Inclusive Economy Strategy 2026-2031 Engagement Report

Consultation summary and findings

Banyule
City Council

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Executive Summary

This report summarises community feedback received during the development and public exhibition of Banyule's draft Inclusive Economy Strategy 2026–2031. It consolidates findings from two stages of consultation undertaken between June 2024 and April 2026, involving a combined total of 247 contributions.

Stage 1 (June 2024 – October 2025) involved 15 engagement activities and 218 contributions from people with lived experience of employment barriers, social enterprises, community organisations, employment service providers, local businesses, trader associations and Council staff. This stage directly informed the development of the draft strategy and represents the primary evidence base for its direction and content.

Stage 2 (March–April 2026) involved a four-week public exhibition of the draft strategy via the Shaping Banyule platform. Council received 27 survey responses and two written submissions from Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation (Wurundjeri Woi-wurrung) and a NorthLink stakeholder. Stage 2 provides supplementary validation and has identified specific areas for refinement.

Overall, 73% of Stage 2 survey respondents rated the draft strategy as reflecting community needs to a moderate or great extent. Responses to the opening question confirmed strong alignment with Council's interpretation of an inclusive economy, with respondents emphasising equal opportunity, barrier removal, support for diverse participation and accessible pathways for people of all backgrounds and abilities.

Eight overarching themes emerged across both stages of consultation: Council's role as an enabler rather than just a funder; procurement as a lever for inclusion; place-based investment and activation of activity centres; inclusive and flexible employment pathways; social enterprise as a valued part of the local economy; Aboriginal economic self-determination; practical, measurable commitments; and the importance of cross-sector partnerships. The strongest single message from Stage 2 was the need for Council to reduce red tape and make it easier to do business in Banyule, consistent with feedback from Stage 1 trader associations.

In response to this feedback, the strategy and action plan have been updated. Key changes include: a new section on Aboriginal Economic Self-Determination and a new objective and actions in Focus Area 4, responding to feedback from Wurundjeri Woi-wurrung; a restructure of Focus Area 1 to lead with reducing red tape and making it easier to do business; updated framing for Focus Area 5 to better reflect Banyule's economic precincts; broadened language in Focus Area 2 to recognise non-traditional employment pathways; strengthened sustainable procurement accountability; and Aboriginal businesses, cultural safety and self-determination principles woven throughout the strategy rather than contained in a single focus area. A full summary of changes is set out in the Recommended Changes table at the end of this report.

Project overview

Background

Banyule City Council developed the draft *Inclusive Economy Strategy 2026–2031* to bring together its economic development, social enterprise and local jobs priorities into a single strategy. The strategy was developed through extensive community engagement over two years and endorsed by Council in February 2026. The draft was then publicly exhibited for approximately four weeks from 4 March to 1 April 2026.

Engagement approach

Stage 1 (June 2024 – October 2025)

15 engagement activities involving 218 contributions across two phases:

Phase 1 (June–October 2024): 12 activities with 161 participants focused on inclusive employment and social enterprise priorities. Methods included workshops, focus groups, surveys and one-on-one conversations with people with lived experience of employment barriers, social enterprises, community organisations, employment service providers, advisory committees and Council staff.

Phase 2 (October 2025): Three activities with 57 participants from the local business community and broader public. Methods included pop-up sessions, a business owners survey and a trader association focus group.

Stage 2 (March–April 2026)

Public exhibition of the draft strategy via the Shaping Banyule platform, promoted primarily via email and open from 4 March to 1 April. Council received 27 survey responses and two written submissions from organisations. This is a reasonable return for targeted engagement of this nature.

Stage 1 consultation summary

Stage 1 consultation was undertaken across two phases during the development of the draft strategy. The findings below are drawn from two existing consultation reports and are summarised here; the full reports are available on request.

