

Inclusion Action Plan
for People with a Disability
2017-2021
Summary

Inclusion Action Plan for People with a Disability 2017-2121

The Inner West Council Inclusion Action Plan (for People with a Disability) 2017-2121 (IAP) outlines Council's commitment to respecting the rights and improving opportunities for people with a disability of all ages, to participate fully in community life.

The IAP also meets Council's obligations under the Disability Inclusion Act, 2014 (NSW) and other similar instruments that identify its role in reducing discrimination and improving participation opportunities for people with a disability. Council has a legislative requirement under the NSW Disability Inclusion Act 2014 (DIA) to complete a disability inclusion planning process and have an Inclusion Action Plan (IAP) in place by 1 July 2017. Following Council merges, staff from each of the former Council areas (Ashfield, Leichhardt and Marrickville) merged actions from existing Council access plans into this plan. The opportunity was also taken to revise actions that needed updating or that could be extended to facilitate best practice access and inclusion outcomes.

Definition of Inclusion

Inclusion happens when every person who wishes to (irrespective of age, disability, gender, religion, sexual preference or cultural heritage) can access and participate fully in all aspects of an activity or service in the same way as any other member of the community.

Dimensions of inclusion include:

- being heard and valued
- · meaningful participation
- connection and belonging
- opportunity to access supports
- · choice and control in your life

Inclusion is not about helping others to access the society we have. It's about changing the society we have. Inclusion is about making society mean *everyone*.

Barriers to Inclusion

Barriers to inclusion happen when we fail to think of the universal as meaning everyone, and this results in...

Unfair Attitudes and Behaviours

Unfair Planning and Design

Limiting Economic Security for some

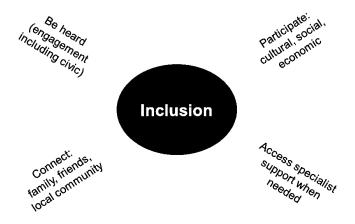
Unfair Systems and Processes

Sometimes, barriers are created by the way we work. We need to change how we work.

Beyond Removing Barriers — Towards Building Inclusion

Inclusion is about going the next step beyond a removal of the barriers. Previous action planning focussed on addressing discrimination based on disability and responding to systemic disadvantage as a consequence of a disability. Current legislation and practice recognises that this, while still necessary, is only a foundation part of the wider issues people face. Inclusion planning means that agencies need to be proactive in creating the opportunities that facilitate inclusion, while ensuring their business considers and accommodates everyone.

Figure 1. Dimensions of Inclusion



IAP Action Area 1: Educational, Recreational and Social Inclusion Issues identified

Parks, programs and recreation are important to the wellbeing and health of adults and children with disabilities along with information on the accessibility of parks, community facilities, services and programs Youth with disabilities need more opportunities to be included in youth activities Specialist disability support services are keen to partner with Council to make education, recreation and sport more inclusive Parents of children with disabilities have ideas to offer for how children's services could be more inclusive The community needs more inclusively designed recreation options and programs (including Council Aquatic Centres and Pool programs) Affordable and universal / accessible housing is a core need for many people with a disability People with a disability from diverse lifestyle and cultural backgrounds experience added barriers to inclusion

1. Improve inclusion and access to Council's educational, recreational and social services and programs for people with a disability.

(see page 25 of the plan)

- 2. Work with service providers to increase access and inclusion for people with a disability. (see page 28 of the plan)
- 3. Undertake activities to advocate and raise awareness of the rights of people with a disability to support their increased inclusion and participation in community life. (see page 31 of the plan)
- 4. Develop a range of inclusive and accessible programs and activities at Council's aquatic and recreation centres for people with a disability. (see page 33 of the plan)
- 5. Improve information availability about the accessibility of parks, community facilities and social, recreational and educational services and programs.

