

AGENDA



INNER WEST COUNCIL

**ABORIGINAL AND TORRES STRAIT ISLANDER
REFERENCE GROUP**

MONDAY 27 FEBRUARY 2017

6:30PM

Ashfield Civic Centre – Level 6, 260 Liverpool Road, Ashfield

Please RSVP to Rebecca Carroll
rebecca.carroll@innerwest.nsw.gov.au or 9335 2243

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Item No: Item 5

Subject: **Aboriginal and Torres Strait Islander Reference Group Draft Terms of Reference**

Prepared by: Rebecca Carroll
Strategic Community Projects Officer – Aboriginal Inclusion

SUMMARY

Community engagement and participation processes are a vital part of local democracy for Inner West Council. Reference Groups are one element in Council's overall framework for engaging and involving the community in Council decision making and activities.

RECOMMENDATION:

That the Aboriginal and Torres Strait Islander Reference Group adopts the Draft Terms of Reference.

Background

In September 2016 Council determined to establish a number of targeted interim Reference Groups as part of Council's framework for participatory local democracy, community engagement and to ensure that Council maintains close links with the community and continues to receive strategic input and focused community involvement.

The Reference Groups that have been established include:

- Aboriginal and Torres Strait Islander Reference Group
- Economic Development Strategic Reference Group
- Environment Strategic Reference Group
- Housing and Affordability Reference Group
- Planning and Heritage Strategic Reference Group
- Social Inclusion Strategic Reference Group
- Transport Strategic Reference Group

Terms of Reference are to be determined at the first meeting of each Reference Group.

Role of the Aboriginal and Torres Strait Islander Reference Group

The purpose of the Aboriginal and Torres Strait Islander Reference Group is to assist Council with matters related to services, programs and activities for Aboriginal and Torres Strait Islander peoples living in the Inner West Local Government Area.

The reference group will also provide feedback, guidance and recommendations to Council on specific issues, including strategic planning and policy, and contribute local knowledge regarding community impacts, emerging trends, opportunities and service gaps.

All Reference Groups are time limited to December 2017, with progress to be reviewed by the Council following its election in September 2017.

Financial Implications

Nil.

Conclusion

Inner West Council is committed to engaging with the diverse community of the Inner West and ensuring that participation processes are a vital part of local democracy. Reference Groups are one element in Council's overall framework for engaging and involving the community in Council decision making and activities.

Attachments

1. Draft Terms of Reference – Aboriginal and Torres Strait Islander Reference Group

ITEM 5 - ATTACHMENT 1**DRAFT TERMS OF REFERENCE****ABORIGINAL AND TORRES STRAIT ISLANDER REFERENCE GROUP**

Adopted on:

1. Scope

The Aboriginal and Torres Strait Islander Reference Group will provide input and feedback to Council on matters relating to, and impacting on Aboriginal and Torres Strait Islander peoples. This may include;

- Providing input into and feedback on the development of the Community Strategic Plan
- Providing input into and feedback on policies and research which impact on Aboriginal and Torres Strait Islander peoples
- Providing input into and feedback on strategies and plans
- Providing input into and feedback on Council programs and initiatives
- Assisting in the development policies, programs and initiatives to address the needs and interests of Aboriginal and Torres Strait Islander peoples
- Providing suggestions to improve the wellbeing of Aboriginal and Torres Strait Islander peoples
- Serving as a resource for Council in relation to Aboriginal and Torres Strait Islander peoples and services.

2. Purpose Statement

The purpose of the Aboriginal and Torres Strait Islander Reference Group is to assist Council with matters related to services, programs and activities for Aboriginal and Torres Strait Islander peoples living in the Inner West Local Government Area.

The reference group will also provide feedback, guidance and recommendations to Council on specific issues, including strategic planning and policy, and contribute local knowledge regarding community impacts, emerging trends, opportunities and service gaps.

