



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

# **Draft 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: <sup>i</sup>

- 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...

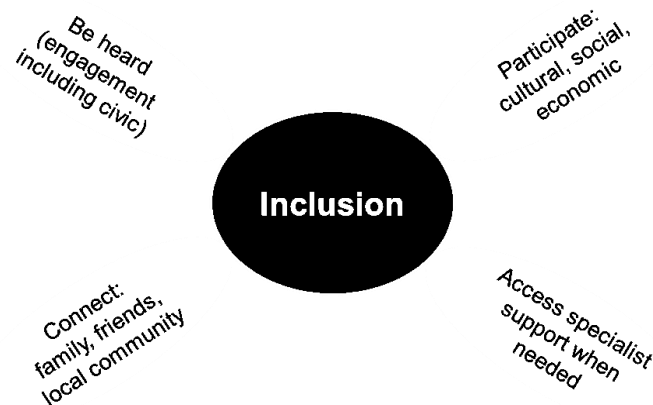


Sometimes, barriers are created by the way we work. We need to change how we work.

## 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



## **Strategies:**

1. Improve inclusion and access to Council's educational, recreational and social services and programs for people with a disability.  
(see page 24 of the plan)
2. Work with service providers to increase access and inclusion for people with a disability.  
(see page 26 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 28 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 29 of the plan)
5. Improve information availability about the accessibility of parks, community facilities and social, recreational and educational services and programs.  
(see page 30 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



## **Strategies:**

1. Provide more opportunities for people with disability to participate in cultural events and activities  
(see page 33 of the plan)
2. Improve information availability about the accessibility of events, and cultural services, facilities and programs  
(see page 34 of the plan)
3. Provide a range of inclusive activities at the Library and cultural facilities for people with disability  
(see page 34 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 35 of the plan)

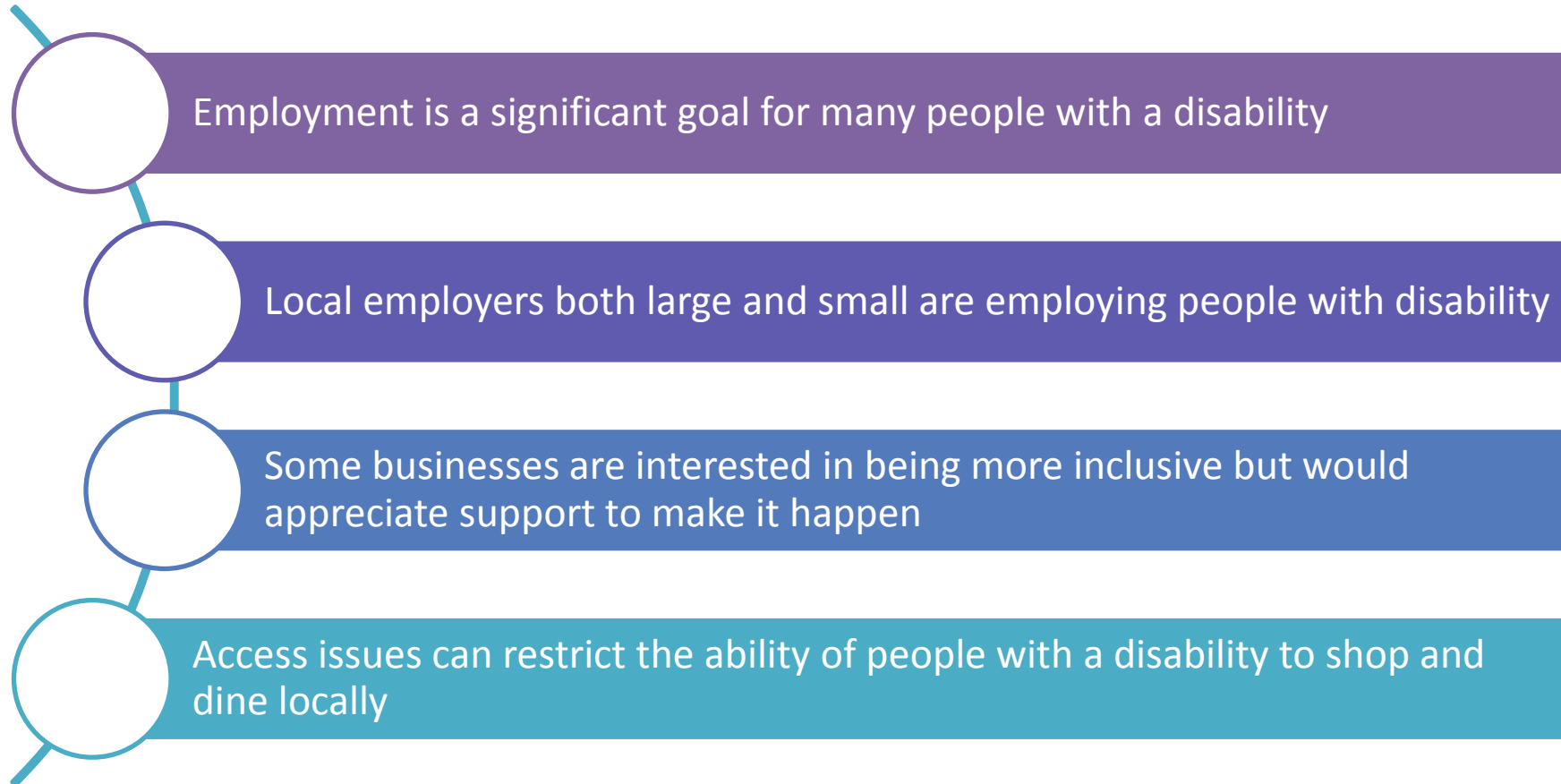
## **Actions include to:**

- 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



## Strategies:

1. Improve employment opportunities locally in partnership with business and disability agencies  
(see page 38 of the plan)
2. Increase the available information about local accessible businesses, entertainment venues and urban centre activities  
(see page 38 of the plan)
3. Increase the business community's awareness of and readiness to be access friendly and inclusive  
(see page 38 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



