

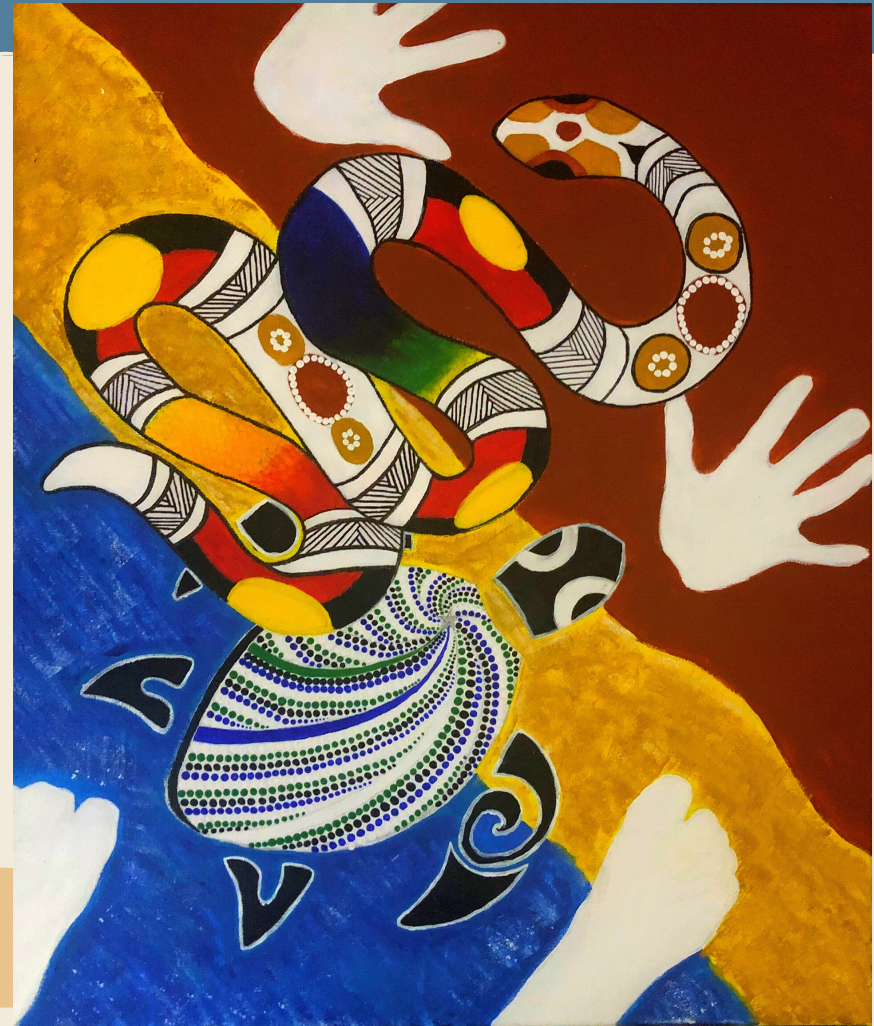


## Acknowledgement of Country

We respectfully acknowledge the Traditional Owners,  
the Whadjuk Noongar People as the Custodians of this land.

We also pay respect to all Aboriginal community Elders, past,  
present and future who have and continue to reside in the  
City of Kalamunda and have been an integral part of the history  
and continuing culture of this region.