Phase 1: Social Enterprise and Local Jobs Strategy Review

Twelve engagement activities with 161 participants including people with lived experience of employment barriers, social enterprises, community organisations, employment service providers, local businesses, RAP Committee members and Council staff. Nine key themes emerged:

1. **Partnerships and cross-sector connection.** Strong support for Council to act as a connector, facilitating collaboration through forums, expos and networking. Stakeholders called for better

coordination between Council teams and stronger links between employers, services and social enterprises.

2. **Strategy and leadership.** Clear goals, targets and evaluation measures, with Council positioned as a leader in inclusive employment and advocating to other councils and government.
3. **Inclusion and language.** Inclusive language reflecting intersectional barriers, with tailored, culturally safe approaches for specific communities including First Nations people, young people and people with disability.
4. **Inclusive and sustainable procurement.** Procurement as a mechanism for social impact, with calls to embed inclusion into procurement policy, break down large contracts and simplify processes for smaller enterprises.
5. **Employer and industry engagement.** Partnering with employers to address labour shortages through entry-level jobs, apprenticeships and inclusive hiring, with a focus on trades, hospitality and health sectors.
6. **Capacity building and job readiness.** Long-term investment in mentoring, volunteering and training, reducing reliance on short-term, outcomes-based funding that disadvantages people needing longer-term support.
7. **Organisational practice.** Council leading by example through inclusive workplace culture, diverse hiring, cultural safety audits and stronger internal collaboration.
8. **Communication, storytelling and influence.** Success stories and case studies to raise awareness, inspire employers and job seekers, and build a consistent Council narrative around equity and inclusion.
9. **Social enterprise growth and integration.** Stronger recognition, resourcing and strategic partnership, including improved access to grants, training, sustainable funding and a social enterprise directory for buyers.

Detailed stakeholder insights

People with lived experience highlighted the need for targeted mentoring and capacity building, particularly in creative fields; cultural safety including audits and anti-racism action; holistic support addressing childcare, digital literacy and job readiness; increased collaboration with employers and social enterprises to create meaningful job pathways; clearer, more accessible communication about employment services; and Council to advocate for broader systemic change.

Social enterprises called for stronger networking and peer support, clearer strategic direction from Council, improved access to grants and tenders, and Council to play a role in improving visibility and public awareness of social enterprise. They also sought easier pathways to supply to Council through changes to procurement practices, continued capability building support, and a stronger leadership role from Council in embedding social enterprise into the local community.

Community organisations acknowledged the value of existing programs such as community-based mentoring, volunteer networks and the Inclusive Employment Program, while noting persistent

barriers including a disconnect between services and employer needs, over-reliance on outcomes-based funding, and foundational barriers such as mental health, literacy and workplace readiness. They see Council as uniquely positioned to facilitate partnerships, promote co-location models, offer space and resources, support volunteering as a stepping stone, and advocate on behalf of community organisations.

Employment service providers praised Council's inclusive employment team as proactive and approachable. They identified barriers including complex Council application processes, limited access to inclusive employers, and insufficient support for people with multiple barriers. Key challenges for job seekers include mental health, underemployment and transport. They recommended regular forums, co-located hubs for specific communities, more entry-level pathways and apprenticeships, and continued promotion of success stories.

Local businesses indicated plans to recruit across a range of sectors including trades, hospitality and administration. Key challenges included skilled labour shortages, economic uncertainty and maintaining inclusive workplaces. Ten businesses reported active inclusive hiring initiatives including recruiting people with disabilities, refugees and asylum seekers, and increasing women's participation in traditionally male-dominated trades.

Internal consultation highlighted opportunities to strengthen cross-departmental collaboration, particularly between Economic Development, Inclusive Employment, Procurement and People and Culture teams. Key themes included embedding inclusion and diversity requirements in procurement processes, building stronger external partnerships with schools, immigration agencies and disability service providers, expanding support for priority groups including disadvantaged youth and people with disabilities, and aligning job creation initiatives with broader economic development plans. The Inclusive Employment Program was recognised for successfully helping many individuals secure their first jobs, while ongoing challenges include establishing sustainable procurement processes and a need for more diverse job opportunities within the community.