 (see page 34 of the plan)

Actions include to:

- Ensure there is a process for ongoing and regular input by a specialised and informed group of people with a lived experience of disability to meet regularly and to provide feedback and advice to Council on access and inclusion.
- Work with the Young Leaders Reference Group to encourage the inclusion of young people with disabilities in activities for young people
- Partner with Sydney Local Health District and other specialist mental health services, and disability and carer support
 organisations, to promote and provide programs supporting mental health and wellbeing
- In collaboration with relevant partners, implement accessible activities or events involving local people with disability. For
 example: events focussed on: raising awareness, developing positive attitudes towards people with disability, celebrating
 disability culture.

Outcome: Everyone in the Inner West has access to education, recreation and is socially included

IAP Action Area 2: Cultural Inclusion

Issues identified

People with disability enjoy festivals and events but need assistance to do so

People with disability are not aware of all of the artistic and cultural opportunities available in the area

People with disability are under-represented in art works and visual depictions of community

To enable choices, people with a disability need information to be available on access features of cultural venues, events, and programs

Inner West needs more inclusively designed events and cultural program opportunities

Inclusion must involve greater reflection and presence of 'disability' within the cultural diversity landscape

- 1. Provide more opportunities for people with disability to participate in cultural events and activities (see page 37 of the plan)
- 2. Improve information availability about the accessibility of events, and cultural services, facilities and programs (see page 38 of the plan)
- 3. Provide a range of inclusive activities at the Library and cultural facilities for people with disability (see page 39 of the plan)
- 4. Increase the representation and opportunities available for people with a disability and artists to engage in local arts practice (see page 41 of the plan)

Actions include to:

- Conduct an audit of current cultural venues and programs for accessibility and inclusion
- Explore the potential of "Gig buddies" as a model/resource to support people to attend events
- Produce and centralise information on access and inclusion provisions of events / cultural activities and make consistent and reliable inclusion information available on all events
- Work with interested disability services to provide practical strategies to address inclusion in community facilities, in cultural venues and programs
- Increase the representation of people with a disability in local art through provision of grants, community arts program, artist-in-residency and studio program and/or through public art and street art programs

Outcome: A creative and cultural Inner West includes and reflects everyone

IAP Action Area 3: Economic Inclusion

Issues identified

Employment is a significant goal for many people with a disability

Local employers both large and small are employing people with disability, however employment is still not reflective of the community

Some businesses are interested in being more inclusive but would appreciate support to make it happen

Access issues can restrict the ability of people with a disability to shop and dine locally

- 1. Improve employment opportunities locally in partnership with business and disability agencies (see page 44 of the plan)
- 2. Increase the available information about local accessible businesses, entertainment venues and urban centre activities (see page 45 of the plan)
- 3. Increase the business community's awareness of and readiness to be access friendly and inclusive (see page 45 of the plan)

Actions include to:

- Facilitate links with local businesses to promote opportunities for employment, mentoring and skills development, with a focus on social enterprise
- Update the 'Missed Business' initiative to cover the IWC LGA and encourage accessible tourism opportunities in the inner west, including entertainment venues
- To encourage accessible tourism, consider a 'Headline' Project aiming to make all the shops in a major shopping precinct/s accessible and consider matching grants and partnerships for access improvements

Outcome: The local economy is inclusive

IAP Action Area 4: Inclusive Planning (Infrastructure & Environment) Issues identified

Contributing to a sustainable environment is important to people with a disability but they may need adaptations to be able contribute to the community's goals in this area Accessible footpaths and facilities, pathways and transport are key to people with a disability being able to participate in their local community. Accessible public transport is an essential element to a liveable community Access to housing, the supply, design and affordability is lacking Mobility parking and community transport is needed for those people with a disability who cannot use accessible public transport Planning and infrastructure systems including controls need to be aware of and responsive to the broad spectrum of people with disability

