

# **Darebin Access and Inclusion Plan 2015-2019**

***Towards an Inclusive City***

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## **Glossary**

**Access** - Any outcome that is achieved by the removal of barriers that impede a person's rights to engage in an activity in a manner that is equitable and dignified

**Accessible** – An outcome where a person with a disability is able to approach, enter, pass to and from, and make use of an area and its facilities without need for support

**Accessible housing** – Housing that incorporates Universal Design Guidelines, Access to Premises Standards and Liveable Housing Design Guidelines

**Adaptable housing** – Housing that includes features designed and constructed for easy modification that will suit the needs of the occupant

**Advocacy** –The political process whereby an individual or group seek to influence policy decisions, systemic processes or resource allocations within a social system or institution

**Affordable housing** – Affordable housing refers to housing that is located within close proximity to transport and services where the total cost of housing (whether mortgage or rental payments) including services and utilities is no more than 30% of the household's income

**Appropriate housing** – Housing that is well linked to key services including education, employment, transport and health services, and that allows for the expression of cultural identity and individual privacy

**Barrier** – Any building, system, law, program or attitude that precludes a person with a disability from full participation in community life

**CALD** – Culturally and Linguistically Diverse

**Disability** – The loss or reduction of a functional ability that may be of a physical, intellectual, psychiatric, neurological or sensory nature, including people who are Deaf or Hard of Hearing

**Discrimination** – Any action, behaviour, policy, procedure or practice that intentionally or otherwise results in differential treatment of a person or group

**Gentrification** – A shift in an urban community towards wealthier residents and/or businesses including increasing property values

**GLBTIQ** – Gay, Lesbian, Bisexual, Transgender, Intersex or Queer

**Inclusion** –The processes that enable peoples' social, economic, political, cultural and spiritual involvement in community life

**Reasonable adjustment** – Changes to work processes, schedules, equipment, resources or environments that enable a person with a disability to perform safely and productively in the workplace.

Universal Design – Product, environment, building design and construction that accommodates the functional needs of a diverse range of people including , youth, adults and older adults with or without disabilities

The City of Darebin's Access and Inclusion Plan 2015-2019 will help Darebin Council provide good access to all of its services, processes and facilities and raise the voice of people with a disability in the Darebin community. For information about this Plan contact Darebin Council's Multilingual Telephone Line on 8470 8470, go to [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) or email [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au).

سوف تساعد خطة وصول واندماج المعاقين لمدينة داربين (Darebin) لأعوام 2015-2019 مجلس بلدية داربين في توفير سهولة الوصول إلى جميع خدماتها، والعمليات والمرافق ورفع أصوات الأشخاص الذين يعانون من الإعاقة في مجتمع داربين. للحصول على المعلومات حول هذه الخطة يُرجى الاتصال بخط الهاتف المتعدد اللغات لمجلس بلدية داربين على الرقم 8470 8470، ثم زيارة الموقع الإلكتروني [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) أو عن طريق البريد الإلكتروني [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au).

戴瑞宾市议会的《2015-

2019年残疾人无障碍包容计划》将帮助戴瑞宾市议会改进工作，让残疾人无任何障碍地公平使用市议会的各项服务、程序和设施，并提高戴瑞宾社区中残疾人的声音。查询有关该计划的更多信息，请致电戴瑞宾市议会多语种电话专线8470 8470，浏览 [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess)，或发送电子邮件至[mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au)。

Το Σχέδιο του Δήμου του Darebin Πρόσβασης και Ενσωμάτωσης 2015-2019 θα βοηθήσει το Δήμο του Darebin να παρέχει πρόσβαση σε όλες τις υπηρεσίες, διαδικασίες και εγκαταστάσεις και να ακουστεί η φωνή των ατόμων με αναπηρία στην κοινότητα του Darebin. Για πληροφορίες σχετικά μ' αυτό το Σχέδιο καλέστε την Πολυγλωσσική Τηλεφωνική Γράμμη [Multilingual Telephone Line] στο 8470 8470, επισκεφτείτε το [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) ή με email στο [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au).

सिटी ऑफ डेयरबिन की पहुँच और समावेशन योजना 2015-2019, डेयरबिन समुदाय में डेयरबिन काउंसिल की सभी सेवाओं, प्रक्रियाओं और सुविधाओं पर आसान पहुँच देने और विकलांग लोगों की आवाज उठाने में डेयरबिन काउंसिल की मदद करेगी। इस योजना के बारे में जानकारी पाने के लिए डेयरबिन काउंसिल की बहुभाषी टेलीफोन लाइन 8470 8470 पर संपर्क करें या [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) देखें या [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au) पर ईमेल करें.

Il Piano per l'Accesso e l'Inclusione della City di Darebin 2015-2019 aiuterà il Comune di Darebin a fornire un buon accesso a tutti i servizi, le procedure e strutture e a dare una voce alle persone disabili nella comunità di Darebin. Per informazioni su questo piano contattate la linea telefonica multilingue del comune di

Darebin al numero 8470 8470, visitate il sito [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) oppure mandate un messaggio a: [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au).

Планот за пристап и вклучување на онеспособени лица во Општината Даребин за периодот од 2015 до 2019 год. овозможува добар пристап до сите нејзини служби, процеси и установи и се грижи да се слушне гласот на онеспособените лица во заедницата на Даребин. За информации за овој План јавете се на повеќејазичната телефонска линија на Општината Даребин на 8470 8470, одете на [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) или пратете електронска порака на [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au).