## **Strategies:**

1. Embed access and inclusion principles into all Council frameworks, criteria and studies relating to infrastructure and asset planning (see page 42 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 43 of the plan)
3. Continue to advocate for universal design principles for housing developments in Inner West LGA (see page 45 of the plan)
4. Continue to advocate for increased provision and improved local accessible public transport and mobility parking (see page 46 of the plan)
5. Ensure local emergency management plans include people with disability (see page 48 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



**Strategies:**

1. Provide specific information targeted to people with a disability about inclusion related features of Council services and processes (see page 52 of the plan)
2. Ensure Council's community engagement is inclusive (see page 53 of the plan)
3. Encourage and support people with a disability to exercise their right to participate at Council meetings (see page 55 of the plan)

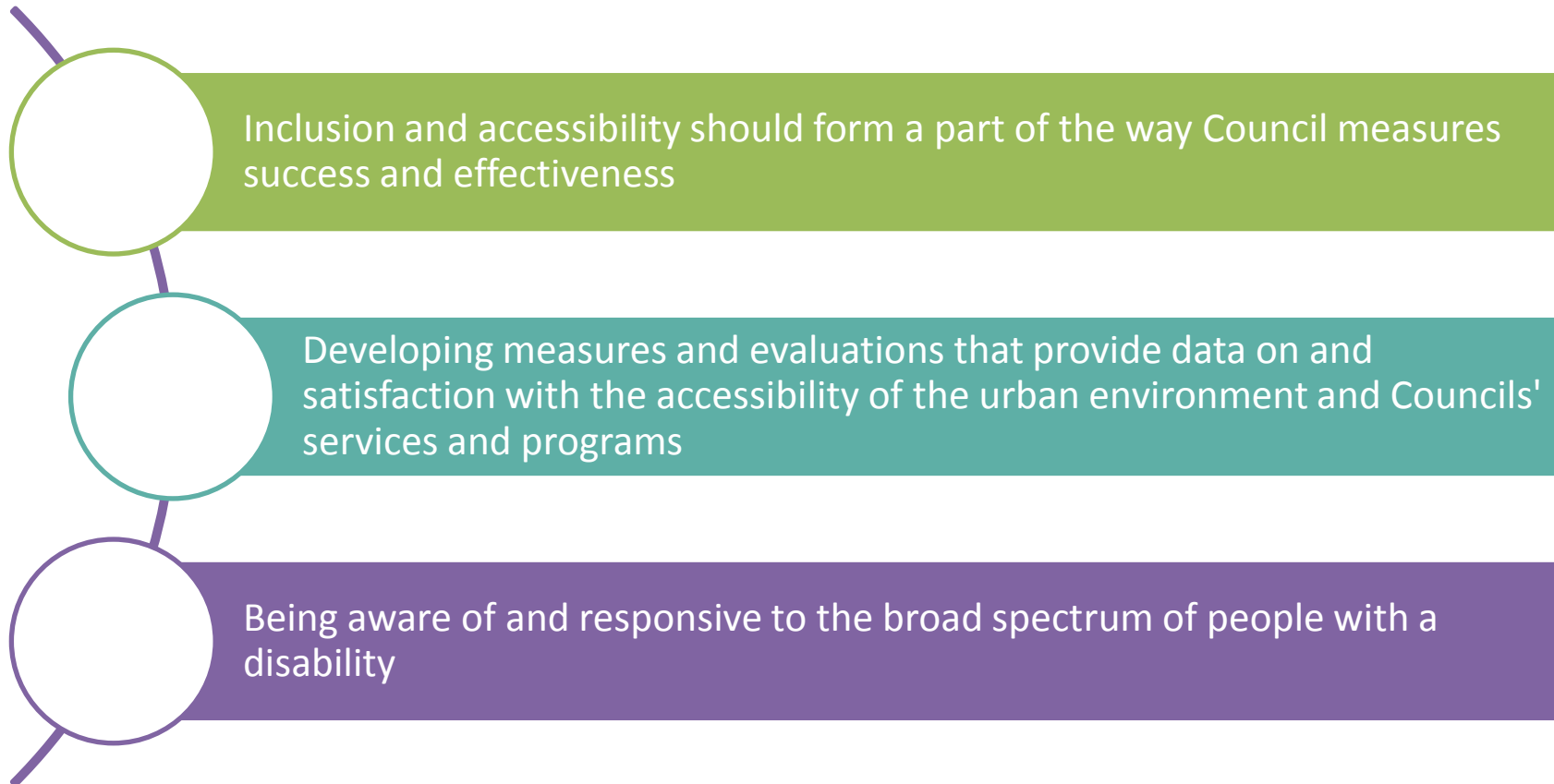
**Actions include to:**

- 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**



## **Strategies:**

1. Ensure progress on IAP is monitored as part of the Integrated Planning and Reporting (IPR) framework  
(see page 58 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 59 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 60 of the plan)
4. Ensure Council employment systems and processes are inclusive  
(see page 61 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**

