figures from Stage 2 Survey

3. How concerned are you about the impacts of climate change?
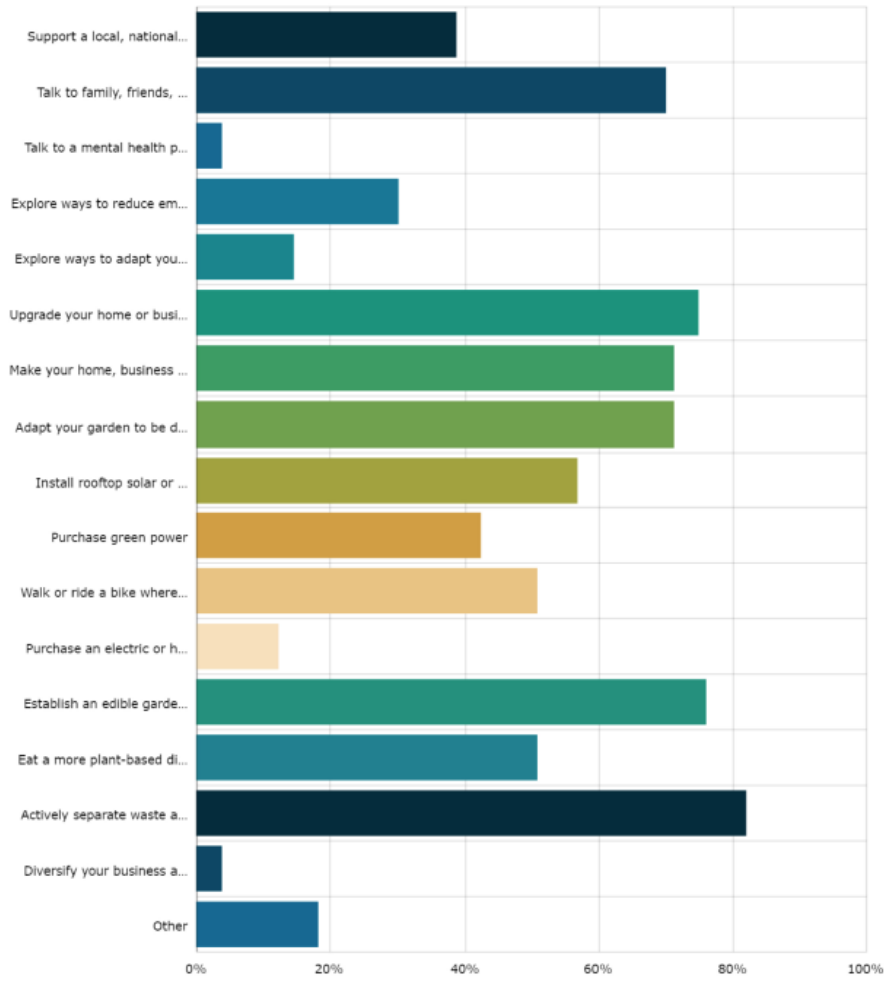Select Box | Skipped: 0 | Answered: 85 (100%)

4. How has climate change impacted you/your business/your work at Council
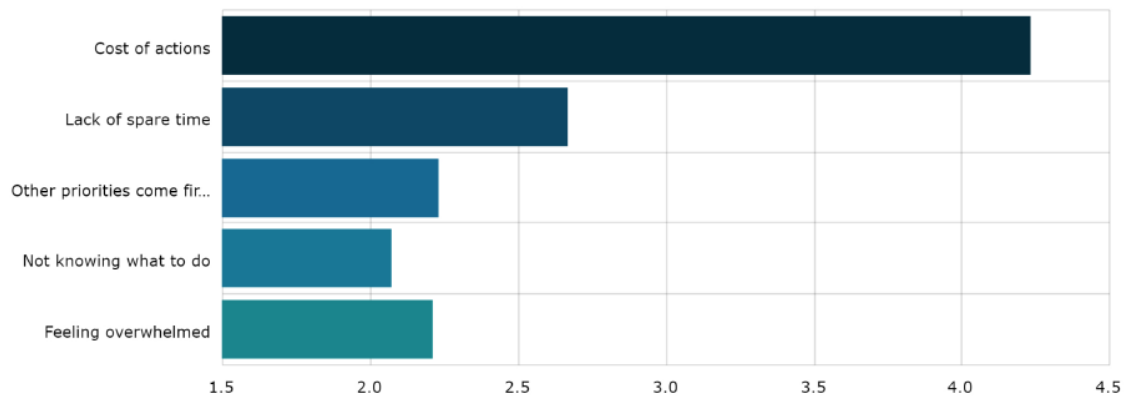Multi Choice | Skipped: 7 | Answered: 78 (91.8%)

