

No.	Submitter	Goal/focus	Submission/Feedback - Summary	Draft Action Plan Reference (strategy action number)	Officer Comment	Proposed Response / Change- update in action plan where required
1.	David Brant / DAC (submission made at Council on 21 August 2018)	Employment Goal 3: Support Employment and Career Development Opportunities	1.1 Stronger commitment to employment	3.1 & 3.2	Employment is identified as a key Goal and Strategy within the Action Plan	No change proposed
			1.2 Provision of long term paid internships and traineeships for 1 graduate tertiary student and 2 TAFE students per year	3.2.4	Current action seeks funding for 1 traineeship. Following discussion with People & Culture Branch, there is organisational capacity to support additional places provided employment funding available. Council does presently offer ad hoc opportunities for TAFE students – 3 within past year. Also currently provides 2 paid internships supported by AND	Adjust 3.2.4. To refer to 'up to three traineeships'  Outcome: Appropriate funding source identified. Application for funding submitted.
			1.3 Establishment of an employee accessibility committee to promote the contribution of employees with disability and enable supports for sustainable employment and career development.	N/A	Council's Employee Diversity and Inclusion Policy proposes the establishment of a Work Group of this nature. There are six Work Groups across diversity areas – this Group will be considered by 2020	Under Goal 3- strategy new action added 3.2.5.  Outcome: Working Group established and operational.
			1.4 Commitment of 5% of employees with disability	N/A	Council has not adopted targets across any priority employment areas. Prior to including this in the action plan, it is necessary to understand how it may be implemented. <b>Ensure this is a follow up action when reviewing first two year action plan and in developing 2<sup>nd</sup> 2 year action</b>	Refer to People & Culture Branch to assess how application of a target approach would work and be integrated with the current Diversity Policy. Re-visit in year 3

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					plan	for discussion and inclusion in the Access and Inclusion Strategy and Action Plan 2020-2022.	
2.	David Brant / DAC (submission made at Council on 21 August 2018)	Freedom Goal 1: Improve Accessibility to Infrastructure, Facilities and Amenities	2.1	Council must support advocacy for inclusion of accessibility standards of dwellings into the Building Code of Australia for all new housing.	1.6.1 & 1.6.2	Council takes the opportunity to advocate when changes to development standards are being reviewed or proposed. The new Better Apartment Design Standards are an example where council advocate for improved standards which now require a proportion of accessible housing.	Additional policy direction supporting more accessible housing has been included in the re-writing of the Yarra Planning Scheme and Council's Housing Strategy.
			2.2	Yarra needs to ensure that all new accommodation within Yarra meets the gold standard.	n/a	Information for developers about design of liveable housing guidelines was developed as an action in the previous A& I plan. Developers and home owners must comply with the Building code of Australia	See comments
			2.3	Yarra must invest resources to ensure that in turn developers and renovators meet these standards.	n/a	Developers and home owners must comply with the Building code of Australia. Development application compliance is accessed by building surveyors through the Building approval process.	There is no need for additional resources
			2.4	Council needs to add relevant actions to address and resource the above issues in this Access & Inclusion	n/a	This will depend upon outcomes of further consultation with relevant branches	As above

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			Strategy & Action Plan			
3.	David Brant / DAC (submission made at Council on 21 August 2018)	General	3.1 Actions should be as specific and defined as possible to allow effective monitoring and measurement of outcomes	n/a	Where possible, actions are written clearly and identify specific deliverables. There are however new issues or ideas that need further work / analysis before commitments can be made, and inclusion in the action plan at a preliminary stage ensures they are not lost.	In reviewing both strategies- review wording so that the investigation is not the outcome- e.g. Investigate and pending outcome of investigation develop a business case and seek relevant resources to implement (internal and/or external sources of funding)
Feedback from DAC at meeting- not formally submitted at Council meeting on the 21 August; but requires follow up with relevant branches where indicated						
4.	Members at the DAC meeting	Independence Goal 3: Support Employment and Career Development Opportunities	4.1 Develop a formal employment program, including information and education for young people with disability	n/a	Yarra collaborates with a Disability Employment Service (DES), providing relevant information about job availability and inclusive recruitment process. Also exploring opportunities to collaborate with other agencies such as LLENS and promote relevant initiatives to the target audience. Also refer 3.2.4 and 3.2.5 for Council specific initiatives.	No change proposed.
5.	Members at the DAC meeting	Freedom Goal 1: Improve	Ensure that shops in Yarra are accessible to people with disability	1.3.1	Change current action to align with DAC meeting motion and Cr Jolly delegates report:	Action 1.3.1 Submit a new initiative for the 2019/2020

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		Accessibility to infrastructure, facilities & amenities				<p>budget to support businesses to improve accessibility to their shops, services and entertainment venues (which will allow initiative to continue beyond Metro Access funding).</p> <p>Outcome measure: change to- new initiative funding request submitted and approved pending budget availability</p>
6.	Members at the DAC meeting		Provide additional seating- include seating at a higher level for older people	1.5.5	<p>Current action 1.5.5 states: Include new seating for people of all ages and abilities as part of the public realm improvements along Bridge road and Victoria street.</p> <p>This needs follow up to ensure whenever they are putting in additional or upgrade to seating they incorporate all abilities- i.e. higher seats with arms with the relevant business unit so may be an additional action</p>	City of Yarra considers design for people of all ages and abilities as part of the public realm improvements and open spaces.

