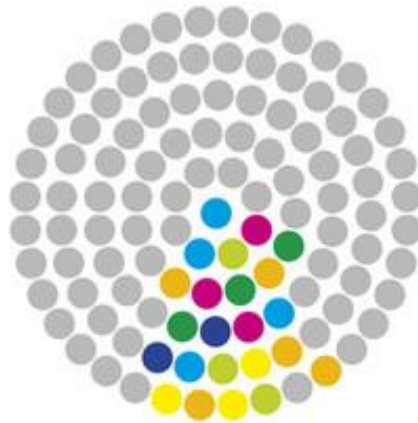




EXCLUSION



INTEGRATION



INCLUSION

Annual Report
on the progress of the
Inclusion Action Plan 2017-2021

IWC IAP progress for 2018-2019

In 2017 Council developed the Inclusion Action Plan 2017-2021 (IAP) for people with a disability. This integrated, whole of Council, strategy outlines the steps Council will take over 4 years to support and improve the inclusion of people with a disability as part of its core business, and to remove barriers to access and participation, including any discrimination based on disability.

The Plan also gives expression to Council's commitment to uphold and promote the United Nation's Convention on the Rights of Persons with Disabilities. The IAP is aligned to Council's Community Strategic Plan as a means of building the strategies into the everyday activities of Council.

The IAP is divided into 6 outcome areas with strategies, actions and measures to chart our achievements and progress. Highlights during the second year include:

1: Educational, Recreational and Social Inclusion

- An Office of Sport coordinator is building new inclusion pathways across sporting codes
- New inclusion measures have been identified for the built environment and housing in Council's Local Strategic Planning Statement
- Seniors programs feature accessible marketing, and are held in accessible venues
- Program evaluation includes accessibility questions, and the seniors *Active and Connected* directory was amended to enhance information and accessibility
- Council is collaborating with local organisations to deliver Dementia Awareness forums using bi-lingual interpreters to the following communities: Greek, Chinese, Italian and Korean
- Council has established a toolkit of accessible support equipment for use at events, projects and activities including outdoor matting
- A film festival screening a selection of international films by and about people with a disability established as part of annual International Day of People with Disability activities

2: Cultural Inclusion

- Council libraries offered multiple events led by people with disability on inclusive design and the lived experience of disability including a disability writer's speaker series
- An accessible technology roadmap for Council's libraries has delivered new hearing loops and improved user interface for the library Management System
- Council library story times were led by people with various disabilities and featured Auslan interpretation
- Inclusion features such as audio descriptions of Newtown ArtSeat artworks were introduced

3: Economic Inclusion

- The IWC Community Access Award was renamed and refocussed in 2019 as the Excellence in Access Award and presented as part of the Inner West Local Business Awards

4: Inclusive Planning (Infrastructure & Environment)

- Improved access to 2-8 Weston Street including a new lift to Illoura Reserve and accessibility improvements to Yurulbin Park Reserve with Transport for NSW upon future wharf upgrade
- A major redevelopment of Ashfield Aquatic Centre and the redevelopment of Dawn Fraser Baths has been approved and will commence shortly enhancing access to these facilities
- Accessibility has been maintained to a platform at Tempe Station as a result of Council advocacy
- An audit of public toilets has been undertaken to inform the Public Toilet Strategy which is under development and will provide strategic direction on accessibility
- An audit of all Council properties has been completed including condition, compliance, accessibility and functionality. This information has been utilised to develop the Asset Management Plan, featuring a 10-year program and the scoping of future projects
- The program to improve accessibility at bus stops continues to be implemented with programmed works along Grove St and Rowntree Street bus route completed during year
- A Transport Strategy has been published which identifies improvements in access and inclusion for transport of the next ten years
- A new Parking Policy has been adopted, which brings all accessible parking policy together in one place
- Continued safety compliance inspections at boarding house
- A Recreation Strategy is being developed in 2019 from the 2018 Recreation Needs Study, and accessibility issues are being promoted in that process
- Two Lift and Change facilities with ceiling hoists and change tables have been purchased for installation in the Leichhardt Park and Annette Kellerman Aquatic Centres
- An inclusion business plan was developed for Leichhardt Park Aquatic Centre
- The analysis of the former Council's Pedestrian and Access Mobility Plans (PAMPs) has been completed, audit/inspection processes undertaken and outstanding actions still to be completed from these plans have been prioritised. The construction of planned works for 2018/19 have been completed

5: Civic Inclusion, Engagement and Information

- A new system for people with hearing impairment has been installed in the Council Chambers using the latest infrared technology
- Council's Business Paper Website provides information for adjustments that can be made during Meetings for people with disability
- Delivered creating accessible documents training to staff. The Style Guide updated to improve accessibility. Procurement of consultants developing documents on Council's behalf now includes requirements for accessible versions
- An accessibility audit of Council's Your Say Inner West website undertaken and a plan for progressive improvements established with the content writers and software developers
- The Access Local Democracy Group was reconstituted and is meeting four times per year
- Service counters across each of our three administrative locations provide access to a lowered desk and Council's customer service ticket machines are also accessible to those customers who use a wheelchair

6: Access and Inclusion are embedded in our systems and processes

- The Australian Human Rights Commission training package: *Upholding the rights of people with disability* was delivered to forty people in February including senior staff
- A staff diversity survey has been delivered and employment targets for people with disability have been included in the CEO performance agreement
- Disability Inclusion Employment Practice course available to all staff as e-learning

Initiatives planned for the year ahead

Several important initiatives over the next year will enhance the plans implementation and foster increased community participation. Programming to build community capacity, increased promotion and profiling of disability related issues, increased accessibility support at events and activities to celebrate disability pride and diversity will feature in the year ahead.

An expanded International Day of People with Disability Film Festival program over two nights incorporating a comedy debate, feature film, a series of short films and panel discussion on film representation. The program will be curated and created by and with people living with disability, it will model inclusive practice and provide a platform for the voices and stories of those with disability.

Establishing an access equipment library to enable greater inclusion at festivals, events and involving public art. This will be complimented by training purposefully developed for council by Accessible Arts with the content focussed on improving access and inclusion for the whole of community experiencing art that is produced, sponsored, auspiced and created in partnership with Council.

Hosting an Activate Inclusion Day run by SportsNSW at PCYC Marrickville. It will involve around 300 kids aged 5-18 with a diverse range of abilities. Over 10 Sporting Codes will be present providing modified indoor and outdoor sports.