5. What (if any) actions have you taken to address climate change?
Multi Choice | Skipped: 2 | Answered: 83 (97.6%)

6. What are the biggest barriers for you taking climate action?
Ranking | Skipped: 24 | Answered: 61 (71.8%)

Appendix 4: List of Actions for Voting

Actions were determined through previous consultation rounds and a review of best-practice local government climate policy.

Action A: Incorporate a climate change stream into Council's existing grant programs for community and business

Action B: Continue to support the public transition to electric vehicles by installing chargers at Council facilities and working with regional stakeholders to support a shire-wide transition

Action C: Support community groups who lease Council assets to install renewable energy and boost energy and water efficiency

Action D: Support investment attraction and economic diversification into new markets (e.g. renewable energy, carbon trading, new tourist markets)

Action E: Investigate options for a few community information service for home sustainability including energy information and advice. Investigate how Council can encourage sustainable home builds and retrofits.

Action F: Support community efforts to increase the amount of reneable energy in the region, including solar and wind installations, along with battery technology, to improve energy reliability, especially during emergencies.

Action G: Distribute scientific research on the impacts of climate change on natural environments, the climate solutions nature provides, and how we can support ecosystem health
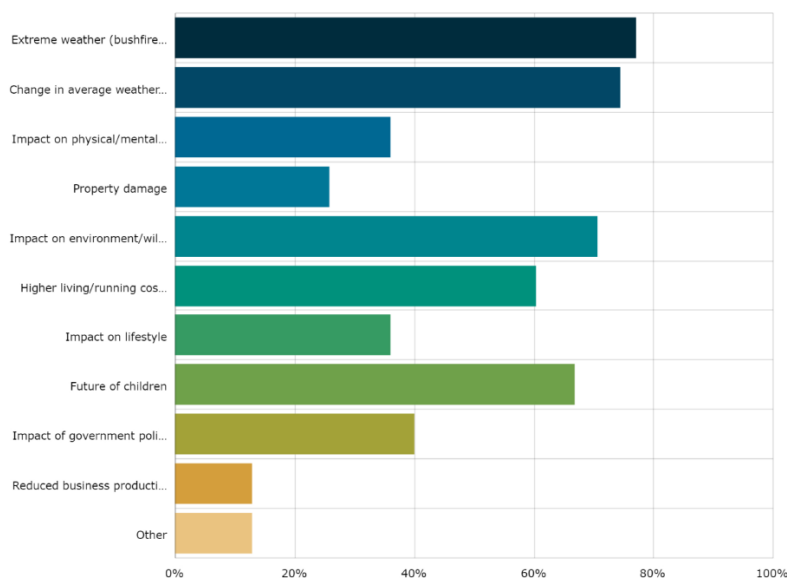
Action H: Expand Council's support for community nature restoration efforts

Action I: Investigate options for Council support for conservation and restoration on private land.

Action J: Work with stakeholders on an initiative to employ an agricultural field officer to provide tailored support to farmers on reducing emissions and adapting to climate change

Action K: Run a leadership or mentorship program to empower the community to lead climate action projects in their networks

4. How has climate change impacted you/your business/your work at Council
Multi Choice | Skipped: 7 | Answered: 78 (91.8%)

Action L: Facilitate a bulk buy program for residents and businesses to purchase cheaper solar/batteries, electric vehicles, or other climate-safe technologies

Action M: Support business-based Food Organics Garden Organics (FOGO) waste management systems

Action N: Facilitate the establishment of carbon offset demonstration sites on private or public land

Action O: Establish a Climate Action Coalition to discuss local issues, coordinate and collaborate between different sectors, inform government policy, mobilise resources, and launch or support programs and services that address local needs

Appendix 5: Stage 3 community comments and CCAP responses

There were 58 respondents in this round of engagement. Responses to questions about the level of support for the plan, and results of voting on priority actions, are recorded in the Findings Report (TRIM 23/54132). 40 respondents made specific comments with suggestions for improvement, which have been considered and incorporated into the CCAP as stated below.

