



GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

Glen Eira City Council Climate Emergency Response Strategy 2025–2029



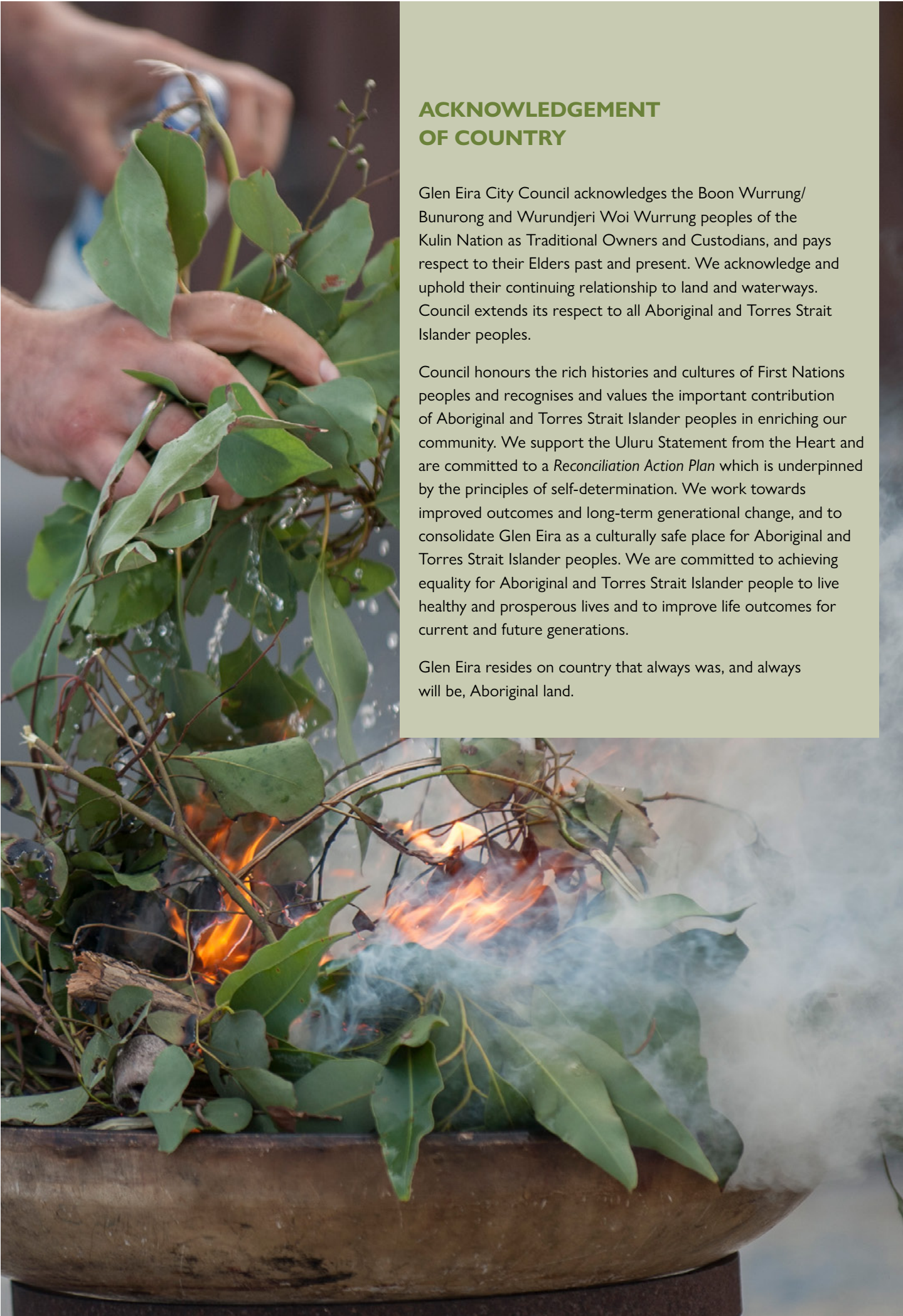
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THE *GLEN EIRA CITY COUNCIL CLIMATE EMERGENCY RESPONSE STRATEGY 2025–2029*
WAS ENDORSED BY GLEN EIRA CITY COUNCIL AT ITS ORDINARY COUNCIL MEETING
ON 28 OCTOBER 2025.

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ACKNOWLEDGEMENT OF COUNTRY

Glen Eira City Council acknowledges the Boon Wurrung/ Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past and present. We acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community. We support the Uluru Statement from the Heart and are committed to a *Reconciliation Action Plan* which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

Glen Eira resides on country that always was, and always will be, Aboriginal land.

MESSAGE FROM THE MAYOR



When we declared a climate emergency in 2020, we made a promise to act — and to do so with urgency. With our *Climate Emergency Response Strategy*, we're deepening that promise and reaffirming our commitment to a cleaner, greener Glen Eira.

This isn't just a Council document — it's a reflection of what our community told us matters most. Through recent engagement, you asked us to take stronger action to cut emissions, protect trees and green space, and ensure our neighbourhoods stay safe and liveable as our climate changes. We've listened, and we've built this Strategy with those priorities at the centre.

We know climate change can feel overwhelming. But there's so much we can do — together. From shifting to renewable energy, reducing waste, and planting more trees, to supporting local community groups and sustainable businesses, every step makes a difference. We will keep leading the way, but your role is just as important. Every household, every small action — it all adds up.

This is about more than just emissions. It's about our health, our economy, our environment — and the kind of Glen Eira we want to pass on to future generations. I'm proud of the work we're doing, and even more proud to be part of a community that cares deeply about the future.

Cr Simone Zmood
Glen Eira Mayor

FOREWORD FROM THE CHIEF EXECUTIVE OFFICER



This *Climate Emergency Response Strategy* is a key step in how we embed climate action into everything we do at Glen Eira.

We've already made strong progress — one hundred per cent of the electricity we use in Council operations is from renewable sources, and we're on track to eliminate all emissions under our direct control by 2031. But we know we need to go further. This updated *Strategy* maps out how we'll support the wider community to reduce their emissions, with a strong focus on practical, place-based action.

Throughout many engagements, we have heard how much this issue matters to you. Residents told us they want local leadership, smarter use of resources, more trees and shade, support for people most vulnerable to climate impacts, and real action. This feedback shaped everything in the plan, from emissions targets to the types of programs and partnerships we'll prioritise.

Our approach now is clear: we're integrating climate thinking into planning, infrastructure, procurement, and community services. We're also building stronger partnerships — with other councils, local businesses, traditional owners, and climate groups — because lasting change happens when we work together.

Lucy Roffey

Chief Executive Officer

EXECUTIVE SUMMARY

Addressing climate change is one of the most important ethical responsibilities of our generation. The science is abundantly clear: human activities, such as the excess production of climate emissions, are driving global climate change, and tackling this requires a coordinated community and government-wide response through meaningful action.

Recognising this, we declared a climate emergency in May 2020. Over the past five years, Glen Eira has been actively advancing climate action. By focusing on emissions reduction, we are turning our focus to addressing the root causes of climate change head-on. This means we are increasing our energy efficiency, adopting renewable energy sources and embracing innovative technologies in our buildings, facilities and operations to reach the ambitious target of reducing all emissions under our direct control to zero by 2031. This investment is instrumental in helping us achieve our *Glen Eira Community Vision* — a thriving community of empowered citizens working together for an inclusive and sustainable future — but there is still much more we can do. Less than one per cent of total emissions come from our operations within the municipality; empowering our community to take proactive steps towards climate action is critical to achieving meaningful emission reductions.

While climate change presents challenges, we are beginning to see positive progress. In Australia, more than 100 jurisdictions representing nine million people — over one-third of the population — have declared a climate emergency. In 2022, Victoria's net emissions were 31.3 per cent lower than 2005 levels and, here in Glen Eira, we are now sourcing 100 per cent of the electricity for our Council buildings and infrastructure from renewable sources.

In this *Strategy*, we are committed to deliver actions that help deliver seven of the strategic objectives in the *Glen Eira Council Plan 2025–2029*:

- 1.4** Our community has improved physical and mental health and wellbeing
- 2.2** Our places are safe, healthy and versatile
- 3.1** Our urban greenery and biodiversity are enhanced
- 3.2** Our air and waterways are healthy
- 3.3** Council and community emissions are reduced
- 3.4** Waste to landfill is reduced
- 3.5.** Our community is actively engaged in Caring for Country and the natural environment



EXECUTIVE SUMMARY CONTINUED

To maximise our impact, our approach to achieving these strategic objectives is guided by five climate principles:

Exploring indigenous ecological knowledge

In partnership with Traditional Owners, we will explore knowledge of our environment and climate change to inform our response, while considering the impacts on First Nations people's health, livelihoods, community, and connection to Country.

Applying the climate lens

We will embed climate action into our daily work, communicating openly about impacts and solutions, and working with our community to amplify action.

Leadership by example

We will reduce emissions, using renewable energy, improving efficiency, and applying circular economy principles, while being transparent to inspire others to act.

Magnify our impacts through partnerships and collaboration

We collaborate with our partners to extend our reach and impact, by working together on joint projects and advocating together for climate action.

Empowering everyone to take action on climate change

We will work with our diverse community to ensure everyone can participate in climate action by removing barriers, tailoring engagement, and co-designing solutions for a fair and sustainable future.

Together with our community, we are committed to taking meaningful action on climate change. This *Strategy* continues to outline our path forward from the previous *Strategy — Our Climate Emergency Response Strategy 2021–2025 | Dhumbali Wurrungi-biik Parbin-ata* — by strengthening resilience, reducing emissions, protecting our natural environment, and supporting the health and wellbeing of our community. By embedding climate action across all areas of Council and working in partnership with residents, businesses, Traditional Owners, and other levels of government, we aim to create a more sustainable, liveable, and climate-ready Glen Eira for current and future generations.



INTRODUCTION TO CLIMATE CHANGE IN GLEN EIRA



Glen Eira is located in Melbourne's south-east, just 10 kilometres from the CBD. We're a proudly diverse municipality, home to more than 156,000 people, with a rich mix of cultural backgrounds, life experiences and community connections. The area rests on the traditional lands of the Boonwurrung/Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation.

Our suburbs include Bentleigh, Bentleigh East, Carnegie, Caulfield, Caulfield East, Caulfield North, Caulfield South, Elsternwick, Gardenvale, Glen Huntly, McKinnon, Murrumbeena and Ormond, and parts of the suburbs of Brighton East and St Kilda East — each with their own unique identity and local character.

Glen Eira, like much of Victoria, is already experiencing the impacts of a changing climate. Our climate has warmed by at least 1.2 degrees Celsius since records began in 1910, with hotter days, more frequent heatwaves, and changing rainfall patterns now part of our lived experience.

These changes are driven by global climate emissions, primarily from the burning of fossil fuels and land-use changes. If emissions keep rising without action, the risks to Glen Eira's community, infrastructure, and environment are expected to intensify.

This *Strategy* builds on the work completed to date and supersedes our *Our Climate Emergency Response Strategy 2021–2025 | Dhumbali Wurrungi-biik Parbin-ata*. It helps deliver the *Glen Eira 2040 Community Vision* and as climate change has a direct and indirect impact across our operations, it is a tier one strategy that sits directly under the *Council Plan 2025–2029* in Council's *Integrated Planning and Reporting Framework*.

The implementation of this *Strategy* is supported by an *Action Plan* with specific timebound actions, with further detail available in the *Our Action Plan* section.

INTRODUCTION TO INTEGRATED PLANNING

At Glen Eira City Council, our strategic plans all work toward our Glen Eira 2040 Community Vision: a thriving, and empowered community working together for an inclusive and sustainable future.

Whether we're planning for health and wellbeing, managing assets, responding to climate change or supporting our growing population, our role is to help shape a future where people and place can flourish together.

This means that our strategies and plans connect and support each other. They are all part of a shared commitment to delivering meaningful outcomes for our community. This introduction provides context for all our strategic documents — connecting our shared vision, values and planning approach across the organisation.

OUR ROLE IS BROAD. WE:



DELIVER

Deliver services that support the health, wellbeing and everyday needs of our residents



MAINTAIN

Maintain public assets and infrastructure — including parks, roads, footpaths and community facilities



PLAN

Plan and regulate the built environment, ensuring development supports community needs and sustainability goals



WORK

Work in partnership with community groups, service providers and other levels of government



ADVOCATE

Advocate on behalf of our community to influence decisions and secure resources



INFORM

Inform and empower our residents to make decisions that benefit them and their communities.

OUR PLANNING APPROACH

2040 COMMUNITY VISION

We take an integrated approach to planning, guided by the *Glen Eira 2040 Community Vision*. This *Vision* reflects what our community values most — inclusivity, sustainability, wellbeing, creativity and connectedness — and what people want Glen Eira to become over time.

INTEGRATED PLANNING AND REPORTING

Our *Integrated Planning and Reporting Framework* also guides our work and ensures that all our strategies and plans align to this *Vision* and to our *Council Plan 2025–2029*, which sets out the strategic directions and priorities for the current four-year term of Council.

We know that effective planning must also be:

- > **community-informed** — shaped by what matters most to our residents and stakeholders
- > **evidence-based** — drawing on data, research and expert insight
- > **place-based** — tailored to the diverse needs and identities of local communities across Glen Eira
- > **resource-aware** — aligned to available budgets, assets, and workforce capability
- > **adaptable** — ready to respond to emerging risks, challenges and opportunities

HEALTH AND WELLBEING FOR GLEN EIRA

Health and wellbeing are central to every aspect of our work — not just in our *Council Plan*, but across all our strategic planning. Access to green spaces, housing, transport, safety, and social inclusion all shape people's wellbeing.

That's why every strategic plan considers the impact it will have on community health and equity. We work closely with community organisations, local Traditional Owners, health services and other partners to make sure our strategies promote fairness, opportunity and long-term wellbeing for all.

Staying accountable

We are committed to being transparent about our progress and staying connected to our community's needs. Each year, we set specific actions, measure our impact, and report back to the community through our *Service Performance Reports* and *Annual Reports*.

All our plans are living documents — regularly reviewed and updated to reflect changing conditions, emerging evidence, and what we continue to learn through engagement and delivery.

All our strategies share a common foundation: they are shaped by community values, built on strong evidence, and guided by a long-term vision for a more inclusive, sustainable and connected future.

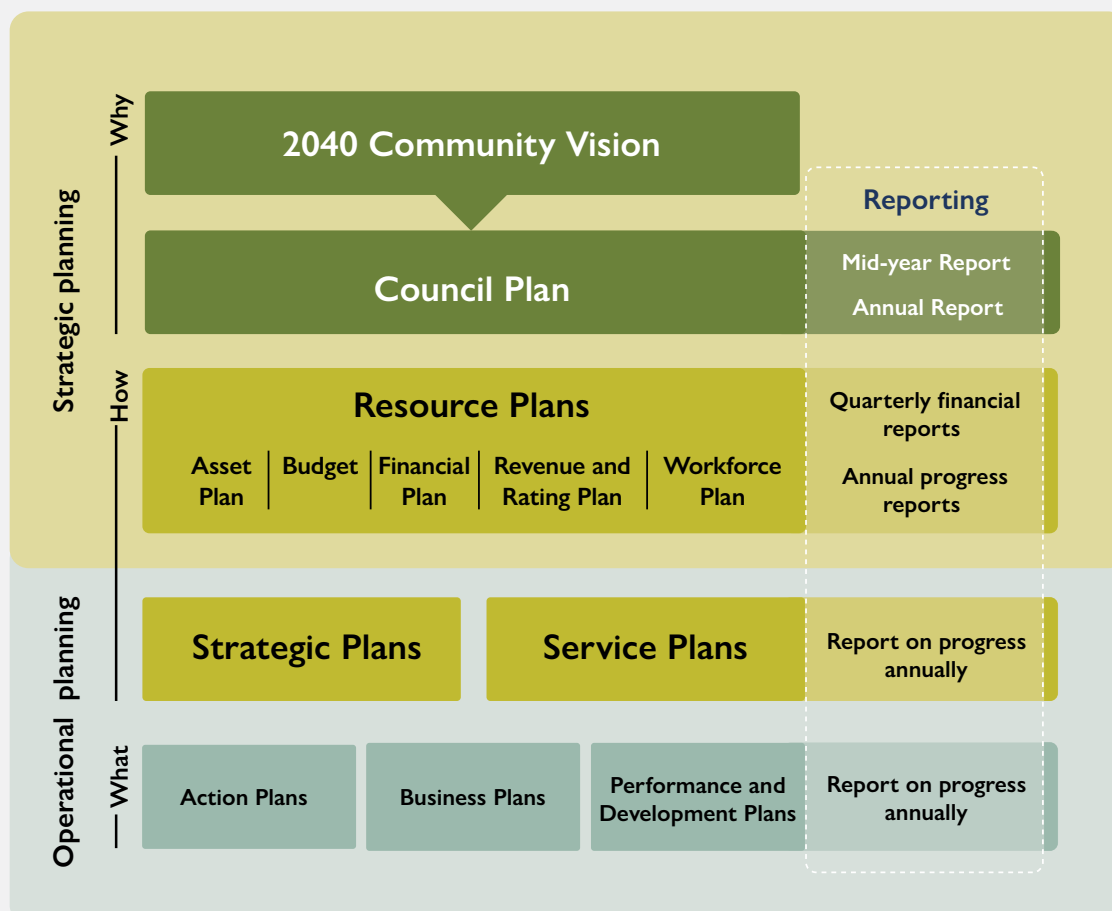


Figure 1: Integrated Planning and Reporting Framework.