Degmada Darebin Qorshaheeda ka mid ahaanshaha ee 2015-2019 wuxuu saawimayaa in Degmada Darebin ay u suurtageliso in dadka iinta qabaa sahal ku heli karaan adeegyada, iskudubaridka, habaynta iyo tas-hiilaadka iyo kor u qaadista codka dadka iinta qaba ee ku jira bulshada Darebin. Macluumaad intaas ka badan oo ku saabsan qorshaha la xiriir Golaha Degmada Darebin Khadka Luqadaha badan oo ah 8470 8470, ama gal [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) ama email: [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au).

Kế hoạch Bình đẳng và Bao gồm (Access and Inclusion Plan) 2015-2019 của Thành phố Darebin sẽ giúp Hội đồng Thành phố Darebin tạo điều kiện thật tốt để mọi người có thể sử dụng tất cả dịch vụ, thủ tục và cơ sở vật chất của chúng tôi cũng như giúp người khuyết tật trong cộng đồng Darebin có tiếng nói. Muốn biết thông tin về Kế hoạch này, xin gọi điện thoại cho đường dây đa ngữ của Hội đồng Thành phố Darebin qua số 8470 8470, hay vào trang mạng [www.darebin.vic.gov.au/disabilityaccess](http://www.darebin.vic.gov.au/disabilityaccess) hoặc gửi thư điện tử (email): [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au).

# Introducing the Darebin Access and Inclusion Plan 2015-2019

## A Vision for a Liveable, Accessible and Inclusive City

Darebin Council has prepared this Access and Inclusion Plan 2015-2019 to make Darebin a more liveable, accessible and inclusive place and to reduce the social barriers experienced by people with a disability.

During its lifetime this Plan will support Darebin staff to provide equitable and dignified access to all parts of community life in keeping with the *Disability Discrimination Act* 1992 (DDA). The Plan will also support Darebin Council to achieve the following aims which are based on Section 38(1) of the *Disability Act* 2006:

- Reduce barriers to people with a disability accessing places, goods and services
- Support people with a disability to obtain and maintain employment and other social opportunities that enhance their wellbeing and personal satisfaction and fulfilment with life
- Encourage the participation and belonging of people with a disability in all aspects of community life including the pursuit of their social, educational, economic, political and spiritual interests
- Achieve tangible changes in attitudes and practices that discriminate against people with a disability

These aims will help make Darebin more accessible and inclusive, and ultimately a more desirable place to live for all people.

## Our City, Our Future

### ***Our growing population***

Today Darebin is a liveable place with one of the largest and most diverse communities anywhere in Victoria. Darebin is an important place of indigenous history, and is proud to have the second largest Aboriginal community in Metropolitan Melbourne. Darebin is also home to people of diverse cultural backgrounds, faiths and beliefs, sex and gender identities, people with a disability, carers, and people from different age groups.

In future years Darebin is anticipated to experience significant population growth and change which will place new pressures on Council services and infrastructure, and create different demands for housing. The official resident population of Darebin according to the 2011 Census of Population and Housing (143,057) is expected to increase by 21.6% to 173,980 people by 2031<sup>1</sup>. This will include an increase in Darebin's Aboriginal community, older residents as well as young people and children in the city.

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<sup>1</sup> Australian Bureau of Statistics, 2011. *Census of Population and Housing*.



### ***Growing demand for accessible services, facilities and public spaces***

To accommodate a growing and diverse population Darebin needs to improve the accessibility and diversity of its services, facilities and public spaces so that all people in Darebin can enjoy their right to the city. According to the 2011 Census of Population and Housing, Darebin has a higher percentage of people with a disability needing assistance with core activities (5.9%) compared to Greater Melbourne (4.5%)<sup>2</sup>. Darebin also has a higher proportion of people needing assistance born outside of Australia (3.47%) compared to Greater Melbourne (2.18%)<sup>3</sup>. These trends suggest that Darebin has a high need for quality, culturally appropriate and accessible community services and this need is likely to continue into the future. This need is also a basic right of people.

### ***The critical need for affordable, accessible housing***

Forecast population growth in Darebin is expected to generate new pressures for housing. Like other inner city Councils in Melbourne, Darebin currently has a critical lack of accessible, affordable and appropriate housing. This is partly due to a gradual but consistent change in the socio-economic make up of Darebin towards a more affluent population. Increasing affluence through gentrification is having a major impact on land use and development patterns in Darebin and is already established in the southern half of the municipality (Northcote, Thornbury, Fairfield and Alphington) and progressing north into Preston, Reservoir and Bundoora<sup>4</sup>.

As a Planning Authority, Darebin Council will respond to Melbourne's affordable housing shortage by working in stronger partnership with the community and private sector to embed access, inclusion and diversity in housing in our city.

### ***The need to improve pathways to training and employment***

Currently in Darebin people with a disability are disproportionately represented in low income and unemployed groups. In 2015 the median personal income of residents in Darebin with a disability aged over 15 was 53% that of the municipal median. This equates to an average weekly income of less than \$400 (gross) which is considered to be below the poverty line. To redress economic disadvantage Darebin Council will work with the community to diversify pathways to employment for people with a disability.

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<sup>2</sup> Australian Bureau of Statistics, 2011. *Census of Population and Housing*.

<sup>3</sup> Australian Bureau of Statistics, 2011. *Census of Population and Housing*.

<sup>4</sup> City of Darebin, 2013. *Darebin Planning Scheme Clause 21.01-21.05 Municipal Strategic Statement (Current Amendment C138 to the Darebin Planning Scheme)*.

## **Darebin Council's vision**

**Darebin Council's vision is for the municipality to be a fair, sustainable and caring place, where all people feel valued, differences are respected, and where peoples' needs are met so that they can live in dignity.**

This vision echoes Council's commitment to enhancing liveability, as expressed in the Darebin Council Plan 2013-2017. A liveable place is one that is safe, attractive, socially inclusive, environmentally sustainable and with accessible, affordable housing linked to employment, public open space, local shops, health and community services, schools and leisure and cultural opportunities; via convenient public transport and walkable infrastructure. It is a place that values and supports community wellbeing and is a location where people want to live now and in the future.

