

**ACCESS AND INCLUSION
STRATEGY
2018-2024**

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ACKNOWLEDGEMENT

Yarra City Council acknowledges the Wurundjeri as the Traditional Owners of this country, pays tribute to all Aboriginal and Torres Strait Islander people in Yarra and gives respect to Elders past and present.

MESSAGE FROM THE MAYOR

Council is committed to supporting people with disability to live full and active lives, ensuring that Yarra is an inclusive and accessible community and is a place where everyone can live well. Living well means feeling included and active in the community. It means individuals being able to connect to other people and being able to participate in everyday life.

In order to develop an Access and Inclusion Strategy, and associated Action Plans, that reflected the aspirations of our community – Council asked people who live, work and visit Yarra to complete a survey and/or participate in workshops sessions to share their views on what it means to “live well”.

The Disability Advisory Committee (DAC) were engaged and consulted in each aspect of the consultation, including the development of the Background and Issues Paper and Project Methodology.

Staff within Council were also consulted, including a Council-Wide Workshop where information from the community consultation was incorporated through a deliberative “Play Decide” process.

The responses from the community consultation and engagement and internal consultation process formed the basis of the Access and Inclusion Strategy 2018–2024.

Based on the community voice and internal contributions, consecutive Action Plans developed under this strategy will reflect the needs and aspirations of people with disability and their families, build on Council's strengths and build community capacity.

The Strategy will guide Council's work over the next six years to empower people living with disability (including their families and carers) to live well in Yarra through the development of three (3) two-year action plans.

I wish to thank people living with disability and their carers, and the many community groups and service providers who generously contributed their time and energy participating in the Living Well in Yarra consultation – assisting in the development of this strategy. In particular, I would like to acknowledge the effort and support of the Disability Advisory Committee.



Cr Daniel Nguyen
Mayor, Yarra City Council

October 2018



OUR VISION

An inclusive and accessible Yarra that enables people with disability to participate, contribute and be represented in our community as equal citizens.

The Convention on the Rights of Persons with Disabilities states that “disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others.”

COUNCIL'S COMMITMENT TO ACCESS AND INCLUSION

Council plays a fundamental role in supporting people with disability to live full and active lives. People with disability are a significant part of Yarra's diverse population and make an important contribution to our community.

Australia has been a signatory to the *United Nations Assembly Convention on Human Rights of Persons with Disabilities (2006)* since 2008: The UN Convention affirms the right of all people with disability to an adequate standard of living and it guarantees equality, dignity, and liberty, and full and equal access to justice, education, quality healthcare and to participation in public and cultural life.

The principles of the UN Convention are reflected in the *Victorian Charter of Human Rights and Responsibilities Act 2006*. The Act provides a set of rights, freedoms and responsibilities that governments must observe when creating laws, public policy or delivering services.

As a public authority, Council is required and is committed to demonstrate that it has properly considered human rights in all its decisions when making laws, developing policy and providing services.

The Access and Inclusion Strategy 2018-2024 vision is for an inclusive and accessible Yarra, encompassing a broad, strengths-based approach to contribute towards self-actualisation of people with disability by improving access to information, built environment and

facilities, engaging people with disability in consultations and events, and by creating a diverse and inclusive workforce. Universal Access and mainstream participation can bring solid and lasting change in the quality of lives of people with disability.

Based on the community voice and internal contributions, consecutive Action Plans developed under this Strategy will reflect the needs and aspirations of people with disability and their families, build on Council's strengths, and build community capacity.

This is underpinned by a principle that greater representation of people with disability across community will increase social cohesion and benefit all Yarra communities. Disability Action Plans are required (*Victorian Disability Act 2006*) to be developed for the purpose of:

1. Reducing barriers for persons with disabilities accessing information, goods, services and facilities;
2. Reducing barriers to persons with disabilities obtaining or maintaining employment;
3. Promoting inclusion and participation in the community; and
4. Achieving tangible changes in attitudes and practices that discriminate against persons with disabilities.