Phase 1 concluded that Banyule Council is well positioned to drive sustainable and equitable employment outcomes through strong partnerships, strategic support, tailored programs and internal collaboration, while addressing persistent challenges including mental health barriers, workforce shortages and the complexity of support systems.

Phase 2: Economic Development Strategy Review

Three activities with 57 participants: pop-up sessions at WaterMarc and Ivanhoe Library (30 participants), a business owners survey (15 responses) and a focus group with trader associations (12 representatives). Key findings:

Strong support for place activation and centre investment. Placemaking, street upgrades and strategies to strengthen activity centres were top priorities across all methods, with 10 participants specifically supporting placemaking in the pop-up dotmocracy exercise. Trader associations highlighted that while improvements are visible, precinct maintenance, activation and long-term investment remain priorities, with particular concern about cleanliness, upkeep and perceptions of safety. Heidelberg West Business Precinct was identified as requiring aesthetic improvements, better landscaping and safer streets.

Strong support for practical business support. Workshops, mentoring, networking, grants and help navigating Council permits. Businesses appreciate direct engagement, accessible communication and visible Council support, particularly in retail strips and activity centres. Recognition programs like BestBiz awards were valued for highlighting precinct achievements. Trader associations called for consistent internal contacts and clearer guidelines to reduce back-and-forth.

Reducing costs and red tape. Reducing the costs of doing business (rates, permits, fees) was a key priority for business owners. Trader associations specifically raised frustration with slow or unclear Council processes around permits, maintenance and event activation, calling for streamlined approvals and templates for activity centres. Both groups wanted Council to make it simpler and cheaper to operate.

Crime, safety and vacant premises. Crime and safety concerns were raised by both business owners and trader associations. Vacant shops and long-term empty premises are a concern, with potential solutions including rent subsidies, incentives or stronger landlord engagement. Collaboration with real estate agents was suggested to attract businesses aligned with precinct goals.

Emerging support for sustainability and innovation industries. Clear appetite for future-focused industries, with strong support for sustainability and innovation. Views were more mixed on employment land planning. A diverse and innovative business mix, including arts and creative industries, was emphasised.

Advocacy, promotion and accessibility. Businesses wanted more visible Council leadership, stronger promotion and advertising of local business, improved precinct accessibility, and better alignment of streetscape upgrades with capital works. There was strong interest in greater on-the-ground presence from Council to understand business needs, and targeted support for businesses with limited digital capability.

Flexible and inclusive business support. Tailored support for culturally diverse and first-generation business owners, more accessible grants and targeted tenancy support, alternatives to traditional grants, and partnerships with not-for-profits to activate under-utilised spaces.

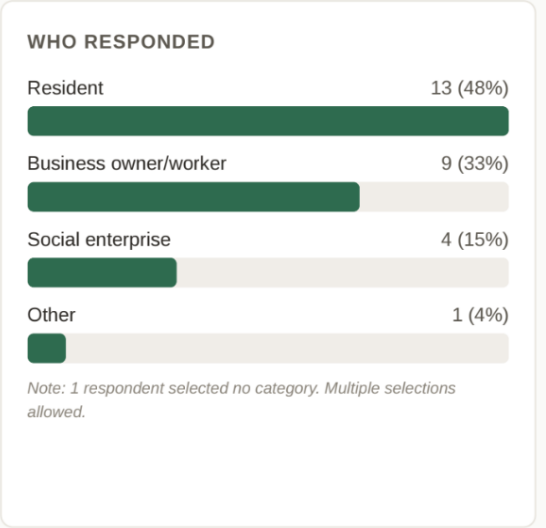
Phase 2 confirmed strong overall support for Council's proposed economic development directions. Participants consistently highlighted the importance of practical, accessible support, clear and timely communication, and responsive Council processes. These insights helped shape the business support, precinct activation and red tape reduction elements of the draft strategy.

