



TOWN OF
VICTORIA PARK



Access and Inclusion
Advisory Group
Notes – 15 June 2022



WE'RE OPEN
VIC PARK

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1 Opening

Acknowledgement of country

Ngany kaaditj Noongar moort keny kaadak nidja Wadjak Noongar boodja. Ngany kaaditj nidja Noongar birdiya – koora, ye-ye, boorda, baalapiny moorditj Noongar kaaditjin, moort, wer boodja ye-ye.

I acknowledge the traditional custodians of this land and respect past, present and emerging leaders, their continuing cultural heritage, beliefs and relationship with the land, which continues to be important today.

2 Attendance

Access and Inclusion Advisory Group Members

Caitlin McLeod
Ingrid Moore
Pauline Wetternhall
Sally Willmott
Shirley Barnes

Elected members

Deputy Mayor Claire Anderson

Manager Community Coordinator Community Development Social Impact Specialist

Paul Gravett (Acting Chair)
Stacey Hutt
Ali Sumner

Meeting secretary

Lizzie Shepande

Presenters

Nil

Observers

Mission Australia Community Engagement Facilitator

Wajma Padshah

Apologies

David Vosnacos (Chair)
Petrina Scott (Deputy Chair)
Asile Wong
Elizabeth Vlok
Conor Mahady
Ian Tsolakis
Kim Elis
Marilyn Adamson
Mayor Karen Vernon

Approved leave of absence

Cr Luana Lisandro

3 Presentations

3.1 Disability Access Inclusion Plan 2017-2022 Workshop

Time	1 hour 30 minutes
Presenter	Coordinator of Community Development/Inclusion Officer
Attachments	Nil

Purpose of the item

Update on current Disability Access Inclusion Plan (DAIP) 2017-2022 review progress.

Outcome

Finalise the draft Access and Inclusion Plan (AIP) 2022-2027 with the group.

Strategic outcomes

Civic Leadership	
Strategic outcome	Intended public value outcome or impact
CL02 - A community that is authentically engaged and informed in a timely manner.	Provide the group with information on the current DAIP review progress and explore further feedback.

Social	
Strategic outcome	Intended public value outcome or impact
S02 - An informed and knowledgeable community.	Provide continuous progress updates on the DAIP achievements to the group

Outcome

A discussion was facilitated with the group to get feedback on the community engagement results and newly formed approach for the Draft AIP 2022-2027. This discussion was informed by the analysis of data from the five-week community engagement process that took place between 4 April - 6 May 2022.

The discussion involved the group giving feedback on the *Access and Inclusion Engagement Insights and Proposed Deliverables* document. Town officers informed the group on the main changes to the new plan being:

1. Shifting the language from *Disability* to *All Abilities*; therefore, renaming from Disability Access and Inclusion Plan to Access and Inclusion Plan
2. Simplifying the seven outcome areas into five goals areas, with deliverables under each outcome area.

The group then went through each outcome area and discussed the main changes, language used and scope of deliverables. Feedback was gathered for each area from the group to refine and finalise the draft AIP. The outcome groupings are:

GOAL1: CUSTOMER EXPERIENCE

Our community experience social and cultural inclusion through Town of Victoria Park services and events, with quality access to information and customer service support.

Outcome 1: Services and Events

Outcome 3: Information

Outcome 4: Quality Customer Services

GOAL 2: PHYSICAL ACCESS

Our community experience ease of access to all own of Victoria Park buildings and facilities, through public open spaces and places in the community; with assets continually improved through the Town's annual capital works program.

Outcome 2: Buildings and Facilities

GOAL 3: ACTIVE CITIZENSHIP

Everyone in our community have the opportunity to proactively participate in our local democracy by easily raising issues and providing regular feedback which informs development of the Town's policy and services.

Outcome 5: Complaints

Outcome 6: Public Consultation

GOAL 4: EMPLOYMENT

All community members have the opportunity to be employed at their local government, and to retain that employment through adequate support to do their job.

Outcome 7: Employment

GOAL 5: GOVERNANCE AND IMPACT

The Town will monitor, measure and evaluate the outcomes of our work, sharing our collective progress regularly with our stakeholders in order to better understand the evolving opportunities and impacts related to access and inclusion within the Town.

Group feedback and recommendations:

GOAL 1:

- Accessibility needs to be clearly defined to cater for all abilities: Sensory, hearing loops and communication boards
- Town staff to consider updating the language used in the outcome descriptors of the draft plan
- This area could include physical access in Town parks and public open space more generally
- A need for the Town to better monitor and encourage local business owners to follow the outdoor dining rules; to ensure accessible alfresco with wider walking paths and spaces between aisles for easy movement (including for people in wheelchairs, parents with young children/in prams)
- Opportunity to include here people from multicultural backgrounds and diversity in all groups and communities
- An important part of this goal is supporting community groups and members who are organising community events so that they can be more accessible
- Idea for the Town to help organise or host weekly Auslan classes

GOAL 2

A broad discussion was held here with the group around the challenges with physical access across the town, including with pathways, uneven paths, ramps from paths onto roads and overhanging trees. The group acknowledge this area is quite broad and will tap into the annual capital works program activities each year.

GOAL 3

Idea from the group to include here a focus on education and training for Town staff on how to support community members from multicultural backgrounds. Opportunity here to collaborate with service providers such as Mission Australia and Centre for Asylum Refugee and Detainees (CARD) for this.