(Legal requirements as per Section 38, *Victorian Disability Act 2006*)

It is documented that the most common barriers preventing people with disability from social participation are discrimination (including unintentional discrimination), lack of awareness and poor attitudes, lack of affordability, and poor accessibility to information, services, built environment, public transport and community events. A whole of community approach is required to empower people with disability to participate, contribute and be represented in society the same as any other citizens.

Council's planning, programs and operations need to continue to strengthen the focus on creating an enabling environment for people with disability and ensure they can access appropriate support services. At the same time, Council needs to support mainstream organisations to become more inclusive and develop skills and capacity to meet the needs of people with disability.

Yarra needs to support its workforce, businesses, community organisations and individuals, to view disability as a natural part of life that may affect anyone.



THE DISABILITY ADVISORY COMMUNITY (DAC)

In 1999 Yarra City Council initiated a resident based Disability Advisory Committee (DAC) to provide advice and support to Council on how it can improve the wellbeing of people with disability and their carers, including:

- Universal access
- Inclusion principles
- Best practice in Yarra City Council core activities, and
- Assisting in our advocacy role to promote access and inclusion at the broader level.

The committee's membership includes people with disability, carers or family members of people with disability, who are able to represent the views of Yarra residents with disability.

Over the past twenty years DAC has played a pivotal role in advancing the rights of people with disability and providing advice to Council from the perspective of own experiences and areas of expertise. The DAC will have a continuing role in supporting Council to implement this Strategy and the consecutive Action Plans.

Out of 29 OECD countries, Australia was 27th regarding employment outcomes for people with disability. Only 53% of people with disability of working age in Australia are employed, compared to 83% of people without disability in the workforce. A third of workers with disability are in part time positions and are seeking more hours.



YARRA AT A GLANCE

A broad definition of disability includes a range of permanent and temporary, physical and mental conditions of impairments. Council recognises that barriers experienced by people with disability arise primarily from attitudes, structures and practices that prevent people with disability from experiencing equal status, economic participation and social inclusion. These barriers, constructed by the society in which people with disability live, restrict their capabilities and opportunities by prejudice, discrimination, inaccessible environments and inadequate supports have potential to be reversed.

The interplay of environmental and individual factors are reflected in the strategic planning of Council that aims to protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities (and other diverse groups); and to promote respect for their inherent dignity and equal opportunity.

The age group percentage of Yarra residents with disability who require assistance with core activities is as follows:

- 0-14 years olds equates 2%
- 15-64 years old equates to 2%
- 65+ years old equates to 20%

However, it should be noted that the Census captures only those people who have identified as having a disability; through our knowledge and experience not all people with disability, or who have a child in their care with disability under-report.

In Yarra, 14.8% of the population has a disability and 7.2% of the Yarra population are unpaid carers assisting their family members.

This totals 21% of Yarra's population- a large proportion of our community that face challenges to actively participate in community life.

The percentage of persons with disability requiring assistance progressively increases between the ages of 65-94.

The vast majority of working age people (15 to 60 years old) with need for assistance are not in the labour force and only 8% are employed as compared to 75% for people who do not require assistance.

Of those requiring assistance, 44% do not speak English at home, compared to 24% for people who do not need assistance with core activities.

Only 1 in ten of people with disability (nation-wide) reported that their needs in social connection and community participation are met (Shut Out Report 2009).

STRATEGY DEVELOPMENT AND COMMUNITY ENGAGEMENT AND CONSULTATION

Council undertook an extensive consultation and engagement process to ensure that this Strategy is reflective of a broad range of stakeholders and benefits from the breadth of input from people with disability, their carers and other key stakeholders.

The consultation process was shared across this Strategy and Council's Active and Healthy Ageing Strategy, and this generated an opportunity to reflect on synergies within our work in these fields, and also the uniqueness of each approach.