"Two Worlds Meet"  
Keiahna Dorante  
'Our Stories' Young Artist Awards 2021





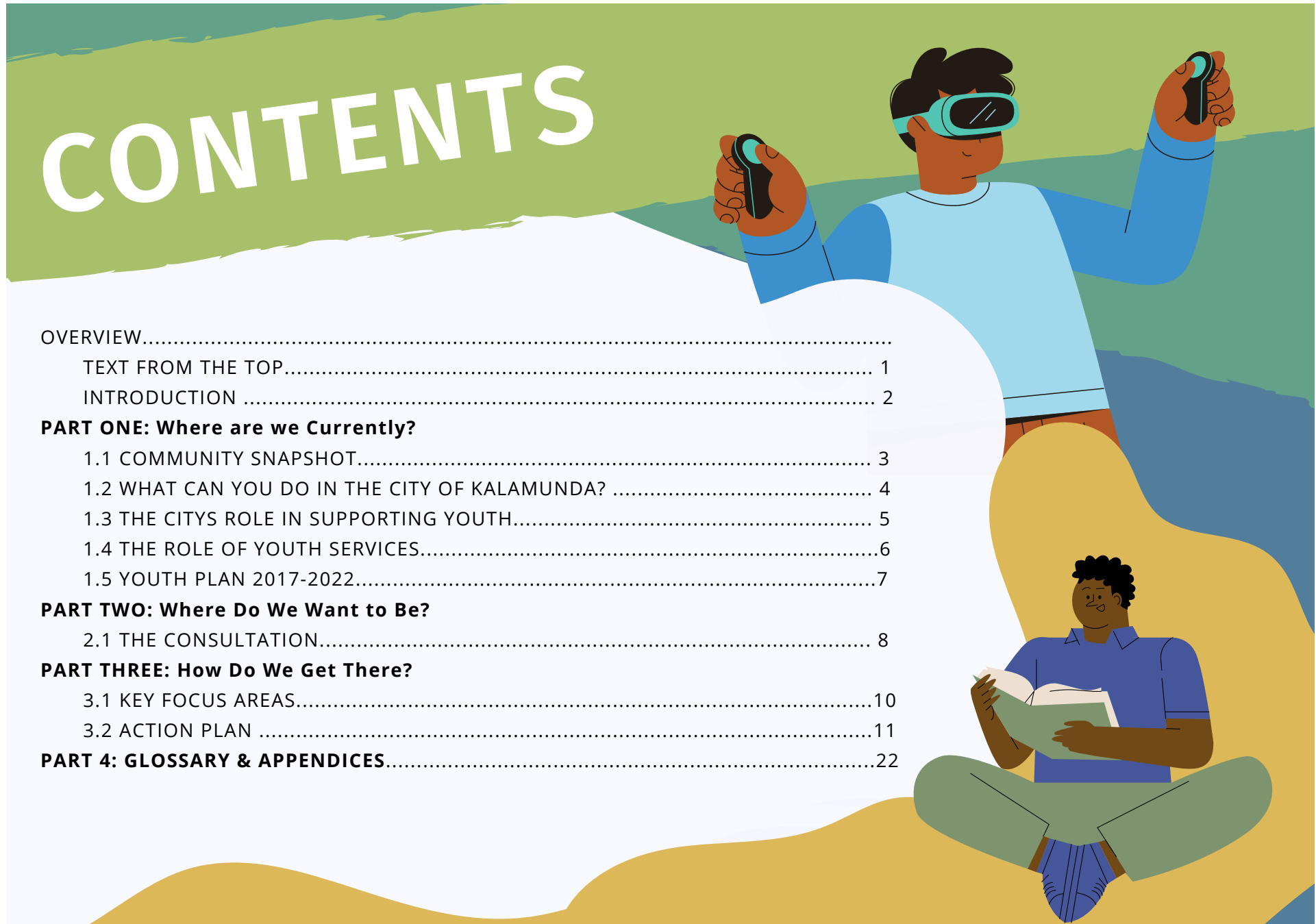


## Contributors

We would like to thank members of Youth Action Kalamunda, the City's youth advisory council for being key members in bringing this plan to life.

Additionally, to everyone who completed a survey, attended a workshop or gave us feedback, thank you for helping us shape the future direction for young people in the region.





# CONTENTS

OVERVIEW.....	
TEXT FROM THE TOP.....	1
INTRODUCTION .....	2
<b>PART ONE: Where are we Currently?</b>	
1.1 COMMUNITY SNAPSHOT.....	3
1.2 WHAT CAN YOU DO IN THE CITY OF KALAMUNDA? .....	4
1.3 THE CITY'S ROLE IN SUPPORTING YOUTH.....	5
1.4 THE ROLE OF YOUTH SERVICES.....	6
1.5 YOUTH PLAN 2017-2022.....	7
<b>PART TWO: Where Do We Want to Be?</b>	
2.1 THE CONSULTATION.....	8
<b>PART THREE: How Do We Get There?</b>	
3.1 KEY FOCUS AREAS.....	10
3.2 ACTION PLAN .....	11
<b>PART 4: GLOSSARY &amp; APPENDICES.....</b>	<b>22</b>

# Texts from the Top



Scan QR code  
to learn more about the  
role of the Mayor and CEO

## MAYOR MARGARET THOMAS

Young people are the future of this community.

We are so lucky to have an abundance of talented and involved young people and their pathway to transition into independent and thriving adults will be supported through being a core component of the City of Kalamunda.

This new five year plan will see young people be more connected and involved than ever before, and we are excited to see where that will take us.



## CEO RHONDA HARDY

The last few years have seen the world go through an unprecedented number of challenges. For our young people this is becoming their norm, but they possess the new ways of thinking to lay out a new path to safeguard their future. We want to harness this innovation and involve young people in guiding our community's future direction.





# INTRODUCTION

*"Life isn't about finding yourself. Life is about creating yourself"*

*- George Bernard Shaw*

Welcome voyagers, on this journey into the future!

While you embark on your path to adulthood, we'll be right there with you to help you on your way.

This new Youth Plan has been specifically designed for the City of Kalamunda's under 25s, their families and support networks, to build your knowledge, skills and confidence about transitioning into adulthood with the capacity and connections to live healthy and meaningful lives.

The plan has been created with our community using their feedback, as well as state and nation-wide data reviews, to map out a broad plan to set our young people up for success. We have taken a wide perspective in our action plan as we understand all young people are different. Whether you're interested in the arts or sports, in technology or volunteering, want to know about Council or enjoy using your local park, we aim to have considered the wide spectrum of individuals and their needs to build our pillars of support.

