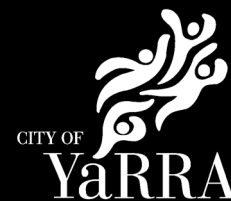


# Access and Inclusion 2023-2024 Action Plan



## Freedom

### Goal 1: Improve Accessibility to Infrastructure, Facilities and Amenities

#### Strategy 1.1 Promote and encourage the application of Universal Design and Universal Access within, and external to Council.

Action	Outcome Measures	Responsibility	Timeframe	Resources
1.1.1 Work with and support relevant business units to apply the principles of universal access design in new redevelopment initiatives in the public realm.	Co-design (consultation with users) that incorporates universal design principles in new redevelopment initiatives.	Planning Open Spaces Urban Design Aged and Disability Services	June 2024	Within existing resources

#### Strategy 1.2 Advocate to create an accessible, well-networked public transport system in the City of Yarra.

1.2.1 Continue advocacy for tram stops throughout Yarra municipality to comply with the Disability Standards for Accessible Public Transport and the Disability Discrimination Act (DDA).	Evidence of advocacy to relevant authorities for tram stops to be upgraded within timeframes.	Strategic Transport Strategic Advocacy Aged and Disability Services	June 2024	Within existing resources
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#### Strategy 1.3 Develop/extend incentive programs to local businesses to maximize their accessibility.

1.3.1 Encourage local businesses to comply with maintaining accessible paths outside their business.	Create a short video outlining both the businesses responsibility in placing items outside shops.	Economic Development Aged and Disability Services	June 2024	Within existing resources
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Action	Outcome Measures	Responsibility	Timeframe	Resources
1.3.2 Work with Economic Development and Businesses to increase accessibility and promote accessibility.	Evidence of advocacy to increase and promote accessibility of businesses throughout Yarra.	Economic Development Aged and Disability Services	June 2024	Within existing resources
<b>Strategy 1.4 Improve accessibility to City of Yarra buildings and facilities, including ensuring adequate amenities are available.</b>				
1.4.1 Continue to upgrade accessible parking bays throughout the City of Yarra City.	Improve DDA outcomes with existing parking bays.	Traffic and Civil Engineering Aged and Disability Services	June 2024	Within existing resources
1.4.2 Investigate development of a scheme to install plastic symbols on the newly introduced four bin system.	Dependent upon outcomes of investigation and budget, provide raised plastic symbols for residents who have vision impairment, or have trouble discerning different bin types.	Aged and Disability City Works Aged and Disability Services	June 2024	Within existing resources
<b>Strategy 1.5 Advocate and work collaboratively to ensure greater provision of accessible and affordable housing.</b>				
1.5.1 Through Council's Social and Affordable Housing advocacy, work with public and community housing providers to establish an understanding of supply and demand within the municipality, and advocate to meet the needs of low-to-moderate income households to accessible housing for people with disability.	Evidence of advocacy and outcomes. With a focus on intersectionality needs such as culturally safe and housing type.	Aged and Disability Services Social Policy and Research	Ongoing	Within existing resources

**Strategy 1.6 Create Neighbourhoods that are safe and promote a sense of belonging.**

Action	Outcome Measures	Responsibility	Timeframe	Resources
<p>1.6.1 Continue to build connections with established carer networks to support carers and carer groups through programs, forums and information.</p>	<p>Carer groups are better connected through technology and face to face engagement.  Carer and carer groups are informed and updated about services and events.</p>	<p>Aged and Disability Services</p>	<p>Ongoing</p>	<p>Within existing resources</p>
<p>1.6.2 Create Access Keys for Council halls, venues and spaces for hire and use.</p>	<p>Develop disability access keys available to community for facilities, arts venues, libraries, events and festivals delivered by City of Yarra.</p>	<p>Aged and Disability Services</p>	<p>June 2024</p>	<p>Within existing resources</p>
<p>1.6.3 Scope out cost and capacity to undertake an open space access audit within the City of Yarra</p>	<p>Pending outcome of capacity and cost, prioritise 6 parks/open spaces for auditing.</p>	<p>Aged and Disability Services</p>	<p>June 2024</p>	<p>Within existing resources</p>

## Life experiences

### Goal 2: Promote and Encourage Mainstream Participation, Representation and Community Leadership

Strategy 2.1 Provide and/or support the community to provide a diverse range of accessible community services and arts, cultural, sport and recreational activities and events that are creative and fun for all abilities and ages.