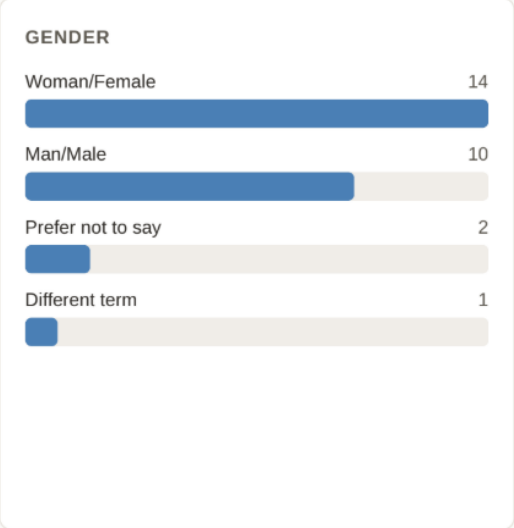
Stage 2 consultation findings

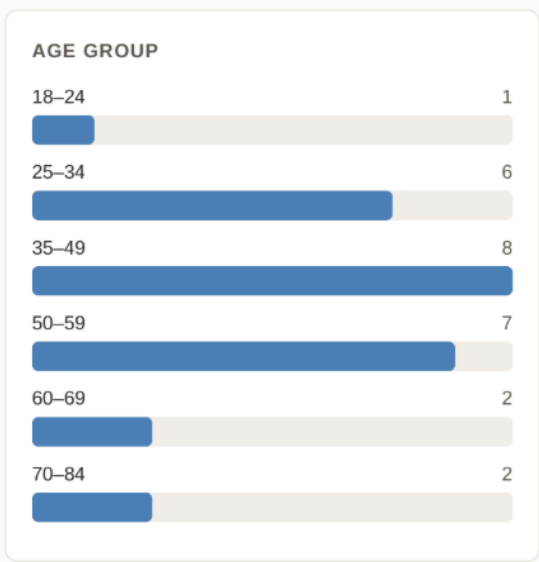
Stage 2 consisted of a public exhibition of the draft strategy via the Shaping Banyule platform (27 survey responses, 4 March – 1 April 2026) and two written submissions from organisations: Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation (Wurundjeri Woi-wurrung) and NorthLink.

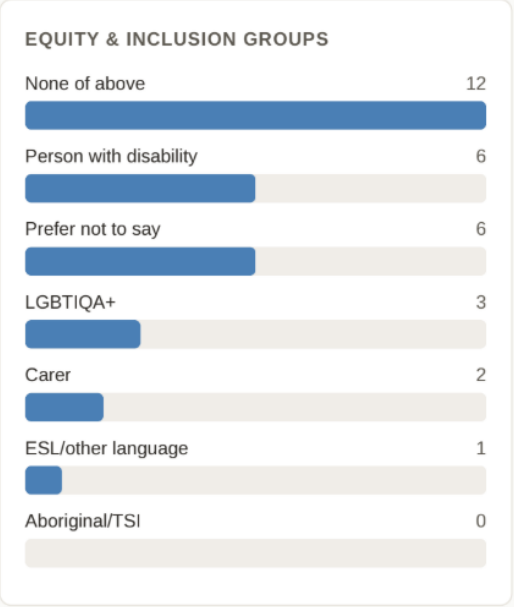
Survey respondent profile

Twenty-seven people completed the survey. Not all answered every question. With this sample size, demographic breakdowns are descriptive only.









Survey respondent demographics	Breakdown (n=27)
Respondent type	Residents (13), Business (9), Social enterprise (4), Other (1)
Gender	Women/female (14), Men/male (10), Prefer not to say (2), Different term (1)
Age	35–49 (8), 50–59 (7), 25–34 (6), 60–69 (2), 70–84 (2), 18–24 (1)
Equity & inclusion	None (12), Disability (6), Prefer not to say (6), LGBTIQA+ (3), Carer (2), ESL (1), Aboriginal/TSI (0)
Relationship	Work (20), Live (15), Study (1)
How they heard	Email (21), Website (3), Banner (1), Facebook (1)
Suburbs	15 suburbs represented; Bellfield, Greensborough, Ivanhoe (3 each)

