

**ITEM 4.3. INCLUSION (DISABILITY) ADVISORY PANEL - RECRUITMENT OF NEW MEMBERS AND RE-APPOINTMENT OF CONTINUING MEMBERS**

**FILE NO: S116523**

**MEMORANDUM BY THE CHIEF EXECUTIVE OFFICER**

To Council:

**Background**

The Inclusion (Disability) Advisory Panel was established by Council in November 2012 to provide expert advice to the City on inclusion and access for people with a disability.

The Panel's role is to provide advice to improve inclusion and access in the City's projects, services and facilities and on how best to engage with the needs of the disability sector across all the City's policies, strategies and plans. The panel's Terms of Reference were developed in consultation with key disability sector representatives.

Panel members have a broad range of expertise in disability inclusion, policy, strategic planning and consultation and have a high level of expertise in key areas such as access, urban planning, economic participation, arts, housing, transport, media and communication and legislation.

The Panel's 10 members were initially appointed for a one-year term. On 9 December 2013, the Panel members were reappointed for an additional two-year term which ended in December 2015.

**Inclusion (Disability) Advisory Panel in 2013 - 2015**

Since their appointment, the Panel has met every two months, providing the City with high quality, expert advice and guidance to improve inclusion and access for people with disability across all the City's functions, including new initiatives, major projects, strategies and policies. This has substantially improved inclusion and access outcomes in the City.

During their term the Panel has:

- Been instrumental in the development of the Inclusion (Disability) Action Plan 2014-17. The Panel provided guidance on development of actions that will contribute to meaningful outcomes for people with a disability in the physical environment, economically and socially.
- Commented on major strategies and policies on public exhibition, including the Creative City Discussion Paper, Economic Development Strategy and the Public Toilet Strategy, Advertising and Signage Development Control Plan, Hoardings & Scaffolding Policy, the development of an outdoor dining policy and the George Street 2020 Public Domain Activation Strategy.
- Provided advice on major projects such as the design of the public domain surrounding the George Street light rail and the interface with the light rail corridor and impacts of changes to bus networks and mobility parking spaces in the CBD.

- Provided ongoing advice on the design of new community facilities, including the Green Square Aquatic Centre and Gunyama Park, Green Square Library and Plaza and upgrades to Hyde Park. The Panel has provided valuable information and guidance to ensure the designs will deliver best practice access and inclusion outcomes.
- Provided advice in the earliest stages of new projects, including input on the design of a new City Centre Access Map which is scheduled for development in 2016. The map will help make the City Centre more accessible for people with a disability by providing information to assist people in planning visits to the CBD. The Panel has also helped identify the range and scope of issues that will need to be considered as the City develops a policy on accessibility in the public domain.
- Been actively engaged in consultation on projects outside Panel meetings, including New Year's Eve Step Free Maps, participation in a pilot of the Legible Sydney Wayfinding Strategy, specifically advising on tactile signage and providing feedback on designs for urban furniture as part of the Urban Design Consultation.
- Provided advice which has informed priorities for maintenance of footways, and has assisted in the development of questions about residents' experiences of disability as part of the 2015 Wellbeing Survey. This is valuable data, not currently available from Census, that will help the City plan and deliver services.

### **Reappointment, recruitment of new members and amendment to the Terms of Reference**

Current Panel members have been consulted about the future membership arrangements. It was agreed that, while new Panel members should be recruited, a number of existing Panel members should be reappointed to ensure the knowledge and expertise of the Panel is maintained. The Panel noted that the number of members may need to increase for the next term while this transition of membership occurs. The Panel also recommended that the Terms of Reference be amended to ensure that Panel members will be selected to ensure a broad representation of experiences and perspectives within the disability community.

To recruit new members, a call for Expressions of Interest was advertised in major and local newspapers, on the City of Sydney website, Sydney Your Say website and electronic newsletter, Sydney Your Say social media channels and through disability networks. Expressions of Interest were opened from 14 October to 6 November 2015. Materials were produced in a variety of formats including braille, large print, easy English and Auslan.

Forty-six expressions of interest were received. The number and exceptionally high quality of the expressions of interest exceeded expectations.

An internal selection process considered each Expression of Interest in line with the selection criteria contained in the Terms of Reference. Independent advice was provided to the selection process by Mr Paul Nunnari, the current Chair of the Inclusion (Disability) Advisory Panel.

New members have been selected not only on the basis of the skills and experience brought by each person, but also with regard to the composition of the Panel as a whole, and to complement existing Panel members who are recommended for reappointment. This is to ensure that, in combination, the members have a broad range of expertise reflecting the diversity of the disability sector in the City of Sydney, including people who represent various disability experiences, family members and carers, different age groups, and cultural backgrounds. New members are experienced in disability inclusion, policy, strategic planning and consultation and have a high level of expertise in key areas such as access, urban planning, economic participation, arts, housing, transport, media and communication and legislation.

It is recommended that Council ratify:

- (a) the re-appointment of seven current Panel members for a final two years:

Michael Bartels,

Jane Bringolf,

Young-Joo Byun,

Naomi Malone,

Paul Nunnari,

Mark Relf, and

Susan Thompson.

- (b) the appointment of five new Panel members for an initial two-year term, with an option to extend for an additional two years:

Phillippa Carnemolla,

Morwenna Collett,

Judy Harwood,

Julie Millard, and

Mark Tonga.

In accordance with the requirements of the Terms of Reference, all members are appointed in an individual capacity and more than 50 percent of the members are people with a direct experience of disability, either personally or through a caring and support role.

These appointments will bring the Panel membership to 12 for this two-year term. In 2017, after the two year appointment, the seven original Panel members will end their term, and five new Panel members will be recruited, returning Panel membership to 10.

It is recommended that Council endorse amendments to the Inclusion (Disability) Advisory Panel Terms of Reference, as follows (amended Terms of Reference are provided in full in Attachment A).

**(F) MEMBERSHIP**

1. *The IDAP consists of a maximum of 12 members appointed by the Chief Executive Officer of the City of Sydney and ratified by Council.*
3. *The City will endeavour to achieve as broad a representation as possible amongst panel members, with the aim of ensuring, as far as is possible, that a diverse range of disability issues is represented.*

**(J) TERM**

- *Members may be appointed for a term of two years and be eligible for re-appointment for a further two years. To maintain a balance of experienced members and new members, the term may be extended by a further year to a maximum of five years.*

**RECOMMENDATION**

It is resolved that Council:

- (A) ratify the reappointment of seven of the current Panel members: Michael Bartels, Jane Bringolf, Young-Joo Byun, Naomi Malone, Paul Nunnari, Mark Relf, and Susan Thompson for an additional two-year term;
- (B) ratify the appointment of five new members to the Panel: Phillipa Carnemolla, Morwenna Collett, Judy Harwood, Julie Millard and Mark Tonga for a two-year term, with the option of extending for a further two years; and
- (C) approve amendments to the Terms of Reference for the Inclusion (Disability) Advisory Panel as detailed in this Memorandum, and shown in ***bold italics*** in Attachment A.

**MONICA BARONE**

Chief Executive Officer

**ATTACHMENTS**

**Attachment A:** Amended City of Sydney Inclusion (Disability) Advisory Panel Terms of Reference 2016 (***with additions shown in bold italics***)