3. Link to Community Engagement Framework

Council is committed to including the community in its decision-making processes, as outlined in the Community Engagement Framework (in development). Council's Reference Groups are recognised in the Framework as stakeholders that will be identified in the engagement plans of relevant projects. The Reference Groups will be asked to provide feedback or input into specific engagements and may be asked to review an engagement plan and/or provide advice on reaching members of the demographic group/s which the Reference Group represents. Recommendations or advice will be included in engagement reports as the opinion of the Reference Group as a whole. Reference Group members may also participate in engagement processes as individuals.

4. Meeting Principles

As a member of the Aboriginal and Torres Strait Islander Reference Group, members agree to:

- attend meetings and participate in discussions

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- adequately review any agenda attachments or documents as required prior to meetings
- allow all members to present their views and opinions
- suggest agenda items
- make suggestions regarding improvements to Aboriginal and Torres Strait Islander Reference Group
- clearly declare any conflict of interest regarding any issue under discussion
- maintain confidentiality where appropriate
- treat all persons with respect and have due regard to the opinions, rights and responsibilities of others
- act with integrity
- not speak publicly on behalf of Council, such as to the media
- only maintain membership to one Inner West Council Reference Group at any time.

5. Conflicts of Interest

A conflict of interest exists where a reasonable and informed person could perceive that you could be influenced by a private interest when carrying out a public duty. Aboriginal and Torres Strait Islander Reference Group members must avoid, or appropriately manage, any conflict of interest. The responsibility is on members taking the most appropriate action to identify and manage the conflict of interest to ensure proper probity and good governance.

The procedure to be followed for the disclosure of non-pecuniary interests is for the member to disclose to the meeting any agenda item(s) that a member has an interest in as well as the nature of that interest. The Chairperson must ensure that the minutes of the meeting record the disclosure of the interest and how it was managed.

6. Confidentiality

From time to time members may be provided with draft Council reports or other confidential or draft material. Members must not release such material without the approval of the Council. Guidance on confidentiality requirements is set out in the Council's Code of Conduct.

7. Media

Members must not speak or purport to speak on behalf of Council on any matter, whether or not that matter is explicitly raised in Aboriginal and Torres Strait Islander Reference Group meetings.

8. Insurance

Members are covered by the public liability and personal injury policies of Council, whilst undertaking actions authorised by Council relating to their role on the Aboriginal and Torres Strait Islander Reference Group. This insurance does not preclude the Aboriginal and Torres Strait Islander Reference Group members from due diligence and all Council policies must be adhered to.

9. Meetings

The Aboriginal and Torres Strait Islander Reference Group has been established by the Administrator and will operate until December 2017.

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The Aboriginal and Torres Strait Islander Reference Group will meet five to six times during 2017, at a day, time and venue to be set by the Aboriginal and Torres Strait Islander Reference Group Facilitators in consultation with the members.

Meetings will have a duration of 2 hours, with two extensions of a further 30 minutes available, subject to agreement by all members. Meetings are by invitation only and are not a public meeting.

The Aboriginal and Torres Strait Islander Reference Group will meet at the Inner West Council Petersham Service Centre (Level 3, 2-14 Fisher Street, Petersham) on the following dates in 2017, with the exception of the first meeting in February, which will be held at Ashfield Civic Centre (Level 6, 260 Liverpool Road, Ashfield).

- Monday 27 February 2017
- Tuesday 4 April 2017
- Tuesday 6 June 2017
- Tuesday 1 August 2017
- Tuesday 10 October 2017
- Tuesday 14 November 2017

Meetings will commence at 6:30pm and conclude at 8:30pm.

10. Membership and Chairperson

10.1 Members

Members of the Aboriginal and Torres Strait Islander Reference Group are community representatives appointed by the Administrator after an expression of interest process.