The key steps in the development of this strategy were:

- Evaluation of the Inclusion for All Access and Inclusion Plan 2014-2017: successes, challenges and emerging priorities

- Development of a Background and Issues Paper, including demographics, policy direction and reforms (specifically the National Disability Strategy, National Disability Insurance Scheme and My Aged Care reforms)
- Living Well in Yarra on line survey- 265 completed surveys
- Living Well in Yarra focus groups and pop-ups
- Service Provider and staff consultation and engagement, and
- Consultation with the Disability Advisory Committee in each aspect of the consultation, including the development of Project Methodology.

Refer Community and Council Consultation and Engagement Report for full details.



THE ROLE OF COUNCIL'S ACCESS AND INCLUSION STRATEGY IN LIGHT OF NATIONAL REFORMS

The National Disability Care (NDIS) and My Aged Care reforms have a significant impact on the role of local government in supporting people with disability. Implementation of the NDIS is occurring on a regional basis and Council was part of the first transition region. Council determined not to be an NDIS service provider in June 2016, following a review of options and consideration of the implications of a new market driven model. Existing clients have been supported during the transition to NDIS. In 2017 the national portal, My Aged Care (MAC), was introduced as the main entry point to the aged care system in Victoria. Once the reforms are fully implemented, the delivery of care can be provided by a range of organisations, of which Council may be just one of many. The MAC system is based on an open and competitive market model for providers and is designed to increase individual consumer choice.

This may have implications for vulnerable groups in being able to access care and having equity of access to services in the future. In light of the MAC reforms, Council is reviewing its role in service delivery.

Given the changes happening through the NDIS, the Action Plans that underpin this strategy will be kept under review to identify new opportunities to advocate for, support, or directly run initiatives to grow livability in Yarra for people with disability. Council will closely observe the impact of the National Reforms on all residents, and in particular the more vulnerable cohorts, and ensure that the strategic actions reflect the needs of the community.

Council is also reviewing the way in which we partner on our Strategy development and implementation. We are currently exploring synergies with other Council Action Plans – such as the Active and Healthy Ageing Strategy and the 0 to 25 Strategy and looking for ways we can leverage common actions to create a city that is inclusive for all. Not only will this deliver on actions that support people with disability but it will also strengthen advocacy for the mutual benefit of all. The principles that underpin Universal Design, Accessible and Friendly Cities, Inclusive Communities and Intergenerational Connections apply across all ages and abilities. We understand that people can, for example, experience social isolation or limited mobility at any age, and we are working to ensure our responses to these issues and support residents at different life stages.

An estimated 4.3 million Australians aged 16-65 have a disability, but the majority will not qualify for NDIS-funded packages. Approximately 460,000 people will participate in the NDIS across Australia by 2020. People who do not meet eligibility criteria need to rely on state and local supports.

KEY THEMES DERIVED FROM COMMUNITY AND COUNCIL CONSULTATION AND ENGAGEMENT

When analysing the feedback from the community consultation four key themes emerged: Freedom, Life Experiences, Knowledge and Independence. The diagram below confirms how clearly the issues raised by our community (in the circle) aligns to the legislative requirements – see page 6).