It is a commitment of this Plan that Council will work with community groups and businesses to make Darebin a *Place to Live* now and into the future. The Plan will also support people with a disability in Darebin to achieve an amplified voice in community affairs, and a greater sense of belonging combined with greater overall responsibilities in the life of the Darebin community.

### ***Principles of this Plan***

The Principles underpinning this Plan are:

- Liveability: Making Darebin a desirable *Place to Live* now and in the future
- Collaboration: Local Government working collaboratively with the community and stakeholders to achieve long-term outcomes
- Accessibility: Removing the barriers to participation
- Social Justice: Planning for recognition of people with a disability and redress of disadvantage
- Diversity: Valuing and respecting difference among people with a disability
- Participation: Facilitating the involvement of people with a disability in all aspects of city life including young people and children

## **Policy and planning context**

Darebin's Access and Inclusion Plan 2015-2019 is situated within a broader legislative and policy framework that includes the *United Nations Convention on the Rights of Persons with Disabilities*, the *Disability Discrimination Act 1992 (DDA)* and the *Disability Act 2006*.

The following Standards, Codes and Policies also relate directly to the Plan.

### **Federal Legislation and Standards**

- Australian Standards for Access and Mobility AS1428
- National Construction Code (including the Building Code of Australia)

- Disability (Access to Premises – Buildings) Standards 2010
- Disability Services Act 1986
- National Disability Insurance Scheme Act 2013
- National Disability Strategy 2010-2019

## **Victorian State Legislation and Policy**

- The Local Government Act 1989
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Victorian Equal Opportunities Act 1995
- The Disability Act Victoria 2006
- Victorian State Disability Plan 2013-2016

## **Local Government Policies and Plans**

This Access and Inclusion Plan 2015-2019 integrates with Darebin's Council Plan 2013-2017 and is integral to all other Local Government Plans, Policies and Strategies.

The central tenet of this Plan is that Access and Inclusion is Darebin Council's core business.

## **Developing this Plan**

This Access and Inclusion Plan 2015-2019 builds on Darebin Council's strong legacy of leadership and engagement in advancing the rights of people with a disability. The Plan is also the product of staff and community engagement processes involving disability agencies, diverse community organisations, people with a disability and carers.

## **Achievements of the previous Disability Access and Inclusion Plan 2009-2013**

Darebin developed its first Disability Policy and Action Plan in 1997, and at the time, was one of the first Local Governments in Victoria to take action to enhance access and equity in local communities. Since 1997 Darebin Council has maintained its position as a strong advocate of access and inclusion matters and has achieved some significant outcomes.

Key achievements of Darebin Council's previous Access and Inclusion Plan 2009-2013 include:

- Production of *Letters to Jean Pierre*, a Youth Arts Animation Project that engaged young people with a disability in Darebin in a ten week program to develop a short film. The animation, currently available on U-tube was nominated for a

Youth Art Award and was launched as part of International Day of People with a Disability celebrations in December 2010

- Darebin Council proudly hosted the International Wheelchair Bowls Championships at Darebin International Sports Complex in 2012
- Darebin Council together with North Melbourne Institute of Tafe (NMIT) hosted a Business Networking event for business owners and operators in Darebin to promote students of all abilities studying their Certificate 1 in Hospitality, and to encourage access and inclusion in the workplace
- Successful PILOT All Abilities School Holiday Program for children and young people with a disability. Twenty young people participated in the program and Council received positive feedback supporting internal growth and greater flexibility as well as external partnerships for the future
- Creative Culture staff developed Accessibility Guidelines for Council events that were showcased at an International Conference on Accessible Arts in Sydney, and at a State-wide Conference on Accessible events held by the Municipal Association of Victoria in Melbourne. In 2011 Darebin's Coordinator of Creative Culture was nominated for a Local Government Leadership Award in recognition of Darebin Council's efforts in providing accessible events
- A Governance Forum was held at the Preston Civic Offices engaging people with a disability, carers, advocacy agencies and service providers in building strategies for engaging higher levels of government and decision makers in access and inclusion matters
- Darebin MetroAccess established an Aboriginal Disability Working Group comprising membership from Aboriginal and disability service providers, the Department of Human Services and adjoining Councils. The Working Group advocates for the rights of Aboriginal people with a disability
- Accessibility upgrades at over 20 Council facilities and buildings including Northland Youth Centre, Northcote Library, Cranross Tennis Centre, the Darebin Intercultural Centre, SPAN Community House, Bent Street Senior Citizen's Centre, TW Andrews sports Reserve and Moore Park Sports Pavilion

Darebin's Access and Inclusion Plan 2015-2019 presents the fourth such Plan for the municipality. We will build on Council's past work in pursuit of a fairer and more liveable Darebin.

## **Consultation and engagement**

The Darebin Access and Inclusion Plan 2015-2019 was developed through three phases of consultation and engagement

### **Phase One**

In the first phase of engagement in early 2014, an online and hard copy survey was distributed to Darebin staff and community members to identify levels of knowledge about access and inclusion programs, services and resources at Darebin, and to identify ways to make Darebin a more inclusive place. This phase also involved Council staff carrying out social research about people with a disability in Darebin.

### **Phase Two**

In the second phase of engagement, over ten forums were held with staff across Darebin to identify strategic issues, and brainstorm actions that could be carried out to enhance access and inclusion in the Darebin community. Community engagement forums were also held with Aboriginal Elders; Council Advisory Committees; disability agencies; community groups, children and young people, people with a disability and carers.