This plan is the starting place, a guide for how we will respond to these future goals through our programming, our internal processes, outreach, community partnerships and advocacy for young people. This is the starting place for which we will forge:

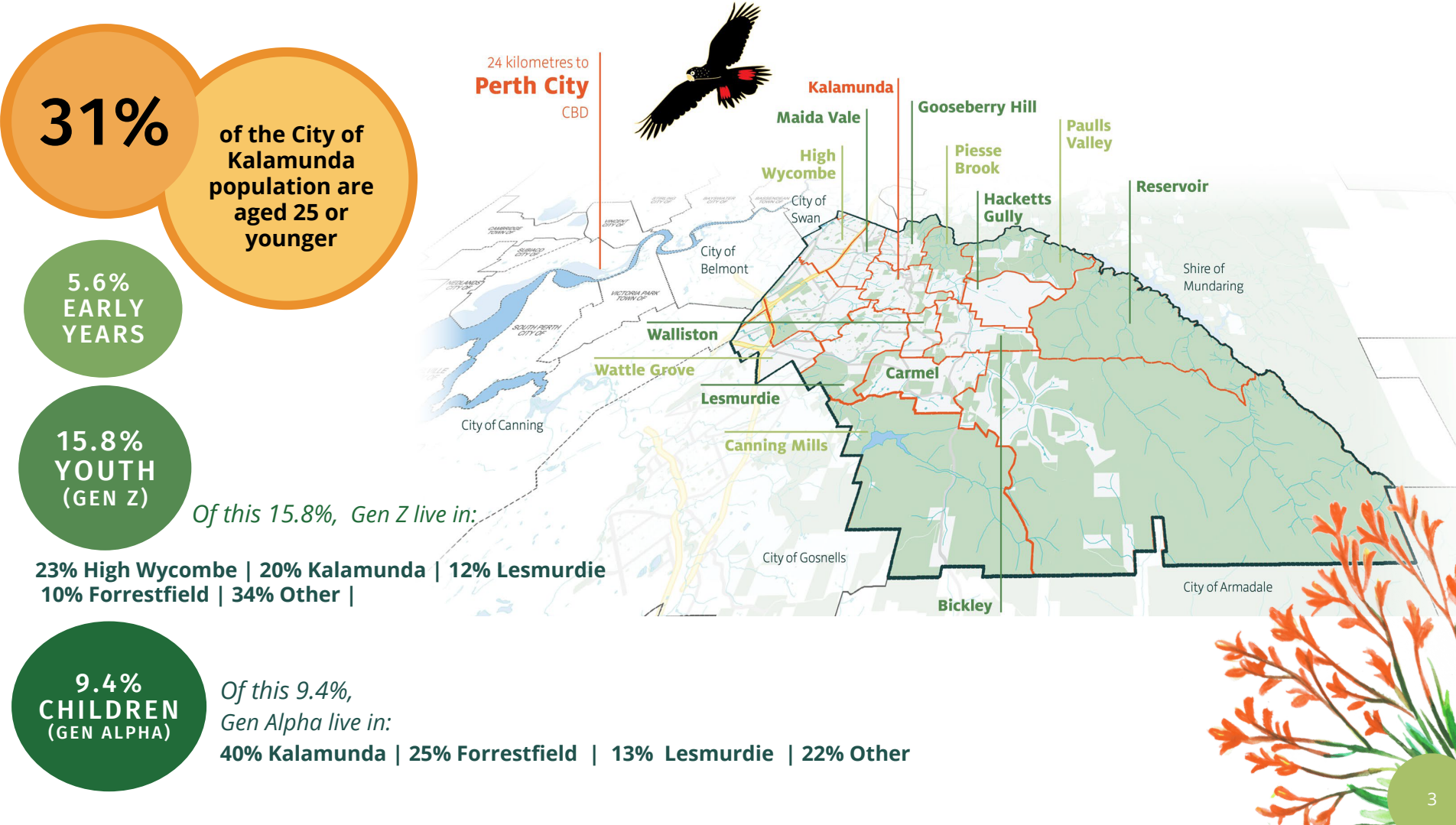
**Kalamunda Futures**, for you.

Reach out, get involved and join us as we take off on this adventure!



# Part One: Where are we currently?

## 1.1 Community Snapshot







# 1.3 The City's Role **SUPPORTING YOUNG PEOPLE**

Delivering spaces for young people to recreate, connect and develop fall under the responsibility of multiple business units within the City of Kalamunda, who each have a different specialty:



## **ASSET DELIVERY**

Playgrounds and Facility Development



## **COMMUNITY DEVELOPMENT**

Youth Services Programs, Club Development, Recreation and Leisure Planning



## **ARTS & CULTURE**

Libraries, Community Art Projects, Performing Arts Centre and Gallery Shows



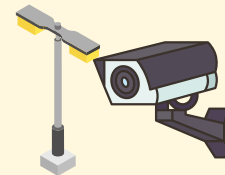
## **COMMUNITY HEALTH**

Clean spaces, Microbat and Mosquito Projects



## **CUSTOMER & PUBLIC RELATIONS**

Events and Community Engagement



## **COMMUNITY SAFETY**

Safer Communities Projects (e.g. CCTV)



## **ENVIRONMENT**

Public spaces, Environment and Waste Education, Rehabilitation and Protection Projects



## **STRATEGIC PLANNING**

Designing out future spaces

# 1.4 Youth Services AND THEIR ROLE IN THE CITY OF KALAMUNDA

Youth Services are the primary business unit at the City of Kalamunda that exists to support the community's youth.