EQUITY, INCLUSION AND CLIMATE JUSTICE

We recognise that the impacts of climate change are not experienced equally across our community. Factors such as gender, age, disability, cultural background, income, housing status and caring roles shape people's exposure to climate risks and their capacity to adapt.

Women, gender-diverse people, First Nations people, people with disabilities, older people, renters and low-income households often face greater barriers to participating in climate solutions and to accessing the benefits of climate action.

We are committed to embedding an intersectional gender lens across this *Climate Emergency Response Strategy*, consistent with its obligations under the *Gender Equality Act 2020 (Vic)* and its broader commitment to social justice, equity and human rights.

We will:

- > collect and use gender-disaggregated and intersectional data to inform decision making
- > engage inclusively with diverse communities and voices
- > foster diverse leadership in climate governance and action
- > monitor and evaluate progress toward equitable outcomes

By doing so, we aim to build a climate-resilient Glen Eira in which everyone can thrive and where no one is left behind in the transition to a low-emissions, sustainable future.

NATIONAL IMPACTS OF CLIMATE CHANGE

HEALTH AND COMMUNITY



- More stress on health and emergency services
- More heat-related deaths, particularly among the elderly and disadvantaged
- Mental health effects
- Changes in disease occurrence
- Increased respiratory conditions associated with poor air quality

Example

During the 2014 heatwave, Melbourne experienced four consecutive days above 41°C. This left parts of Melbourne without electricity, thousands of commuters stuck and an estimated 167 excess deaths.

ENVIRONMENT



- Amplification of existing threats to flora and fauna
- Habitat loss, degradation and fragmentation
- Altered disturbance regimes
- Changing dynamics of invasive species
- Bushfires and smoke haze
- Altered rainfall patterns

Example

Many Australian animals are breeding and migrating earlier each decade, and the flowering times of plants are also changing – but often at different rates, threatening to disrupt delicate ecological relationships.

INFRASTRUCTURE



- Increased flood damage
- Increased maintenance costs
- Extreme heat impacts
- Increased disruption to services

Example

According to a new *Climate Change Authority Report*, back-to-back disasters have cost the Australian economy \$2.2 billion in the first half of 2025 alone. The cost is projected to rise to \$8.7 billion annually by 2050 without strong action.

PRIMARY PRODUCTION



- Earlier flowering and planting times
- Changed distribution of pests and diseases
- Farm businesses affected by bushfire
- Reduced water security

Example

An assessment conducted by the NSW Government found that climate change is already leading to a wide range of impacts on local farmers, including lower rainfall in winter and spring when it is most needed by food crops, floods washing away plants and the soil they depend on.

CASE STUDY**KEEPING IT BELOW 1.5 DEGREES
OF WARMING IN VICTORIA**

Extreme weather events are becoming more frequent and intense. Victoria has experienced significant changes in heatwave patterns since the 1950s, with these events now occurring more often, lasting longer, and beginning earlier in the season. Their intensity has also steadily increased over time. Average annual rainfall may have decreased, but extreme rainfall events, leading to localised flooding, are becoming more intense.¹

The atmosphere can hold about seven per cent more water vapour for each degree of warming, and an atmosphere with more moisture can produce more intense precipitation events. Global warming of two degrees Celsius by 2050 and over three degrees Celsius by 2090 is will take place unless deep reductions in climate emissions occur in the coming decades.² This requires every part of our society to immediately reduce its reliance on combustion fuels and transition to an all-electric future.



1 Victoria Climate Science Report 2024 climatechange.vic.gov.au

2 Victoria Climate Science Report 2024 climatechange.vic.gov.au

ADAPTING TO A CHANGING CLIMATE IN GLEN EIRA

Locally in Glen Eira, the most immediate and serious risks of climate change include more extreme heat, worsening urban heat island effects, and increased pressure on public health, particularly for vulnerable residents. Heatwaves are one of Glen Eira's deadliest natural hazards, contributing to higher rates of heat-related illness, hospital admissions, and fatalities.

Hotter conditions will also put more pressure on infrastructure like roads and buildings and make it harder for trees and green spaces to cope with extended periods of prolonged heat.

Climate change is also affecting rainfall patterns, contributing to periods of drought interspersed with intense rainfall events, which increases the risk of flash flooding in parts of Glen Eira's urban catchment. Additionally, the impacts of climate change can intersect with broader social and economic pressures, contributing to risks such as food insecurity, rising insurance costs, and exacerbating existing inequalities.

IN GLEN EIRA, THE KEY CLIMATE RISKS INCLUDE:



FLASH FLOODING

More frequent and intense heavy downpours, leading to localised flash flooding



HEATWAVES

Higher temperatures year-round and more frequent and extreme heat waves, contributing to the urban heat island effect



DROUGHTS

Lower average rainfall and higher evaporation, exacerbating water scarcity and contributing to droughts



AIR QUALITY

Reductions in air quality, especially as bushfires become more frequent



BIODIVERSITY DECLINE

Decline in urban biodiversity and canopy cover due to heat stress



SEA LEVELS

Rising sea levels and the increased frequency and height of extreme sea level events will push seawater from the Bay into our drainage system, which reduces the capacity of these drainage systems during major flooding events



Without urgent and large-scale action, these risks will continue to impact all facets of our lives with increasing severity.

A resilient and well-adapted community is prepared to face the economic, social, and environmental shocks expected from climate change and can recover quickly when challenges arise. Access to reliable information, strong social connections, and a sense of agency are key ingredients for building resilience, all of which can be fostered and supported within Glen Eira.

Citizen science programs such as the *City Nature Challenge*, *Great Southern BioBlitz*, biodiversity walks and talks, and *My Smart Garden* sessions, foster strong community engagement. Capacity-building workshops also help stakeholders work together to strengthen climate resilience and ensure services continue during extreme weather events.

Work towards these adaptation goals will be supported by the *Open Space Strategy*, *Asset Management Strategy*, *Integrated Transport Strategy*, *Biodiversity Implementation Plan*, the *Glen Eira Planning Scheme*, *Procurement Policy* and the *Urban Forest Strategy*.

IMPACTS IN GLEN EIRA

The health, mobility and prosperity of our *community* will be impacted by climate change.

IMPACTS MAY INCLUDE THE FOLLOWING:



Rising cost of food,
particularly essential fresh
fruit and vegetables

**Increased insurance
premiums** for some
homes and businesses
(and the possibility
of some properties
becoming uninsurable)

Financial pressure
due to food insecurity,
increasing insurance
premiums, disruptions
to income and property
damage from extreme
weather events



Transportation challenges
associated with flood and
heat events, including
disruption to public transport



People with existing
mobility issues will find
travel even more challenging
during extreme weather

7,730

local residents have a
disability requiring daily
assistance with life tasks
and must access critical
services which are likely
to be disrupted during
extreme weather



16,468
local carers of the
elderly and people
with disabilities
are likely to see an
increase in their
workloads due
to events such as
heatwaves

Our young people will be
more exposed to climate
change impacts over their
lifetime. The psychological
impact — often referred
to as climate anxiety — is
prevalent in Australia's youth

21.4%

of our population are
aged 60 or over, they
will become more
susceptible to climate
risks, particularly
heat stress

53,149 local residents
living in rental properties
have limited control over
the thermal performance
of their home, leaving
them more vulnerable to
heat events

Low-income and homeless
segments of our community
will be exposed to additional
pressures such as rising
energy costs and consequently
have less ability to protect
themselves from extreme heat
and other weather events

IMPACTS IN GLEN EIRA

The health, mobility and prosperity of *our operations* will be impacted by climate change.

IMPACTS MAY INCLUDE THE FOLLOWING:



Repair costs
to our buildings
and assets (*currently
valued at \$2.7 billion*)
associated with
damage from extreme
weather events could
be a risk to our
financial sustainability

Disruption
and increasing
workloads on
community
service
staff during
**extreme
weather
events**



The necessity of increased
investment to water and
maintain open space

Pressure to invest
in and deliver
new services in
response to changing
community needs



An increased demand for our
emergency services, such as
relief centres and temporary
accommodation

Increased insurance costs
on Council-owned buildings



Tree and habitat decline
due to a lack of water
and/or heat stress

Threats to staff health
and wellbeing during
extreme weather



MITIGATION OF CLIMATE EMISSIONS IN GLEN EIRA

Glen Eira has two very clear, ambitious and science-based goals of mitigating emissions for our operations and supporting our community to reduce their emissions. We will take the lead in this space, paving the way for strong action across Glen Eira.

We are currently responsible for between 8,000–11,000 tonnes of climate emissions per year. We have reduced emissions by 27 per cent over the last six years and are well on track to achieve zero direct emissions by 2031 with the implementation of this Strategy. Our buildings, assets and infrastructure will be efficient and powered by renewables.

We will minimise consumption and waste while maximising our ability to recycle. We will invest in active and sustainable transport and take a proactive approach to managing our procurement and supply chain. By prioritising recycled materials, we will aim to achieve the best possible climate outcomes.

In a climate-friendly municipality, the Glen Eira community will have access to the information, products and services that they need to make sure their homes, businesses, schools and community organisations are efficient, comfortable and powered by renewable energy. They will be able to travel efficiently and sustainably through a connected and active transport system. They will consume wisely and minimise their waste within a circular economy.

In 2022, Glen Eira's community was responsible for more than 921,000 tonnes of climate emissions (see Figures 2 and 3). While we have limited direct control over emissions generated by the community, there are significant opportunities for us to lead actions that will support the goal of pursuing and accelerating net zero community emissions by 2030.

Climate emissions

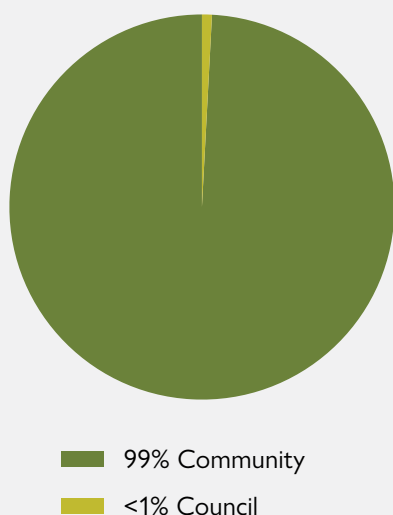


Figure 2: Climate emissions in Glen Eira

Total municipal emissions: 921,000 t CO₂e

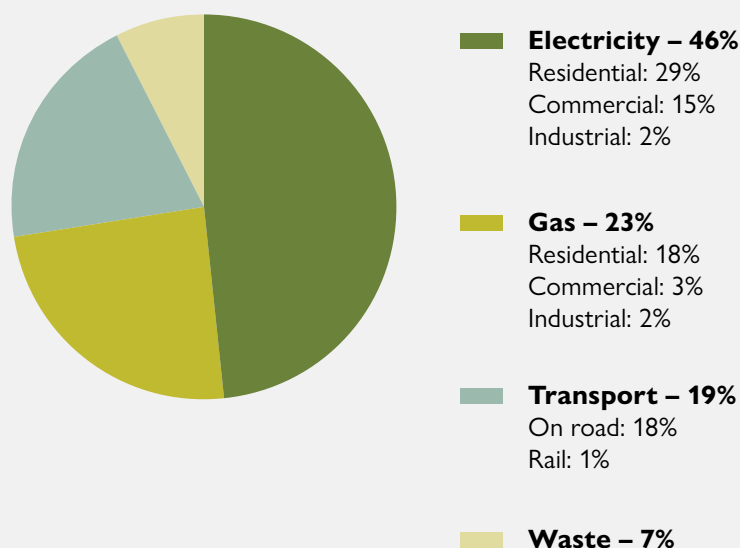


Figure 3: Glen Eira community climate emissions 2022–2023

OUR CLIMATE EMERGENCY RESPONSE IN ACTION

- | | |
|-------------|--|
| 2021 | <ul style="list-style-type: none"> • Committed to a local government <i>Power Purchase Agreement</i> to move to 100 per cent renewable energy from 2021 • Adopted <i>Our Climate Emergency Response Strategy 2021–2025</i> <i>Dhumbali Wurrungi-biik Parbin-ata</i> • Reduced climate emissions from our operations by 18 per cent, when compared with 2019/20 standards |
| 2022 | <ul style="list-style-type: none"> • Adopted the <i>Glen Eira Circular Economy Plan 2022–2026</i>, a commitment to work with the community to transition towards a zero-waste system • Approved the <i>Glen Eira Urban Forest Strategy</i>, which aims to increase the municipal tree canopy cover from 12.5 per cent to 22 per cent by 2040 — from 2022 onwards, we will plant 2,000 trees every financial year, increasing our urban forest canopy • Adopted the <i>Glen Eira Integrated Water Management Plan</i> <i>Dhumbali W'urneet Gadhaba</i> which directs us on how to manage water in our environment • Collaborated with 23 other Victorian councils to propose a <i>Planning Scheme Amendment</i> to the State Government, strengthening environmentally sustainable developments (ESDs), aiming to reduce emissions from new buildings |
| 2023 | <ul style="list-style-type: none"> • Launched the inaugural <i>Sustainability Champions</i> program, a free 10-session initiative designed to empower residents to develop and implement local environmental projects • Updated our <i>Nature Strip Planting Guidelines</i> to make it easier for residents to personalise these important public green spaces and plant native and indigenous species • Launched our <i>Electrify Everything</i> campaign, which promotes the transition from gas to renewable energy, provides direct links to government rebates and supports residents to create a personalised Go Electric Plan for their household • 21 vehicles in our fleet are fully electric, including lawnmowers and leaf blowers • Led <i>The Nappy Project</i>, which included the use of reusable nappies, and saw 80 per cent of participating families incorporate cloth nappies into their daily lives (either full or part time) by the end of the program |

- 2024**
- Converted the Bentleigh Senior Citizens Building to a fully electric building
 - Launched the Library of Things at each Glen Eira library, providing a sustainable way to borrow non-traditional library items
 - Held the first repair cafés in Glen Eira, where over 167 kg of materials were repurposed and saved from entering landfill
 - Trialled a reusables service at *Groove and Graze*, which resulted in the avoidance of 2,897 items of single-use packaging
 - Installed a food waste dehydrator at Warrawee Community and since installation, the dehydrator has processed 8.4 tonnes of food waste into fertiliser
- 2025**
- Secured a \$2.5 million grant to electrify Glen Eira Sports and Aquatic Centre (GESAC), which will remove 1,810 tonnes of climate emissions every year
 - Adopted the first *Glen Eira Biodiversity Plan 2025–29*, which aims to protect and enhance existing biodiversity hotspots and strengthen the urban forest of Glen Eira
 - Celebrated the recognition of the Carnegie Memorial Swimming Pool with a 6 Star Green Star Design Stage certification
 - Have held three repair cafés so far, where 112 kg of material were repurposed from landfill

CASE STUDY

REDUCING OUR EMISSIONS: OUR BUILDINGS, ASSETS AND INFRASTRUCTURE

We manage a diverse range of community assets across Glen Eira, including parks, roads, bike paths, buildings, leisure centres, libraries, childcare and health facilities, community halls, and sports pavilions. Demonstrating leadership on climate action across these assets is essential.

Between 2021 and 2024, we installed solar panels across 48 Council-owned sites, generating over 2,902 megawatt hours (MWh) of renewable electricity.

This 1,244 kW of installed solar capacity has reduced our climate emissions by approximately 2,292 tonnes of climate emissions (CO₂e) over the period.

Electrifying our owned assets supports our broader commitment to phase out gas and power all operations with 100 per cent renewable energy. Investing in solar not only cuts long-term operating costs but also reduces emissions. It's a key step on our pathway to achieving zero emissions under the direct control of Council by 2031.



CASE STUDY

WHAT DOES OUR COUNCIL TARGET OF 'ZERO DIRECT COUNCIL EMISSIONS BY 2031' MEAN?

Since declaring a climate emergency in 2020, we have taken significant steps in reducing our climate emissions. We are going beyond simply purchasing offsets and instead focusing on direct action to reduce our emissions at their source. This includes purchasing electric vehicles to replace Council cars and trucks, the FOGO collection we offer to our residents, installing solar panels on council buildings, sourcing 100 per cent of our electricity from renewable sources and incorporating sustainability principles in our procurement to reduce the indirect emissions caused by our operations.