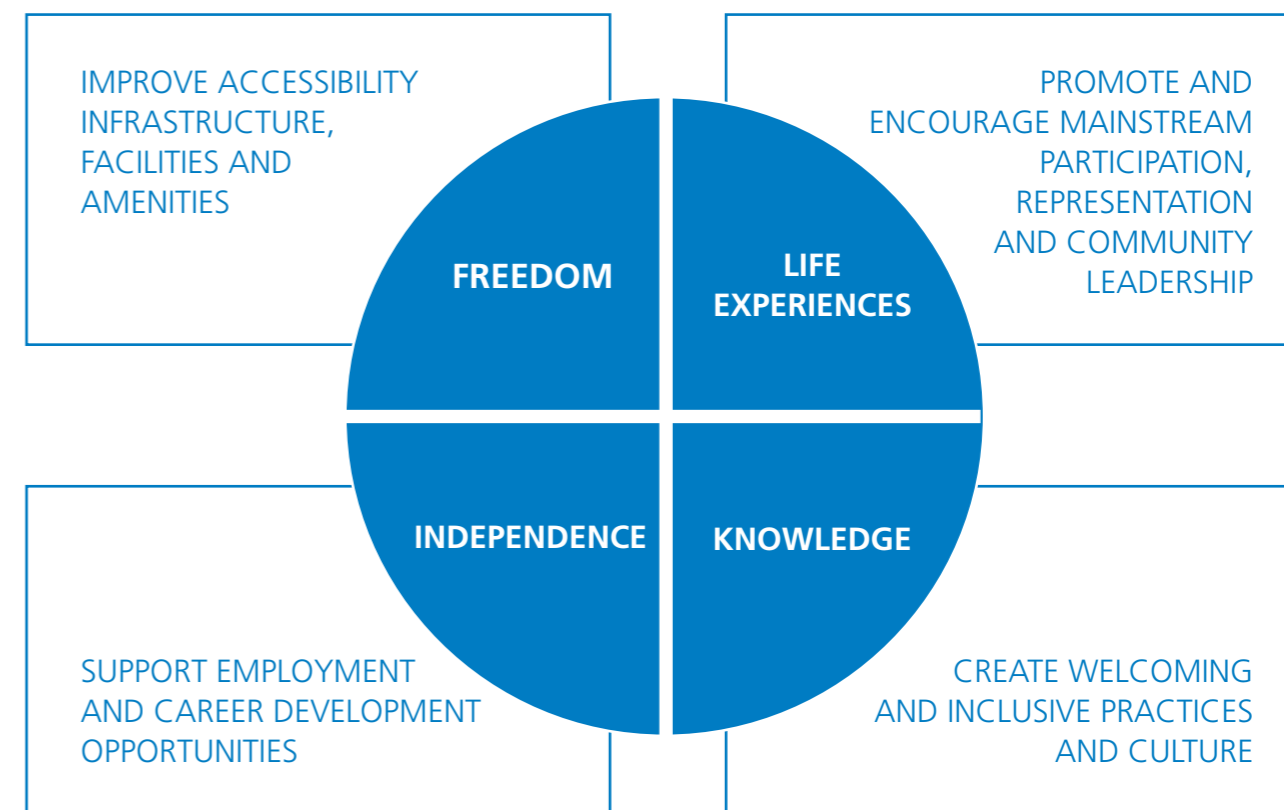
Therefore, by focusing on our community's priorities and developing appropriate actions and solutions to address their concerns, Council will be working towards the development of an Accessible and Inclusive City.

I FEEL THERE IS NOTHING OUT THERE FOR ME. I AM 59 YEARS OLD AND HAVE MOBILITY ISSUES, SO THEREFORE SPEND MOST OF MY TIME AT HOME- I FEEL ISOLATED AS NOW ALL OF MY FRIENDS HAVE EITHER DIED OR MOVED OUT OF THE AREA.



FUTURE STEPS AND ACTION PLANS

This Access and Inclusion Strategy 2018-24 sets the future direction for Council in creating an inclusive and accessible Yarra that enables people with disability to fulfill their potential as equal citizens. The strategy will be underpinned by three Action plans that each span two years:



This allows for some agility in how Council will respond to the key themes in the context of a shifting service delivery environment. In every action plan, responsibility will sit with a variety of Council branches to ensure that an Accessible and Inclusive approach is embedded across Council.

The Access and Inclusion Strategy 2018 –2024 will influence the overall Council Plan and annual action plan. Community feedback will also be used to inform other specific purpose plans, such as open space, walking, and library action plans.