GOAL 4

The group call for more clarity in this area of what job creation will look like for people living with disability. Discussion held around the possibility to create employment pathways where people living with disability don't have to apply through mainstream job vacancies, for example.

Actions

- The group can send any additional feedback to the Inclusion Officer before close of business Sunday 19 June 2022. All feedback given by the group will be considered by Town staff for integration into the draft plan.
- The Draft AIP 2022-2027 will be sent to Council for endorsement at their Ordinary Council Meeting on 19 July 2022.
- The endorsed Draft AIP 2022-2027 will then be published for a formal public comment period over three weeks and this advisory group will be kept updated on progress.

4 Items for discussion

4.1 Access and Inclusion Updates

Reporting officer	Inclusion Officer
Origin of request	Council resolution
Attachments	Nil

Purpose of the item

Update on Disability Access and Inclusion Plan 2017-2022 implementation and progress.

Outcome

Inform the group on DAIP actions and initiatives.

Discussion points

- Coordinator of Community Development introduction
- Access and inclusion progress and updates
- Actions from previous meetings

Strategic outcomes

Civic Leadership	
Strategic outcome	Intended public value outcome or impact
CL01 – Everyone receives appropriate information in the most efficient and effective way for them	Provide the group with information on Access and Inclusion implementation progress.
Social	
Strategic outcome	Intended public value outcome or impact
S02 - An informed and knowledgeable community.	Provide continuous progress updates on the DAIP achievements to the group.

Next steps

Continue to bring updates of projects and initiatives in the Town to the group for discussion.

Further information

Nil.

Outcome

Reports:

- The Town's DAIP is being reviewed and due for completion September 2022.
- The DAIP 2017–2022 Quarterly Report (April to June 2022) is currently being finalised.
- The DAIP 2017-2022 Progress Report to the Department of Communities (DoC) is also currently being finalised and due with DoC on 29 July 2022.

Physical buildings:

- The Town of Victoria Park Library has just completed an upgrade of their accessible toilet.
- There are two new ACROD bays to be constructed over the next financial year (2022-2023); one on Albany Highway and another outside Ursula Frayne Catholic College.

Access and inclusion initiatives:

- The Town's Stakeholder Relations Team are currently working on a major upgrade of the Town's website to be more accessible and this group will be engaged soon to provide advice and feedback for this project.
- A recipient of the Town's \$10,000 Business Grants program, Consultant David Ashton, has created an Accessible Business Resource Guide. The purpose of this guide is to assist local businesses with how to be more accessible and inclusive to people living with disability. As part of this, the Town recently helped to arrange two webinars for business owners and Town staff to attend. Whilst attendance was low, these session recordings will be added to the Town's website as a long-term resource alongside the brochure.
- Due to team resourcing and the current focus on the review of the DAIP, the Town has not had capacity to participate in two recognition days this year, being Elder Abuse Awareness Day (15 June) and Refugee Week (19-25 June).
- Town officers are currently planning Senior's Week (7-14 November), PrideFEST (November) and International Day of People with Disability (3 December). More information to come.

Multicultural initiatives:

The Town is currently participating in two collaboration projects which focus on supporting community members from multicultural backgrounds.

- **Kaleidoscope** – The purpose of this project is to support newly migrated community members to gain meaningful employment in job professions where they have the relevant skills, qualifications, experience, and training. This includes connecting participants with mentors and providing job readiness training to enhance confidence in Australian work environments. This initiative involves several other metro local governments.
- **South-East Corridor Council Alliance (SECCA)** – SECCA is a formalised collaborative initiative between the Town of Victoria Park, City of Canning, City of Gosnells and the City of Armadale. The first project this group is embarking on together is development of an action plan to respond to and leverage the benefits of the increasing cultural diversity in the region. The engagement process is soon to launch with consultant Tim Muirhead facilitating the work across the four local governments.

Employment:

- The Town's annual Staff Diversity Survey was recently completed by our People and Culture Team. In 2021, the results showed the Town has 1.9% staff employed who live with disability, and there is a goal to increase this to 5% by 2025. The results for 2022 will be made available in the next financial year

- The Town's People and Culture team are now progressing employment pathways through the *Section 66R Equal Opportunity Act 1984 (WA)*; meaning they will identify specific roles which could be committed to people living with disability. As part of this:
 - The Town has entered an agreement with Curtin University to provide internships to students living with disability in their Business and Law School. Internship advertisements were sent for Semester 2 intake however, there have been no applicants. The Town will readvertise in Semester 1 2023.
 - Through the Football West Mentorship Program, the Town has secured employment for a young person living with disability with a one-year internship program. This role will provide administrative support for the Building and Urban Planning service areas.

Actions

Nil.

5 General business

Nil.

6 Actions from previous meetings

Action	Responsible Officer	Status/Comment	Close Date
Bring back the Town's procurement processes to the next meeting as an agenda item requested by group member.	Inclusion Officer	Bring back to the next meeting	September 2022 meeting
Explore live stream options for Citizenship Ceremonies for families that cannot physically make it to the event.	Inclusion Officer	In progress	
Town officers to explore Disability Employment Providers that can provide training for local businesses in the Town.	Inclusion Officer	Progressed- Include Accessible Resource Guide and recorded webinars to Town's website after	July 2022

7 Close

The meeting was closed by Manager Community at 6:15pm.