10.2 Chairperson

The Chairperson will be responsible for running the meetings and liaising with the Aboriginal and Torres Strait Islander Reference Group Facilitators to coordinate the agenda and minutes. The Chairperson is to be selected from the persons appointed by the Administrator as members of the Aboriginal and Torres Strait Islander Reference Group. The Chairperson may be rotated among members to share this role. If the elected Chairperson is absent from a meeting the members are to elect a Chairperson for that meeting. If a member resigns then they will be replaced in the same way as members were appointed.

10.3 Non-voting Participants

Council staff, invited speakers and Local Representation Advisory Committee (LRAC) members can participate in discussion of meetings but cannot move or vote on recommendations.

11. Quorum

The quorum of the Aboriginal and Torres Strait Islander Reference Group will be 50% of appointed members plus one, or a minimum of six members.

ITEM 5 - ATTACHMENT 1**12. Aboriginal and Torres Strait Islander Reference Group Facilitators**

The Aboriginal and Torres Strait Islander Reference Group Facilitators (Council staff members) will be responsible for developing the meeting agenda, inviting speakers to attend the meetings, be present at meetings, draw attention to any recommendation that is contrary to Council policy and take notes outlining any recommendations or actions.

13. Agenda Availability

The meeting agenda will be circulated to members and non-voting participants one week prior to the meeting.

14. Recommendations and Voting

Members of Aboriginal and Torres Strait Islander Reference Group are encouraged to reach consensus on any recommendations they make. However, if consensus cannot be reached each member referred to in 10.1 above is entitled to one vote. Any recommendations of the Aboriginal and Torres Strait Islander Reference Group will be referred to the relevant Council Group Manager for their consideration and action. An update on the action taken in regards to recommendations made by the Aboriginal and Torres Strait Islander Reference Group will be made at the following meeting.

Only Reference Group members appointed by the Administrator can vote on recommendations.

15. Minutes

Minutes of the meeting will record any recommendations or actions made by the Aboriginal and Torres Strait Islander Reference Group. Minutes will be published on Council's website within 10 days of each meeting.

Item No: Item 6

Subject: Inner West Council Statement of Vision and Priorities

Prepared by: Rebecca Carroll
Strategic Community Projects Officer – Aboriginal Inclusion

SUMMARY

Council has developed a Draft Statement of Vision and Priorities that sets out the strategic priorities that will provide high level guidance to Council until the development of a Community Strategic Plan for the Inner West.

The Draft Statement of Vision and Priorities was developed over a three month period in 2016 in close consultation with the Inner West community and Council staff.

RECOMMENDATION:

1. That the Aboriginal and Torres Strait Islander Reference Group note the Inner West Council Draft Statement of Vision and Priorities.
 2. That the Aboriginal and Torres Strait Islander Reference Group actively engage with the community consultation processes for the development of a Community Strategic Plan for the Inner West.
-

Background

The NSW Department of Premier and Cabinet requires all newly amalgamated Councils to prepare a statement of vision and priorities. This was required of Inner West Council by the end of December 2016.

Council has developed the Draft Statement of Vision and Priorities setting out the strategic priorities that will provide high level guidance to Council until the development of a Community Strategic Plan for the Inner West. A copy of the Draft Statement of Vision and Priorities is included as Attachment 1 to this report.

The Draft Statement of Vision and Priorities was developed over a three month period in 2016 in close consultation with the Inner West community and Council staff, and reviewed by Aboriginal and Torres Strait Islander meeting participants, 22 November 2016 at Leichhardt Town Hall.

The Vision:

We are Inner West, land of the Gadigal and Wangal peoples, whose rich cultures, heritage and history we acknowledge and respect. Together we are an inclusive, passionate, creative, vibrant community united in our desire to build a great future for all who live and do business here.