KEY GOALS AND STRATEGIES

1. IMPROVE ACCESSIBILITY TO INFRASTRUCTURE, FACILITIES AND AMENITIES

Strategies:

- 1.1 Promote and encourage the application of Universal Design and Universal Access within, and external to Council.
- 1.2 Advocate to create an accessible, well-networked public transport system in the City of Yarra.
- 1.3 Develop/extend incentive programs to local businesses to maximize their accessibility.
- 1.4 Increase safer access and mobility through public realm improvement.
- 1.5 Improve accessibility to City of Yarra buildings and facilities, including ensuring adequate amenities are available.
- 1.6 Advocate and work collaboratively to ensure greater provision of accessible and affordable housing.
- 1.7 Create Neighborhood that are safe and promote a sense of belonging.

2. PROMOTE AND ENCOURAGE MAINSTREAM PARTICIPATION, REPRESENTATION AND COMMUNITY LEADERSHIP.

Strategies:

- 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.
- 2.2 Research opportunities and implement initiatives to address financial and transport barriers to access.
- 2.3 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.

3. SUPPORT EMPLOYMENT AND CAREER DEVELOPMENT OPPORTUNITIES.

Strategies:

- 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.
- 3.2 Enhance opportunities for people with disability to obtain and maintain employment with the City of Yarra.

4. CREATE WELCOMING AND INCLUSIVE PRACTICES AND CULTURE.

Strategies:

- 4.1 Information provided by Council is in a format (including pictorial) to enable people with disability to access easily.
- 4.2 Develop and deliver initiatives to achieve positive changes in attitudes about disability as well as structural discrimination.
- 4.3 Raise community awareness of people living with invisible disabilities.





ACCESS AND INCLUSION ACTION PLAN 2021-2023

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 Incorporate Universal Design principles in schematic/ concept stage of capital works projects.	Building Projects strategic document has incorporated Universal Design.	Building Projects	June 2023	Within existing resources

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

1.2.1 Pursue advocacy at State Government level to address delay in achieving accessible public transport network by 2024	Evidence of advocacy undertaken. State Government (responsibility)	Aged & Disability Services Strategic Transport Strategic Advocacy	June 2023	Within existing resources
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Action	Outcome Measures	Responsibility	Timeframe	Resources
1.2.2 Advocate for designated tram stops throughout CoY to comply with the Disability Standards for Accessible Public Transport and the Disability Discrimination Act.	Evidence of advocacy to relevant authorities for tram stops to be upgraded within timeframes.	Strategic Transport Strategic Advocacy	June 2023	Within existing resources
1.2.3 Advocate for funding to be brought forward to the 2022-2023 budget for DDA stop rollouts.	Department of Transport to fund stops and for the project to be progressed	Strategic Transport Strategic Advocacy	2021-2023	Within existing resources
Strategy 1.3 Develop/extend incentive programs to local businesses to maximize their accessibility.				
Action	Outcome Measures	Responsibility	Timeframe	Resources
1.3.1 Economic Development to adapt current strategy to include businesses' outdoor dining and entertainment spaces that is accessible.	Increase in Accessible designs implemented in new temporary parklets.	Aged and Disability Services Economic Development	September 2022	Within existing resources

Action	Outcome Measures	Responsibility	Timeframe	Resources
1.3.2 Pilot a decal campaign throughout identified precinct to promote traders' obligations in maintaining a continuous path through trading zones and other obstructions.	Pilot decal campaign delivered. Feedback from businesses and residents and patrons.	Economic Development Age and Disability Services Comms Compliance and Parking	October 2022	Within existing resources
Strategy 1.4 Increase safer access and mobility through public realm improvement.				
1.4.1 Investigate opportunities to improve public infrastructure in line with public safety and DDA compliance.	Sites to be inspected, designed and constructed in line with the public safety and DDA compliance.	Capital Works Vic Roads (approval required re upgrades)	Ongoing	Within existing resources
1.4.2 Identify priority precincts including open space sites for best practice universal design upgrades to improve walkability and recreational opportunities for people of all abilities.	Identified precincts for upcoming LAPM studies to be presented to Council for endorsement subject to available funding.	Urban Design Local Area Place Making (LAPM) Open Spaces	Ongoing	Within existing resources