The Youth Team consists of **1.4 people**.

How does that work?

There is **1** Youth and Community Development Officer (full time), and one high school graduate, the Youth and Community Assistant (YCA), who is employed as part of the one-year mentorship opportunity and works 2 days per week (0.4).



Scan QR code to learn more about the YCA job opportunity!



Young  
People

**YOUTH  
SERVICES**

Opportunities  
and Support

Youth Services works as the **link** that connects schools, external support agencies/services and raises awareness of local facilities, offerings and connections available to young people in the area.

The team also develop and facilitate events and programs which achieve the Youth Plan and Youth Action Kalamunda's goals and targets.

Youth Services partner with other City of Kalamunda staff, as well as local organisations, schools, community groups and clubs to collaborate and coordinate engagement with young people based on their interests and to support their needs.

The team deliver initiatives for Early Years, Children, Youth and Families, as well as offering opportunities for intergenerational connection.

# 1.5 Youth Plan 2017-2022



Scan QR code to check out programs created and delivered over the last five years!



## PROGRAMMING DEVELOPED:

- Annual Youth & Community Assistant graduate employment opportunity
- Annual Young Creatives Kalamunda
- Annual Youth Week WA
- Annual Careers Week
- Dome Barista Workshops every term
- Annual Tech Savvy Sessions
- Youth Action Kalamunda monthly
- Skate, Scooter & BMX Clinics
- SEED Young Entrepreneurs Program
- Annual Employment 101
- Kalamunda Upskill Project
- Biennial Young Artist Awards
- Pop Up Play Days
- Annual School's Out Pool Party
- Leadership Program
- Little Libraries Installation
- Find A Fairy Trail Kalamunda
- Annual Student Citizenship Awards
- Annual Principals' Forums
- Annual Craft Sessions
- In the Mix Music Program
- Buskers' Registry
- Environmental Awareness Sessions



## AWARDS

- NATIONAL WINNER** - Youth Economic Participation (Employment) - Careers Expo (2017).  
National Awards for Local Government
- STATE WINNER** - Children's Consultation. Stirk Park Design by Enquiry (2020)
- COMMENDATION** - COVID Recovery & Response for Children and Young People (2021)  
Public Health Advocacy Institute of WA
- COMMENDATION** - Young Entrepreneur Award - Shop Front Mural Project (2017)  
Kalamunda Chamber of Commerce



# PART TWO: Where do we want to be?

## 2.1 The Consultation APRIL 2021 - JANUARY 2022



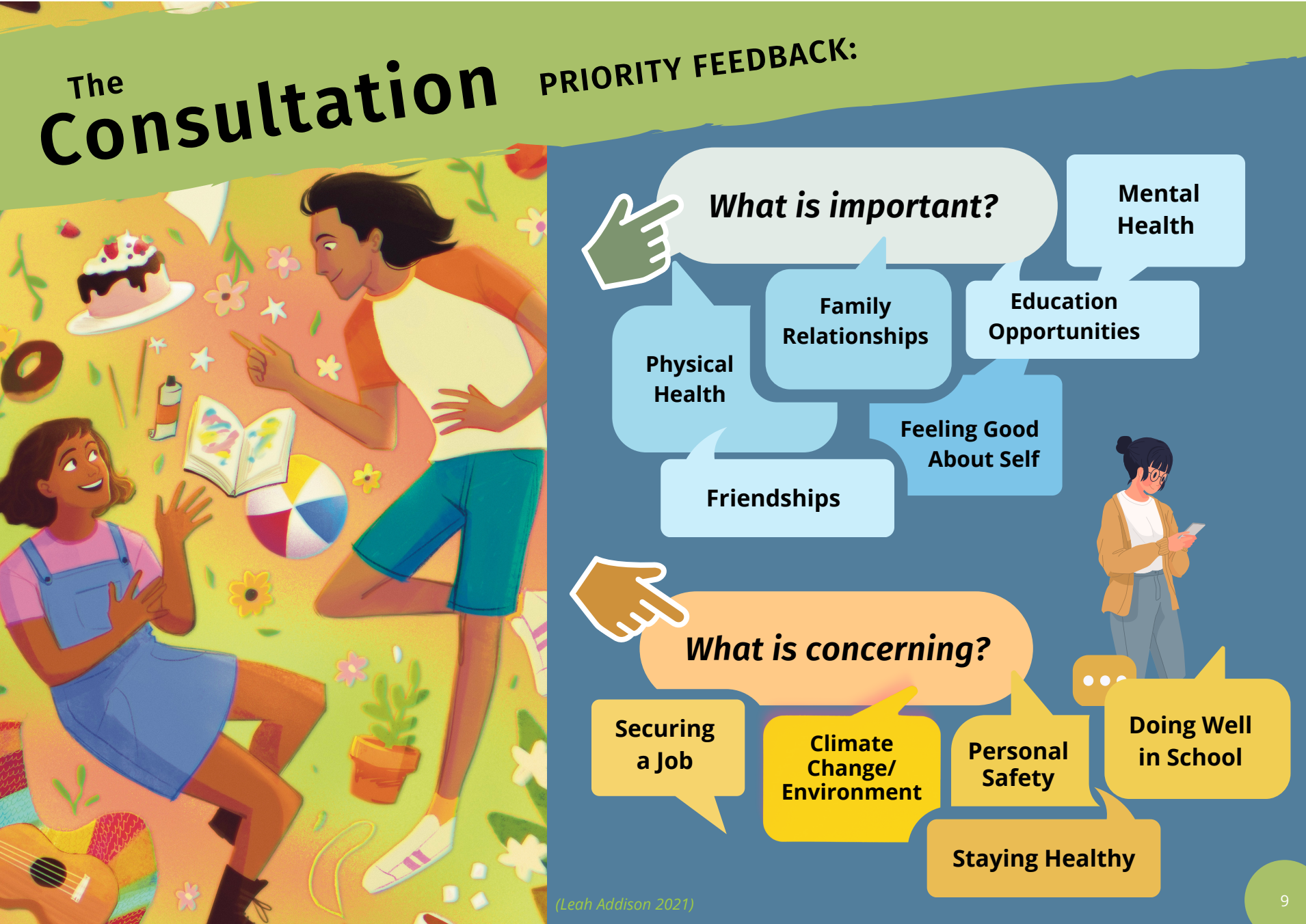
- 329 surveys responses (60% from Gen Z).
- Social media campaign: 512 link clicks
- Printed media: flyers, survey and a newspaper advert.
- Website, news and media releases.
- 12 individual face-to-face engagement events that reached over 800 youth and community members.
- A commissioned flagship artwork created by Leah Addison (see next page).
- Informal and anecdotal feedback while attending other events and programs.



