

## Post Exhibition - Inclusion (Disability) Action Plan 2021-2025

**File No: X030535.004**

### Summary

On 17 May 2021, Council approved the draft Inclusion (Disability) Action Plan 2021-2025 for public exhibition. The draft plan was developed in consultation with people with disability, people with mental health conditions, carers, disability organisations and in collaboration with the City's Inclusion (Disability) Advisory Panel.

The draft plan was placed on public exhibition from 18 May to 14 June 2021 to provide an opportunity for people who weren't able to participate in earlier consultations to provide feedback. To provide everyone the opportunity to comment, the plan was produced in a number of alternative formats including accessible pdf, large text and Easy Read versions. A message inviting comment was also produced in Auslan.

During the public exhibition period, the City received 10 submissions, one from an organisation and nine individual submissions from people who live, work and visit the City of Sydney local government area. The overall feedback was positive and indicated that people felt this plan will help build a more inclusive and accessible city for all.

Feedback provided indicated general support for the plan and in particular the focus on employment outcomes for people with disability and continued focus on making the City's events, programs and services more accessible and inclusive for people with disability. Within the submissions people also highlighted the following key areas of concern: access barriers faced by people with disability in the public domain and when trying to access businesses, access to appropriate and accessible public transport in the city and insufficient signage and wayfinding. The plan includes actions to address some of these concerns in line with the City's responsibilities. However, those matters which fall outside of the City's responsibilities will be referred to the appropriate agency for consideration. A summary of the submissions received and the City's responses is provided at Attachment B. Based on the nature of the feedback provided, the final Inclusion (Disability) Action Plan 2021-2025 as shown in Attachment A, does not require any amendments.

Under the NSW Disability Inclusion Act 2014, the City is required to develop a disability inclusion action plan and review this plan every four years in line with the four-year integrated planning and reporting cycle. The City's draft Inclusion (Disability) Action Plan 2021-2025 (Attachment A) will be the City's fifth disability action plan and must be in place by 1 July 2021.

It is recommended that Council adopt A City for All: Inclusion (Disability) Action Plan 2021-2025 at Attachment A.

## **Recommendation**

It is resolved that:

- (A) Council adopt the final Inclusion (Disability) Action Plan 2021-2025, as shown at Attachment A to the subject report;
- (B) Council note the feedback received on the draft Inclusion (Disability) Action Plan 2021-2025, as detailed in Attachment B to the subject report; and
- (C) authority be delegated to the Chief Executive Officer to make amendments to the Inclusion (Disability) Action Plan 2021-2025 in order to correct any minor drafting errors and finalise design, artwork and alternative translations for publication.

## **Attachments**

- Attachment A.** A City for All: Inclusion (Disability) Action Plan 2021-2025
- Attachment B.** Attachment B - Post Exhibition Submission Report
- Attachment C.** Engagement Report

## Background

1. The draft Inclusion (Disability) Action Plan 2021-2025 is the City's commitment to ensure an inclusive and accessible city for all. Inclusive cities are easy to get around, they provide people with disability opportunities for participation in the diverse social, cultural life of the city and access to meaningful employment opportunities. An inclusive city benefits everyone, not just people with disability.
2. This will be the City's fifth plan and will continue to build on the success of previous plans by continuing to embed inclusion and access as core considerations across all council services and processes and to deliver meaningful outcomes for people with disability and their families and carers.
3. In line with feedback from our community, this plan will focus on access to meaningful employment for people with disability and addressing barriers faced by people with less visible disabilities including people with mental health conditions, people on the Autism spectrum and people with intellectual disability.
4. The plan will ensure that the City meets its obligations under the NSW Disability Inclusion Act to take active steps to create a more inclusive community and the Disability Discrimination Act 1992 to provide accessible facilities and services.
5. In line with the requirements of the Disability Inclusion Act 2014, the City consulted people with disability to develop the draft plan through a variety of channels including: online workshops, an online survey, written submissions and over the phone. A summary of key feedback and suggestions raised during the consultation period have been captured are included within the Engagement Report (Attachment C).
6. The Inclusion (Disability) Advisory Panel has been consulted throughout the development of the plan and will continue to play a critical role in monitoring the implementation of the 2021-2025 plan once adopted.

### Strategic Alignment - NSW Disability Inclusion Action Plan

7. The City's draft Inclusion (Disability) Action Plan 2021-2025 has been designed to align with the four directions established in the NSW Disability Action Plan and to build on the progress made by previous plans.

### Strategic Alignment - A City for All - Social Sustainability Policy and Action Plan

8. This plan aligns with the City's long-term vision for a just, inclusive and sustainable Sydney which is embodied in the Social Sustainability Policy and Action Plan - A City for All. The plan supports delivery on the City's commitments with A City for All, in particular the principles that "Sydney is a just city that respects human rights and dignity" and that "Sydney is a safe and accessible city for people of all ages and abilities".

### Strategic Alignment - Sustainable Sydney 2030

9. Sustainable Sydney 2030 is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. The draft Inclusion (Disability) Action Plan 2021-2025 aligns with the following strategic directions and objectives:
  - (a) Direction 4 - A City for Walking and Cycling - Accessible streetscapes and infrastructure to enable people with disability to navigate our City.