There are eight priorities:

1. Planning and Development
2. Transport
3. Social Vitality, Creativity and Quality of Life
4. Sustainability and Environment

5. One Council
6. Local Business and Industry
7. Advocacy; Representing Our Community
8. Local Democracy

The Statement of Vision and Priorities is considered the first step, or foundation piece, in the development of a Community Strategic Plan for the Inner West. The priorities will be further explored as part of an issues paper and community engagement program informing the Community Strategic Plan that will commence early in 2017.

The Draft Statement of Vision and Priorities was on public exhibition and open for community feedback until Wednesday 8 February 2017. Information was included on www.yoursayinnerwest.com.au

Financial Implications

The Inner West Council Operational Plan and Budget 2017/18 will factor in any specific programs and projects that support implementation of the priorities.

The current Inner West Council Operational Plan and Budget 2016/17 supports many of the priorities as they remain largely reflective of the outcomes outlined in the community strategic plans, and therefore delivery programs, of the former Councils.

Conclusion

Early in 2017, Council will commence a broad program of engagement with the community and with staff to develop the Inner West's first Community Strategic Plan. The first draft Community Strategic Plan will be prepared for the consideration of the newly elected Council by September 2017. The Statement of Vision and Priorities is a first step in the development of the Community Strategic Plan and will provide direction to Council in the meantime. It will also serve to inform the Inner West Council Operational Plan 2017/18.

Attachments

1. Inner West Council Draft Statement of Vision and Priorities

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The Statement of Vision and Priorities

In adopting the Statement of Vision and Priorities Council commits to working towards a shared vision and actioning projects and initiatives identified as essential to addressing the eight priorities listed below.

The Vision and Priorities will remain in place until the adoption and implementation of a new Community Strategic Plan for the inner west.

The Vision

"We are Inner West, land of the Gadigal and Wangal peoples, whose rich cultures, heritage and history we acknowledge and respect. Together we are an inclusive, passionate, creative, vibrant community united in our desire to build a great future for all who live and do business here."

Priority 1 - Planning and Development

- Managing and planning for population growth
- Improving access to affordable housing
- Protecting heritage buildings and items
- Providing clean, safe, welcoming public spaces
- Maintaining green/open spaces
- Maintaining our community assets e.g. buildings and land
- Retaining industrial land



Priority 2 - Transport

- Delivering the GreenWay
- Managing traffic congestion
- Provision and maintenance of local infrastructure e.g. roads, footpaths
- Improving bike paths and networks
- Improving accessibility and connectivity
- Addressing our parking issues in key locations, including residential and business districts



Priority 3 - Social vitality, creativity, quality of life

- Promoting inclusion, particularly for people with a disability
- Providing social hubs, meeting places and community events
- Supporting diverse, multi-cultural communities
- Improving access to recreation, both active and passive
- Promoting Aboriginal culture - past, present and future
- Improving access to community facilities, particularly for youth and seniors
- Supporting wellbeing
- Supporting the arts
- Addressing gaps in service provision e.g. childcare



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Priority 4 - Sustainability and environment

- Protecting highly vulnerable areas and habitats including the Cooks River
- Responding to, mitigating and managing the impacts of climate change
- Tree management and protection
- Promoting recycling
- Supporting community gardens
- Protecting and enhancing our natural heritage



Priority 5 - One council

- Providing equitable, integrated and efficient services across the whole LGA
- Achieving innovation in service delivery
- Establishing who we are, and what we stand for
- Undertaking long term strategic planning for the inner west



Priority 6 - Local business and industry

- Delivering main street and town centre vitality
- Creating vibrant night-time economies
- Supporting small businesses
- Creating new jobs, particularly for young people
- Supporting innovation and creative industries



Priority 7 – Advocacy; representing our community

- Minimising negative impacts of development and population growth e.g. on environment, infrastructure, liveability
- Improving access to key services e.g. public transport, education
- Achieving better community and environmental outcomes on local and urban projects e.g. WestConnex, Callan Park, Yasmar estate



Priority 8 - Local democracy

- Ensuring participatory community engagement
- Creating opportunities for youth engagement and pathways development
- Developing partnerships
- Providing accessible, transparent communication



Item No: Item 7

Subject: Inner West Council Draft Inclusion Action Plan

Prepared by: Erla Ronan
Group Manager, Community Services and Culture

SUMMARY

A draft Inclusion Action Plan (IAP) has been prepared by Inner West Council to meet State Government requirements.