### **Phase Three**

The third and final phase of engagement involved the public exhibition of the draft Darebin Access and Inclusion Plan 2015-2019, further community engagement and partnership building activities, and the processing of public comments. In this phase the draft Plan was made available for public comment at Darebin Libraries, Darebin Customer Service Centres, the Darebin Intercultural Centre and other community centres. The draft Plan was also made available in accessible formats on the Darebin Council website, via social media and digital communications, and it was mailed to community groups, disability agencies, and other stakeholders.

Council officers met to discuss the draft Plan and build partnerships with Darebin's Disability Advisory Committee, Youth Reference Committee, Ethnic Communities Council, Active and Healthy Ageing Reference Group, Emergency Relief Network, Action on Disability in Ethnic Communities and other networks. Community conversations were also held about the draft Plan as part of the Darebin Senior Citizen's Centre, Children's Expo and at activities held at Northcote Plaza.

## Summary of consultation findings

In staff and community engagement sessions about the Access and Inclusion Plan 2015-2019 the following strategic issues and ideas were raised by community members:

- Respond to population growth and ageing by planning for universal access to public spaces and streetscapes in key activity centres including Northland, Reservoir, Preston Central, Preston Junction and along the St Georges Road, Plenty Road and High Street growth corridors
- Increase the stock of accessible, affordable and appropriate housing in Darebin, including adaptable housing options
- Improve accessibility and cultural safety of Council owned buildings, facilities, parks, reserves and other public places
- Work with peak transport authorities, neighbouring Local Governments and State Government departments to establish an accessible and better networked public transport system in Darebin and surrounding areas
- Work with local businesses, community groups and within Council to enhance employment pathways as well as other opportunities for people with a disability, and to promote good access in business
- Seek to embed access and inclusion in future economic planning for the emerging economic cluster in Darebin's north including Latrobe University and Northland
- Ensure that all Council publications and communications are accessible, and available in alternative formats, and build the capacity of the community to provide accessible social media and digital communications
- Take action to raise awareness about mental health in Darebin
- Take actions to raise the voice of children with a disability in the Darebin community, and to make public places child friendly (not just playgrounds)
- Take action to raise the voice and support the wellbeing of carers
- Improve Darebin's community engagement processes to be more accessible by increasing the use of portable place-based engagement initiatives, social media and digital communications
- Develop a strong implementation plan including targets that Darebin Council can use to measure the success of the Plan over time

These strategic issues were organised into themes by Council officers. These themes were then re-worded to establish six goals that will guide Council in its vision to create Darebin as an Inclusive City.

## **Darebin Access and Inclusion Plan 2015-2019 Goals**

### **Goal 1 - Liveable housing, and safe public places**

Advance the rights of people with a disability to access affordable, accessible, appropriate housing and to experience a sense of belonging and safety within public places that are also child friendly

### **Goal 2 – Accessible transport and freedom of movement**

Work to create an accessible, well-networked public transport system in Darebin including comfortable, safe infrastructure and good access to destinations and attractions

### **Goal 3 – The right to education, employment and pathways to health and wellbeing**

Work with Council, businesses and community groups to advance the rights of people with a disability to participate equally in the workforce, education and training opportunities, as well as other activities that support good health and wellbeing

### **Goal 4 – An amplified voice in public affairs and decision-making**

Amplify the voice of people with a disability and carers in public affairs and decision-making including people from different age groups and backgrounds (Aboriginal, CALD, GLBTIQ and different socio-economic groups)

### **Goal 5 – The right to a creative and dynamic city with quality services**

Provide, and 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 enjoyable

### **Goal 6 - Freedom from discrimination into the future**

Take measures to achieve tangible positive changes in attitudes about disability as well systemic discrimination, and raise community awareness about mental illness

## **Partnerships and measuring our progress**

### **Darebin Disability Advisory Committee**

During the lifetime of this Plan the Darebin Disability Advisory Committee will play an instrumental role in supporting Council to plan, monitor and evaluate the Darebin Access and Inclusion Plan 2015-2019.

The Darebin Disability Advisory Committee is a formalised Advisory Committee to Darebin Council whose purpose is to raise awareness about issues impacting people with a disability who live, work and study in Darebin; and to support efforts to reduce social barriers that may be experienced by people with a disability.

The Committee has been in operation for 20 years, is chaired by a nominated Councillor and includes residents with a disability, disability agencies, service providers, community activists, carers and internal Council staff.

With the support of the Darebin Disability Advisory Committee, Council staff will evaluate this Plan against a series of performance measures on an annual basis. Progress updates on the Plan will also be provided in the Darebin Annual Report on a yearly basis as per the requirement of Section 38 (3) of the *Disability Act 2006*.



## Access and Inclusion Performance measures

The following performance measures have been developed to support Darebin to measure the progress of this Plan.