Scan QR code to read the engagement report







## PART THREE: How do we get there?

### 3.1 FOCUS AREAS The vision for the 2023-2028 Youth Plan is that young people are...

#### 1 EMPOWERED

Given the tools and support to find purpose.

#### 2 CONNECTED

Informed and part of a community network.

#### 3 ACTIVE

Involved and have participation and engagement opportunities to become active citizens.

#### 4 REPRESENTED

Considered by internal business areas and councillors when making decisions for the community.





## 3.2 ACTION PLAN



### FOCUS AREA 1: EMPOWERED

Under 25s are given the tools and support to find purpose.

**OUTCOME 1.1 | YOUNG PEOPLE ARE EMPOWERED TO BE SCHOOL READY.**

ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<b>1.1.1</b> Use the national Australian Early Development Census (AEDC) results to understand where areas of developmental support are required locally.	2025, 2028	<ul style="list-style-type: none"> <li>1x AEDC presentation delivered on data results after each 3-yearly assessment, to inform industry practitioners, parents and other relevant stakeholders on key findings and priority areas for developing local early years' school readiness</li> </ul>	Youth Services
<b>1.1.2</b> Provide administrative support for the Zig Zag Early Years Partnership (ZZEYP/Partnership).	2023-2028	<ul style="list-style-type: none"> <li>Coordinate Partnership committee meetings</li> <li>≥ 2 Pop Up Play events annually</li> <li>≥ 1 parent information seminar annually on a topic(s) determined by group members</li> <li>Maintain current membership and contact information to share resources (such as the City of Kalamunda's Community Directory) with the Partnership</li> <li>Manage the administration of the ZZEYP Facebook Page</li> </ul>	Youth Services
<b>1.1.3</b> Promote local school-ready programs.	2023-2028	<ul style="list-style-type: none"> <li>Share initiatives including City of Kalamunda literacy programs (including Rhymetime, Storytime and Better Beginnings Family Literacy Program) and community programs (such as local Communicare workshops) online or through the Partnerships' database as they occur</li> </ul>	Youth Services Library Services



## EMPOWERED

### OUTCOME 1.2 | YOUNG PEOPLE ARE EMPOWERED TO BE SELF-ASSURED AND CONFIDENT.

ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
1.2.1 Promote locally available wellbeing support.	2023-2024	<ul style="list-style-type: none"> <li>• Include wellbeing information in the Community Directory, including crisis support resources</li> <li>• Display free wellbeing resources at the City's Libraries and during youth events</li> <li>• Build connections with relevant agencies (i.e., Headspace) and advocate for their presence in the City of Kalamunda, prioritising locations on a needs-basis</li> </ul>	Youth Services Library Services Community Safety
1.2.2 Integrate themes of inclusion, confidence and wellbeing into messaging and youth programming.	2024-2025	<ul style="list-style-type: none"> <li>• Programs are driven and led by young people, surrounding themes such as culture, belonging, identity, mental health and healthy living</li> <li>• Support the delivery of City-run and community initiatives that encompass social inclusion (for example NAIDOC* and CaLD* programming)</li> <li>• Wellbeing and inclusion messages are regularly circulated through Youth Services channels (i.e. social media platforms, email databases etc.), including major national/state campaigns or observances, like R U OK Day and International Day of People with Disability</li> <li>• Deliver an Acknowledgement of Country, or Welcome to Country at the beginning of all formal youth meetings and events</li> </ul>	Youth Services Inclusive Communities Customer and Public Relations