- (b) Direction 5 - A Lively and Engaging City Centre - Public spaces are designed and managed to ensure they are inclusive and accessible to people with disability.
- (c) Direction 6 - Resilient and Inclusive Local Communities - The City is committed to ensuring social justice and equity for all, including people with disability.
- (d) Direction 7 - A Cultural and Creative City - People with disability have opportunities to participate in cultural and creative offerings within the City.
- (e) Direction 8 - Housing for a Diverse Population - People with disability have access to affordable and diverse housing types.
- (f) Direction 10 - Implementation through Effective Governance and Partnerships - People with disability are supported to participate in decision-making at the City.

### **Organisational Impact**

10. The City has responsibilities under the Commonwealth Disability Discrimination Act 1992 to provide equitable access to its facilities, infrastructure and services for people of all abilities. The City also has responsibilities under the NSW Disability Inclusion Act 2014 to develop a disability inclusion action plan that addresses barriers to inclusive participation faced by people with disability.
11. The draft Inclusion (Disability) Action Plan 2021-2025 includes practical steps the City will take to address barriers for people with disability to ensure inclusive participation in city life, access to mainstream services and meaningful employment.
12. These actions have been designed to build on the City's ongoing commitment to inclusion, the successes of previous plans, and harness emerging opportunities, with the aim of ensuring inclusion and access are core considerations across all City services and facilities.
13. The actions are deliverable within existing staffing and operational budgets or will be delivered through future planned capital works projects, procurement contracts and agreements.

### **Risks**

14. If the Inclusion (Disability) Action Plan 2021-2025 is not endorsed by 1 July 2021 the City will not meet its legislative requirements under the Disability Inclusion Act 2014.

### **Social / Cultural / Community**

15. The Plan's purpose is to foster the development of an inclusive and accessible city for everyone. The delivery of actions within the plan will ensure that people with disability who live, work in or visit the city experience greater independence and dignity, and more equitable opportunities for social and economic inclusion.
16. Inclusive and accessible cities benefit everyone, not just people with disability. By implementing key actions within this plan and continuing to build a city that is easy to get around, we provide equitable opportunities for participation in the diverse social, cultural life of the city and access to meaningful employment opportunities.

**Economic**

17. The plan contains actions to improve access to the public domain and participation in events run by the City. The plan also includes actions to support businesses in the city, particularly those within the hospitality and retail sectors, to be more inclusive and accessible to people with disability. Improving access in these ways encourages a wider variety of people to come to the city, and therefore opens up potential market opportunities for businesses.

**Financial Implications**

18. The proposed actions in the draft Inclusion (Disability) Action Plan 2021 will be delivered within the resourcing levels included in the draft 2021/22 operational and capital works budgets and future year forward estimates, subject to Council approval. These resourcing levels are consistent with previous iterations of the City's budgets.

**Relevant Legislation**

19. Local Government Act 1993.
20. Disability Discrimination Act 1992 (Cth).
21. Disability Inclusion Act 2014.
22. Carers Recognition Act 2010.
23. Anti-Discrimination Act 1977.
24. Equal Employment Opportunity (Commonwealth Authorities) Act 1987 (Cth).

**Critical Dates / Time Frames**

25. The City is required to have the Inclusion (Disability) Action Plan in place by 1 July 2021, in line with the requirements of the NSW Disability Inclusion Act 2014.

**Public Consultation**

26. In line with requirements under the NSW Disability Inclusion Act 2014, the City consulted extensively with people with disability to inform the development of the draft Inclusion (Disability) Action Plan 2021-2025 from 31 August to 9 October 2020. Over six weeks we received a total of 170 submissions (via Survey Monkey, email and phone). An engagement report outlining this consultation and feedback received is shown at Attachment C.
27. In addition, the draft plan was placed on exhibition between 18 May to 14 June 2021 to enable people who weren't able to participate in earlier consultations to provide feedback.

28. The draft plan was open for comment on the City's Sydney Your Say webpage. It was published in a range of accessible formats including:
  - (a) tagged accessible PDF;
  - (b) large print; and
  - (c) Easy English.
  - (d) An Auslan video was also made available on the website that provides an overview of the plan and outlines the process to provide feedback.
29. The draft plan was circulated to key disability sector organisations and people that participated in the consultation process for comment. These include organisations representing people with physical disability, people with intellectual disability, people with mental health conditions, people with Autism, Aboriginal and Torres Strait Islander people with disability and people with disability from culturally and linguistically diverse communities. Inclusion (Disability) Advisory Panel members also circulated the draft plan to their networks.
30. The overall response to the Plan was positive, with several submissions acknowledging the City's ongoing commitment to inclusion, and the focus on employment and accessible and inclusive events, programs and services. This support indicates that the Plan adequately reflects key concerns and opportunities to address these issues, as raised by people with disability as part of the earlier engagement process.
31. Key concerns raised in the submissions confirm some issues previously received from people with disability as part of the earlier engagement process. These issues include: barriers faced by people with disability accessing the public domain and businesses within the city, access to appropriate and accessible public transport and lack of appropriate wayfinding and signage. The plan includes actions to address some of these concerns in line with the City's responsibilities. Those matters which fall outside of the City's responsibilities will be referred to the appropriate agency for consideration.
32. A summary of submissions received during the public exhibition period is shown at Attachment B.

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Director City Life

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