Is there anything missing that you'd like to see included in the draft Plan?	Officer comment and changes to CCAP
A comment that many of the actions will be cost-neutral as well as climate-neutral as they are simply more modern ways of addressing issues.	No changes made - already expressed in the plan through reference to the carbon management hierarchy, which prioritises cost-neutral efficiency actions. Cost-neutrality or cost benefits of climate actions can also be communicated during implementation phase.
I think "education" is needed to gain greater community support and acceptance	No changes made - There are existing education actions in the plan: MOCC1, FCC3, MIRE3, FCE1.
Youth action - young people don't feel their views are supported enough, they are not listened to enough	Proposed addition of action MOCS7: Continue to support youth-led climate and sustainability action, and elevate young people's voices in community communications and education activities
Support young people more when they speak up about climate change	Proposed addition of action MOCS7: Continue to support youth-led climate and sustainability action, and elevate young people's voices in community communications and education activities
Support young people to have a stronger voice and support youth action increase education on climate change	Proposed addition of action MOCS7: Continue to support youth-led climate and sustainability action, and elevate young people's voices in community communications and education activities
More action and education to prepare for natural disasters - flood fire storm. also better recovery Using indigenous burning	Existing emergency management actions include AEM1, MOTE4, MOEM1, MOEM2, MOCS3, MOCS5. Strong emergency management priority has been reinforced in introductory section of the plan.

Biggest environmental threat is plastic in waterways. It either becomes a contaminating soup polluting water land and atmosphere or is burnt in uncontrolled small fires. Item P - using unbiased data, avoiding virtue signalling pertaining to Council's core responsibilities of Rubbish, Roads and Rates	No changes made - plastic pollution is out of the scope of the CCAP. Response indicates further community education on the impacts of climate change on Council's core responsibilities would be advantageous - this has been added to implementation notes
We are ONE council; if at all feasible I would like to see SAFE community housing. I understand resources are limited	No changes made - community housing is out of the scope of the CCAP.
More pictures	More pictures have been added to the plan with case study sections, and final graphic design will be more visually appealing
Council can SAVE money by reducing mowing	No changes have been made - operational request is out of the scope of the CCAP
Targets of 10% of community participation in mobilisation - way too low! include education More mentoring opportunities SUPPORT active relationships More ways Council can support locals and help locals This is 10 years too late Council move out of the way (remove obstacles)	Comments support network approach to education and community engagement - this has been added to implementation notes. Other suggestions are not feasible.
A change of attitude to lawn mowing in our parks	No changes have been made - operational request is out of the scope of the CCAP
We are one Council; if at all feasible I would like to see SAFE community Housing. I understand resources are limited.	No changes made - community housing is out of the scope of the CCAP.
All ideas are very good	No changes made
More detail on how the targets will be reached	More information on landfill management added to 'council emissions' section
Recycle refunds on bottles etc could be used to support local charities eg Op Shop, Lions Club etc. Assistance to set up.	No changes made - already somewhat addressed through MIRE4, circular economy remit of waste strategy rather than CCAP.
In time there needs to be timelines set for the achievement of outcomes that can be seen by the community at large ie don't foster talkfests tat develop reports without tangible outcomes and benefits for our community and individuals	No changes made - timeframes for actions and targets already included in plan, as well as reporting schedule (yearly)
Ways to encourage the community to reduce their usage in the first place rather than just ways of dealing with the waste from continuing to live in a overly consumeristic fashion.	No changes made - already somewhat addressed through MIRE4 and other waste management actions. Circular economy remit of waste strategy rather than CCAP.
At this stage it seems comprehensive and doable given budget constraints and time available.	Noted - no changes made
An insulation program for older & low income families to improve their homes heating & cooling.	Will be considered as part of MOCC9: bulk buy program, as well as education program about available state government support. Recommendation added to implementation notes