- 1. Embed access and inclusion principles into all Council frameworks, criteria and studies relating to infrastructure and asset planning (see page 49 of the plan)
- 2. Embed universal design principles into planning controls to provide, encourage and deliver improved accessibility and inclusion across the urban environment (see page 52 of the plan)
- 3. Continue to advocate for universal design principles for housing developments in Inner West LGA (see page 55 of the plan)
- 4. Continue to advocate for increased provision and improved local accessible public transport and mobility parking (see page 57 of the plan)
- 5. Ensure local emergency management plans include people with disability (see page 60 of the plan)

Actions include to:

- Seek input from people with a disability to review and update relevant Public Domain codes to improve accessibility and connections to centres, transport and open spaces
- Undertake strategic review of location and appropriateness of accessible public toilets and develop recommendations to increase provision and investigate opportunity to provide 'changing places' facilities
- Develop Council policy on encouraging affordable and universal designed housing including best practice ratio requirements for liveable housing provision in new developments
- Review the location of and number of spaces around council, public buildings and facilities for accessible parking space to address need at each location
- Liaise with State Emergency Service to broaden community engagement and education to ensure people with a broad range
 of disability are included

Outcome: An accessible and liveable community where everyone is considered when planning a sustainable urban environment and infrastructure

IAP Action Area 5: Civic Inclusion, Engagement and Information Issues identified

Stakeholder groups and consultation strategies should include representation of people with disability In order to engage and communicate with people with a disability, Council needs to provide information in formats that are appropriate to their needs and delivered to places where people with disability can access it Images of the community could be more inclusive of disability diversity and of buildings and places that are accessible Customer service is friendly and helpful however disability awareness training should be provided to all Council staff Being aware of and responsive to the broad spectrum of people with disability Information needs to be available on access features of venues, events, services and facilities Use of a variety of communication methods that are accessible to all people

- 1. Provide specific information targeted to people with a disability about inclusion related features of Council services and processes (see page 63 of the plan)
- 2. Ensure Council's community engagement is inclusive (see page 65 of the plan)
- 3. Encourage and support people with a disability to exercise their right to participate at Council meetings (see page 68 of the plan)

Actions include to:

- Consult with accessible communication experts to address communication needs through best practice technologies and methods
- Ensure there is a link on the home page of Council's website to information relating to access which maintains a profile of the issues and resources available from Council Develop and source tools to support the introduction and delivery of Plain English and Easy Read versions of Council documents
- Promote Council's willingness to include people with a disability in Council meetings and processes through website, business papers and other avenues where Council meetings are advertised

Outcome: Everyone is represented and consulted by Council in equitable ways that address their rights and participation needs

IAP Action Area 6: Access and Inclusion are embedded in our systems and processes Issues identified

Inclusion and accessibility should form a part of the way Council measures success and effectiveness

Developing measures and evaluations that provide data on and satisfaction with the accessibility of the urban environment and Councils' services and programs

Being aware of and responsive to the broad spectrum of people with a disability

- 1. Ensure progress on IAP is monitored as part of the Integrated Planning and Reporting (IPR) framework (see page 71 of the plan)
- 2. Build systems and processes to ensure access and inclusion is developed across Council in a coordinated and consistent manner (see page 72 of the plan)
- 3. Ensure Council staff and relevant reference groups have the required knowledge and skills they need to apply access and inclusion principles in their key job responsibilities and to implement the IAP (see page 73 of the plan)
- 4. Ensure Council employment systems and processes are inclusive (see page 74 of the plan)

Actions include to:

- Establish an IAP Coordination Working Group (CWG) with representatives from across Council, responsible for ensuring
 access and inclusion developments and initiatives are occurring consistently, and in line with existing and newly developed
 policies and strategies Incorporate IAP actions and measures into IPR Framework, and delivery program
- Provide performance data on IAP achievements to the Public, external IAP working group and Council
- Develop benchmarks and targets to work towards Councils workforce mirroring the demographics of the Inner West community in relation to persons with disability

Outcome: Access and inclusion are embedded in our systems and processes