### Reduce barriers to people with a disability accessing places

**Desired outcome:** Council's Community Development facilities are highly accessible and compliant with Australian Standards for Access

**Measure:** Access audits conducted of 9 priority Community Development sites

**Target:** \$30,000 of access upgrades is provided at each of the 9 sites during the lifetime of this Plan



### Reduce barriers to people with a disability participating in Council meetings

**Desired outcome:** People with a disability have a stronger voice in Council decision-making

**Measure:** Access audit of Council meetings carried out by an external consultant

**Target:** Council meetings are 100% accessible



### Reduce barriers to people with a disability accessing goods and services

**Desired outcome:** Council's Customer Services are highly accessible

**Measure:** Mystery Customers at Customer Service Centres rate accessibility

**Target:** Council's Customer Service is 100% accessible



### Support people with a disability to obtain and maintain employment

**Desired outcome:** Council is a highly accessible and inclusive employer

**Measure:** Darebin Council supports local residents with a disability in accessing training, mentoring and work placement opportunities, and ongoing employment

**Target:** Every year each Council directorate receives a minimum of 5 trainees, mentees or work placements through Work Education Partnership Programs that support people with a disability in Darebin



### Reduce barriers to people with a disability accessing Council's corporate publications

**Desired outcome:** All Council publications are accessible and inclusive

**Measure:** Random sample of corporate publications assessed for accessibility by an external access consultant

**Target:** Council publications are 100% accessible

The 9 Community Development Facilities include Keon Park Children's Hub; Reservoir Community & Learning Centre; Darebin North East Community Hub; Darebin Intercultural Centre; Batman Park Community Hall; Pioneer's Retreat; Clyde Street Community Hall; Fairfield Community Room and Donald Street Community Hub.

## **Acknowledgements**

Darebin Council wishes to acknowledge the following Advisory Committees and community groups for their support and contribution to this Plan:

- Darebin Disability Advisory Committee (DDAC)
- Darebin Women’s Advisory Committee
- Darebin Sexuality, Sex and Gender Diverse Advisory Committee
- Darebin Health Committee
- Aboriginal Disability Working Group
- Darebin Youth Reference Group
- Darebin Emergency Relief Network (DERN)
- Darebin Ethnic Communities Council (DECC)
- Northern Support Services (NSS)
- Hearts in Mind, Reservoir
- Darebin Transport Advocacy Committee (DTAC)
- Darebin Active and Healthy Ageing Reference Group
- Action on Disability in Ethnic Communities (ADEC)



## Darebin Access and Inclusion Plan 2015-2019 Action Plan

### Darebin Access and Inclusion Plan 2015-2019 Action Plan

#### Goal 1 – Liveable housing and safe public places

Advance the rights of people with a disability to access affordable, accessible, appropriate housing and to experience a sense of belonging and safety within public places that are also child friendly

Action area	Action	Outcome	Timeframe	Budget
1.1 Housing	<p>Increase the supply of accessible, affordable and appropriate housing by:</p> <p>Reviewing the current MOU between Darebin City Council and Community Housing Limited with a view to increasing the accessibility of existing affordable housing owned by Darebin Council.</p> <p>Council providing support in capital funding to modify Darebin's affordable housing properties to</p>	<p>That up to 50% of Council's current ground level social housing stock be adapted to be more accessible</p> <p>That the stock of accessible, affordable housing in Darebin is increased</p>	Years 1 – 5	Staff costs and existing operational and capital budgets as appropriate. Funding and partnership opportunities to deliver affordable, accessible housing to be sought as appropriate.

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	<p>make them more accessible when a funding stream becomes available</p> <p>Council increasing its social housing stock on Council owned land</p> <p>Council exploring a range of legal instruments whereby Community Housing Limited can manage new social housing stock</p>			
1.2 Public toilets	Develop a plan to improve the accessibility of public toilets and restrooms in Darebin in accordance with Australian Standards for Access and Mobility	Development of strategy for improving public toilets including funding to deliver projects through the Disability Access and Inclusion Capital Works budget or other budget.	Years 1 – 5	\$200,000 (or \$40,000 per year) from the access and inclusion capital works budget to be used to fund upgrades at 2 public toilets per year on a priority needs basis
1.3 Streetscapes	Incorporate Access and Mobility Standards into streetscape	Streetscape Master Plans and similar projects	Years 1 – 5	Staff costs and existing operating and capital

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in activity centres	planning in Darebin's high growth activity centres including the Junction, Reservoir Central and Northcote Central, and ensure that activity centres are child friendly	incorporate Access and Mobility Standards with program for implementation of accessible outcomes		budgets as appropriate. Funding opportunities and partnerships to be sought where possible.
1.4 Public space in Darebin's emerging economic cluster	Incorporate Access and Mobility Standards into community infrastructure planning for the emerging Economic Cluster in Melbourne's north (including Latrobe University and Northland)	Community infrastructure plan for emerging Economic Cluster incorporates Access and Mobility Standards with program for implementation of accessible outcomes	Years 1 – 2	Staff costs and existing funding for community infrastructure provided by Council together with project partners (Latrobe University, Banyule City Council, Department of Transport, Planning and Local Infrastructure)
1.5 Public facilities	Provide accessibility upgrades to Council facilities and buildings in accordance with Access and Mobility Standards and where possible ensure that facilities provide culturally safe spaces that are also child friendly. Ensure that	Accessibility upgrades made to Council buildings as appropriate, in accordance with Access and Mobility Standards. Where possible, facilities will also provide culturally	Years 1 – 5	1 million (or \$200,000 per year from the access and inclusion capital works budget)

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	\$30,000 is spent on each of Council's 9 Community Development facilities.	safe spaces for residents and visitors		
1.6 Signage and way finding in public places and activity centres	Provide guidelines for all signage at Darebin that includes corporate branding and accessibility features	Signage guidelines developed that incorporate corporate branding and accessibility considerations	Year 1	Staff costs and shared operating budgets across directorates
1.7 Early years facilities	Council will continue to provide and maintain early years facilities that provide an accessible and high quality environment for early learning experiences based on best practice frameworks.	Council's early years facilities exceed children services regulations providing stimulating, accessible early learning environments for children based on best practice frameworks.	Years 1 – 5	To be included in budget planning relevant to action 1.5
1.8 Housing	Advocate to the State Government to incorporate accessibility standards for dwellings into the Victorian	Carry out advocacy as appropriate	Years 1 - 5	Staff costs