In 2024 we adopted a new target of achieving zero direct Council emissions by 2031. This means turning our focus to making tangible changes that will reduce

the emissions in our direct control. In a practical sense it means choosing not to purchase offsets, and instead investing in technology which permanently reduces our emissions by transitioning our gas facilities and diesel and petrol vehicles to alternatives powered by renewable electricity. We understand there are indirect emissions that council doesn't control, since they are generated during the delivery of emissions associated with services and products provided by external providers. We'll continue working with our providers to support them to reduce these emissions and adopt sustainable practices and solutions.

KEY CHALLENGES

Glen Eira faces a number of key challenges, many of which are shared with Greater Melbourne and other local governments.

1. Urban heat and the loss of tree canopy

Glen Eira is one of Melbourne's most heat-vulnerable municipalities due to a combination of high urban density, low tree canopy cover, and an ageing population. It is predominantly eight to 12 degrees Celsius hotter than surrounding non-urban areas.

With less than 14 per cent canopy cover, among the lowest in metropolitan Melbourne, the area experiences intense heat retention in built-up areas, leading to the 'urban heat island' effect. This exacerbates health risks, especially for elderly residents, people with pre-existing health conditions, and low-income households unable to afford cooling. As summers become hotter and longer, and heatwaves more frequent, this issue is compounding.

Tree loss from private development, pruning for infrastructure, and climate stress on existing vegetation are key contributors. Cooling the city requires a major uplift in green infrastructure, but limited space and competing land uses present challenges.

Without urgent action to increase tree canopy cover, especially in vulnerable neighbourhoods, Glen Eira risks more extreme localised heat and poorer liveability. To combat some of these issues (particularly the loss of vegetative cover), we adopted the *Glen Eira Urban Forest Strategy* in June 2021, which presents a clear and pragmatic implementation plan aimed at achieving a turnaround in the current trajectory of canopy loss.

2. Ageing and heat vulnerable housing

Many of Glen Eira's homes were built before modern energy efficiency standards and are ill-equipped to handle the impacts of a changing climate. Brick veneer homes with little insulation and single-glazed windows trap heat in summer and lose warmth in winter, increasing energy use and bills.

Renters and low-income households are disproportionately affected, often having limited control over the energy performance of their homes and few resources to make upgrades. Climate change is expected to increase the frequency and intensity of extreme heat events, placing vulnerable residents, particularly older adults and people with chronic illnesses, at even greater risk. Retrofitting existing homes for energy efficiency and passive cooling is a critical adaptation and mitigation measure.

However, barriers such as high costs, limited community awareness, and a lack of access to reliable advice or financial incentives slows implementation. We have already started to adapt to our changing climate by investing in building upgrades, water efficiency, green space, increased vegetation and biodiversity.

The *Solar Savers* program has been designed to help households and businesses future proof their homes from rising energy costs and increasing temperatures by providing easy access to rooftop solar. Our *Energy Savers* program is helping the business community to become energy efficient in their operations and save money on their energy bills by providing cheaper and efficient appliances.

3. Transport emissions, congestion and infrastructure gaps

How people travel in our municipality is closely tied to the climate emergency. Based off 2022–23 data, 19 per cent of local emissions come from transport. Historically, our cities were designed to prioritise cars, trucks and buses, but with population growth, it is becoming more difficult to fit more vehicles on our fixed road network and still get around easily and efficiently.

Prioritising infrastructure that makes walking, cycling, and public transport safer, faster, and more convenient is vital for Glen Eira's future. For example, we recently installed a raised platform with two priority crossings at Royal Avenue and Woodville Avenue in Glen Huntly to prioritise cycling and walking.

In addition, we are embracing electric vehicles, aiming for zero Council emissions that come directly from our organisation by 2031. Our fleet is going electric, but our cars and trucks produce less than one per cent of vehicle emissions in Glen Eira. We are actively expanding its electric vehicle (EV) charging infrastructure to support the growing number of EV users in the municipality. As of early 2025, there are several publicly accessible EV charging stations across Glen Eira, including a station at the newly built Carnegie Memorial Swimming Pool.

4. Mobilising a diverse community for climate action

Glen Eira is home to a highly diverse population, which makes community mobilisation both vital and complex. While many residents are deeply concerned about climate change and eager to act, they can face barriers such as language, limited access to reliable information, affordability, or a sense that individual efforts won't make a difference. Without understanding how climate change will impact them, the community cannot play an effective role in preparing their homes and businesses for impacts that are already upon us and will become increasingly severe.

We have already started this work, delivering a range of programs such as *Solar Savers*, the *Business Renewable Buying Group* and *Energy Savers*, in partnership with the Eastern Alliance for Greenhouse Action and community education such as sustainable living webinars and the *Sustainability Champions* program.

Events, workshops, and communications are often well-received by already-engaged residents, but harder-to-reach groups, such as renters, international students, seniors, and low-income households, may not see themselves represented in mainstream campaigns.

While Glen Eira has a passionate and connected community, local mobilisation around climate change is not yet at the scale required to drive local emissions to net zero and increase pressure on State and Federal Governments to urgently scale up climate action. This lack of mobilisation also has implications for adaptation.



5. The limits of local powers and the need for State and Federal action

Glen Eira City Council is committed to bold climate action and supporting the community to accelerate progress towards zero emissions. However, the levers Council directly controls, such as tree planting, and waste education, only influence a small share of local emissions.

The majority arise from electricity generation, transport infrastructure, and broader community consumption patterns, areas primarily regulated and funded by State and Federal Governments.

Council cannot mandate fuel efficiency standards, decarbonise the grid, or redesign public transport networks, yet these structural reforms are vital for large-scale emissions reduction.

This presents a key challenge: we must continue driving local initiatives while strongly advocating for systemic change beyond our control. Councils also have a role in clarifying responsibilities, so the community understands where change must occur and who can deliver it.

We will lead by example, build partnerships, and amplify the community's voice to ensure higher-level action matches local ambition.

KEY OPPORTUNITIES

Through our engagement with our community, we have identified strengths and opportunities that can be leveraged to deliver our climate emergency response:



Rekindling Indigenous culture and knowledge

Engagement with Traditional Owners on development of this *Strategy* has highlighted the opportunity to learn from and integrate Indigenous ecological knowledge and experience of dramatic environmental change into our land, water and biodiversity management practices. We can explore new ways to empower, include and support First Nations Peoples in Glen Eira's climate emergency response.



Leadership in circular economy

Having delivered food waste recycling for our residents, we've continued to promote reuse, repair, and recycling within Glen Eira. With a new food waste dehydrator at Warrawee Community, we've turned 8.4 tonnes of food waste into fertiliser.

Our series of six repair cafes has seen the repair of 180 items, and our new reusables service has avoided 5,800 single-use bowls, plates, and cups at our major events. We've incorporated greater circularity into our major waste contracts, and we've continued to equip our community with information and resources to reduce waste. Looking forward, there are many great opportunities to build on these successes and further foster our local circular economy.



Investing now

Investing in climate action today delivers long-term benefits, avoiding costly damage, reducing risk, and generating social, environmental, and economic returns. The Global Commission on Adaptation estimates that climate-resilient infrastructure costs just 3 per cent more upfront but delivers \$4 in benefits for every \$1 spent.

Glen Eira's investment in electric vehicles demonstrates this principle: while purchase costs are higher, the total cost of ownership over the life of the vehicle is significantly lower. With reduced fuel and maintenance expenses, EVs are far cheaper per kilometre than petrol or diesel vehicles. Early, strategic investment is economically smart.



Leveraging our channels to communicate the climate emergency

As a trusted local authority, we play a vital role in communicating the climate emergency and empowering our community to act. We're in a strong position to share accurate, relevant, and practical information that helps our community make informed decisions.

Through our wide range of communication channels, including content on social media, online newsletters, the *Glen Eira News*, in-person and online events and webinars, workshops, signage in parks and nature reserves and partnerships with schools and community groups, we can reach diverse audiences across the municipality. By using these channels strategically, we can build climate literacy, highlight local action, and create a sense of shared purpose.



Leading by example through our operations

We are committed to taking bold climate action across our own operations. Our buildings are increasingly powered by 100 per cent renewable electricity, we're transitioning our fleet to fully electric vehicles, and we continue to improve energy efficiency across our facilities. By leading with integrity and transparency, we are building trust, credibility, and momentum in the local council sector, which allows us to influence beyond our direct control.

Glen Eira's sphere of influence may be limited in contrast with the State and Federal government, but through visible leadership, we can inspire local households, schools, businesses, other councils and even other levels of government to act, amplifying impact across the municipality and beyond.

CASE STUDY**INVEST NOW: UPGRADING
OUR FLEET TO ALL-ELECTRIC**

We have been actively promoting electric vehicle (EV) adoption as part of our commitment to achieving zero direct emissions from our operations by 2031.

As of 2025, we have 19 passenger cars, 15 light commercial vehicles, two trucks and two ride-on mowers as part of our electric fleet, with more on order. In 2022, we transferred all electricity accounts to the Victorian Energy Collaboration (VECO), which

provides 100 per cent renewable energy, meaning all of the electricity used to power our EVs is sourced from renewable energy sources.

Although up-front costs may be higher, the total cost of ownership is much lower over the vehicle's life. With significantly lower operating and maintenance costs, electric vehicles are significantly cheaper per kilometre than cars that rely on petrol or diesel.



ROLES IN CLIMATE ACTION

Responding to climate change is a global challenge. We all have a critical role to play through the ways we live, work, play and govern.

UPWARDS



Advocate
to State
and Federal
Governments
to adopt and
resource
a climate
emergency
response

SIDEWAYS



Collaborate
with and
support other
councils to
implement
a climate
emergency
response

OUTWARDS



Work in
partnership with
the residents,
businesses and
Traditional
Owners to
initiate local
community
education,
mobilisation
and resilience
building

INWARDS



Ensure
Councillors,
Executive and
Council staff
understand
and act on
their roles
in a climate
emergency
response

SHARED RESPONSIBILITY: LOCAL, STATE AND FEDERAL GOVERNMENT ROLES



Addressing the challenges — and realising the opportunities — created by climate change demands bold action from all levels of government to reduce their emissions and support us and our community to take the steps we need to reduce our climate footprint and adapt to climate impacts.

Federal government

The Australian Government has the greatest opportunity, and power, to effectively influence and set the national direction and cross jurisdictional agreements to help tackle climate change, build a climate-proof economy and a safe future.

The Australian Government has committed to reaching net zero greenhouse gas emissions by 2050, and has set an interim target of achieving a 62 to 70 per cent reduction on 2005 emissions by 2035. While Australia is a signatory to

the Paris Agreement, emissions are projected to be 42.6 per cent below 2005 levels in 2030, short of the agreed 43 per cent target.

Recent assessments indicate that the nation is not currently on track to meet these targets without significant acceleration in emissions reductions. Australia's climate emissions were 467 million tonnes in the year ending June 2023, an increase of four million tonnes on the previous year. Without strong and urgent action at the Federal level, reaching net zero community emissions will be nearly impossible. Even if Australia meets its Paris Agreement targets, achieving net zero by 2050 will be challenging. The world is already around 1.5°C warmer — we need to halt climate emissions, and we need the Australian Government to act accordingly.

State Government

In 2017, the Victorian Parliament passed a new *Climate Change Act 2017*, positioning Victoria as a leader in climate action. The Act sets a clear policy framework and a pathway to a climate resilient community and a net zero emissions economy. In May 2023, the Victorian Government set an emissions reduction target of 75–80 per cent by 2035 and brought forward their net zero emissions target by five years to 2045.

The Victorian Government needs to continue to invest heavily in climate action and make climate change a priority for all elements of Government business — legislation, regulation, budgets, programs and services.

Local government

The remit and powers available to Victorian local governments are defined by the *Local Government Act 2020*, which introduced an overarching governance principle requiring councils to plan for climate change risk.

We have statutory obligations to consider climate change in everything we do and a strong capacity to implement change. Council has a demonstrated capacity to also drive change through collaboration and advocacy. In Victoria, councils have made significant progress in reducing their climate emissions and supporting their communities to do the same. The services and infrastructure councils provide to their communities are vulnerable to a range of climate hazards. As part of their local knowledge and close connection to the community, councils are well placed to help their local communities and work with the Victorian Government to reduce risks and adapt to climate change.

Across Victoria, councils have formed alliances, built partnerships and delivered shared projects to scale up action. We need to continue working with other councils on regional, state and national priorities. By working together, we can reduce the duplication of effort and resources, play to our strengths, learn from each other and speak with a shared, stronger voice.



Working in partnership with our community represents one of the biggest opportunities to reduce the effect of climate change in our municipality. Key focus areas include:

Business and industry

In 2022, business and industry accounted for over 30 per cent of Glen Eira's climate emissions from electricity and gas use. We need business and industry to:

- > support the community transition to net zero climate emissions by focusing on their own operations and using their experience to influence their customers and supply chains
- > adapt their business models to encompass a circular economy
- > use their voice to advocate on climate issues to the Federal and State Governments
- > work with us to build local economic resilience to help our community withstand future climate-related shocks.

While most local businesses recognise the need to respond to climate change, there are significant barriers to action, including a lack of time, money, resources or knowledge, and policy uncertainty at State and Federal levels.

Large corporate businesses are increasingly following the lead of local governments in taking action on climate change. Some of Australia's largest businesses, like Woolworths and Bunnings, have set ambitious 100 per cent renewable energy targets. Others are moving towards carbon neutral or net zero emissions targets. Locally, Monash University is aiming for net zero emission campuses by 2030.

We have a role in celebrating these achievements and will work proactively with local businesses and representative organisations (e.g. traders' associations) to reduce the impact of their operations and supply chains.

Households

Residential households accounted for 18 per cent of gas use in 2022. We need households to continue to work with us to take the action on all fronts of climate action, especially electrification. Collectively we have the power to make a big and positive difference.

Households can:

- > switch to all-electric and clean renewable energy
- > buy less, recycle and re-use more to create low waste households
- > reduce energy use
- > Improve homes to make them sustainable and climate-resilient
- > switch to more sustainable transport like walking, cycling, ride sharing and electric vehicles
- > support the natural environment by planting gardens and green spaces
- > buy local, and build resilience into our local economy
- > connect with, support and share information with networks — friends, neighbours, colleagues and family
- > advocate for stronger climate change action by State and Federal Governments

We will be seeking new ways to support households and individuals to take various forms of climate action.

Community groups and other local organisations

Schools, community groups and other local organisations are a critical part of our social fabric, with deep networks and local connections. They have the power to be climate messengers, helping their communities to understand climate change, mobilise action and celebrate wins. Schools, community organisations, community gardens and other groups can also lead by example, reducing their own climate footprint, working toward zero waste, saving water, encouraging active transport, growing food and increasing vegetation cover.

Local schools, groups, and organisations play a vital role in climate action by connecting people and strengthening social networks that build community resilience to extreme weather. These networks also enable shared projects, support collective economies and empower communities to advocate for stronger climate action.

We will work with schools, community gardens, groups and organisations to amplify climate messages and connect their communities to local climate programs. Examples of community organisations taking climate action in Glen Eira include, but are not limited to, Glen Eira Emergency Climate Action Network, Jewish Climate Network, 'Friends of' groups, Environment Victoria and the Port Phillip Eco Centre.



INNOVATION AREAS FOR OUR ACTION PLAN

Five innovation areas have been identified to deliver further on community priorities and build on our current strengths. These areas will guide our focus as we develop practical, collaborative and forward-looking responses to the challenges of climate change.

1. Exploring Indigenous ecological knowledge

Cultural knowledge is important and there are still imprints and memories that can be rekindled for the benefit of the whole community. In partnership with local Traditional Owners, we will explore how First Peoples knowledge of climate change allows us to respond to the climate emergency. We will ask what the impacts of the climate emergency will be on local First Nations people — on their health and livelihoods, their connection to community, and their connection to Country.

2. Embedding climate thinking in everything we do

We will make changes to our systems so that climate action is embedded into the way we work every day. This means reducing emissions, using renewable energy, improving energy efficiency, and applying circular economy principles in how we build, buy and operate. We will share what we learn with our community and help them to use a climate lens in their own businesses, homes and communities.

3. Leadership by example

We have demonstrated strong leadership through our climate emergency declaration and emissions goals, and the actions that we have taken to reduce our climate impact. Our community has asked us to strengthen this leadership and invite everyone to participate, so we will continue to lead by example by being transparent about our actions and progress, and helping to inspire and empower others to take meaningful climate action.

4. Magnify our impacts through partnerships and collaboration

We are not alone in taking action to address the climate emergency! We will continue to increase our reach and impact through our membership of collaborations such as the Eastern Alliance for Greenhouse Action (EAGA), Climate Emergency Australia (CEA) and the Council Alliance for the Sustainable Built Environment (CASBE) and through ongoing partnerships with our community to magnify both our climate emergency responses.