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					in plan?	
7.		Freedom Goal 1: Improve Accessibility to infrastructure, facilities & amenities	Implement footpath access recommendations from the report in access appraisal of railway stations	1.5.2	I think we need an additional action that links to 1.5.2: Provide a list of footpaths for improvement from the Railway report to City Works – identify those outside the scope of Council and advocate to PTV for implementation of recommended improvements. Responsibility; A& D and City Works	Ongoing task to be completed- Access and Inclusion Strategy and Action Plan 2020-2022.
8.			Provide five minutes drop off and pick up bay at entrances to key facilities and services	Strategy 1.5- this would require a new action	Marta- this idea was supported by the Parking Services Branch during DAC consultations earlier this year.  Follow up on the idea with them	Ongoing task to be completed Access and Inclusion Strategy and Action Plan 2020-2022.
9.			<ul style="list-style-type: none"> <li>- Larger font on public transport signs</li> <li>- Shelter at public transport- bus, tram, train stops</li> <li>- Disability access parking bays around train stations</li> </ul>	Requires additional strategy under 1.2.3	Public transport signage, shelters, parking bays and safe/accessible paths to the station is the responsibility of the Public Transport Victoria which is based on state-wide guidelines to maintain consistency (Marta)	New action 1.2.4; Continue to advocate for accessibility improvements in the public transport infrastructure, including shelters, parking bays and safe pathways. Responsibility- A&D Outcome: New initiative funding request

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						submitted and approved pending budget availability.	
10	Members at the DAC meeting	Life Experiences Goal 2: Promote and encourage mainstream participation, representation and community leadership	It is very important to identify, inform and engage people with disability by:	2.1.1, 2.1.4, 2.1.5, 2.1.6, 2.17, 2.2.2, 4.2.5,	This feedback is addressed in the actions listed, with the feedback being more relevant to planning of those actions: Who are the target group How do we identify and engage	No change needed	
			- Determining those in Yarra community with some form of disability				
			- Raising the level of awareness with regards to support networks	4.1.2, 4.13, 4.2.4,			
		AND Knowledge Goal 4: Create Welcoming and inclusive practices and culture	- Identifying persons with disability who are isolated	2.1.1, 2.1.4, 2.1.5, 2.1.6, 2.17, 2.2.2, 2.3.4, 4.2.5,		This is addressed in the actions in the current action plan re What's on In Yarra. While this is particularly targeted on promoting COY initiatives information is promoted through networks that is provided through NH and other providers.	No change needed
			- Promoting Neighbourhood Houses and Community Centres as important resources for persons with disability to utilise	2.2.1, 4.1.2, 4.1.3, 4.1.8, 4.1.9			
- Yarra Inclusion week/day or month could be a day, week or month set aside to promote Yarra's commitment to minority groups in the community	2.1.1, 4.3.1	This is addressed in actions listed re forums.  However, adding in including National Disability Week? 4.3.1	Update action 4.3.1 to incorporate including National Disability Week/Yarra inclusion day				

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			and bring them together through various activities			
11.	Members at the DAC meeting	Life Experiences Goal 2: Promote and encourage mainstream participation, representation and community leadership	Actions with measured outcomes need to be publicised, so that the community understands there is positive action occurring	n/a	Outcomes are reported on: through Interplan (? Publicly available) Annual report Every two years when the Action Plan outcomes are evaluated, reported on and the new action plan is developed.	No change needed
12.			Include action to appoint individual assistance officer to match volunteers with persons with disability and connect with the community	3.2.3	Council is currently developing a Volunteer Strategy- once this has been developed and endorsed by Council these suggestion will then be considered within the context of the strategy.	No change at this stage- to be considered at a future date as per feedback 2020-2022.
13.		Knowledge Goal 4: Create Welcoming and inclusive practices and culture	YCC, when purchasing new software- advocates for accessible software/programs	4.2.1	This is already addressed within the existing action: Ensure that the reviewed procurement policy has a requirement that products and services purchased by Yarra are inclusive of the needs of people with disability.	No change needed
14.	Staff	Freedom Goal 1: Improve Accessibility to infrastructure,	<ul style="list-style-type: none"> <li>Improve accessible toilet facilities in City of Yarra, with special regard to the needs of people who require carers assistance</li> </ul>	Strategy 1.5 New action following 1.5.5	Council has an adopted Public Toilet Strategy which sets out to design considerations, including for carers, and priorities for providing new and upgrading toilets. Implementation is subject to	Action (new) 1.5.6 Research and develop opportunities to improve accessible toilet facilities in City of Yarra, with

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		facilities & amenities	<ul style="list-style-type: none"> <li>Progressively update toilets to meet accessible requirements for all Council owned buildings</li> </ul>		Council’s annual funding.	<p>special regard to the needs of people who require carers assistance</p> <p>Outcome: Toilets progressively updated toilets to meet accessible requirements for all Council owned buildings.</p> <p>Building Assets ongoing 2020-2022.</p>
15.	Public Exhibition Feedback A & 1	N/A	One (1) general response to A & I Strategy – Impact of the built form/Planning as it exacerbates symptoms of disability by reducing adequate accessible housing.		See Point 2 above	See Point 2 above