I believe the Council should not limit their action to only a few and I also believe they should be much more proactive in investigating and implementing plans for recycling for the renewable products. We have a lot of area and several waste areas and if each were assessed for example- lithium battery recycling, wind turbine recycling, solar panel recycling, soft plastic recycling etc I believe being close to the city we could have viable businesses which could benefit the area, Council and ratepayers. The knowledge needs for this would be best to be investigated now so that we can get in early to provide this service.	No changes made - out of scope of CCAP. Added to implementation notes, to discuss with economic development unit.
Engage our youth.	Proposed addition of action MOCS7: Continue to support youth-led climate and sustainability action, and elevate young people's voices in community communications and education activities.
I think there should be more on disaster management - because disasters will occur more regularly due to the effects of climate change. For example, in the June 2021 storms, with extended power outages the NBN and mobile phone towers failed, leaving people in the dark communication wise. Shouldn't mobile phone towers have backup power with solar/wind and batteries to prevent this? Is there a back/up strategy for when the SES & emergency services are overwhelmed? Particularly a localised response, which is of particular benefit when the disaster is widespread?	Existing emergency management actions include AEM1, MOTE4, MOEM1, MOEM2, MOCS3, MOCS5. Strong emergency management priority has been reinforced in introductory section of the plan.
Other forms of renewable energy including hydro and education on using less energy. Too much reliance here on wind in an area which has not been identified as a high value return on wind. Also too much emphasis in this report on electric vehicles and chargers. There is now a lot of information on the true cost of electric vehicles and chargers from impact of mining of raw materials, through to manufacture, usage impact on roads, disposal of battery at end of life etc etc.	No changes to plan made - education on reducing energy use, environmental impacts of electric vehicles, and transport alternatives such as active transport added to implementation notes.
Information about providing green waste bins and treatment of that waste by things like Biomix compost productions.	No changes made - covered by action MIRE3
Monitoring and prosecution of landowners for inadequate land management.	No changes made - covered by action MODS4
More emphasis and urgency on educating and encouraging communities to take action; and community energy projects such as virtual power plants, micrograms and community batteries.	No changes made - community education is existing high priority and covered by many actions
Do not implement carbon offsets at the end of the Plan, implement offsets progressively, especially for the interim targets to ensure they are met – using the MAORI model – Measure, Avoid, Offset, Reduce, Iterate,	This is a key action from a longer submission explaining the MAORI model. The approach has merit. Action MICC2 expanded to "Report on energy, water, emissions and offsets in Council's annual report, and business unit reports, Evaluate progress against emissions targets. For Council's target dates at 2030 and the net zero emissions outcome at 2035, also report the amount required for purchase or generation of carbon offsets to achieve each target."

I would like to see - stronger focus/ideas/intentions for sustainable building & living codes. - stronger ideas/goals/plans for how to zero-out our shire's agricultural emissions burden. - stronger plans for communicating the pickle we're in with residents and how we MUST all work on mitigation actions and particularly the WHAT and HOW to do it. - a graph showing carbon capture areas/opportinities within our Shire. Page 8 shows an emissions graph. Carbon storage graph can be started. It would show # homes and businesses with solar rooftops, solar hot water, electric vehicles/bicycles, wind turbines, batteries, people with low emissions homes, businesses with low emissions resources (signed off by someone official, not voluntary, and annually checked),area of farmland under old trees and new trees, area with old forest, area with new forest, area rehabilitating forest of farmland, # food producers with low food miles practices, # practising circular economy practices etc. - I want the policy to be ACTIVE, and not to fall into being a green-washing device. How can the Shire record and publicise data so it becomes an expected target for all, and which becomes a badge of honour for whole shire? It'd be great to be known as a leading shire for action on targets, not just on policy that lies on a website. But how to do this? - I note the interesting TEXT BOX page 12 Did You Know. It is possibly out of place in a policy document, but I liked it as it was informative and practical. I think need to expand further with what RESIDENTS CAN DO. (Which means part of Shire's responsibility is to lead by example, and by educating residents. Otherwise every individual is on their own, and social change will not happen fast enough for zero- emissions. People need know what to do, hence the education role for Shire leaders along with State government); need incentives and penalties to make it serious. Landfill emissions come from organic material like food scraps and garden waste breaking down, which is why separating and composting these materials is key to reducing emissions from the waste sector. Landfill gas is roughly 50 percent methane and 50 percent carbon dioxide (CO2). Methane is a potent greenhouse gas that is 28 to 36 times better than CO2 at trapping heat in the atmosphere over a 100-year period.10 Landfill emissions are the main component of the corporate emissions for Council. But every resident produces waste and can play their part in waste and emission reduction. - I THINK THE AMBITIONS BELOW, from page 6 of the document, are nice motherhood statements and	Many suggestions are not viable due to resource constraints. Agricultural emissions foucs noted and reinforced in community mobilisation actions. Suggestion of publicising data noted in implementation notes - consider sharing annual report beyond the shire, and provide a platform for community members and businesses to self-report.