5. Empowering everyone to take action on climate change

Climate action must include everyone. We will engage with our diverse community, across cultures, ages, abilities, and incomes, to ensure all voices are heard and supported. This means tailoring communication, removing barriers to participation, and co-designing solutions with those most affected by climate change. By working together, we can build a more just, informed, and empowered Glen Eira, where everyone can take part in shaping a sustainable future.

**OUR
STRATEGIC
OBJECTIVES**

OUR STRATEGIC OBJECTIVES

The urgency of the climate emergency requires all of us to do as much as we each can, as individuals, organisations, governments and communities to respond by rapidly reducing emissions and strengthening our resilience to the growing impacts.

It will mean working together to achieve these common goals, both by delivering outcomes in the short term and through multi-year efforts to cut emissions and protect our communities from climate change. A clear strategy allows our staff, partners and community to see how they fit into this bigger picture; where we're heading, how we'll get there and how their efforts over the next four years will contribute to our shared goal of a healthy, sustainable and resilient Glen Eira.

Embedding the following strategic objectives from the *Glen Eira Council Plan 2025–2029*, can prioritise, resource, communicate and evaluate our response to the climate emergency. These objectives encourage community-wide collaboration to tackle climate change from every angle, creating a powerful and lasting impact far beyond what any one effort could achieve alone.

Delivering on these objectives and regularly evaluating our progress will ensure we stay on track. These strategic objectives (and the subsequent goals) are clearly defined to both guide our operations and demonstrate how we can help to accelerate net zero community emissions.



STRATEGIC OBJECTIVE 1.4

GOAL 1

Our community is protected from the worst impacts of climate change

OUR COMMUNITY HAS IMPROVED PHYSICAL AND MENTAL HEALTH AND WELLBEING**Priority Action for Goal 1:**

1.1 — Understand local population segments who are vulnerable/exposed to climate change risks, their needs and barriers to action.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029.

Through Action 1.1 we will undertake a **Community Vulnerability Assessment**, which will combine the best scientific understanding of climate change with demographic data to understand who in our community is most susceptible to climate risks, and where, and how they might be impacted. At the same time, we will use an **inclusive and intersectional approach with at-risk communities** to better understand their needs and the barriers they face, and how we can work with them to overcome these barriers.

These initiatives will give us the meaningful, practical knowledge we need to prioritise our work over the next four years, and take action to support our community to adapt to climate change and build their resilience to climate impacts. These actions will include:

- Engaging with and educating at-risk residents and businesses, to empower them to prepare for, respond to and recover from climate impacts
- Supporting our community during and after climate-induced events, integrating what we have heard from our community about emergency management priorities and partnerships
- Embedding climate change and its impacts in Council staff induction and training, to give our people the skills and knowledge to support at-risk community members to prepare for and respond to climate impacts

STRATEGIC OBJECTIVE 1.4 Cont.

- Building our knowledge and incorporating ongoing learning through a monitoring, evaluation, reporting and improvement (MERI) plan. Proactively learning from other councils and agencies supporting communities to adapt to climate change, and identifying emerging threats such as vector-borne diseases, poor air quality and other public health impacts of climate change.

Climate change is an evolving threat to our communities' physical and mental wellbeing. By supporting our community, particularly those who are most at risk from its impacts, we will provide targeted support and strengthen resilience across the community.



STRATEGIC OBJECTIVE 2.2

GOAL 1

Our buildings and infrastructure are resilient and safe for our staff and community

OUR PLACES ARE SAFE, HEALTHY AND VERSATILE**Priority Action for Goal 1:**

1.1 — Apply best-practice planning practices across Council buildings and infrastructure to protect our community from climate impacts.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029, Glen Eira Urban Forest Strategy 2021, Sustainable Building and Infrastructure Policy (City of Glen Eira) 2021.

Healthy urban environments strengthen climate resilience by abating heat, enhancing air quality, and managing environmental risks to support the wellbeing of all residents. Action 1.1 sets out measures to ensure our assets, infrastructure and environment are climate-ready.

Through Council planning and integrated infrastructure design we will encourage climate-resilient features to be included in new council developments and upgrades to our infrastructure – including our buildings, assets and green infrastructure such as our parks and urban forest. These measures will help minimise impacts on our community from extreme heat, flooding and other climate-related risks, while improving general liveability and sustainability.

Actions that we will deliver over the next four years include:

- Designing, constructing and retrofitting assets, including incorporating passive design and energy efficient heating and cooling systems in Council buildings, and incorporating natural solutions such as water-sensitive urban design to better manage stormwater and reduce climate risks
- Assessing key Council assets to understand their vulnerability to climate disruptions, and prioritising upgrades to improve their climate resilience
- Embedding best-practice approaches across our infrastructure projects.

Through these actions, we will future-proof buildings, civil assets and other infrastructure, ensuring our places are safe, reliable and versatile for all users.

STRATEGIC OBJECTIVE 3.1

GOAL 1

Continue to grow, maintain and protect our urban forest

OUR URBAN GREENERY AND BIODIVERSITY ARE ENHANCED**Priority Action for Goal 1:**

1.1 — Implement Urban Forest Strategy to maximise greening on public land, to cool the city, and increase biodiversity, ensuring locals reap the health and wellbeing benefits of nature.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029, Glen Eira Urban Forest Strategy 2021.

Through Action 1.1, we will implement Glen Eira's Urban Forest Strategy to maximise greening on public land. Our urban forest, trees, shrubs and understorey plants play a vital role in cooling our city and improving air quality. Other native and indigenous species, such as grasses and ground cover, support biodiversity and provide places of refuge for pollinators and insects.

On hot days, parts of Glen Eira can be eight to twelve degrees hotter than surrounding non-urban areas — a difference that can be life threatening during heatwaves. As climate change intensifies, the health and wellbeing benefits delivered by our urban forest will become even more important. By creating more green spaces and expanding tree cover, we can help protect our community from extreme heat and provide cooler places for people to live, work and play.

The actions we will deliver include:

- Initiating the first five-year review of the Urban Forest Strategy to ensure our urban forest remains healthy, diverse and resilient
- Improving tree canopy and vegetation cover on public land, with a particular focus on cooling locations where our community is most at risk from the urban heat island effect
- Integrating biodiversity and habitat outcomes into greening initiatives to strengthen ecological connections across the municipality.

STRATEGIC OBJECTIVE 3.1

GOAL 2

Maintain, improve
and protect Glen
Eira's biodiversity

Priority Action for Goal 2:

2.1 — Improve our understanding of Glen Eira's biodiversity.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029, Glen Eira Biodiversity Plan 2025-2029.

Action 2.1 will strengthen our understanding of Glen Eira's biodiversity, and the tools to understand when, where, and how we can take action, helping our green spaces thrive, caring for local species, and creating more opportunities for our community to connect with nature.

Everyone in our community can contribute to protecting our biodiversity, by enhancing and preserving all forms of vegetation, from canopy trees to mid-storey and understorey plants, in all kinds of locations, including streetscapes, parks, reserves, active transport corridors, schools, golf courses, cemeteries, and private gardens.

In the next four years we will take a variety of actions to achieve these goals, including:

- Conducting surveys of flora, fauna and other significant organisms, and engaging with our community through citizen science projects, to help understand and how to protect it
- Identifying, maintaining, improving and protecting biodiversity on parks, reserves and other Council land
- Engaging with our community, by using our communications channels and engagement programs to let people know about the practical actions they can take and ensuring that our biodiversity planning, delivery and engagement is inclusive of Glen Eira's diverse community.

By working together to enhance our local habitats and support local plants and wildlife we can make Glen Eira a more welcoming place for native and indigenous species, while also enriching the lives of our community through increased opportunities for recreation and connection with nature.

STRATEGIC OBJECTIVE 3.2

GOAL 1

Work with our community and other levels of government to better understand and take action to improve air quality in Glen Eira

OUR AIR AND WATERWAYS ARE HEALTHY

Priority Action for Goal 1:

1.1 — Commission research into impacts of air quality in Glen Eira, and actions we can take to address them.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029.

Air pollution can have a serious impact on our community and our natural environment, with respiratory issues and other health risks being especially felt by children, older adults and those with existing health conditions. It can also impact our wider community, degrade natural environments and contribute directly to a changing climate.

In response to these impacts we will commission a study into the sources of air pollution in Glen Eira, to analyse the sources of emissions and provide recommendations for Council, our community and other levels of government to address these emissions and improve air quality.

These recommendations will guide a range of initiatives, including:

- Engaging our community to raise community awareness, promote solutions, improve air quality and facilitate community members to monitor pollution through citizen science programs
- Collaborating with and advocating to other government agencies to understand and improve air quality. This is important given the range of emissions sources and limited power of local government to directly control and enforce them.

By building a clearer picture of local pollution sources and working alongside government agencies and the community, we can take an informed, collaborative action to improve air quality and protect community health.

STRATEGIC OBJECTIVE 3.2

GOAL 2

Protect our community and biodiversity by improving the health of our waterways

Priority Action for Goal 2:

2.1 — Refresh the Glen Eira *Integrated Water Management Action Plan*.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029, Glen Eira Integrated Water Management Plan (Dhumbali W'urneet Gadhaba).

Water is all around Glen Eira, even if we can't always see it. When it rains, the stormwater travels through underground pipes and canals along the Elster Creek or Kooyongkoot Creek catchments eventually emptying into Port Phillip Bay, which can carry pollution harmful to marine habitats and reduces the health and amenity of the Bay. Upstream, in Caulfield Park Lake, we see examples of healthy urban vegetation and clean waterways to support land-based and aquatic biodiversity.

By refreshing the *Glen Eira Integrated Water Management Plan Action Plan* we will build on our existing knowledge to address these issues, and guide the delivery of actions such as:

- Improving our understanding of threats to healthy waterways, through citizen science and initiatives such as establishing a water quality monitoring program
- Engaging, supporting and empowering our community to protect our waterways
- Further embedding Integrated Water Management (IWM) into our planning and operations, through steps such as targeted training, and reviewing and amending planning processes to ensure they are effective at protecting our waterways
- Implementing programs to collect litter or reduce the amount of litter entering waterways, and educating and supporting businesses to reduce pollution.

These initiatives will allow us to strengthen Council efforts by deepening our understanding of waterway health and empower our community to protect their local environment.

STRATEGIC OBJECTIVE 3.3

GOAL 1

We will embed climate action across all Council activities and operations, leading by example to achieve zero direct Council emissions by 2031

COUNCIL AND COMMUNITY EMISSIONS ARE REDUCED

Priority Action for Goal 1:

1.1 — Define and communicate the unique role each business unit can play in Council's climate emergency response.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029

To protect our community from the impacts of climate change we need to tackle the problem at its source. That's why we have adopted the ambitious target of eliminating all climate emissions under our direct control by 2031.

Driving emissions reduction and acting as a climate leader will require a collective effort, so we will work with staff across every part of Council to identify their place in our climate emergency response, and support them to have the maximum possible climate impact. This in turn will support actions such as:

- Transitioning facilities from gas to renewable electricity – including GESAC, which is currently responsible for over half of all Council climate emissions
- Continuing our transition towards a zero-emissions vehicle fleet
- Reducing emissions from Council buildings through targeted upgrades and system optimisation, and ensuring all new Council buildings and significant retrofits will meet or exceed best-practice energy efficiency standards (such as Green Star ratings)
- Installing solar panels across Council buildings and infrastructure. Harnessing our purchasing power through sustainable procurement, including requiring suppliers and contractors to deliver low emission practices and products.

By taking these bold steps we can reduce our climate impact, act as an example for our community by demonstrating how they can reduce their emissions, and show leadership to other councils and communities across Australia.

STRATEGIC OBJECTIVE 3.3

GOAL 2

We will empower and mobilise our community to take meaningful climate action, accelerating progress toward net zero community emissions by 2030

Priority Action for Goal 2:

2.1 — Create and promote a net zero emissions pathway for each segment of our community and significant source of climate emissions in Glen Eira.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029

We will continue to support our community to reduce their climate impact, by researching the sources of emissions in Glen Eira, and the actions that segments of our community can take to most easily and effectively reduce their emissions. By communicating the outcomes of this research to help residents, businesses, schools and community organisations understand the steps they can take to reduce emissions, improve energy efficiency, and transition to renewable energy sources.

We will also support our community to implement these actions through a range of initiatives such as:

- Promoting climate change workshops, online resources, community engagement initiatives and working with trusted sustainability leaders
- Removing barriers to taking action by connecting our community to programs, incentives and support offered by other levels of government
- Supporting community organisations to take climate action
- Building on programs such the Glen Eira Sustainability Champions, to help our community to mobilise and take climate action.

Providing this support and other community engagement activities, we can empower our community to become climate leaders, and reduce their emissions while inspiring others to take meaningful climate action.

STRATEGIC OBJECTIVE 3.3

GOAL 3

Collaborate with First Nations to reduce emissions and facilitate a just transition to a low emissions future

Priority Action for Goal 3:

3.1 — Collaborate with, support, and promote First Nations-led initiatives such as cultural burning, which contribute to climate emissions reduction and strengthen both cultural and environmental outcomes

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029, Glen Eira Reconciliation Action Plan March 2022 – March 2024 Innovate

The Boonwurrung / Bunurong and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation, the Traditional Owners of Glen Eira, are leading and participating in a range of diverse and innovative climate projects. By collaborating with, supporting and promoting these initiatives we can assist our First Nations partners to reduce and draw down climate emissions, Care for Country and address the impacts of climate change. This support consist of actions such as:

- Collaborating with First Nations organisations to support on-ground activities such as cultural burning
- Using our council networks to promote First Nations projects and partnerships, such as Sea Country restoration (including mangroves, seagrass, and other blue carbon ecosystems) and sustainable aquaculture (e.g. shellfish farming) to other councils, agencies and stakeholders
- Recognising the climate expertise of First Nations organisations by actively sourcing their advice on renewable energy and climate change.

STRATEGIC OBJECTIVE 3.4

GOAL 1

Our community increases their understanding and participation in the circular economy

GOAL 2

Council and our community, increase material circularity and resource recovery

WASTE TO LANDFILL IS REDUCED

Priority Action for Goal 1:

1.1 — Empower our community to become active members of the circular economy.

Priority Action for Goal 2:

2.1 — Lead the circular economy transition by example and use our purchasing power to stimulate the circular economy.

Other relevant council plans and strategies:

Glen Eira Council Plan 2025-2029, Glen Eira Circular Economy Plan 2022-2026.

A circular economy is one where waste is designed out from the beginning and materials can be endlessly reused, reducing their environmental impact through:

- eliminating waste and pollution
- circulating products and materials at their highest value for as long as possible
- regenerating natural systems.

For example, food organics and garden organics (FOGO) in landfill generates methane, a potent greenhouse gas. Instead, food scraps and garden waste can be recycled into compost to be reused on farms and in gardens. Diverting FOGO is a simple way our community can participate in the circular economy and help reduce emission. This is why our Action Plan includes a commitment to continued investment in FOGO recycling, and to building upon Council initiatives that increase FOGO recycling and reduce waste to landfill.

Council is in the final year of our current *Circular Economy Plan (2021 - 2026)* and planning for the next four-year plan (2026-2030). This is expected to significantly reduce waste generated across the municipality by supporting Council staff and residents to adopt alternatives to landfill, while also guiding strategic responses to eliminate waste.

STRATEGIC OBJECTIVE 3.5

GOAL 1

We embed Caring for Country in Country in everything we do

GOAL 2

Support First Nations Elders, community members and organisations to Care for Country and take action on climate change

GOAL 3

Our community is actively engaged in Caring for Country, and in understanding and respecting First Peoples values and perspective

OUR COMMUNITY IS ACTIVELY ENGAGED IN CARING FOR COUNTRY AND THE NATURAL ENVIRONMENT**Priority Action for Goal 1, 2 and 3:**

1.1 — Engage First Peoples early and continually during the development and implementation of climate emergency plans and actions.

Other relevant council plans and strategies:

Glen Eira Reconciliation Action Plan March 2022 – March 2024
Innovate, Glen Eira Integrated Water Management Plan (Dhumbali W'urneet Gadhaba)

The area that makes up the City of Glen Eira (Glen Eira) rests on the traditional lands of the Boonwurrung / Bunurong and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation, who have lived on, been connected to and sustainably managed the land for thousands of years.

While developing this *Strategy* we engaged extensively with Traditional Owners, to learn about these connections, their perspectives about climate change and their aspirations for how we and our community can work together to take climate action and Care for Country in Glen Eira.

The actions under this strategic objective represent the outcomes of these conversations, and the steps that Traditional Owners have asked us to take to address climate change, Care for Country and engage our community. These include embedding First Nations perspectives across our climate emergency response, educating our community about Caring for Country and supporting Traditional Owners to take climate action.