RECOMMENDATION:

1. That the Aboriginal and Torres Strait Islander Reference Group note this report, provide feedback on the Draft Inclusion Action Plan (IAP) during the public exhibition period and refer to it in addressing their work.
-

Background

The Draft Inner West Council Inclusion Action Plan 2017-2021 (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.

Council has a legislative requirement under the NSW Disability Inclusion Act 2014 to complete a disability inclusion planning process and have an Inclusion Action Plan (IAP) in place by 1 July 2017.

The Draft IAP is based on extensive review and merging of actions in existing plans, including the former Marrickville Inclusion Access Plan, the former Leichhardt Access Plan and acknowledgment of the former Ashfield Access Committee actions. Further to this, Local Government NSW guidelines for merged Councils developing access plans have been followed.

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.

The IAP is a whole of Council plan with actions across the range of activities of Council, community and partners; it is core business. It requires going the next step beyond a removal of 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.

How the Aboriginal and Torres Strait Islander Reference Group can be involved:

- Be aware of and promote the plan and its principles
- Note that the plan is underpinned by the social model of disability and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) which are the rights based benchmarks for any activity that may involve a person with a disability
- Refer to the plan on any matters they address that may have a relationship with or impact on people with a disability and their families

- Engage in the consultation process through the avenues below.

There will be several ways in which members of the Aboriginal and Torres Strait Islander Reference Group can provide feedback:

- Feedback through Your Say Inner West during the exhibition (dates to be notified)
- Attend a staffed display at either Ashfield, Leichhardt or Petersham
- Attend a community workshop.

Council would appreciate your feedback, in order to ensure that IAP outcomes address the needs of everybody.

Financial Implications

The vast majority of actions outlined in the IAP will be accommodated in operational budgets. Council's leadership team have been advised of areas where additional resources are required. Some initiatives have been listed in the Draft IAP where resources required are not yet determined. Please note this is for consultation purposes to enable Council to scope further work with community input in order to source funds from a variety of sources.

Conclusion

The IAP positions Council well to respond to state, federal and international obligations and provides direction to all Council undertakings and initiatives.

Attachments

1. Inner West Council Draft Inclusion Action Plan for People with a Disability – Summary



**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: ⁱ

- 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...

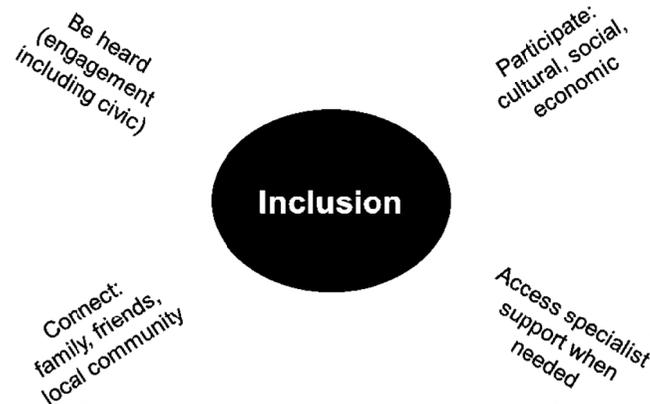


Sometimes, barriers are created by the way we work. We need to change how we work.