Strategy 1.5 Improve accessibility to City of Yarra buildings and facilities, including ensuring adequate amenities are available.				
Action	Outcome Measures	Responsibility	Timeframe	Resources
1.5.1 Advocate for the development of Changing Places facilities.	Pending budget installation of at least one Changing Places within local park space within CoY in line with the CoY Public Toilet Strategy.	Building Projects	June 2022	Within existing resources
1.5.2 Improve availability of access to disability parking bays throughout the City of Yarra City, in line with Disability Access Parking Policy.	Undertake a review of current accessible bay locations, ratio, spacing and condition in activity centres and research best practice.	Traffic and Civil Engineering Aged and Disability Services	November 2022	Within existing resources
1.5.3 Investigate development of a scheme to install plastic symbols on the newly introduced four bin system.	Dependent upon outcomes of investigation and budget, implement provision of access for residents who have vision impairment, or have trouble discerning different bin types.	Aged and Disability City Works	June 2022	Within existing resources

Strategy 1.6 Advocate and work collaboratively to ensure greater provision of accessible and affordable housing.				
Action	Outcome Measures	Responsibility	Timeframe	Resources
1.6.1 Support Universal Housing Alliance campaign to achieve accessible housing for all.	Evidence of support, including advocacy provided and reach of campaign and impact.	Aged and Disability Services Yarra Planning Scheme Social Policy and Research	Ongoing	Within existing resources
1.6.2 Continue to work with public and community housing providers to establish a shared understanding of supply and demand within the municipality, and advocate to meet the needs of low-to-moderate income households and people with disability.	Evidence of advocacy and outcomes.	Aged and Disability Services Social Policy and Research	Ongoing	Public housing renewal housing program
1.6.3 CoY Planning Scheme to encourage inclusive and accessible developments for people of all ages and abilities.	Commitment to Universal Design in CoY planning scheme.	Strategic Planning Governance Support	Ongoing	Within existing resources

Strategy 1.7 Create Neighborhood that are safe and promote a sense of belonging.				
Action	Outcome Measures	Responsibility	Timeframe	Resources
1.7.1 Improve connections with established carer networks to support carers and carer groups through programs, forums and information.	<p>Carer groups are better connected – tech and face to face.</p> <p>Carer and carer groups are connected, informed and updated about service sector and events.</p> <p>Two events held in partnership with libraries for carers providing information and support options.</p>	<p>Aged and Disability Services</p> <p>Libraries</p>	Ongoing	Within existing resources

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 Investigate establishing cross Council working group with an objective to identify and implement opportunities for people with disability to have access to Council programs.	Working group made up of representatives from relevant branches established. Number of opportunities identified, implemented and impact measured.	Aged and Disability Services Relevant Council Branches	June 2022 June 2023	Within existing resources
2.1.2 Collaborate with external organisations and community grants recipients to ensure events and programs include and promote access and inclusion.	Grant recipients promote on website accessibility features. Reports from grant recipients	Arts and Venues Grant recipients	June 2023	Within existing resources
2.1.3 Undertake research to identify the impact of adverse changes to NDIS funding or processes.	Advocate to highlight any adverse impacts and gaps. Consult with DAC and other user groups. Submit a discussion paper to Council.	Aged and Disability Services	December 2022	Within existing resources

Action	Outcome Measures	Responsibility	Timeframe	Resources
2.1.4 Ensure service changes, programs and projects arising from COVID-19 consider and address access and inclusion at design stage.	Evidence that service changes arising from Covid-19 are accessible. Feedback from participants.	Aged and Disability Services	Ongoing	Within existing resources
2.1.5 Work with Recreation and Leisure Services to maintain open and continuous dialogue to meet community needs and feedback.	Increased accessibility lens in Recreation and Leisure Services.	Leisure and Recreation Services Aged and Disability Services	Ongoing	Within existing resources
2.1.6 Review CoY festival program to ensure CoY works in partnership to improve accessibility and enable participation.	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 Grants	June 2022	Within existing resources
2.1.7 Strengthen Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander disability support networks through Balit Narum membership.	Initiatives where appropriately are developed in partnership with the Brotherhood of St Laurence, to actively support initiatives	Aged and Disability Services	Ongoing	Within existing resources