\* Check the glossary for definition




## EMPOWERED

### OUTCOME 1.2 | YOUNG PEOPLE ARE EMPOWERED TO BE SELF-ASSURED AND CONFIDENT *(continued)*.

ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<b>1.2.3</b> Provide access to inspiring individuals as role models and mentors	2023-2028	<ul style="list-style-type: none"> <li>Promote the Local Young Hero Award (as awarded)</li> <li>Provide Annual Student Citizenship Awards Program</li> <li>≥ 4 Invited guest speakers to attend Youth Action Kalamunda (YAK) meetings, including previous YCAs and group members, services and training providers</li> <li>Promote Kalamunda WayFairers Program to connect older adult WayFairers with local junior sporting clubs</li> <li>Consider diverse representation for guest presenters at events, including CaLD and LGBTQIA+ organisations</li> </ul>	Youth Services Club Development Customer and Public Relations

### OUTCOME 1.3 | YOUNG PEOPLE ARE EMPOWERED WITH SKILLS TO ENTER ADULthood AND LIVE INDEPENDENTLY.

<b>1.3.1</b> Establish a program of general life skills.	2023-2028	<ul style="list-style-type: none"> <li>Continue to host ≥ 3 life skills based on engagement report feedback (i.e., changing a tyre, understanding tax) sessions as part of the Kalamunda Upskill Project, either in person or virtually annually</li> </ul>	Youth Services
<b>1.3.2</b> Support attainment of employment and further training. 	2023-2028	<ul style="list-style-type: none"> <li>Deliver annual careers programming which includes: 'A Student's Guide to Surviving Year 11&amp; 12, Employment 101, Barista Workshops, SEED Young Entrepreneurs Program</li> <li>Undertake EOI and feasibility study for Barista Workshop Foothills expansion</li> <li>Continue to offer the Youth and Community Assistant (YCA) 12-monthly graduate employee opportunity</li> <li>Provide Work Experience opportunities for local students at the City of Kalamunda, based on staff availability</li> </ul>	Youth Services People Services

**FOCUS AREA 2: CONNECTED**

Under 25s and their supports are informed and part of a community network.

**OUTCOME 2.1 | YOUNG PEOPLE AND THEIR SUPPORT ARE AWARE OF NETWORKS AND SUPPORT AVAILABLE.****ACTION****TIMEFRAME****MEASURE****RESPONSIBLE**

**2.1.1** Provide connection opportunities for parents and families.



2023-2028

- Promote City-run programs that encourage connection and information sharing, including the annual Commemorative Tree Planting initiative and Foodbank Food Sensations Nutrition Cooking program
- Promote local groups and services that build networks between families and parents, through partnerships including the ZZEYP, Child Health Nurse Clinics, Woodlupine Family Centre and Meerilinga High Wycombe
- Support the ZZEYP to deliver information sessions based on the Australian Early Development Census for families

Youth Services

Library Services

**OUTCOME 2.2 | YOUNG PEOPLE CAN CONNECT IN A SAFE AND SECURE COMMUNITY.**

**2.2.1** Grow a collective focus throughout local schools, organisations and groups on child safety and the creation of safe spaces.



2023-2028

- Continue to facilitate  $\geq 1$  Principals' Forum annually, featuring guest speakers who specialise in safety, family and peer relationships, and other child protection organisations
- Offer healthy family and peer relationship resources and training opportunities at City libraries, recreation and community centres and sporting clubs
- Create an implementation plan for the City of Kalamunda to address and incorporate state-wide changing to Child Safeguarding (by 2024)

Youth Services  
Recreation Services  
Club Development  
Library Services  
Community Safety



**OUTCOME 2.2 | YOUNG PEOPLE CAN CONNECT IN A SAFE AND SECURE COMMUNITY** *(continued)*

ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<b>2.2.2</b> Promote speaking up about concerns.	2023-2028	<ul style="list-style-type: none"> <li>Promote the 'Speak up and make a complaint' campaign by the National Office for Child Safety online and in community centres (quarterly)</li> <li>Invite the WA Police Force (WAPOL) to attend the large-scale local youth events to improve familiarity and positive relationships with local youth</li> </ul>	Youth Services  Library Services Community Safety
<b>2.2.3</b> Support disengaged children at public City of Kalamunda facilities.	2024	<ul style="list-style-type: none"> <li>Recreation Centres and Libraries to adopt a plan of support for disengaged youth, including possible sources of additional funding (i.e., 'Community Services Funding for Youth at Risk' and Safer Communities Early Intervention grants)</li> <li>Meet with WAPOL regularly to understand areas of priority for local young people (6-monthly)</li> </ul>	Youth Services Recreation Services Library Services Community Safety





**FOCUS AREA 3: ACTIVE**

**U25s are involved and have participation and engagement opportunities to become active citizens.**

**OUTCOME 3.1 | YOUNG PEOPLE ARE ACTIVE IN THEIR COMMUNITY.**


ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<b>3.1.1</b> Promote public play spaces available in the City of Kalamunda.	2023-2024	<ul style="list-style-type: none"> <li>Compile a registry of accessible playgrounds on the City's website</li> <li>Promote free activities available in Libraries and Recreation centres (i.e. free use of board games, puzzles and holiday activities) through regular social media posts and website content</li> </ul>	Customer & Public Relations  Library Services