A low-angle photograph of a large tree trunk, showing its thick, light-colored bark and several branches reaching upwards. The background is filled with dense green foliage and a clear blue sky. A semi-transparent green circle is overlaid on the right side of the image, containing the text 'OUR ACTION PLAN'.

OUR ACTION PLAN

OUR ACTION PLAN

The Strategy is supported by our four-year Action Plan, which sets out actions to be undertaken over its life to achieve identified goals and objectives.

The actions are listed under relevant Council Strategic Objectives that address all climate related actions and capture a wide range of specific actions, programs and projects. Council will undertake these over the next four years to deliver tangible outcomes and contribute to our longer term climate emergency response. The indicative year that each will occur is highlighted in the table.

The actions are integrated into annual work plans right across Council to ensure climate change action is truly integrated into everything we do.

UPDATING THE STRATEGY AND ACTION PLAN

Our Action Plan will be updated annually (as required), to reflect changing needs and opportunities and respond to monitoring evaluation findings. A new, four-year Strategy and associated Action Plan will be developed in 2029.



STRATEGIC OBJECTIVE 1.4: OUR COMMUNITY HAS IMPROVED PHYSICAL AND MENTAL HEALTH AND WELLBEING

GOAL 1: OUR COMMUNITY IS PROTECTED FROM THE WORST IMPACTS OF CLIMATE CHANGE

ACTION	MEASURES	DELIVERY PERIOD
1.1 Understand local population segments who are vulnerable/exposed to climate change risks, their needs and barriers to action	• Conduct Climate Vulnerability Assessment, including climate data, future climate projections, and local geography, demographics and individuals and sectors of our community under greater climate risk (e.g. geographic and demographic communities whose homes are most likely to be impacted by extreme heat, and least able to afford cooling systems) • Identification of the needs / barriers that impact Glen Eira residents to prepare for or adapt to climate change (e.g. infrastructure, housing, access to finance, council and community services) and actions for Council to respond • Apply inclusive/intersectional approach to at risk communities and identify their needs, and barriers faced when taking action to prepare, respond and recover from climate impacts • Engagement with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation (Wurundjeri Corporation), to better understand the risks, needs and barriers experienced by Wurundjeri community members, and actions that Council can take to address these.	2025/26 2026/27 2027/28 2028/29
1.2 Include climate change education into staff and councillor induction and training to support climate smart decision making	• Continue mandatory training provided to Council staff who are in contact with our community, to provide them with the skills and knowledge to support at-risk community members to prepare for and respond to climate impacts • Integrate climate adaptation and our climate emergency response into Councillor and staff induction.	2025/26 2026/27 2027/28 2028/29

GOAL 1: OUR COMMUNITY IS PROTECTED FROM THE WORST IMPACTS OF CLIMATE CHANGE

ACTION	MEASURES	DELIVERY PERIOD
1.3 Engage and educate residents and business owners to empower them to take action to prepare for, respond to and recover from climate impacts	• Targeted engagement of at-risk community members • Develop the capacity of community leaders to support their communities to prepare for, respond to and recover from climate impacts • Engagement with businesses to build their knowledge of climate impacts and the actions they can take to protect themselves • Inform residents how they can make their homes resilient to climate impacts, and support them to make these changes through access to our programs (e.g. Solar Savers) and information on funding and support provided by other levels of government • Deliver targeted two-way engagement and workshops for Wurundjeri community, incorporating discussions of policy and planning, conversations about climate change impacts and workshopping solutions that community members can take to protect themselves.	2025/26 2026/27 2027/28 2028/29
1.4 Continue to support local health and community service providers, to support community members who are vulnerable to extreme weather events	• Support local networks of health and community service providers • Conduct programs for health and community service providers to enable community support during and after extreme weather events and other climate impacts (e.g. capacity development or delivery of community resilience projects).	2025/26 2026/27 2027/28 2028/29



GOAL 1: OUR COMMUNITY IS PROTECTED FROM THE WORST IMPACTS OF CLIMATE CHANGE

ACTION	MEASURES	DELIVERY PERIOD
1.5 Protect our community from the public health impacts of climate change	• Research new and upcoming public health impacts of climate change (e.g. vector-borne diseases, poor air quality) • Incorporate knowledge and recommendations from research into Council programs and services.	2025/26 2026/27 2027/28 2028/29
1.6 Support our community during and after climate induced events	• Engage with emergency response agencies and organisations involved in emergency management, and explore how our community's needs can be incorporated into emergency management arrangements (e.g. <i>Municipal Emergency Management Plan</i>) • Support community members who receive Council services to prepare for and recover from climate-related emergencies • Build and strengthen family violence prevention and responses in Council's emergency recovery planning • Support residents, businesses and organisations to access adaptation related funding and programs • Evaluate the potential for Council and community facilities as refuges for at-risk community members during climate-related emergencies (e.g. heatwaves, air pollution caused by bushfire smoke) and promote suitable facilities when needed • Support community members who receive Council services to prepare for and respond to climate-related emergencies such as heatwaves.	2025/26 2026/27 2027/28 2028/29
1.7 Strengthen Council's understanding and delivery of best practice in climate adaptation	• Develop, implement and report on a monitoring, evaluation, reporting and improvement (MERI) plan • Identification of learnings from climate adaptation initiatives conducted by other councils, and government and non-government organisations.	2025/26 2026/27 2027/28 2028/29

GOAL 1: OUR COMMUNITY IS PROTECTED FROM THE WORST IMPACTS OF CLIMATE CHANGE

ACTION	MEASURES	DELIVERY PERIOD
1.8 Collaborate with Wurundjeri Corporation to source First Nations knowledge and expertise to protect our community from extreme weather events and other climate impacts	- Engagement with Wurundjeri Elders to improve our understanding of climate change impacts and how these affect our community, including future and emerging climate risks that have not yet been incorporated into Council planning - Input from Wurundjeri Elders informs emergency management planning and other measures to protect our community from climate impacts (e.g. incorporating Wurundjeri knowledge of seasons and water into the review and updating of flood and heatwave plans and other plans that address emerging climate impacts) - Collaboration with Wurundjeri Corporation education team, to develop and inform communications and education about climate adaptation, community resilience and emergency preparedness.	2025/26 2026/27 2027/28 2028/29
1.9 Advocate to other levels of government for policies and actions that support our community to adapt to climate change and which protect them from its impacts	- Advocate for government policies that support community members to protect themselves from extreme weather (e.g. subsidies for installing air conditioners or insulation) - Advocate for changes to planning arrangements that ensure new housing is resilient to the impacts of climate change.	2025/26 2026/27 2027/28 2028/29



STRATEGIC OBJECTIVE 2.2: OUR PLACES ARE SAFE, HEALTHY AND VERSATILE

GOAL 1: OUR BUILDINGS AND INFRASTRUCTURE ARE RESILIENT AND SAFE FOR OUR STAFF AND COMMUNITY

ACTION	MEASURES	DELIVERY PERIOD
1.1 Apply best-practice planning approaches across Council buildings and infrastructure to protect our community from climate impacts.	• Implementation of <i>Urban Forest Strategy</i> • Address the urban heat island effect through planting trees, and strategies such as the creation of urban green spaces and community gardens • Implementation of natural solutions such as wetlands and permeable pavements to manage stormwater • The design and building of new assets, and the renovation of existing assets, maximises climate resilience and mitigates climate hazards • Investigate measures to insulate our community from climate impacts to community infrastructure (e.g. disruptions to transport and electricity distribution during heatwaves) and implement these where appropriate.	2025/26 2026/27 2027/28 2028/29
1.2 Conduct a climate change risk assessment of Council buildings and infrastructure	• Include climate risk hazard ratings for all our assets to produce a list of assets at high risk from climate.	2027/28 2028/29
1.3 Drawing on climate change risk assessment findings, prioritise and implement upgrades through Council's Asset Management Plans	• Prioritisation of upgrades based on outcomes of risk assessment.	2027/28 2028/29
1.4 Continue work with partners to implement the Elster Creek Flood Management Plan	• Ongoing implementation of <i>Elster Creek Flood Management Plan</i>.	2025/26 2026/27 2027/28 2028/29

STRATEGIC OBJECTIVE 3.1: OUR URBAN GREENERY AND BIODIVERSITY ARE ENHANCED

GOAL 1: CONTINUE TO GROW, MAINTAIN AND PROTECT OUR URBAN FOREST

ACTION	MEASURES	DELIVERY PERIOD
1.1 Implement Urban Forest Strategy to maximise greening on public land, to cool the city, and increase biodiversity, ensuring locals reap the health and wellbeing benefits of nature	• Five-year review of the <i>Urban Forest Strategy</i> • Update the Urban Forest Strategy and related Council activities where necessary based on the outcomes of the review.	2025/26 2026/27 2027/28 2028/29
1.2 Through implementation of the Urban Forest Strategy, ensure the Planning Policy helps protect established trees and significant vegetation, encouraging additional planting on private property	• Review of strategic and statutory planning processes to ensure they effectively protect and promote biodiversity and urban greening • Strategic and statutory planning processes are updated based on the findings of the review.	2025/26 2026/27 2027/28 2028/29
1.3 Plant appropriate trees and vegetation on our land	• Plant new trees, midstory and understory vegetation on our land • Replace existing trees and vegetation at the end of their useful life • Select new trees and vegetation from climatically appropriate/resilient species, prioritising indigenous species • Partner with Bunurong Land Council Aboriginal Corporation (BLCAC) to research and test the planting of culturally appropriate climate resistant plant species.	2025/26 2026/27 2027/28 2028/29

GOAL 1: CONTINUE TO GROW, MAINTAIN AND PROTECT OUR URBAN FOREST

ACTION	MEASURES	DELIVERY PERIOD
1.4 Ensure our plans, policies and strategies make a positive contribution to urban greening	Consider urban greening during the updates, review and implementation of all Council plans and strategies.	2026/27 2027/28 2028/29
1.5 Collaborate with our community to generate positive action that protects existing trees and vegetation, and contributes to urban greening on private land	- Delivery of ongoing education campaigns - Establish a Gardens for Wildlife program to encourage residents to create biodiverse backyards - Develop and promote further guidance around nature strip gardens to inspire residents to add greenery to Glen Eira's streets.	2025/26 2026/27 2027/28 2028/29
1.6 Prioritise the protection and enhancement of significant biodiversity values during the design and management of our open space	- Identify parks and reserves with significant biodiversity values (e.g. biodiversity hotspots, or biodiversity corridors where species require food, habitat or shelter) - Prepare management plans for these parks and reserves, detailing actions that need to be taken to protect and enhance biodiversity values (e.g. planting significant indigenous plant species, or utilising specific shrubs or grasses to provide food, habitat or shelter for significant animal species) - Embed biodiversity actions into our park master plans.	2025/26 2026/27 2027/28 2028/29

GOAL 2: MAINTAIN, IMPROVE AND PROTECT GLEN EIRA'S BIODIVERSITY

ACTION	MEASURES	DELIVERY PERIOD
2.1 Improve our understanding of Glen Eira's biodiversity	• Conduct surveys of flora, fauna and other significant organisms (e.g. fungi) in Glen Eira. • Identify locations in Glen Eira where actions will have the maximum impact on local and regional biodiversity. • Commission research to investigate impacts of climate change on Glen Eira's biodiversity plan and actions taken in response.	2025/26 2026/27 2027/28 2028/29
2.2 Identify, maintain, improve and protect biodiversity on our land	• Prepare management plans for locations with high biodiversity significance • Increase local biodiversity through targeted planting of indigenous species or other environmental works on our land • Collaboration with other councils, levels of government and our community to promote and protect biodiversity.	2025/26 2026/27 2027/28 2028/29
2.3 Engage with our community to enhance and protect Glen Eira's biodiversity	• Use our communications and engagement channels to educate our community about biodiversity • Deliver community engagement programs that generate action to protect and promote biodiversity • Ensure that biodiversity planning, delivery and engagement is inclusive of Glen Eira's diverse community.	2025/26 2026/27 2027/28 2028/29
2.4 Adopt a partnership approach with BLCAC, to inform and collaborate on landscape management and planning	• Engage BLCAC early and continually during the development and implementation of landscape management and planning • BLCAC engaged in the development of management plans and actions • Regular meetings and collaboration with BLCAC.	2025/26 2026/27 2027/28 2028/29

GOAL 2: MAINTAIN, IMPROVE AND PROTECT GLEN EIRA'S BIODIVERSITY

ACTION	MEASURES	DELIVERY PERIOD
2.5 Mitigate the impacts of extreme weather events on local and regional biodiversity (e.g. mass death events due to heatwaves, floods washing pollution into waterways, trees being felled or damaged by severe winds)	• Identify locations where high climate risk (e.g. flood zones) overlap with biodiversity and cultural values • Water Sensitive Urban Design (WSUD) measures incorporate flood mitigation • Investigate methods for assessing climate risk to biodiversity • Climate risks incorporated into management plans for locations with high biodiversity value.	2025/26 2026/27 2027/28 2028/29



STRATEGIC OBJECTIVE 3.2: OUR AIR AND WATERWAYS ARE HEALTHY

GOAL 1: WORK WITH OUR COMMUNITY AND OTHER LEVELS OF GOVERNMENT TO BETTER UNDERSTAND AND TAKE ACTION TO IMPROVE AIR QUALITY IN GLEN EIRA

ACTION	MEASURES	DELIVERY PERIOD
1.1 Commission research into impacts of air quality in Glen Eira, and actions we can take to address them	• Commission a study into sources of air pollution (e.g. wood heaters, bushfire smoke, dust from extreme winds, indoor air quality) • Make recommendations on actions that can be taken to improve air quality in Glen Eira • Share learnings and recommendations from air quality study with Wurundjeri community.	2025/26 2026/27
1.2 Raise community awareness and involvement in air quality issues	• Delivery of communications and engagement to a broad range of residents to raise awareness on air quality issues • Promote alternative technologies and solutions to improve air pollution (e.g. electric heat pumps, zero-emissions vehicles, active travel) • Communicate Council's actions to improve air quality • Citizen science programs identified and promoted.	2025/26 2026/27 2027/28 2028/29
1.3 Collaborate with governments and agencies to understand and improve air quality issues	• Collaboration with EPA to generate and share air quality education materials • Share our resources to ensure air quality information is available to our community • Collaboration with EPA to explore opportunities for real-time air quality monitoring stations in Glen Eira.	2025/26 2026/27 2027/28 2028/29
1.4 Advocate to other levels of government to improve air quality	• Continue to advocate for greater action on wood heaters, and to support policies that promote cleaner heating alternatives • Advocate to State and Federal Governments to implement relevant recommendations from air quality study (see Action 1.1).	2025/26 2026/27 2027/28 2028/29

GOAL 1: WORK WITH OUR COMMUNITY AND OTHER LEVELS OF GOVERNMENT TO BETTER UNDERSTAND AND TAKE ACTION TO IMPROVE AIR QUALITY IN GLEN EIRA

ACTION	MEASURES	DELIVERY PERIOD
1.5 Source First Nations expertise to inform our actions to improve air quality	Collaborate with Wurundjeri Corporation to incorporate Wurundjeri knowledge, expertise and priorities into air quality study and actions.	2025/26 2026/27 2027/28 2028/29



GOAL 2: PROTECT OUR COMMUNITY AND BIODIVERSITY BY IMPROVING THE HEALTH OF OUR WATERWAYS

ACTION	MEASURES	DELIVERY PERIOD
2.1 Refresh the Glen Eira Integrated Water Management Action Plan	Refresh and present Glen Eira's new Integrated Water Management Action Plan for Council for endorsement.	2026/27
2.2 Build our understanding of threats to aquatic ecosystems and waterways	- Establish a water quality monitoring program to track pollutants including litter and nutrient levels - Establish improved biodiversity indicators in aquatic habitats (e.g. species counts, habitat condition assessments) - Implement a monitoring program to determine the prevalence and types of litter within the Elster Creek Catchment - Promote citizen science programs to our community, and allow these to inform water management.	2025/26 2026/27 2027/28 2028/29
2.3 Address the impact that actions can have on human health and regional waterways such as Elster Creek, KooyongKoot and Birrarung, and Sea Country (e.g. by preventing aquatic pollution into Port Phillip Bay)	- Implement programs to collect litter and prevent it from washing into waterways - Investigation of existing litter management practices, including bin placement, at pollution and litter hotspots to identify opportunities to reduce litter entering waterways - Educate and support businesses to reduce the generation of litter and other pollution - Monitor construction-related pollution to inform the development of further controls for managing construction waste (e.g. washing of trucks) - Collaborate with EPA to explore opportunities to enforce controls of on-site construction waste - Map the responsibilities between Council, EPA and other agencies that impact water quality, and how we can influence these - Advocate for stronger action by other levels of government to protect local and regional waterways.	2025/26 2026/27 2027/28 2028/29