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 Aboriginal and Torres Strait Islander 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)

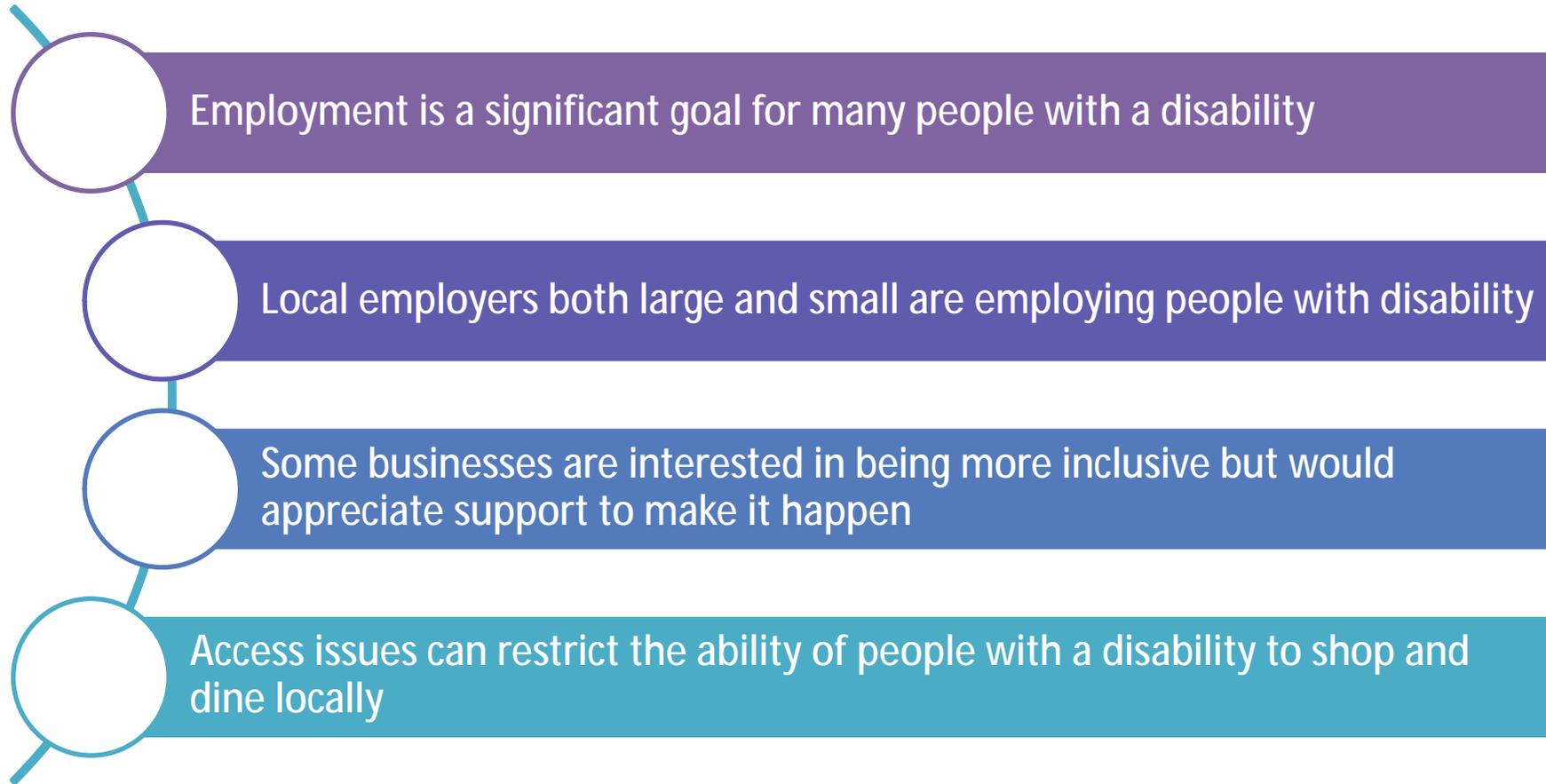
Actions include to:

- 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)