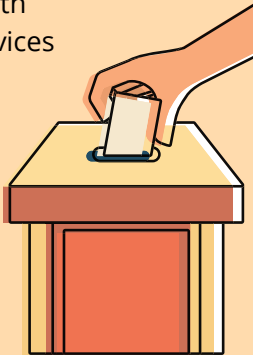
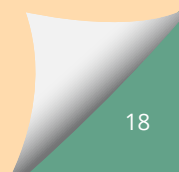
**OUTCOME 3.1 | YOUNG PEOPLE ARE ACTIVE IN THEIR COMMUNITY** *(continued)*

ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<b>3.1.2</b> Continue to improve public playgrounds and spaces. 	2023-2028	<ul style="list-style-type: none"> <li>• Upgrade parks and playgrounds as required, based on the City's asset renewal program</li> <li>• Integrate accessibility in spaces, such as parking, equipment and buildings during new projects or improvements determined by asset renewal program and place classification (district level/local level parks etc.)</li> <li>• Maintain condition of existing playgrounds in good working order</li> <li>• Investigate advancements for the creation of youth-friendly places in the community</li> </ul>	 Asset Services
<b>3.1.3</b> Promote the City's free outdoor assets.	2023-2028	<ul style="list-style-type: none"> <li>• Continue to provide sporting opportunities through the 'Kala Active' series (for example skate, scooter and BMX clinics, basketball 3x3s, Jumpstart gym introduction program)</li> <li>• Promote free outdoor activities including the Kalamunda Mountain bike trails, local walking trails, nature reserves, 'Find a Fairy' Trail, and the shared bike network pathways via City facilities, community centres and quarterly showcases on social media platforms</li> </ul>	Youth Services Recreation Services Customer & Public Relations
<b>3.1.4</b> Encourage children to join local sporting clubs and facilities. 	2023-2028	<ul style="list-style-type: none"> <li>• Promote the City's Kala Sport Star Award</li> <li>• Promote the state-wide KidSport financial assistance program</li> <li>• Promote special events/membership recruitment drives on behalf of local sporting clubs when shared with the City</li> <li>• Promote a variety of available sports to engage in (e.g. Jumpstart at Hartfield Park Recreation Centre)</li> </ul> 	Youth Services Club Development

## ACTIVE

### OUTCOME 3.1 | YOUNG PEOPLE ARE ACTIVE IN THEIR COMMUNITY *(continued)*.

ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<p><b>3.1.5</b> Facilitate interest-based initiatives guided by the Plan's survey feedback &amp; YAK consultation</p> 	2023-2028	<ul style="list-style-type: none"> <li>Annual arts-focused program, including Young Artist Awards and Young Creatives Kalamunda</li> <li>Annual Youth Week WA celebration</li> <li>Grow City's Busking Register and promote register to local organisations for utilisation of local entertainment (via City of Kalamunda website and social media posts (quarterly updates)</li> <li>Technology-focused programming (ie. coding)</li> <li>Sustainability initiatives, including support of the annual Duke of Edinburgh Railway Heritage Program, annual Adopt a Patch Program, Friends Groups community events and consideration of future youth-focused education programmes</li> </ul>	<p>Youth Services</p> <p>Library Services</p> <p>Economic and Cultural Services</p> <p>Environmental Services</p> <p>Asset Services</p>
<p><b>3.1.6</b> Promote the presence of additional local events and activities hosted by other organisations.</p>	2023-2028	<ul style="list-style-type: none"> <li>Regularly share local events on social media to encourage participation as they occur, for example the Kalamunda Chamber of Commerce's Night Markets, the Rotary Club of Kalamunda's monthly Artisan Markets, Jazz in the Park via social media channels</li> </ul>	<p>Youth Services</p> <p>Customer &amp; Public Relations</p>





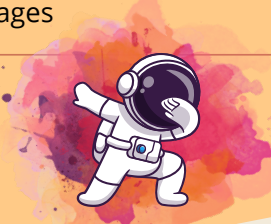
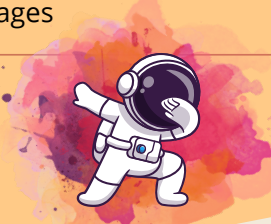
FOCUS AREA 4: REPRESENTED		U25s are Considered by internal business areas and councillors when making decisions for the community.	
OUTCOME 4.1   YOUNG PEOPLE ARE INVOLVED IN THE FUTURE DIRECTION OF THE CITY OF KALAMUNDA			
ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
Internal Processes			
4.1.1 Regularly reflect on the ever-developing priorities and needs of young people.	2023-2028	<ul style="list-style-type: none"><li>• Conduct post-event surveys to gather feedback on programming</li><li>• Continue to facilitate Youth Action Kalamunda, the City's youth leadership and advisory group and develop a foothills expansion plan</li><li>• Conduct an annual review of Youth Plan to assess percentage of target achievements</li><li>• Attend external networks, industry events and training (locally and metro-based) where appropriate to collaborate and gain information on the changes occurring in the Youth Sector locally, regionally, state-wide and nationally</li></ul>	Youth Services 
4.1.2 Young people are consulted for future planning.	2023-2028	<ul style="list-style-type: none"><li>• Actively consult young people via YAK and the ZZEYP for district-level decisions relating to play spaces and promote any further public engagement opportunities open for comment as they occur, where possible</li><li>• Facilitate annual 'future scaping' youth-led event to capture young people's priorities, ideas, and suggested solutions (e.g., Climate Change, Homelessness)</li></ul>	Youth Services Customer & Public Relations Asset Services
4.1.3 Advocate for youth membership on City's advisory committees.	2023-2024	<ul style="list-style-type: none"><li>• Advocate for changes to committee membership before new term appointments, to include the representation of at least one member between the ages of 18-25, including those from CaLD backgrounds and/or people living with a disability (plus a carer or mentor if required)</li></ul>	Youth Services 