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	Planning Provisions			
1.9 Community Safety in public places	Conduct a survey to investigate perceptions of safety among people with a disability in public places	Survey completed and findings used to inform community planning practices in enhancing the safety and accessibility of places in Darebin	Year 2 as part of the review of evidence for Darebin's new Community Safety Plan	Staff costs and existing operational budgets
1.10 Emergency management in Darebin	To enhance community safety, strengthen partnerships with Municipal Emergency Services to enhance emergency management practices relevant to people with a disability in Darebin	Improved partnerships and processes for supporting people with a disability in emergency situations	Year 2	Staff costs and operational budgets will be used and funding sourced as appropriate
1.11 Retail areas	Where appropriate, work with Northland and other shopping centres in Darebin to encourage good access, safety and child friendliness	Support provided to shopping centres to support use by people of all abilities	Years 1 - 5	Staff costs and funding and partnerships sought as appropriate
1.12 Parks and	Our local parks will be accessible and offer a diversity of	Council's parks will be redeveloped to provide	Years 1 - 5	Staff costs and existing capital budgets. Funding



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reserves	experiences for children and families.	good access and support for children's play		to be sought as appropriate
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## Darebin Access and Inclusion Plan 2015-2019 Action Plan

### Goal 2 – Accessible transport and freedom of movement

Work to create an accessible, well-networked public transport system in Darebin including comfortable, safe infrastructure and good access to destinations and attractions

Action area	Actions	Outcomes	Timeframe	Budget
2.1 A better networked public transport system	Work internally to initiate municipal-wide advocacy for better networked and accessible public transport services in Darebin	Carry out municipal-wide advocacy to support accessible public transport services in Darebin	Years 1 - 5	Staff costs and existing operating and capital budgets as appropriate
2.2 Encouraging active travel	Promote and support active travel by people from diverse backgrounds and age groups through local community groups, events and wider publicity as a means of supporting greater social inclusion, accessibility and community safety	Initiatives carried out to promote and support active travel among Darebin's diverse communities	Years 1 – 5	Staff costs and existing operating and capital budgets. Funding will be sourced where available

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2.3 Streets that prioritise people	Implement changes to the street environment to support slower speeds in the municipality and advocate for lower speed limits to enhance accessibility, community safety and child friendliness in the city	Infrastructure to support slower speed environments constructed and advocacy undertaken as appropriate to reduce vehicle speed limits across Darebin and enhance access to streets	Years 1 - 5	Staff costs and existing operating and capital budgets. Funding will be sourced where available
2.4 Public transport community infrastructure	As appropriate, take strategic actions to ensure that public amenities that facilitate public transport networking, such as bus shelters and pedestrian crossings, are accessible, comfortable and child friendly	Incorporation of Australian Design Guidelines into relevant streetscape master plans and street works including provision to create places for retreat in the landscape, as well as social interaction	Years 1 - 5	Staff costs and existing capital budgets. Funding will be sourced where available
2.5 Children's independent mobility	Implement the SafeTravel Strategy to support children's right and access to the city, including children with specific requirements for independent mobility	Travel safety, good access and independent travel of children will be promoted in Darebin through a range of initiatives including walk and ride to school initiatives	Years 1 - 5	Staff costs and existing operating and capital budgets. Funding will be sourced where available

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2.6 Disability car parking	Continue implementation of disability car parking in areas of Darebin as required	Implementation of disability car parking scheme in areas across Darebin	Years 1 - 5	Existing capital budget (disability car parking)
2.7 Disability car parking	As appropriate, advocate to the State Government for Victoria to sign up to the national harmonisation of the Disabled Person's Parking Scheme	Continue to advocate for national harmonisation of Disabled Persons' Parking Scheme and participation in key networks to raise awareness	Years 1 - 5	Staff costs
2.8 Train stations	Progress efforts to improve the safety, liveliness and accessibility of train stations in Darebin, particular stations identified for upgrade into the future	Advocacy and planning for public train station upgrades that incorporate accessible design, safety and places for social connection	Years 1 – 5	Staff costs and existing operating and capital budgets
2.9 Footpaths	Progress routine maintenance of Darebin footpaths and Tactile Ground Surface Indicators in public areas to create accessible, continuous paths to all areas in Darebin	Routine maintenance and improvement works of Council footpaths carried out on a four-year basis in accordance with Access and Mobility Standards	Years 1 – 5	Staff costs and existing operating and capital budgets



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2.10 Retail areas	Work with Economic Development and Local Laws to ensure that footpath trading incorporates Access and Mobility Standards and engage traders to raise awareness about the importance of maintaining accessible streetscapes	Access and Mobility Standards incorporated into the footpath trading policy	Years 1 – 2	Staff costs
2.11 Cycling	Promote and support cycling by people from diverse backgrounds, age groups and abilities through local community groups, events and wider publicity as a means of supporting greater social inclusion, accessibility and community safety	Initiatives carried out to promote and support active cycling among Darebin’s diverse communities including people with different abilities	Years 1 - 5	Staff costs. Funding to be sourced as appropriate



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### Goal 3 – The right to education, employment and pathways to health and wellbeing

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 opportunities, as well as other activities that support health and wellbeing

Action area	Actions	Outcome	Timeframe	Budget
3.1 A highly trained workplace at Darebin	Provide an easy-to-use guide to the portable hearing loop and other resources that will support Darebin staff in community engagement, and promote resources on Darebin's intranet and in Darebin communications. Where possible, utilise resources in any staff training about accessible community engagement	Easy-to-Use guide to the portable hearing loop and other resources developed and made widely available within the organisation	Year 1	Staff costs and existing budgets as appropriate
3.2 Accessible employment	Review relevant recruitment policies at Council such as the Reasonable	Relevant policies reviewed and updated with capacity	As appropriate	Staff costs and existing