Additional demographic notes:

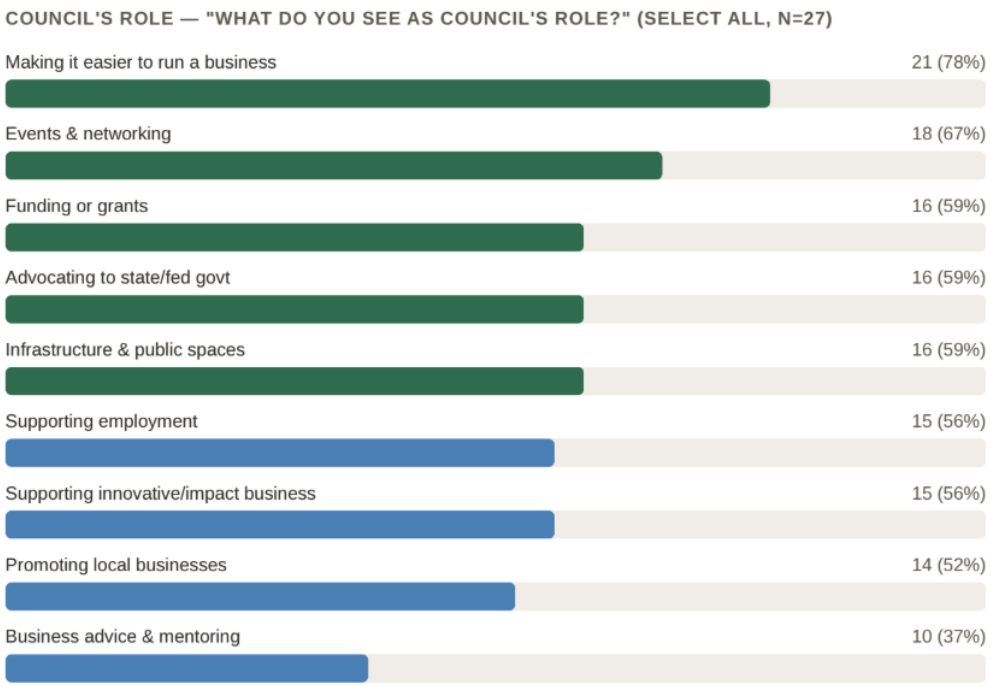
- The proportion of respondents identifying as having a disability (22%) is broadly consistent with the national prevalence of 21.4% (ABS 2022).
- No Aboriginal or Torres Strait Islander respondents completed the survey, making the Wurundjeri Woi-wurrung submission particularly important.
- 74% of respondents work in Banyule, while 56% live there, indicating the data is slightly skewed toward people with an economic stake, which is appropriate for this strategy.

What does an 'inclusive local economy' look like to you?

Twenty-one respondents answered this open-ended question. Responses showed strong alignment with Council's interpretation, with common themes including equal opportunity and access regardless of background or ability, a supportive low-barrier environment for starting and running a business, meaningful employment for people facing barriers, support for diverse types of business including social enterprises and creative practitioners, and Council reducing red tape and making it easier to do business locally. This alignment validates the strategy's foundational framing.

Council's role

'Making it easier to run a business in Banyule' was the top-rated Council role at 78% (21 of 27 respondents), followed by 'Events and networking' at 67%. Four roles tied at 59%: funding or grants, advocating to other governments, infrastructure and public spaces, and supporting employment. 'Business advice and mentoring' was lowest at 37%.



How well does the strategy reflect community needs?



Of 26 respondents, 10 (38%) rated the strategy as reflecting community needs 'to a great extent', 9 (35%) 'to a moderate extent', 5 (19%) 'to a small extent', and 2 (8%) 'not at all'. Overall, 73% rated the strategy as reflecting needs at least to a moderate extent.