Strategy 2.2 Research opportunities and implement initiatives to address financial and transport barriers to access.				
Action	Outcome Measures	Responsibility	Timeframe	Resources
2.2.1 Accessible assets to be advised by relevant branches to attribute fields in asset registers and to display location of accessible facilities and assets throughout the City of Yarra	Display location of accessible facilities and assets throughout the CoY.	Asset Management Aged and Disability Services Data Management team	Ongoing	Within existing resources
2.2.2 In collaboration with other councils and Municipal Association of Victoria, advocate to State Government on behalf of people with disability, to obtain greater rate subsidies and other rebates associated with the cost of living.	Workshop conducted at MAV with interested Councils. Submission (i.e. case studies) forwarded to State government.	Aged and Disability Services Social Policy and Research Business and Finance	Ongoing	Within existing resources

Strategy 2.3 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.				
Action	Outcome Measures	Responsibility	Timeframe	Resources
2.3.1 Increase visible presence of people with disability from diverse backgrounds through CoY community engagement processes.	Develop and collect quantitative evidence to address gaps and identify ways to involve 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
2.3.2 Update the Disability Access Guide for meetings, festivals and events.	Work with Arts and Venues to update website guide.	Age and Disability Services Arts and Cultural Services	December 2021	Within existing resources
2.3.3 Undertake review of HACCPYP program to identify areas of innovation and unmet needs.	Clarity on Council's role and future direction in support of young people with disability through home based service provision.	Aged and Disability Services	December 2021	Within existing resources
2.3.4 Support opportunities for all community members to improve digital divide and information literacy experienced by all people with disability.	Build capacity for people with disability through sessions held at CoY libraries to have the same opportunities to participate in Council run meetings, consultations and online events.	Aged and Disability Services Community Engagement Libraries	Ongoing	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 Identify opportunities to partner with a neighbouring Council if they are successful in their ILC community grant funding, or are successful in other funding opportunities.	Depending upon ILC funding application being successful, partner with the lead Council to support increased employment participation and career opportunities for people with autism.	Aged and Disability Services	June 2022	Within existing resources
3.1.2 Investigate opportunities for social enterprises established specifically to provide employment for people with disability, to be an inclusive employer and purchaser.	Research other Councils who have included a weighting in their procurement processes for employment people with disabilities Develop and deliver a workshop to Procurement on opportunities, benefits and challenges.	Procurement	Ongoing	Within existing resources
3.1.3 Continue CoY's Silver membership of the Australian Network on Disability (AND) and incorporate offered benefits into organisational programs	Evidence that Council's employment processes as benefited from AND, through ongoing support for Internship program	Organisational Culture and Capacity Aged and Disability Services	June 2022	Within existing resources

Action	Outcome Measures	Responsibility	Timeframe	Resources
3.1.4 Strengthen Council recruitment policies to increase employment opportunities for people with disability.	Review and update relevant policies.	Aged and Disability Services Organisational Culture & Capacity	December 2022	Within existing resources
3.1.5 Promote the Job seeker programs page to support people with disabilities seeking employment in Yarra.	Number of searches. Feedback from networks and individuals with disability seeking employment within Yarra.	Aged and Disability Services	June 2022	Within existing resources
Strategy 3.2 Enhance opportunities for people with disability to obtain and maintain employment with the City of Yarra.				
Action	Outcome Measures	Responsibility	Timeframe	Resources
3.2.1 Provide targeted disability awareness, including gender and gender diverse awareness training to staff in CoY leadership positions.	Increase confidence and knowledge of CoY leaders with employment of people with a disability.	Organisational Culture and Capacity	Ongoing	Within existing resources
3.2.2 Established a steering committee to promote the contribution of employees with disability to create employment opportunities for people with id in the City of Yarra	Employment partnership with Catalyst to employ people with intellectual disability and create supports for sustainable employment and career development.	Aged and Disability Services Organisational Culture and Capacity	May 2022	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.