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structures	Adjustment Policy, to ensure that they support employees and future employees with a disability, and ensure that all recruitment materials are accessible	to evaluate into the future		budgets as appropriate
3.3 A highly trained workforce at Darebin	Provide disability awareness training to all new staff being inducted into Darebin and incorporate training on the portable hearing loop, and in such a way that enhances staff confidence in engaging diverse communities	Access awareness training integrated with Darebin staff induction program, and tailored to suit the specific interests and needs of professionals	Years 1 – 5	Staff costs and existing operating budgets (staff training)
3.4 An accessible and inclusive workplace at Darebin	Coordinate the Pathways to Employment Program and support Darebin City Council employees to provide training, volunteering, work placements, mentoring opportunities and other opportunities for social connection to people with a disability from diverse communities	Coordinate regular meetings of the Pathways to Employment Committee, and where appropriate conduct research and evaluation to determine best practice for creating accessible pathways to personal	Years 1 - 5	Staff costs and existing operating budgets as appropriate. Funding will be sourced where possible to fund accessible workplace resources as appropriate

## Darebin Access and Inclusion Plan 2015-2019 Action Plan

		development and fulfilment		
3.5 Accessible community engagement	Investigate hosting a 'Community Encounters' event to engage people in the organisation with people with a disability and representatives from diverse communities in Darebin in a world café style discussion, and create opportunities for learning, community building and social connection	Community encounters event held to engage and raise awareness about disability and diversity in Darebin, and to support community strengthening	Years 1 – 5 (pilot initiative)	\$2000 with potential for departments across Council to share resources to host an event
3.6 A highly trained workforce at Darebin	Provide accessibility training to Youth Services staff that is tailored to the needs of an expanded and diverse range of youth services, and in a way that gives Darebin youth staff confidence to engage people with a disability	Tailored training for Youth Services developed and implemented on an annual basis and subject to evaluation	Years 1 – 2 (targeted training for Youth Services)	Staff costs and existing operating budgets (staff training)
3.7 A highly trained workforce at Darebin	Provide access and inclusion training to Customer Service staff that is tailored to the specific needs of staff in different centres.	Tailored access and inclusion training for Customer Service developed and	Year 1 – 2 (targeted training for Customer Service staff)	Staff costs and existing operating budgets (staff training)

## Darebin Access and Inclusion Plan 2015-2019 Action Plan

		implemented on an annual basis and subject to evaluation		
3.8 A highly trained workforce at Darebin	As required, provide relevant staff at Darebin with training on the Australian Standards for Access and Mobility, with supporting reference materials	Tailored training on the Australian Standards for Access and Mobility delivered to relevant staff as appropriate	Years 1 – 2 (targeted training)	Staff costs and existing operating budgets (staff training)
3.9 A highly trained workforce at Darebin	Investigate the evidence base and opportunities for building staff and community awareness about autism and other conditions, and if appropriate target service staff and host educational workshops	Investigate and deliver pilot workshops or similar initiative to raise awareness among members of Darebin staff	As appropriate	New initiative of \$2000
3.10 An inclusive workplace at Darebin	Provide work placements, training, volunteer, mentoring and personal development opportunities to Darebin residents with a disability. Take measures to ensure that Darebin workforce reflects the diversity of the local community.	Each directorate of Council accepts a minimum of 5 work placements per year through Work Education Programs at NMIT, Latrobe University or other	Years 1 - 5	Staff costs and existing operating budgets as appropriate. Funding will be sourced where possible to fund accessible workplace resources as appropriate





## Darebin Access and Inclusion Plan 2015-2019 Action Plan

		local groups		
3.11 Good access to local businesses	Work with Economic Development to investigate opportunities to support local businesses to be more accessible and inclusive	Investigate the needs of businesses to be more accessible and inclusive and implement an appropriate response to support and enhance good access in business	As appropriate	New initiative bid with amount to be determined based on project concept design
3.12 Health and wellbeing	To highlight our early years as the critical foundation for our ongoing health and wellbeing, provide accessible, culturally appropriate information regarding children's developmental needs and services, and information to support children and their families	At least three initiatives by community groups are supported annually which promote good health for young children and their families	As appropriate	Existing operating budgets (Community health and wellbeing)
3.13 Health and wellbeing	Support people with a disability to access healthy fresh local food and participate in urban fresh food growing and local sharing	Increase in availability of fresh locally grown food in Darebin and increase in accessible programs that encourage urban food	As appropriate	Existing operating budgets. Funding will be sourced as appropriate

## Darebin Access and Inclusion Plan 2015-2019 Action Plan

		growing		
3.14 Health and wellbeing	Investigate implementing targeted healthy lifestyle programs that support people with a disability to improve their physical fitness and nutrition while having fun	Healthy lifestyle program held with a significant representation from people in Darebin with a disability	Years 1 - 5	Existing operating budgets (Community health and wellbeing)
3.15 Demonstrating leadership as an inclusive employer	As appropriate, collaborate with the MAV and other interested Councils to share practices and improve pathways to education, training, employment for people with a disability	Work with key stakeholders to share learnt knowledge about best practices in pathways to education, training and employment	As appropriate	Staff costs
3.16 The right to education, training and	To facilitate improved access and opportunities for learning and employment pathways for all:	Increased number of people from identified priority group are included and supported within	Years 1 - 5	Staff costs and existing operating budgets. Funding will be sourced for accessible workplace