Key feedback themes from the survey

Respondents could choose which of the five focus areas to provide feedback on (most selected one to three) and provided qualitative comments. With sample sizes of 7–14 per focus area, quantitative ratings are directional signals rather than definitive measures. The qualitative feedback has been organised thematically below.

Reducing red tape and making it easier to do business. The most consistent theme across all respondent types. Specific mentions included excessive fees, bin charges and rates, confusing terminology across Council departments, lack of transparency in processes, and difficulty with simple things like putting out a sign. Business owners predominantly rated Focus Area 1 commitments as 'Somewhat' effective, finding them well-intentioned but insufficiently concrete. The strongest articulation came from a Focus Area 5 respondent: *"The best way to enable business growth and investment, thus leading to more employment, is to remove as many barriers and restrictions as possible."*

Vibrant precincts and place-based investment. Focus Area 3 received the strongest support of any focus area (64% Yes, 0% No). Respondents endorsed activating vacant buildings, improving amenity and safety (particularly in Heidelberg West), and supporting arts and creative industries as activation tools. Several respondents noted that vibrant precincts attract businesses and create jobs organically. The Bell Street Mall masterplan and Heidelberg West Business Park were specifically supported.

Disability inclusion and social procurement. Several passionate responses from disability social enterprise operators. Strong advocacy for Council to include social enterprises in procurement and tendering, not just grants. Emphasis that social enterprises offer more than entry-level services and that certified enterprises need fair commercial opportunities.

Tailored employment pathways for different support needs. Different cohorts (people with disability, neurodivergent people, young people, CALD communities, and First Nation people) have different support needs and are currently competing for the same limited opportunities. Different life stages require different interventions, from school-to-work transitions to strength-based approaches for established adults. Non-traditional employment (creative, freelance, micro-enterprise) should be recognised as a legitimate pathway. People with disability were notably engaged with Focus Area 2, representing 42% of respondents (5 of 12) for that focus area.

Council's assets and role as enabler. Social enterprise operators want in-kind support through council-owned spaces and rent relief. Residents and other respondents emphasised Council's value as a connector and broker rather than a direct program deliverer. A small number of respondents (3) felt Council should leave business mentoring to business professionals and educators; Council typically engages qualified professionals to deliver these services, reinforcing that its role is as enabler and convenor.

Commitments perceived as too vague. Several respondents across Focus Areas 1, 2 and 4 described the proposed commitments as too aspirational, wanting more concrete examples. The nature of this feedback suggests some respondents engaged with the strategy document but not the accompanying Action Plan, which sets out specific actions, timeframes and responsibilities.

Transport, parking and accessibility. A small number of respondents raised transport-related issues including parking, station accessibility and bus connectivity. While legitimate concerns that affect economic participation, these sit outside the scope of this strategy and are addressed through Council's Integrated Transport Plan 2015–2035.

Written submissions

Submission from a NorthLink stakeholder

A stakeholder representing networks connected to NorthLink expressed strong support for the draft strategy. The submission recommended updating Focus Area 5 to reference economic precincts, giving recognition to the West Heidelberg Business Park, Bell Street and La Trobe University City development.

Submission from Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation (Wurundjeri Woi-wurrung)

Council's First Nations Lead forwarded feedback from a conversation with the Economic Manager at Wurundjeri Woi-wurrung. The submission proposed six goals to strengthen the strategy's First Nations lens: embedding First Nations economic self-determination; strengthening partnerships with Traditional Owners; increasing First Nations participation through procurement and employment pathways; enabling a place-based economy on Country; establishing accountability and measurement; and developing a dedicated First Nations Economic Strategy co-designed with Traditional Owners.

Given the absence of Aboriginal and Torres Strait Islander respondents in the survey, this submission provides the only First Nations perspective in Stage 2 and is the most substantive single piece of feedback received.

Key themes across all consultation

Drawing together findings from Stage 1 (218 participants) and Stage 2 (27 survey responses and 2 written submissions), the following overarching themes have shaped the Inclusive Economy Strategy.