Action	Outcome Measures	Responsibility	Timeframe	Resources
4.1.1 Provide accessible and inclusive emergency preparedness plans throughout emergency crisis.	Consolidate Public Readiness and Emergency Preparedness with consideration to people with disability, including woman and those who identify as gender diverse.	Aged and Disability Services External Organisations Emergency Management	December 2022	Within existing resources
4.1.2 Improve the availability of CoY website content and information through accessible formats.	Work with Comms to provide accessible formats web page in line with the accessibility guidelines for government communication.	Aged and Disability Services Comms	Ongoing	Within existing resources

Strategy 4.2 Develop and deliver initiatives to achieve positive changes in attitudes about disability as well as structural discrimination.

Action	Outcome Measures	Responsibility	Timeframe	Resources
4.2.1 Council to advocate on an ongoing basis to other levels of government on behalf of people with disability.	Provide support and write submissions to other levels of government to advocate for people with disability	Aged and Disability Services Advocacy and Engagement	Ongoing	Within existing resources

Action	Outcome Measures	Responsibility	Timeframe	Resources
4.2.3 Develop disability awareness training programs for CoY staff.	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.	Diversity and Inclusion Comms Libraries Family, Youth and Children's services Leisure Access Yarra	Ongoing	Within existing resources

Strategy 4.3 Raise community awareness of people living with invisible disabilities.

Action	Outcome Measures	Responsibility	Timeframe	Resources
4.3.1 Strive to increase visibility, awareness and acceptance of people with disability.	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	Aged and Disability Services	June 2022	Within existing resources
4.3.2 Strengthen education and advocacy around invisible disability, including mental health.	Form partnerships with relevant service providers and organisations to increase CoY initiatives to raise awareness of various disabilities, woman with disability and those who identify as gender diverse with compounded barriers to disabilities.	Aged and Disability Services Diversity and Inclusion Comms Youth Services	Ongoing	Within existing resources

ACTION AREAS IN ACTIVE HEALTHY AGEING PLAN WHICH ALSO SUPPORT ACCESS & INCLUSION GOALS

- Identifying priority precincts to maintain accessible trading streetscapes 1.3.2). A
- Advocating for Universal Design implementation across Council strategies and planning mechanisms (Action 1.1.1)
- Maintaining a strong relationship with

PTV to ensure appropriate upgrades to trams tops and PTV services (Action 1.2.1)

ACTION AREAS IN ACCESS & INCLUSION ACTION PLAN WHICH ALSO SUPPORT ACTIVE HEALTHY AGEING GOALS

- Conduct upgrades of the footpaths and construct continued path of travel on crossings on the nominated streets in key activity centres, to make them safer (Action 1.4.1)
- Advocating for the upgrade of pedestrian signal times to assist in crossing safely (Action 1.4.2)
- Research and identify engagement opportunities for CALD and Aboriginal community members to engage with their communities' post COVID-19 lockdown (Action 1.7.3)

- Ensuring the Yarra planning Scheme encourages development which is inclusive and accessible for people of all ages and abilities (Action 5.1.2)
- Continue to work with public and community housing providers to establish a shared understanding of supply and demand within the municipality. Advocate to meet the needs of low-to-moderate income households and people with disability (Action 1.6.1)



FOR INFORMATION IN YOUR LANGUAGE ABOUT THIS DOCUMENT OR ABOUT COUNCIL, PLEASE CALL 9280 1940 AND QUOTE THE **REF** NUMBER BELOW.

ARABIC

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