GOAL 2: PROTECT OUR COMMUNITY AND BIODIVERSITY BY IMPROVING THE HEALTH OF OUR WATERWAYS

ACTION	MEASURES	DELIVERY PERIOD
2.4 Deliver communication and engagement programs to raise awareness about aquatic ecosystems and inspire community-led action to protect and care for local waterways	• Incorporate water-related articles and messaging into our communications • Delivery of engagement to a broad range of audiences.	2025/26 2026/27 2027/28 2028/29
2.5 Engage with communities to encourage their connection to local catchments and waterways	• Development and delivery of communications to highlight the identity of our local waterways, and the importance of protecting them • Targeted engagement of communities near waterways that are identified as having high natural or cultural significance.	2025/26 2026/27 2027/28 2028/29
2.6 As per our IWM commitments, continue to build our capacity to embed IWM into our planning and operations	• Deliver IWM training to our business units whose work can positively or negatively impact water quality • Incorporation of IWM and water sensitive urban design (WSUD) into relevant capital works and infrastructure projects.	2025/26 2026/27 2027/28 2028/29

GOAL 2: PROTECT OUR COMMUNITY AND BIODIVERSITY BY IMPROVING THE HEALTH OF OUR WATERWAYS

ACTION	MEASURES	DELIVERY PERIOD
2.7 Review and amend strategic and statutory planning processes to ensure they are effective at protecting our waterways	• Deliver IWM training to our business units whose work can positively or negatively impact water quality • Incorporation of IWM and WSUD into relevant capital works and infrastructure projects.	2025/26 2026/27 2027/28 2028/29
2.8 Collaborate with governments, agencies and Traditional Owners to understand and address the sources of water pollution in Glen Eira	• Collaborate with Melbourne Water to add Glen Eira sites to their water quality monitoring network • Collaborate with Wurundjeri Corporation to guide water quality monitoring • Advocate for the greater sharing of water quality data and monitoring with the community (e.g. live streaming of waterways) • Organise for water quality reports to be shared with Wurundjeri Corporation.	2025/26 2026/27 2027/28 2028/29
2.9 Collaborate with BLCAC to identify and act on opportunities to promote water justice	• Identify opportunities to utilise or promote Bunurong Water Justice Fund.	2025/26 2026/27 2027/28 2028/29

STRATEGIC OBJECTIVE 3.3: COUNCIL AND COMMUNITY EMISSIONS ARE REDUCED

GOAL 1: WE WILL EMBED CLIMATE ACTION ACROSS ALL COUNCIL ACTIVITIES AND OPERATIONS, LEADING BY EXAMPLE TO ACHIEVE ZERO DIRECT COUNCIL EMISSIONS BY 2031

ACTION	MEASURES	DELIVERY PERIOD
1.1 Define and communicate the unique role each business unit can play in Council's climate emergency response	Develop climate action guidelines for each business unit, outlining specific responsibilities, possible targets, and actions aligned with Council's <i>Climate Emergency Response Strategy</i>.	2025/26 2026/27 2027/28 2028/29
1.2 Update our Procurement Policy and system to address climate change impacts from Council and contractors.	- Procurement embeds emissions standards, requiring suppliers and contractors to deliver low emission practices and products - All projects consider ways to purchase goods and services that result in improved social, economic and environmental outcomes - Report on the impact as part of quarterly reporting.	2025/26 2026/27 2027/28 2028/29
1.3 Update our project planning and reporting templates to ensure climate and sustainability impacts are reported, positive impacts improved, and negative impacts minimised	We track emissions with annual public reports on reduction progress.	2025/26 2026/27 2027/28 2028/29

GOAL 1: WE WILL EMBED CLIMATE ACTION ACROSS ALL COUNCIL ACTIVITIES AND OPERATIONS, LEADING BY EXAMPLE TO ACHIEVE ZERO DIRECT COUNCIL EMISSIONS BY 2031

ACTION	MEASURES	DELIVERY PERIOD
1.4 Update our Investment Policy to increase financial investment in sustainable initiatives and decrease financial investments linked to fossil fuels	• Ensure our investments are environmentally responsible, with funds redirected from fossil fuels to sustainable sources • Inform/support staff to choose sustainable options for work related investments (e.g. vehicle leases and superannuation).	2025/26 2026/27 2027/28 2028/29
1.5 Collaborate with universities and communities to drive innovation in sustainability and climate action	• Partner with universities and community organisations to identify and address key research priorities that advance sustainability and climate action.	2025/26 2026/27 2027/28 2028/29
1.6 Act as a trusted source of climate information	• Provide accurate, accessible information on electrification, renewable energy and local opportunities through targeted online/traditional media campaigns • Target messaging to specific segments (e.g. strata, renters, small businesses) that can have the biggest impact in reducing overall community emissions.	2025/26 2026/27 2027/28 2028/29

GOAL 1: WE WILL EMBED CLIMATE ACTION ACROSS ALL COUNCIL ACTIVITIES AND OPERATIONS, LEADING BY EXAMPLE TO ACHIEVE ZERO DIRECT COUNCIL EMISSIONS BY 2031

ACTION	MEASURES	DELIVERY PERIOD
1.7 Engage and inspire our community, partners and stakeholders by embedding best practice climate and sustainability practices across our operations and actively communicating these actions and achievements	• Communications and engagement highlight links between our services and climate action (e.g. GESAC electrification) to the community • Rollout of a communications campaign to share the actions that we are taking with our community and other stakeholders.	2025/26 2026/27 2027/28 2028/29
1.8 Continue to roll-out energy efficiency measures across all our Council buildings, prioritising higher emissions buildings	• Energy efficiency improves, and emissions decrease in our buildings through targeted upgrades and system optimisation.	2025/26 2026/27 2027/28 2028/29
1.9 Continue to install solar and where feasible, solar batteries on our buildings and infrastructure	• Continued installation of PV systems on our buildings and infrastructure • Investigate suitable sites to install solar batteries for our use.	2025/26 2026/27 2027/28 2028/29
1.10 Continue to improve the efficiency of all public lighting through upgrades and smart dimming	• Achieve improved energy efficiency and reduced emissions through upgraded public lighting and integrated smart dimming technology.	2025/26 2026/27 2027/28 2028/29

GOAL 1: WE WILL EMBED CLIMATE ACTION ACROSS ALL COUNCIL ACTIVITIES AND OPERATIONS, LEADING BY EXAMPLE TO ACHIEVE ZERO DIRECT COUNCIL EMISSIONS BY 2031

ACTION	MEASURES	DELIVERY PERIOD
1.11 Continue to implement our Sustainable Transport program, to deliver a zero emissions fleet and encourage staff to walk, cycle and use public transport	• Reduce our workforce travel emissions by supporting staff to transition to sustainable transport options, including public and active transport.	2025/26 2026/27 2027/28 2028/29
1.12 Transition our buildings off gas by replacing systems with all-electric alternatives	• Transition GESAC from gas to 100 per cent renewable electricity • Progressively transition all our other buildings off gas.	2025/26 2026/27 2027/28 2028/29
1.13 Design new and upgrade existing assets to minimise embodied and operational emissions through design solutions that reduce the amount and carbon intensity of materials, passive and energy efficient design and renewable energy.	• All new Council buildings (and significant retrofits) meet or exceed best-practice energy efficiency standards (e.g. Green Star).	2025/26 2026/27 2027/28 2028/29

GOAL 1: WE WILL EMBED CLIMATE ACTION ACROSS ALL COUNCIL ACTIVITIES AND OPERATIONS, LEADING BY EXAMPLE TO ACHIEVE ZERO DIRECT COUNCIL EMISSIONS BY 2031

ACTION	MEASURES	DELIVERY PERIOD
1.14 Collaborate with other councils, agencies and organisations on multi-partner programs that extend and multiply our climate impact	• Membership of the Victorian Energy Collaboration (VECO) • Membership of local government climate partnerships (e.g. EAGA) • Participation in multi-partner programs that support our community to take climate action.	2025/26 2026/27 2027/28 2028/29
1.15 Advocate for stronger climate change action across all levels of government levels of government	• Update Council's advocacy priorities to reflect the latest knowledge of climate change mitigation and adaptation • Ensure the climate emergency is embedded into all advocacy activities (e.g. transport, social and affordable housing) • Collect data to help build the evidence base for advocacy campaigns • Communicate regularly with Wurundjeri Corporation to share information on policy and advocacy, and identify opportunities for collaboration.	2025/26 2026/27 2027/28 2028/29
1.16 Demonstrate leadership to other councils and levels of government by sharing our climate/ sustainability practices and achievements	• Proactively share our achievements and learnings through networks and forums utilised by other councils and levels of government (e.g. EAGA and Climate Emergency Australia, conference presentations).	2025/26 2026/27 2027/28 2028/29
1.17 Implement Sustainable Building and Infrastructure Policy. Measure improvements and operational savings	• Implementation of Sustainable Building and Infrastructure Policy • Reporting of operational savings	2025/26 2026/27 2027/28 2028/29

GOAL 2: WE WILL EMPOWER AND MOBILISE OUR COMMUNITY TO TAKE MEANINGFUL CLIMATE ACTION, ACCELERATING PROGRESS TOWARD NET ZERO COMMUNITY EMISSIONS BY 2030

ACTION	MEASURES	DELIVERY PERIOD
2.1 Create and promote a net zero emissions pathway for each segment of our community and significant source of climate emissions in Glen Eira	- Clearly identify key pathways to achieving net zero community, which clearly articulate the roles of Council, the community, businesses, and other levels of government - Communicate how each segment of our community can take meaningful action to reduce emissions - The community can track meaningful climate action, supported by clear pathways and accessible resources.	2025/26 2026/27 2027/28 2028/29
2.2 Support our community to raise their voice and mobilise in support of climate action	- Expand the <i>Sustainability Champions</i> program to include a youth equivalent - Recognise climate action through community and business awards - Work with local sustainability leaders to build a shared sense of climate responsibility.	2025/26 2026/27 2027/28 2028/29
2.3 Proactively engage with residents, business owners and community organisations to empower action on climate change at home, at work, at school, and as a community.	- Deliver events, activities and programs that educate each segment of our community about the actions they can take to reduce emissions - Collaborate with schools to empower teachers and students to take climate action.	2025/26 2026/27 2027/28 2028/29
2.4 Support residents, businesses and organisations to access climate change-related rebates, incentives and programs delivered by other levels of government	- Continue to identify net zero pathways and connect residents to government rebates/subsidies in easy-to-access programs - Explore possibilities of providing small financial incentives to encourage residents towards other sustainable approaches - Facilitate businesses to participate in the circular economy through training and connecting them to grants and other incentives from other levels of government - Support local businesses with targeted climate-focused events and programs.	2025/26 2026/27 2027/28 2028/29

GOAL 2: WE WILL EMPOWER AND MOBILISE OUR COMMUNITY TO TAKE MEANINGFUL CLIMATE ACTION, ACCELERATING PROGRESS TOWARD NET ZERO COMMUNITY EMISSIONS BY 2030

ACTION	MEASURES	DELIVERY PERIOD
2.5 Focus Council's investment in programs and services for community sectors with the least capacity to reduce emissions independently	• Focus direct investment on those with the least financial capacity to take climate action (e.g. social housing, low-income households and small businesses) • Advocate for support to be provided to apartments, low-income and rental households • Advocate to other levels of government for inclusive electrification policies • Create a pathway that supports Wurundjeri community members to connect to emissions reduction rebates and programs (e.g. Solar Savers).	2025/26 2026/27 2027/28 2028/29
2.6 Use Community Grants program to support local groups to implement sustainability projects in Glen Eira	• Promote Community Grants program to our community, and to local organisations who wish to fund sustainability projects.	2025/26 2026/27 2027/28 2028/29
2.7 Investigate opportunities to encourage and incentivise the development of sustainable and zero emissions buildings	• Provide education to all residents to improve the thermal efficiency of dwellings with insulation, external blinds, sealing windows and doors, etc. • Investigate opportunities to embed innovation in our buildings and facilities (e.g. solar car parks, community batteries and virtual energy networks) and integrate into our building infrastructure wherever possible.	2025/26 2026/27 2027/28 2028/29

GOAL 2: WE WILL EMPOWER AND MOBILISE OUR COMMUNITY TO TAKE MEANINGFUL CLIMATE ACTION, ACCELERATING PROGRESS TOWARD NET ZERO COMMUNITY EMISSIONS BY 2030

ACTION	MEASURES	DELIVERY PERIOD
2.8 Implement the Integrated Transport Strategy to prioritise walking, cycling and public transport trips, and support the uptake of electric vehicles	Ongoing implementation of our <i>Integrated Transport Strategy</i> including infrastructure improvements, advocacy and behaviour change programs.	2025/26 2026/27 2027/28 2028/29
2.9 Research and where appropriate, installation of public charging stations in appropriate off-street locations	- Identification of potential charging locations - Advertising of tender for providers to install EV chargers at identified locations	2025/26 2026/27 2027/28 2028/29
2.10 Through implementation of the Integrated Transport Strategy, seek opportunities to improve infrastructure to facilitate community uptake of walking and bike riding	- Deliver infrastructure projects to improve the safety of people riding bikes and walking in Glen Eira in alignment with our Capital Works Program including safety improvements to the Frankston Rail Trail and through the <i>Better Streets, Better Places</i> program - Deliver safety improvements around schools in Glen Eira to encourage families to choose active travel options - Advocate to the Victorian Government for improved bus, train and tram services for our community including service frequency and reliability and better infrastructure to improve accessibility.	2025/26 2026/27 2027/28 2028/29
2.11 Through education, planning mechanisms and other initiatives, encourage the uptake of electric vehicles and active travel	- Delivery of community events and programs to educate our community about EVs and active travel including working with local schools and community groups - Require developers to provide EV charging infrastructure and bike parking.	2025/26 2026/27 2027/28 2028/29

GOAL 2: WE WILL EMPOWER AND MOBILISE OUR COMMUNITY TO TAKE MEANINGFUL CLIMATE ACTION, ACCELERATING PROGRESS TOWARD NET ZERO COMMUNITY EMISSIONS BY 2030

ACTION	MEASURES	DELIVERY PERIOD
2.12 Investigate methods for measuring and tracking community emissions in Glen Eira	- Engage climate change experts to investigate methods of sourcing data on sources of community emissions (e.g. electricity, gas, vehicles, wood fired heaters) - Publish data on community emissions and their sources, once these are sourced and verified.	2025/26 2026/27 2027/28 2028/29
2.13 Develop specific measures and targets to guide Glen Eira's progress in reducing community emissions, based on the emissions reduction pathway (see action 2.1)	- Develop measures/targets for community segments, emissions sources and/or types of action based on the Emissions Reduction Pathway - Communicate measures/targets to the community - Collect data and regularly report on each measure/target.	2025/26 2026/27
2.14 Support community led initiatives to reduce emissions	Investigate community led initiatives and support where appropriate (e.g. investigate Community Power Purchase agreements).	2025/26 2026/27 2027/28 2028/29

GOAL 3: COLLABORATE WITH FIRST NATIONS TO REDUCE EMISSIONS AND FACILITATE A JUST TRANSITION TO A LOW EMISSIONS FUTURE

ACTION	MEASURES	DELIVERY PERIOD
3.1 Collaborate with, support, and promote First Nations-led initiatives such as cultural burning, which contribute to climate emissions reduction and strengthen both cultural and environmental outcomes	• Partner with or support BLCAC to deliver emission reduction activities • Collaborate with Wurundjeri Corporation to identify opportunities to deliver emissions reduction activities on Country • Partner with or support Wurundjeri Corporation to deliver emission reduction activities.	2025/26 2026/27 2027/28 2028/29
3.2 Utilise Council networks to promote partnerships with First Nations organisations to other councils and stakeholders, and the integration of cultural knowledge, values and practices in their climate emergency response	• Engage with other councils or land owners to explore the use of traditional land management to support emissions reduction and regional biodiversity • Promote BLCAC programs and initiatives (e.g. Sea Country restoration and sustainable aquaculture) • Advocate for BLCAC to be involved in multi-partner projects and initiatives on Bunurong Country • Advocate for Wurundjeri Corporation to be involved in multi-partner projects and initiatives on Wurundjeri Country.	2025/26 2026/27 2027/28 2028/29
3.3 Collaborate with Wurundjeri Corporation to source expertise and advice on renewable energy and climate change	• Wurundjeri expertise informs renewable energy projects (e.g. VECO, Solar Savers, Business Renewable Buying Group).	2025/26 2026/27 2027/28 2028/29

STRATEGIC OBJECTIVE 3.4: WASTE TO LANDFILL IS REDUCED

GOAL 1: OUR COMMUNITY INCREASES THEIR INVOLVEMENT AND PARTICIPATION IN THE CIRCULAR ECONOMY

ACTION	MEASURES	DELIVERY PERIOD
1.1 Empower our community to become active members of the circular economy	• Support community programs that keep good condition items in circulation such as repair cafes and resource recovery shops • Continue to build our communication and engagement to increase community awareness of the circular economy.	2025/26 2026/27 2027/28 2028/29