1. **Council as enabler, not just funder.** The strongest message across both stages is that Council's most valued role is making it easier to participate in the local economy - reducing red tape, simplifying processes, providing clear information, connecting people to opportunities, and using Council's existing assets to enable participation.
2. **Procurement as a lever for inclusion.** Both stages identified Council's purchasing power as an important tool. Social enterprises, disability organisations, First Nations stakeholders and community organisations called for Council to embed social and sustainability considerations into procurement and simplify tendering processes.
3. **Place-based investment and activation.** Consistent support for investment in activity centres and precincts, including placemaking, streetscape upgrades, safety improvements and activation of vacant spaces. Heidelberg West was repeatedly identified as a priority.
4. **Inclusive and flexible employment pathways.** Employment pathways need to go beyond traditional job placement. Different cohorts and life stages require tailored, strength-based and culturally safe approaches. Non-traditional employment should also be recognised as a legitimate pathway.
5. **Social enterprise as part of the mix.** Social enterprises are strongly supported. The strategy's approach of embedding social enterprise across Council was well received. Respondents emphasised the diversity and capability of social enterprises.
6. **First Nations economic self-determination.** The Wurundjeri Woi-wurrung submission and Stage 1 RAP Committee input reinforce the need for the strategy to be explicit about Aboriginal economic self-determination, including formal partnership structures and long-term commitment to co-design.

7. **Practical, measurable commitments.** Respondents want commitments that are specific and connected to outcomes. The strategy's 4,000 inclusive economic opportunities target responds to this, and focus areas now cross-reference the Action Plan for detailed actions.

8. **Partnerships and coordination.** Cross-sector partnerships are essential. Respondents want Council to act as a connector and broker, facilitating collaboration rather than delivering everything directly.

Weighting of consultation

Stage 1, with 218 participants across 15 engagement activities including direct engagement with affected communities, provides the primary evidence base for the strategy's direction. Stage 2, with 27 survey responses and two written submissions, provides supplementary validation and has identified specific areas for refinement. The two written submissions represent broader stakeholder networks rather than individual perspectives.

Recommended changes to the Strategy and Action Plan

Based on Stage 2 consultation findings, the following changes have been made to the Inclusive Economy Strategy and Action Plan. Changes resulting from internal Council feedback are not included in this table, as they are outside the scope of community consultation.

What changed	Description and rationale	Which feedback
Aboriginal economic development: new section, objective and actions	A new section on Aboriginal Economic Self-Determination has been added to the Strategy. Focus Area 4 has been renamed to "Social enterprise leadership and Aboriginal economic development." A new objective has been added focused on strengthening Aboriginal economic development through partnership, exploration and alignment with self-determination principles, consistent with Council's Marrageil Strategy 2024–2031. Near-term actions include establishing regular partnership meetings with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation (Wurundjeri Woi-wurrung), exploring dedicated co-designed business support programs for Aboriginal businesses, and determining appropriate governance arrangements over the life of the strategy. Council acknowledges this is a starting point, not an endpoint, and that doing this well will require genuine partnership and sustained commitment.	Wurundjeri Woi-wurrung submission; Stage 1 RAP Committee input
Aboriginal economic development: integrated across all focus areas	Aboriginal businesses, cultural safety and self-determination principles have been woven throughout the strategy and action plan, rather than contained in a single focus area. Changes include: explicitly naming Aboriginal businesses alongside social enterprises in Focus Area 1 and Focus Area 2 commitments and actions; adding cultural safety language to Focus Area 3 (activity centres); ensuring employment pathways in Focus Area 2 are culturally safe and developed in partnership with Aboriginal communities; adding new	Wurundjeri Woi-wurrung submission; Stage 1 RAP Committee input