18




## REPRESENTED

### OUTCOME 4.1 | YOUNG PEOPLE ARE INVOLVED IN THE FUTURE DIRECTION OF THE CITY OF KALAMUNDA *(continued)*.


ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<b>Inclusion</b>			
<b>4.1.4</b> Offer accessible, inclusive events, workshops and programs that are free of charge/low cost and provided in a safe environment. 	2023-2028	<ul style="list-style-type: none"> <li>80% programming is free to attend</li> <li>Programs utilise public open space, as well as City and partner facilities</li> <li>Host programs at existing community facilities and spaces to encourage familiarity and use</li> <li>Organize programs at a variety of locations across the whole City</li> <li>Alternate between regular and drop-in programming</li> </ul>	Youth Services 
<b>Communications</b>			
<b>4.1.5</b> Maintain a consistent media presence to engage with target audience that encourages two-way interactions. 	2023 2025 2028	<ul style="list-style-type: none"> <li>Adopt a new communications platform based on user trends to engage with target youth/family demographics (if relevant)</li> <li>Post content regularly to engage followers</li> <li>Promote positive youth-related images and/or stories that raise the profile of youth and their achievements in the community, including a diverse representation of young people and community members in images</li> </ul>	Youth Services  Customer & Public Relations 
<b>4.1.6</b> Use age-relevant branding and types of communication. 	2023-2028	<ul style="list-style-type: none"> <li>Tailor content to youth audiences (Youth Services involved in the design process)</li> </ul>	Customer & Public Relations Youth Services 

## REPRESENTED

### OUTCOME 4.1 | YOUNG PEOPLE ARE INVOLVED IN THE FUTURE DIRECTION OF THE CITY OF KALAMUNDA *(continued)*.

ACTION	TIMEFRAME	MEASURE	RESPONSIBLE
<b>4.1.7</b> Build familiarity of staff with community.	2023-2028	<ul style="list-style-type: none"> <li>Attend ≥2 partner-run or community events, where possible</li> <li>Attend school events when invited and where relevant</li> <li>Include staff presence in online promotion</li> </ul>	Youth Services
			

### OUTCOME 4.2 | YOUNG PEOPLE ARE INVOLVED IN COUNCIL.

<b>4.2.1</b> Connection with people and processes	2023-2028	<ul style="list-style-type: none"> <li>Annual facilitated meet and greet session(s) between councillors and young people for discussions to improve awareness of Councillors and their role among young people, and to discuss what youth priorities exist locally</li> <li>Attend Parliament visits with local members with Youth Action Kalamunda when invited</li> <li>Facilitate school tours of Council Chambers (upon request and availability)</li> <li>Present 'Introduction to Local Government' sessions to local schools (upon request and availability)</li> <li>Share additional information and resources using youth-friendly language during local government elections</li> </ul>	Youth Services  Customer & Public Relations
			

These goals and outcomes will lay the building blocks for our local young people to live healthy and independent lives, forging...

# Kalamunda's Future.



# GLOSSARY

## & EXTERNAL LINKS



Engagement Report for the Community Consultation



Texts from the Top: Check out "A Day in the Life" videos with the Mayor and CEO



Learn more about our Youth and Community Assistant Position



Watch Youth Services' programming from the last 5 years



- **NAIDOC** stands for 'National Aborigines and Islanders Day Observance Committee'\*. This committee was once responsible for organising national activities during NAIDOC Week and its acronym has since become the name of the week itself.
  - **CaLD** stands for 'culturally and linguistically diverse', which is used to refer to groups of people from different locations and cultures around the world and if they speak another or multiple languages.
  - **Early Years** is defined as people aged '0-5'
  - **Children** is defined as people aged '6-11'
  - **Youth** is defined as people aged '12-24'
  - **Mailchimp** is a marketing platform and email service, used for managing mailing lists and creating email marketing campaigns
  - **ZZEYP** is defined as the 'Zig Zag Early Years Partnership', the City of Kalamunda's Early Years Network. Early Years Networks (EYNs) are groups of parents, professionals and community members committed to improving outcomes for children aged zero to eight.
  - **YAK** stands for Youth Action Kalamunda and is defined as the City of Kalamunda's Youth Leadership and Advisory Council
- \*<https://humanrights.gov.au/about/get-involved/events/naidoc-week-2020>







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