GOAL 2: INCREASE COUNCIL AND COMMUNITY MATERIAL CIRCULARITY AND RESOURCE RECOVERY

ACTION	MEASURES	DELIVERY PERIOD
2.1 Lead the circular economy transition by example and use our purchasing power to stimulate the economy	• Refresh the <i>Glen Eira Circular Economy Plan</i> • Embed circular economy principles into our procurement processes and supply chains.	2025/26 2026/27 2027/28 2028/29
2.2 Build on our previous work to divert food organics and garden organics (FOGO) from landfill	• Continue to invest in education and behaviour change programs to support food organics and garden organics (FOGO) uptake and keep contamination low • Investigate feasibility of introducing new FOGO services for small to medium enterprises (SMEs) and multi-unit dwellings (MUDs) without our current waste service.	2025/26 2026/27 2027/28 2028/29
2.3 Develop pathways to improve waste reduction / waste diversion in small to medium enterprises and large multi-unit dwellings	• Develop and trial new waste services for small to medium enterprises and large multiunit dwellings • Review and update our approach to waste management plans to increase equitable and easy access to all waste streams.	2025/26 2026/27 2027/28 2028/29
2.4 Support community to improve material circularity in bulky waste streams	• Develop and trial new services that keep items in good condition in circulation	2025/26 2026/27 2027/28 2028/29
2.5 Advocate to other levels of government to support our and the community's transition to a circular economy	• Advocate to the Victorian Government to improve waste diversion and transparency in the commercial waste sector • Advocate to the Victorian and Australian Governments to expand product stewardship schemes including the Container Deposit Scheme (CDS) Victoria.	2025/26 2026/27 2027/28 2028/29

STRATEGIC OBJECTIVE 3.5: OUR COMMUNITY IS ACTIVELY ENGAGED IN CARING FOR COUNTRY AND THE NATURAL ENVIRONMENT

GOAL 1: WE EMBED CARING FOR COUNTRY IN COUNTRY IN EVERYTHING WE DO

ACTION	MEASURES	DELIVERY PERIOD
1.1 Engage First Peoples early and continually during the development and implementation of climate emergency plans and actions	• Wurundjeri Corporation and BLCAC engaged in the development of management plans and actions • Meet regularly with Wurundjeri Corporation and BLCAC to provide updates on delivery of First Nations actions in our plans and strategies, collaborate on Council programs and initiatives and identify new opportunities for collaboration.	2025/26 2026/27 2027/28 2028/29
1.2 Build the capacity of our staff and business units to embed First Nations perspectives, knowledge and values into our climate emergency response and day to day work	• Collaborate with Wurundjeri Corporation to identify aspects of our climate emergency response and operations which relate on First Nations values, knowledge and perspectives • Targeted training delivered to business units who deliver this work, to ensure that they understand and incorporate First Nations knowledge and perspectives • Collaborate with Wurundjeri education team to investigate opportunities to develop tailored training • Integrate knowledge and recommendations from Wurundjeri Whole of Country Plan – and set up workshop/collaboration with Wurundjeri corporation to work out how it will be implemented (use annual report from Wurundjeri corporation as source of info on work the corporation is doing).	2025/26 2026/27 2027/28 2028/29

GOAL 1: WE EMBED CARING FOR COUNTRY IN COUNTRY IN EVERYTHING WE DO

ACTION	MEASURES	DELIVERY PERIOD
1.3 Partner with First Peoples to better understand cultural knowledge and ensure that this knowledge informs our actions	- Engage with Wurundjeri Corporation research unit to explore opportunities to undertake further research, such as the identification of potential songlines and the development of a cultural values assessment of Glen Eira - Identify sites of cultural significance that have previously been mapped on Wurundjeri Country in Glen Eira, and consult Wurundjeri Corporation to verify these - Partner with Bunurong Land Council Aboriginal Corporation to map areas of cultural significance in Glen Eira, including identifying potential song lines - Partner with Wurundjeri to increase connection to Country and the incorporation of cultural practices (e.g. planting of species that have cultural uses, which can be harvested and cooked, such as yam daisy, lamandra and phragmiti), including through the co-hosting of community events and increased Wurundjeri participation in local events and activities, such as local markets and Aboriginal, climate change, or environment-themed local movie nights - Partner with Wurundjeri to develop a Wurundjeri Garden, which would serve as an important educational, tourism, and reconciliation resource — Elders suggested that plants and trees to be grown could include lamandra, phragmiti, lemon myrtle, native mints, old man weed, golden wattles, and manna gums.	2026/27 2027/28

GOAL 2: SUPPORT FIRST NATIONS ELDERS, COMMUNITY MEMBERS AND ORGANISATIONS TO CARE FOR COUNTRY AND TAKE ACTION ON CLIMATE CHANGE

ACTION	MEASURES	DELIVERY PERIOD
2.1 Facilitate Wurundjeri Elders and community members, and Wurundjeri Corporation staff, to build capacity to take climate action and advocate for government action on climate change	• Develop tailored training in collaboration with Wurundjeri Corporation, for Elders, Wurundjeri community members and Wurundjeri Corporation staff, including information on climate change and the roles of councils, other levels of government, agencies and other stakeholders in taking climate action • Facilitate Wurundjeri involvement in training and capacity building programs, including reserving places for Wurundjeri representatives in targeted programs (e.g. Sustainability Champions) • Work together with Wurundjeri to develop informative brochures, posters, and other communication and educational resources to educate the community on key points about climate change, how it affects the Glen Eira area, and what you can do as both an individual and as a group or organisation • Partner with Wurundjeri to facilitate opportunities for two-way education and knowledge-sharing, including by educating Glen Eira staff on how climate change impacts Wurundjeri Country and Wurundjeri significant sites, species, and cultural practices, as well as by providing capacity building and technical data to Wurundjeri.	2026/27 2027/28 2028/29
2.2 Facilitate Wurundjeri involvement in emergency management	• Wurundjeri Corporation is connected to key agencies and contacts who can facilitate involvement in emergency management planning at the national, state and local level • Advocate to State and Federal Government for Wurundjeri perspectives to be considered in policies and processes related to climate adaptation and emergency management.	2025/26 2026/27 2027/28 2028/29
2.3 Provide practical support for First Nations communities to connect to Country and build community connection and capacity	• Glen Eira parks and facilities made available to Wurundjeri Corporation and BLCAC as venues for Wurundjeri and Bunurong community excursion and activities on Country • Provide opportunities for Wurundjeri Elders and other community members to undertake cultural practices and activities on Wurundjeri Country • Collaborate with Wurundjeri Corporation and BLCAC to identify other opportunities for Wurundjeri and Bunurong Elders and community members to undertake cultural practices and activities on Country.	2025/26 2026/27 2027/28 2028/29

GOAL 2: SUPPORT FIRST NATIONS ELDERS, COMMUNITY MEMBERS AND ORGANISATIONS TO CARE FOR COUNTRY AND TAKE ACTION ON CLIMATE CHANGE

ACTION	MEASURES	DELIVERY PERIOD
2.4 Conduct on-ground biodiversity management in partnership with First Peoples	• Involvement of Wurundjeri Narrap Team in the delivery of biodiversity management actions • Involvement of BLCAC Indigenous Ranger Team in the delivery of biodiversity management actions.	2025/26 2026/27 2027/28 2028/29
2.5 Utilise Council networks to promote partnerships with First Nations organisations to other councils and stakeholders, and the integration of cultural knowledge, values and practices in their climate emergency response	• Engagement with other councils or land owners to explore the use of traditional land management to support regional biodiversity • Promote BLCAC programs and initiatives • Advocate BLCAC involvement in multi-partner projects and initiatives on Bunurong Country • Promote Wurundjeri Corporation programs and initiatives • Advocate for Wurundjeri Corporation involvement in multi-partner projects and initiatives on Wurundjeri Country • Support the development of additional multi-agency networks focused on specific areas and/or waterways • Support the development of secondment, employment, scholarship, certification, and training opportunities for Wurundjeri people in the climate and environment space.	2025/26 2026/27 2027/28 2028/29
2.6 Collaborate with First Nations organisations to plant indigenous species with cultural values and uses	• Collaborate with Wurundjeri Corporation to identify and source plants with traditional uses, grow them on Country and facilitate Wurundjeri community members to harvest them for traditional uses • Collaborate to undertake co-planting of significant species to Wurundjeri people, that can be harvested, cooked, or used for jewellery or tool-making purposes, such as yam daisy, lamandra and phragmiti • Collaborate with BLCAC to identify and source plants with traditional uses, grow them on Country and facilitate Bunurong community members to harvest them for traditional uses.	2025/26 2026/27 2027/28 2028/29

GOAL 2: SUPPORT FIRST NATIONS ELDERS, COMMUNITY MEMBERS AND ORGANISATIONS TO CARE FOR COUNTRY AND TAKE ACTION ON CLIMATE CHANGE

ACTION	MEASURES	DELIVERY PERIOD
2.7 Create cultural meeting places and education spaces for use by First Peoples	• Cultural meeting places (e.g. yarning circles and smoking ceremony firepits) and education spaces are created in Glen Eira parks and reserves, for use by Bunurong and Wurundjeri community members — these actions also support the longer-term work of removing colonial elements from public infrastructure and replacing with Traditional Owner elements • Partner with Wurundjeri Corporation to facilitate the development of additional walking tracks, including tracks with themes about Wurundjeri and Indigenous plants and animals of the area • Partner with Wurundjeri Corporation to identify opportunities to support the development of increased habitat corridors.	2027/28 2028/29

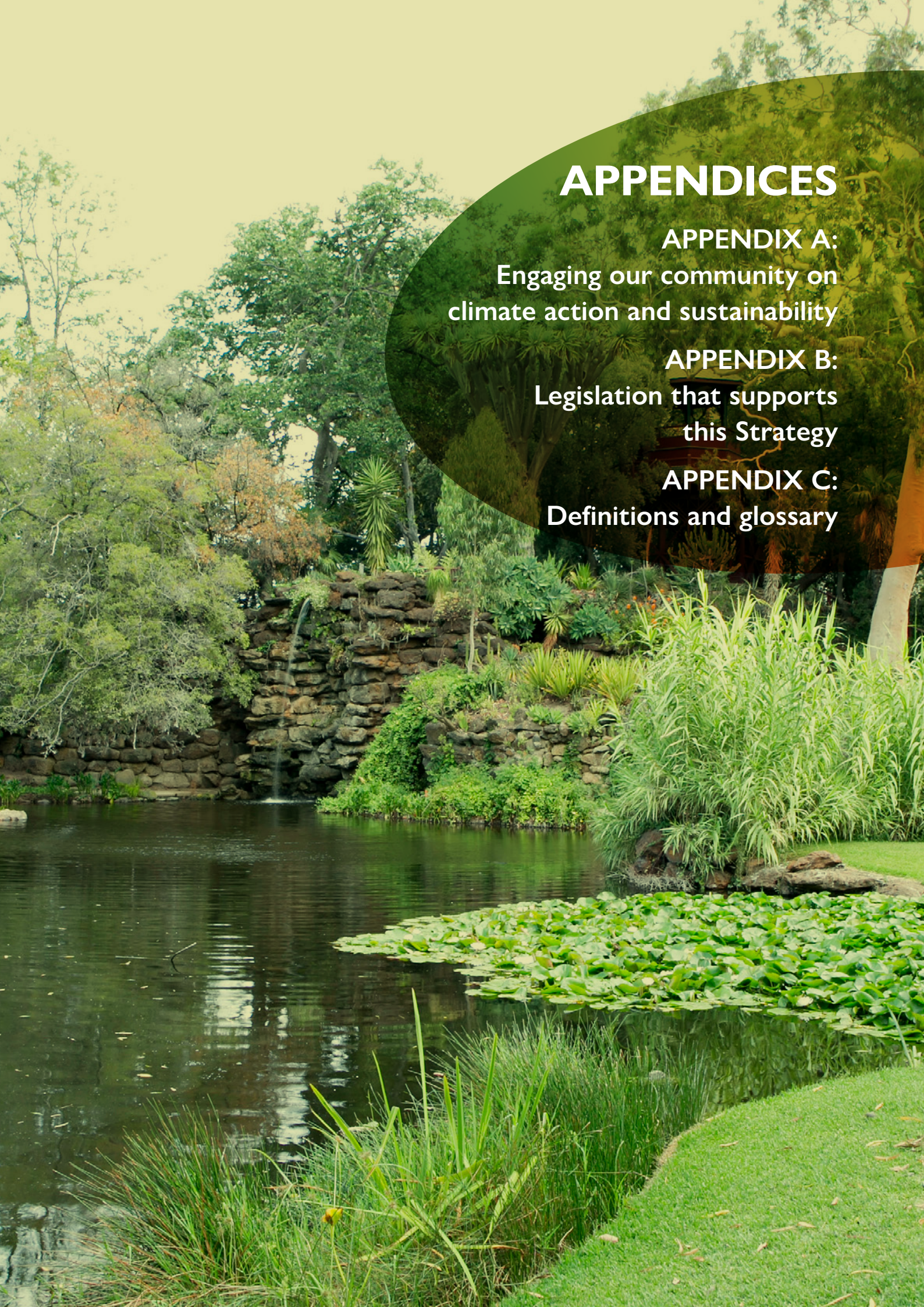


GOAL 3: OUR COMMUNITY IS ACTIVELY ENGAGED IN CARING FOR COUNTRY, AND IN UNDERSTANDING AND RESPECTING FIRST PEOPLES VALUES AND PERSPECTIVES

ACTION	MEASURES	DELIVERY PERIOD
3.1 Collaborate with First Nations organisations to identify First Peoples knowledge and perspectives we can share with our community, and to ensure that we have permission to do so	• Development of an agreed suite of messages, information and other communications (e.g. images and diagrams) that Wurundjeri Corporation has approved for Council use • Development of an agreed suite of messages, information and other communications (e.g. images and diagrams) that BLCAC has approved for Council use • Story telling, history and cultural values are incorporated into Council communications.	2025/26 2026/27 2027/28 2028/29
3.2 Creatively use the full range of Council communications channels to provide community members with the knowledge, tools and motivation to Care for Country, and a better understanding of First Peoples culture and value the First Nations community	• Utilise Council channels including social media, GE News, electronic newsletters and other communications, to share information and content developed in collaboration with BLCAC and Wurundjeri Corporation • Install signage in parks, reserves or facilities on Bunurong Country that educate our community about Bunurong values and messaging (e.g. information about local plants and their cultural uses) • Install interpretive signage in parks, reserves or facilities, including Boyd Park and Boyd Reserve • Develop and use signage and/or other communication channels that educate our community about the Wurundjeri and Bunurong seasons and layers of Country and how this understanding can inform Caring for Country • Create and share communication materials that illustrate pre-colonial Glen Eira, and the changes to our landscape that have taken place as a result of colonisation, and promote opportunities for Wurundjeri to facilitate education sessions on these topics and for Wurundjeri artists to develop public art with these themes • Deliver social media posts, events and other communications and engagement on dates that are significant to the Wurundjeri community. • Collaborate with BLCAC to generate and share social media content, and to share BLCAC social media posts.	2025/26 2026/27 2027/28 2028/29

GOAL 3: OUR COMMUNITY IS ACTIVELY ENGAGED IN CARING FOR COUNTRY, AND IN UNDERSTANDING AND RESPECTING FIRST PEOPLES VALUES AND PERSPECTIVES

ACTION	MEASURES	DELIVERY PERIOD
3.3 Collaborate with First Nations organisations to rename parks and reserves	• Collaboration with Wurundjeri Corporation to identify suitable parks and reserves for renaming • Collaboration with BLCAC to identify suitable parks and reserves for renaming • Reserves are formally renamed • Signage installed in renamed parks and reserves, to notify community members and educate them on the purpose and meaning of the name changes – this activity can be undertaken even where the renaming has been informal and not an official change • Use a range Council communication channels to inform local residents and the wider Glen Eira community of name changes and use this as an opportunity to educate them about Bunurong and Wurundjeri values and Caring for Country • Engage with the Wurundjeri Research Unit to explore identification of the original Woi-wurrung name for the area • Co-host a celebratory announcement event on Country with cultural activities facilitated by Wurundjeri people.	2026/27 2027/28 2028/29
3.4 Collaborate with Wurundjeri Corporation to deliver events and activities on Wurundjeri Country	• Deliver high-profile event(s) in collaboration with Wurundjeri Corporation, where community members can meet Wurundjeri representatives and learn about Wurundjeri culture and values • Partner with Wurundjeri Corporation to participate in multi-agency programs that build the capacity of residents to support local biodiversity (e.g. Nature Stewards) • Collaborate to develop actions, resources, and activities to promote and celebrate key dates such as NAIDOC Week (first Sunday in July), Wurundjeri Week (August), January 26, and Reconciliation Week (27 May–3 June).	2026/27 2027/28 2028/29
3.5 Partner with BLCAC to deliver educational activities or programs in schools on Bunurong Country	• School events, activities and programs delivered in partnership with BLCAC.	2025/26 2026/27 2027/28 2028/29
3.6 Feature First Peoples artwork in Glen Eira	• Murals, mosaics and other art commissioned from Bunurong artists and displayed on Country.	2025/26 2026/27 2027/28 2028/29



APPENDICES

APPENDIX A:
Engaging our community on
climate action and sustainability

APPENDIX B:
Legislation that supports
this Strategy

APPENDIX C:
Definitions and glossary

APPENDIX A: ENGAGING OUR COMMUNITY ON CLIMATE ACTION AND SUSTAINABILITY

Nearly **2,600 Glen Eira residents** — from children to older adults, local businesses, and community groups — shared their hopes and priorities through *Our Place, Our Plan*, a four-phase engagement shaping our city’s future.