could be used to help an annual checklist to assess progress. However they are very light-on with actual climate change actions and relevance don't you think? from page 6: Our landscapes are abundant, supporting native species and people alike. Our homes, businesses, and vehicles run on clean, cheap renewable energy. Our community is active, caring, connected, and resilient to change. We contribute to a circular economy where objects are repaired and reused again and again. Our local economy is diverse, and we take advantage of new industry opportunities in a zero emissions world. Visitors come from afar to enjoy our delicious local produce and our wild places. Other regions look to our shire as a climate leader, and an example of a better future. - Four years seems too long for reviewing the policy and programs, given the need to reduce global temperatures in next 8 years is dire. I'm hopeless at prioritising actions! Choosing only 4 'most popular' actions to focus on seems too few, again given the dire need to act asap to reduce the globe's temperature. Probably seeking scientific advice on the fastest emissions-reducing actions to take asap is better than choosing favourites?	
Options for those that don't have the ability to change where change is needed.	No changes made - barriers of lack of spare time and cost of actions have been identified, and several actions in mobilisation section seek to address this directly by working with existing community groups, promoting subsidies, and providing direct funding support for actions.
we need to address the largest causes of emissions as a priority like farming and transport, how can we impact these effectively? we should not spend too much time and effort on the 1% and 2% of the problem, but tackle the 42% and 30% first. Need more actions identified for these two segments	No changes made - whilst these are large sources of emissions, council has a limited role in these areas and instead endeavours to deliver community education and support key actors (see actions FCE1, MOCC5, MOCC1, MORE5). Action to support uptake of Evs and agricultural transition were supported in voting and have been added to the plan.
No. The Murrindindi Council will have NO influence on Climate Change no matter what it does. This a global issue dominated by China.	No changes made - the plan has strong support from the majority of the community
No, except the summary document mentions 'three top actions' and the survey asks for four.	No changes made
Large scale revegetation projects on areas of council open space that is usually just mowed grass, the rail trail or council owned land that is leased for grazing. Council to come down seriously and hard on illegal native vegetation removal by MSC landowners.	Revegetation added to action ARE4. Illegal vegetation clearing covered by action MODS4.
Compost and waste reduction plan	No changes made - Waste Strategy scope

Yes a connection between council and small business, ie encouraging Murrindindi food and wine inc to lead the charge in sustainability…. This could mean consultation and workshops online and offline to education small business how they too can be involved. This is above and beyond FOGO.	Revegetation added to action ARE4. Other suggestions covered by community engagement actions (these include business engagement)
important that we work with the next generation and ge them involved so they have ownership and a voice	Proposed addition of action MOCS7: Continue to support youth-led climate and sustainability action, and elevate young people's voices in community communications and education activities
It's great, I just don't think it recognises the urgency. We need to get to net zero by 2030; we are in the crucial decade; 2035 is too late. Admit I didn't read the full version; are you consulting with Taungurung?	No changes made - more rapid transition is desirable but not feasible. Consultation with Taungurung is mentioned in the plan
would like to see a commitment to enforcing native vegetation removal laws. To many large land managers/farmers are clearing remnant vegetation and this needs to be stopped.	No changes made - illegal vegetation clearing covered by action MODS4.
More thought and action on the above as electric cars become more common: mandating chargers at commercial and state funded operations. Attract high tech, bespoke, small footprint industries to the region (life style advantage) - will require significantly better internet service provision than currently available in the region.	No changes made - charger mandates not feasible. Economic development suggestion added to implementation notes.
There is no recognition in the plan of the huge amount of work that existing organisations are doing in the environment sector and the renewable energy sector and have been doing for quite a long time now, such as all our landcare groups under the banner of UGLN and 2030Yea and Taggerty renewables. For Action E: 2030Yea are already performing home energy efficiency advice which helps us garner support for the projects that we are doing and support for our next project of a community battery. 2030Yea have already on the most part doing Action C,E and F. Glad to see Action L is back on the table. Action M: all the community houses in the shire had initiated this FOGO, which then fell apart during COVID, but what will the difference be. One cafe in Alexandra has a system already with back up solar but it uses so much energy that the solar system can't cope. And council is already bringing in Compost wheely bins to reduce organic waste to landfill, so why introduce an extra FOGO?? The region has many community groups working in this space which council should be promoting, encouraging and supporting, no need to re-invent the wheel here.	Case studies added throughout plan. Existing actions/potential for collaboration added to implementation notes.

YOUTH FORUM 2023