Action	Outcome Measures	Responsibility	Timeframe	Resources
2.1.1 Continue to resource and support the Disability Advisory Committee and sub-groups	Number of topics the DAC are consulted on. DAC advice provided through to Council and relevant Branches for consideration (delegate reports including accessible parking bays, e-scooters, and accessible businesses').	Aged and Disability Services	Ongoing	Within existing resources
2.1.2 Continue cross Council working group to increase opportunities for people with disability to access Council programs.	Hold quarterly meetings with working group representatives from relevant branches established. Increased accessibility website promotion. Outcomes of Live Music venues accessibility project.	Aged and Disability Services  Relevant Council Branches	Ongoing	Within existing resources
2.1.3 Continue to advocate to other tiers of government and government departments to reduce barriers to persons with disability.	Evidence of advocacy undertaken. Submit where relevant, discussion papers to federal and state government.	Aged and Disability Services	June 2024	Within existing resources
2.1.4 Support and work with Recreation and Leisure Services to improve access and inclusion in response to community needs and feedback.	Increased accessibility lens applied in Recreation and Leisure Services	Leisure and Recreation Services  Aged and Disability Services	Ongoing	Within existing resources

Action	Outcome Measures	Responsibility	Timeframe	Resources
2.1.5 Collaborate with external organisations and arts grants recipients to ensure events and programs include and promote access and inclusion.	Increase the participation for all including people with disability, woman with a disability, gender diverse people with disability and their carer at events and festivals.	Aged and Disability Services Arts and Cultural Services	June 2024	Within existing resources
2.1.6 Continue to engage and support Billabong BBQ a weekly mechanism for Parkies and other vulnerable community members.	Support initiatives where appropriate and in partnership with Co Health and other community.	Aged and Disability Services	Ongoing	Within existing resources
2.1.7 Implement outreach service to support 'hard to reach' residents access Home and Community Care Program and other services	Partnership established with local community health agency. Outreach service commenced and referral system in place.	Aged and Disability Services	October 2023	Within existing resources
<b>Strategy 2.2 Ensure people with disability have the same opportunities as other people to participate in public meetings/consultations and events organised by the City of Yarra.</b>				
2.2.1 Ensure accessible and inclusive engagement through the City of Yarra community engagement processes.	Evidence that people with disability have been actively engaged, including woman, those who identify as gender diverse, young people, CALD and Aboriginal people with disability and carers.	Aged and Disability Services Community Engagement	Ongoing	Within existing resources
2.2.2 Incorporate quiet spaces into the Disability Access Guide for meetings, festivals and events.	Updated Disability Access Guide.	Aged and Disability Services Arts and Cultural Services	June 2024	Within existing resources

## Independence

### Goal 3: Support Employment and Career Development Opportunities

Strategy 3.1 Work within Council, and with businesses and community groups to advance the rights of people with a disability to participate equally in the: Workforce, Education and Training, and Volunteering opportunities.

Action	Outcome Measures	Responsibility	Timeframe	Resources
3.1.1 Promote the Job Seeker program page to support people with disabilities seeking employment in City of Yarra.	Positive feedback from networks and individuals with disability seeking employment in City of Yarra.	Economic Development	Ongoing	Within existing resources
3.1.2 Explore opportunities to work collaboratively with key internal and external stakeholders to strengthen disability employment organisational goals.	Partnerships strengthened for employment to attract potential employees with a disability.	Aged and Disability Services People and Culture	Ongoing	Within existing resources

## Knowledge

### Goal 4: Create Welcoming and Inclusive Practices and Culture

Strategy 4.1 Information provided by Council is in a format (including pictorial) to enable people with disability to access easily.

4.1.2 Ensure safety, emergency plans and climate emergency responses, address and outline specific needs and procedures for assisting people with disability.	Consolidate Public Readiness and Emergency Preparedness with consideration of people with disability, including woman and those who identify as gender diverse.	Aged and Disability Services External Organisations Emergency Management	June 2024	Within existing resources
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Action	Outcome Measures	Responsibility	Timeframe	Resources
<p>4.1.3 Continue to advocate best practice and work with Communications to provide accessible web page formats in line with the Web Content Accessibility Guidelines (WCAG) 2.1, and accessibility guidelines for government communication.</p>	<p>Improved website accessibility. Feedback from community members.</p>	<p>Aged and Disability Services Website Steering Committee</p>	Ongoing	Within existing resources
<p><b>Strategy 4.2 Develop and deliver initiatives to achieve positive changes in attitudes about disability as well as structural discrimination.</b></p>				
<p>4.2.1 Develop disability awareness training programs for City of Yarra staff.</p>	<p>Continue to provide positive change in attitudes including gender and gender diverse people with disabilities and interactions through increased training for staff working directly with people with disability.</p>	<p>Diversity and Inclusion Communications Libraries Family, Youth and Children's services Leisure Access Yarra</p>	Ongoing	Within existing resources
<p><b>Strategy 4.3 Raise community awareness of people living with invisible disabilities.</b></p>				
<p>4.3.1 Strive to increase visibility, awareness and acceptance of people with disability.</p>	<p>Promote and support campaigns and awareness days related to the inclusion of people with disability. Including an awareness of gender inequity and gender diverse campaigns and awareness days.</p>	<p>Aged and Disability Services</p>	Ongoing	Within existing resources

Action	Outcome Measures	Responsibility	Timeframe	Resources
<p>4.3.2 Strengthen education and advocacy around invisible disability, including mental health.</p>	<p>Form partnerships with relevant service providers and organisations to increase City of Yarra initiatives to raise awareness of various disabilities, woman with disability and those who identify as gender diverse with compounded barriers to disabilities.</p>	<p>Aged and Disability Services Diversity and Inclusion Communications Youth Services</p>	<p>Ongoing</p>	<p>Within existing resources</p>