These conversations directly informed our four-year plans, including the **Climate Emergency Response Strategy**, with strong community support for environmental stewardship.

The following insights reflect the community’s aspirations for climate action, gathered through our Community Vision check-in, broad engagement activities, and our Community Priorities Panel.

Community Vision engagement findings (August 2024)

While 88 per cent of respondents agreed that the Community Vision developed in 2021 still reflects their aspirations, many also identified areas they felt were missing — particularly around the climate emergency, green spaces, and biodiversity, which emerged as the most common theme.

ENGAGEMENT FINDINGS

More specifically community feedback revealed strong aspirations for a greener, climate-ready Glen Eira as the top theme that was missing in the community’s visions including:



Calls for stronger efforts to reduce emissions—particularly from domestic sources — and transition infrastructure and the local economy to net zero.



Strong requests for more green spaces and biodiversity including more trees, greener streets, and revitalised public spaces through native and indigenous plantings.



Requests for advocacy for sustainable development including ecologically sustainable planning, asset renewal, pollution reduction, and greater public awareness of climate issues.

Broad engagement results (February to March 2025)

ENGAGEMENT RESULTS

What matters most to our community



Top priority: Parks, gardens, playgrounds, and open spaces.



Why it matters: Green spaces help people feel more connected to their neighbourhoods.



Community wants: More trees, greener spaces, and investment in nature.

The communities view on how Councils should take action on climate change

77%

Improve our green spaces and tree canopy

50%

Tackle climate change and its impacts on health

46%

Promote more clean energy options, like solar or wind

45%

Prioritise improving parks and street trees

47%

Recycle more and provide more education about waste and the circular economy

40%

Encourage more urban agriculture like community gardens

39%

Reduce use of plastics

THE COMMUNITY'S PRIORITY THEMES AND SUGGESTIONS FOR CLIMATE ACTION FROM OPEN ENDED SURVEY QUESTIONS

PRIORITY THEMES		COMMUNITY SUGGESTIONS
	Education and awareness are the foundation for climate action	• Focus on children and youth. • Educate on tree canopy, biodiversity, sustainable transport, energy use, recycling, waste reduction, littering, circular economy, and household emissions • Use signage, media, and events to spark action. • Share success stories and communications to inspire action.
	Support transition to energy efficiency and renewable energy that extends to buildings, businesses and homes	• Incentives for solar panels, batteries, and electrification (with rebates or bulk-buy programs). • Advocate for higher building and energy-efficient standards and upgrades (e.g. insulation, passive design). • Support community batteries and microgrids. • Simplify planning processes for upgrades and retrofits.
	Improve sustainable urban planning and green spaces	• Preserve and increase tree canopy • Promote urban forests, biodiversity, community gardens, micro parks, urban agriculture, indigenous plantings, nature strip planting and living lawns. • Require green infrastructure in new developments • Encourage tree planting on private property • Encourage community involvement in planting and caring for green spaces.
	Support active and sustainable transport by reducing car dependence and promoting active transport	• Improve safety and design of bike lanes, footpaths, pedestrian connectivity and public transport access. • Provide electric vehicle (EV) charging stations, community buses, and e-share cars. • Advocate for public transport improvements and incentives. • Design walkable communities with accessible services.

PRIORITY THEMES	COMMUNITY SUGGESTIONS
 Improve waste management and the circular economy through education and services especially in dense housing areas	• Expand recycling options (e.g. soft plastics, e-waste). • Provide communal composting and green waste bins for apartments. • Enforce correct bin use and provide clear guides. • Support composting, repair cafes, and reuse initiatives. • Ban or restrict single-use plastics and promote circular economy.
 Collaborate and empower the community	• Support local environmental groups, citizen-led initiatives, schools and environmental champions. • Work with local experts, community groups, and businesses. • Host inclusive events, forums, and working groups. • Offer grants, discounts, and recognition for sustainable actions. • Celebrate achievements and local action through events.
 Lead by example and advocate for broader change	• Council to use clean energy, electric vehicles, and sustainable practices in operations. • Install solar panels and improve waste systems in Council buildings. • Collaborate with other councils and governments. • Focus on practical, community-aligned initiatives with transparency.

Community Priority Panel's recommendations (April 2025)

In considering the Council Plan priority theme on environmental stewardship, the Panel made the following recommendations.

PANEL'S PRIORITIES	PANEL'S RECOMMENDATIONS	PANEL CONSENSUS %
Reduce waste at the community level	• Introduce a 'library of things' • Provide communal green bins for those that cannot fit a green bin in their properties. • Provide sustainable community activities such as clothes-swaps, repair cafes, community gardens, information sessions on pro-active sustainability. • Work with food businesses to introduce a reusable take-away scheme.	90%
Lobby with other councils for community energy solutions	• Work with other councils and lobby state government and energy providers to update the network for a community-based battery/micro-grid.	86%
Prioritise trees and biodiversity in kerbside and parking policies	• Develop a kerbside and parking policy that incorporates increased tree canopy and layers to increase biodiversity.	86%
Explore shared mobility and electric vehicle infrastructure in street design	• Explore shared mobility opportunities and EV infrastructure partnerships for inclusion in street redevelopment plans. • Prioritise canopy coverage, shared mobility scheme access and EV charging provision over retention of car parking spaces.	84%
Create a physical sustainability hub to discuss sustainability options	• Provide a 'sustainability-hub' facilitating face-to-face opportunities to discuss sustainability options, services, and questions.	80%
Implement EV charging in all Council car parks by 2029	• Provide incremental changes for EV infrastructure in Council car parks over four years.	78%
Continue to promote active transport	• Explore shared micromobility schemes. • Prioritise accessible pedestrian access from public transport. • Provide well maintained walkways. • Advocate for a flexi-bus or similar. • Promote share car schemes.	Left off poll but strongly supported.

Final exhibition of draft Climate Emergency Response Strategy 2025–2029 (September 2025)

The draft *Climate Emergency Response Strategy 2025–2029* was exhibited for public feedback from Wednesday 13 August to Wednesday 10 September 2025. We received 13 submissions, including:

- 10 survey responses on the *Have Your Say* portal
- three email submissions

Survey feedback covered a broad range of topics, including emissions reduction, severe weather preparedness, urban greening and renewable energy.

Many respondents supported Council action on climate change and called for more specific targets and clearer implementation pathways. Some raised concerns about the feasibility of achieving net zero emissions by 2030, while a small number expressed scepticism about the climate emergency or whether climate goals were achievable.

THEME	DESCRIPTION	MENTIONS	PERCENTAGE %
Positive feedback	• Support for Council's climate leadership, for embedding climate action, and for the importance of the plan.	3	30%
Climate scepticism	• Denial of a climate emergency as well as scepticism about net zero feasibility and whether the plan's goals are achievable.	3	30%
Emission targets	• Suggestion to clarify targets and actions to reduce emissions and transition to renewables.	2	20%
More urban forests and nature	• Requests to see more trees, urban green spaces and native and indigenous plants.	2	20%
Climate preparedness	• Calls for more support for the community to prepare for severe climate events.	1	10%

The three email submissions relating to the Strategy were from the *Glen Eira Emergency Climate Action Network* (GECAN), the Youth Engagement Team, and a Glen Eira resident.

GECAN, a local resident group, provided a detailed submission. Their recommendations included refocusing the Strategy on urgent climate response, prioritising high-impact actions, and setting measurable targets. They called for reinstating a strong monitoring and evaluation framework, expanding the mitigation section with ambitious actions for both Council and community emissions, and setting a net-negative emissions target for Council. GECAN also recommended forming a Community Net-Zero Task Force, promoting climate actions and rebates, balancing adaptation and mitigation, improving school engagement, correcting inconsistencies, and recognising climate action as both an ethical and legal responsibility.

The Youth Engagement Team commended Council's leadership and supported goals around pollution reduction and renewable energy. They suggested public progress updates on emission targets and advocated for expanded investment in active transport infrastructure — such as bike lanes and e-scooters — which are popular among young people and promote sustainable transport.

The Glen Eira resident shared data showing that carbon dioxide (CO₂) levels are rising, moving further away from net zero emissions goals. They expressed concern that, despite government commitments, emissions are increasing. The resident attached documents focused on creating positive, regenerative futures.



INTEGRATED PLANNING PROCESSES

Our place-based approach to engagement

Our City is made up of many communities, each with its own strengths, challenges and priorities. That's why we take a place-based approach in our planning. This means engaging with people locally, understanding the unique character of each neighbourhood, and delivering solutions that reflect community needs on the ground.

This approach is essential for ensuring that our work is inclusive, meaningful and effective across all parts of Glen Eira.

Planning approach

Our planning is built on meaningful engagement with our community. Over a 12-month period, we delivered our largest ever conversation with the Glen Eira community through a dedicated engagement program called *Our Place, Our Plan*.

This integrated, multi-phased program invited residents, stakeholders and partners to help shape the future of our City. It was delivered across the consult and collaborate levels of the IAP2 Public Participation Spectrum, using a place-based lens to ensure local voices were heard in local contexts.

We connected with the community through a wide range of activities — both online and face-to-face — including pop-ups, drop-in sessions, focus groups, intercept surveys, interviews and stakeholder workshops. The engagement was designed to reach people across all Glen Eira suburbs

and demographic groups, with targeted efforts to involve children and young people, people with disability, multicultural communities and other underrepresented groups.

A key component of this process was the establishment of a representative Community Priorities Panel — a deliberative citizen panel of 39 residents who worked together to provide us with informed recommendations on the priorities that matter most.

Each phase of engagement gathered insights on community values, needs and aspirations — helping us understand what outcomes people want to see over the next four years. These insights directly informed the development of *Our Council Plan* — *shaping Glen Eira* together and highlighting strategic priorities.

Reports from all engagement phases are available at haveyoursaygleneira.com.au/OPOP

Monitoring and reporting

An annual *Climate Emergency Response Strategy Report* will be published to track and share our progress with the Glen Eira community and partners.

APPENDIX B:

LEGISLATION THAT SUPPORTS THIS STRATEGY

Local Government Act 2020: This Act requires councils to follow the *Planning and Environment Act 1987* while performing a function or duty or exercising a power under this Act. *The Local Government Act 2020* also strengthens the mandate for councils to act on climate change, by reinforcing the role of a council in providing good governance for the benefit and wellbeing of its community. “Councils are required to promote the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks.”

For more details, visit legislation.vic.gov.au/as-made/acts/local-government-act-2020

Climate Action Act 2017: This Act sets a target of net zero emissions by 2045 for the State Government. It gives a clear signal to all sectors of the Victorian economy to reduce emissions. The Act also requires sector pledges to reduce emissions from local councils to meet those targets.

For more details, visit legislation.vic.gov.au/in-force/acts/climate-change-act-2017/011

Environment Protection Act 2017: This Act places a General Environmental Duty (GED) on councils, requiring them to take all reasonably practicable steps to prevent harm to human health and the environment from pollution and waste. This duty applies to the management of council assets, services, and operations, including waste, stormwater, contaminated land, and construction activities.

For more details, visit legislation.vic.gov.au/in-force/acts/environment-protection-act-2017/005

Flora and Fauna Guarantee Act 1988: This Act was introduced “to guarantee that all taxa of Victoria’s flora and fauna, other than taxa specified in the Excluded List, can persist and improve in the wild and retain their capacity to adapt to environmental change.”

For more details, visit legislation.vic.gov.au/in-force/acts/flora-and-fauna-guarantee-act-1988/049

Environmental Protection and Biodiversity Conservation Act 1999: This Act provides a legal framework to protect and manage unique plants, animals, habitats and places, including creating and updating lists of nationally threatened species, listed ecological communities and significant migratory species.

For more details, visit dcceew.gov.au/environment/epbc

Gender Equality Act 2020: This Act requires councils to embed gender equality, diversity, and inclusion considerations into their policies, programs, and services. It strengthens the requirement for councils to advance gender equality through their strategic planning, decision-making, and leadership. We are committed to embedding an intersectional gender lens across this *Climate Emergency Response Strategy*, consistent with its obligations under the *Gender Equality Act 2020* and its broader commitment to social justice, equity, and human rights.

For more details, visit legislation.vic.gov.au/as-made/acts/gender-equality-act-2020

APPENDIX C: DEFINITIONS AND GLOSSARY

Adaptation: Imagine you're on a ship that's sinking because of a leak. If you want to stay afloat, you've got to act. You grab a bucket and pour water out as it gushes through the hole. This response is adaptation — addressing the effect (the water in the boat), but not the cause of the problem (the hole). The Intergovernmental Panel on Climate Change (IPCC) defines adaptation as “the process of adjustment to actual or expected climate and its effects.” It's doing what we can to live with and minimise the destruction and suffering from climate change.

Carbon neutrality: Carbon neutrality is achieved when the net climate emissions associated with an organisation's activities, products, services and events are equal to zero.

Circular economy: A system in which all resources are highly valued and remain in the system through re-use, re-purposing and recycling.

Citizen science: The practice of public participation and collaboration in scientific research to increase scientific knowledge.

Climate change: Climate change refers to a change in the state of the climate that can be identified (e.g. by using statistical tests) by changes in the mean and/or the variability of its properties and that persists for an extended period, typically decades or longer.

Climate emergency: The catastrophic changes to the climate brought about by human activity that pose a dangerous threat to all life on the planet.

Climate emissions: Emissions released by human activity, which contribute to the warming of the atmosphere. These are usually measured in terms of the total amount of carbon dioxide that would lead to that level of warming expressed as the term CO₂ equivalent (CO₂-e).

Drawdown: The removal of excess climate change inducing gases from the atmosphere with the aim of restoring a safe climate.

Emissions: Shorthand for climate emissions (see entry on climate emissions).

Emissions reduction: Also known as mitigation (see glossary entry on mitigation below).

Fossil fuels: Any of a class of hydrocarbon-containing materials of biological origin occurring within Earth's crust that can be used as a source of energy (e.g. coal and oil).

Greenhouse gases (GHGs): There are six GHGs which are considered to be key contributors to global warming. These are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF₆). Carbon dioxide is considered the most significant GHG due to its increasing prevalence within the atmosphere.

(Climate change) Impacts: These are the subsequent consequences, or effects on natural and human systems from climate change.

Mitigation (emissions reduction): Imagine you're on a ship that's sinking because of a leak. Sealing the leak to stop more water coming in is mitigation. In other words, it's addressing the root cause of the problem rather than dealing with its effects. The IPCC describes mitigation as “human intervention to reduce the sources or enhance the sinks of greenhouse gases”.

Net zero emissions: Also referred to as ‘zero carbon’, this is the process of achieving an overall balance between climate emissions produced and climate emissions taken out of the atmosphere.

Net zero pathway: A process that an organisation or community will take to reduce and offset its climate emissions in order to reach net zero emissions. A net zero pathway will often be unique to each organisation and community and is determined by rigorous assessment of their operating context.

Renewable energy (also called ‘clean energy’): comes from natural sources or processes that are constantly replenished such as solar, wind and water (hydro).

Resilience: the capacity of individuals, institutions, businesses, communities and systems to adapt, survive and thrive no matter what kind of chronic stresses and acute shocks they experience.

Safe climate: Refers to the enjoyment of a safe, clean, healthy and sustainable environment accessible by all global citizens.

Sharing economy: a peer-to-peer based mechanism for acquiring, providing, or sharing access to goods and services. Examples include toy libraries, online buy-swap-sell platforms and community gardens.

Stationary energy: the energy we use to power our buildings and infrastructure — electricity, mains gas and LPG bottled gas.

Community sectors or individuals: Who face particular challenges or barriers to preparing for, responding to or recovering from climate impacts are sometimes referred to as ‘vulnerable’. It is important to note that this vulnerability does not reflect negatively on the individual or group, but is almost always a result of broader systemic challenges or disadvantage, which can be addressed to empower individuals or groups to take action.



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National Relay Service

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