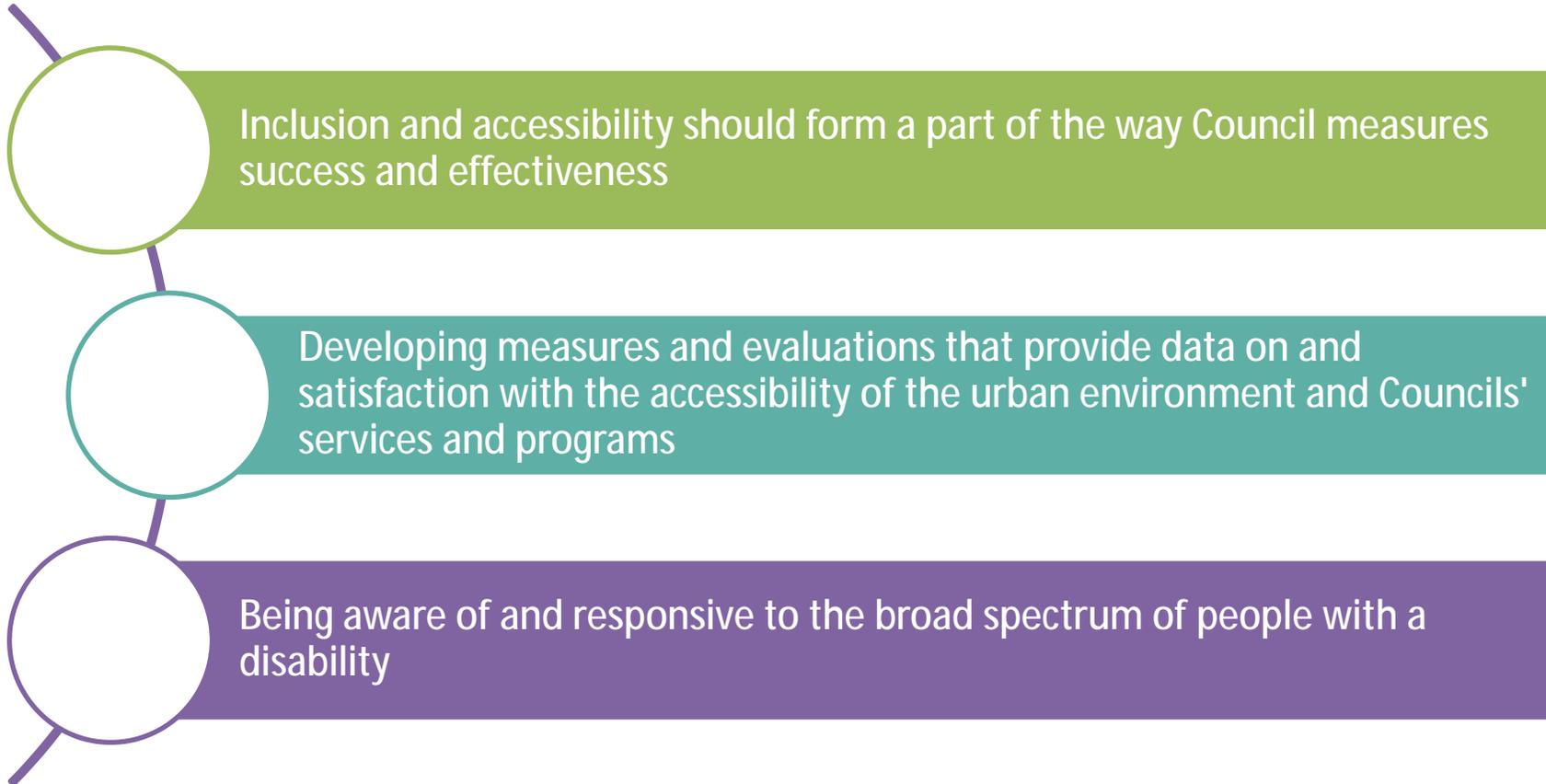
Actions include to:

- 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

Item No: Item 8

Subject: Inner West Council Organisational Structure