What changed	Description and rationale	Which feedback
	data on First Nations economic participation in the Economic Context section; and updating the Glossary and Community Vision themes. Key partners have been updated across all focus areas to include Wurundjeri Woi-wurrung and Aboriginal Community Controlled Organisations where relevant.	
Aboriginal terminology	"Indigenous" and "First Nations" have been replaced with "Aboriginal" as the primary term throughout the strategy and action plan, consistent with Banyule's Marrageil Strategy 2024–2031 and the preference expressed by Wurundjeri Woi-wurrung. "First Nations/Aboriginal" is used in the Glossary definition to acknowledge both terms.	Wurundjeri Woi-wurrung submission
Reducing red tape: lead objective in Focus Area 1	The existing objective "Create a business-friendly Council that makes it easier to start, operate and grow a business in Banyule" and its associated commitments and actions (including the Business Permit Assist Program, customer journey improvement, regulatory process review, fees and charges review and the Small Business Friendly Charter) have been moved from Focus Area 5 to become the lead objective in Focus Area 1, where businesses will look first. This directly responds to the strongest message from consultation: that reducing red tape and making it easier to do business should be front and centre. The Focus Area 1 opening paragraph has been rewritten to lead with this theme. Focus Area 5 retains a lighter reference to regulatory and planning settings in its strategic context.	Stage 2 survey (strongest and most consistent theme across all respondent types); Stage 1 trader association feedback
Focus Area 5: subtitle and framing updated	The subtitle has been updated from "Creating the conditions for businesses to invest, grow and create jobs in Banyule" to "Strengthening Banyule's economic precincts and creating the conditions for business growth and jobs," reflecting the strategic importance of the Heidelberg West Business Park, Bell Street Mall and the Northern Innovation and Sustainability Precinct. The body copy and "Did you know" section have also been updated.	NorthLink stakeholder submission
Inclusive employment pathways: broadened to recognise diverse pathways	Focus Area 2 language has been broadened to recognise that different cohorts and life stages require different approaches, and that non-traditional pathways such as creative practice, freelance work and micro-enterprise are legitimate pathways to economic participation. A new commitment and action have been added to explore and support these pathways through Council programs and partnerships. A new action to design reporting that captures participation by priority cohort has also been added.	Stage 2 survey (disability respondents, neurodivergent respondents, creative practitioners)
Sustainable procurement: accountability strengthened	New actions have been added to track and report annually on Council's procurement spend with social enterprises, Aboriginal businesses and local businesses; to review tender and quotation processes to identify and reduce barriers; and to build cultural awareness within procurement teams. These respond to feedback that Council should use its purchasing power as a lever for inclusion and provide transparent accountability mechanisms.	Stage 2 survey (social enterprise operators, disability advocates); Wurundjeri Woi-wurrung submission; Stage 1 (social enterprises,

What changed	Description and rationale	Which feedback
		community organisations)
Culturally safe activity centres	Focus Area 3 body copy has been updated to recognise the cultural significance of activity centres as Wurundjeri Woi-wurrung Country and to ensure Aboriginal culture, enterprise and creative practice are visible and valued within these places. Commitments have been updated to include partnering with Aboriginal organisations on cultural safety, and to explicitly name zero tolerance for racism. Wurundjeri Woi-wurrung has been added as a key partner.	Wurundjeri Woi-wurrung submission; Stage 1 (inclusion and cultural safety themes)
Action Plan cross-reference added	A cross-reference directing readers to the Inclusive Economy Action Plan 2026–2031 has been added under each focus area in the strategy, addressing feedback that the strategy's commitments appeared too vague without the accompanying detail.	Stage 2 survey (multiple respondents across FA1, FA2 and FA4)
Community engagement section updated	The Community Engagement section of the strategy has been updated to include Stage 2 consultation (public exhibition, survey responses and written submissions), and to reference the Engagement Report as the source for full consultation findings. Participant numbers have been updated accordingly.	Reflects completion of Stage 2 consultation
Key partners reviewed and updated	Key partners listed under each focus area have been reviewed and updated to include Aboriginal businesses, Wurundjeri Woi-wurrung, Aboriginal Community Controlled Organisations, the Victorian Small Business Commission and other partners identified through consultation.	Stage 2 survey; Wurundjeri Woi-wurrung submission; NorthLink stakeholder submission