## Darebin Access and Inclusion Plan 2015-2019 Action Plan

employment	<ul style="list-style-type: none"> <li>• Strengthen outreach and relationships to ensure participation of disadvantaged adults and young people in employment pathways in Darebin and other employers</li> <li>• Advocate and support provision of accessible information on work rights for employees in Darebin's diverse sectors</li> <li>• Recognise and collaborate with Darebin's Neighbourhood Houses in their effort to provide accessible adult education and employment skills</li> </ul>	Darebin Council in traineeships, work experience and other employment pathway initiatives		resources as appropriate
3.17 Good access in business	Support Darebin's Shopping Centres to provide inclusive and accessible community facilities such as a quiet room for children with autism,	Support provided to Darebin's shopping centres to enhance access and community inclusion	Years 1 - 5	Staff costs. Funding to be sourced as appropriate



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	accessible transport options, and Changing Places facility.			
3.18 Support to children with a disability and their families	Council will partner with local agencies to ensure early childhood intervention services are accessible to children with a disability and their families	Collaborate with partners to promote accessible services. Early Years Resource and support team provide information for services and families and training.	Years 1 – 5	Staff costs and existing operating budgets
3.19 Awareness about mental health	To strengthen the emotional and social resilience of young people, support and advocate for increased youth mental health services in Darebin: Early intervention and Developmentally Appropriate Mental Health Care for Young People aged 12-25.	Young people involved in emerging emotional and social wellbeing programs feel empowered about healthy eating and body image	Years 1 - 5	Staff costs and existing operating budgets
3.20 Awareness of the needs of the Aboriginal	Engage Aged and Disability staff about cultural safety and the needs of Aboriginal community in accessing Aged and Disability services.	Promotion of special events, cultural awareness training and orientation for new staff, engagement	Years 1 – 5	Existing staff costs and budget as required



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community		with the Aboriginal Access & Support Officer.		
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### Goal 4 – An amplified voice in public affairs and decision-making

Amplify the voice of people with a disability in public affairs and decision-making including people from different age groups and backgrounds (Aboriginal, CALD, GLBTIQ and different socio-economic groups)

Action area	Actions	Outcome	Timeframe	Budget
4.1 Accessible Council meetings	Work with Corporate Governance to improve the accessibility of public question time at Council meetings, and online Council meetings. Carry out an annual audit to determine the accessibility of Council meetings.	Question time allows for accessible and independent options. Accessible materials distributed at public question time, and all aspects of venue and engagement including production of online meetings are accessible and inclusive	As appropriate	Staff costs and existing operating and capital budgets as appropriate. Capital budget required to be included in budget under action 1.5.
4.2 Darebin website	Ensure that Darebin's website is accessible and inclusive on an ongoing basis	Darebin website is accessible with items for download available in	Years 1 - 5	Staff costs and existing operating budgets as appropriate



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		accessible formats		
4.3 Corporate publications	Support the organisation to follow the 'Inclusive Communications Charter', 'Brand Guidelines' and 'Publishing Policy' to ensure that all publications developed by Darebin Council are accessible and inclusive	Staff across Darebin follow the Charter, Policy and Guidelines to develop accessible and engaging corporate publications	Years 1 - 5	Staff costs
4.4 Social media and digital communications	Where appropriate, investigate opportunities to improve Council's social and digital media communications	More people including people with a disability, engaging Council and communities through use of social media and digital communications	Years 1 - 5	Staff costs
4.5 Customer Service and Libraries	Support Customer Service and Library Services to become 'Communications Accessible'.	Participation in Scope's Communication Access training and accreditation in 'Communication Access'.	As appropriate	Staff costs and existing operating budgets
4.6 Amplifying the voice of young people	Provide support to Youth Services team to enable the team to continue to engage young people	Investigate the needs of the Youth Services team and take appropriate	As appropriate	Possible new initiative bid. Costs to be determined through



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with a disability	with disabilities in an expanded, diverse range of creative community activities	actions to improve the accessibility and inclusiveness of programs and services so that they are creative and enjoyable		further investigation
4.7 Building community connections	Support activities and groups that provide opportunities for social connection such as walking groups and community safety month activities	Increase in participation in walking groups and other activities that seek to encourage social inclusion and connection	Years 1 - 5	Existing operating budgets (Community health and wellbeing)
4.8 Accessible community engagement	Investigate opportunities to establish an accessible and portable community engagement space that can be used for a Youth Services Advocacy Roadshow to local disability services, children's play, and other place-based engagement initiatives	Accessible, portable community engagement kit such as a 'Nebula' purchased for shared use across the organisation to engage diverse communities in a variety of ways, and to create opportunities for encounter	Year 2	Possible new initiative bid of approximately \$20,000 for purchase of Nebula or similar portable engagement space. This action is linked to actions 4.6 and 5.23





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<p>4.9 Accessible and culturally safe community engagement</p>	<p>Enhance service provision and cultural safety to Aboriginal community members with a disability</p>	<p>Continuation of the Aboriginal and Disability Working Group</p> <p>Aboriginal community and/or organisations represented on Darebin’s Disability Advisory Committee</p> <p>Continued advocacy for culturally safe disability services</p>	<p>Years 1 – 5</p>	<p>Staff costs and existing operating budgets</p>
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## Darebin Access and Inclusion Plan 2015-2019 Action Plan

### Goal 5 – The right to a creative, dynamic city with quality services

Provide, and 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

Action area	Actions	Outcome	Timeframe	Budget
5.1 Cultural venues	Develop a Disability Action plan for Darebin's cultural venues and programs	Disability Action Plan developed	Years 2 - 3	Existing operating budgets
5.2 Cultural venues	Continue to develop annual business plans for all cultural venues that support the aim of increasing access, diversity and participation levels	Annual business plans developed for all cultural venues	Years 1 - 5	Existing operating budgets
5.3 Customer Service excellence	Conduct review of accessibility of Customer Service processes, environments and systems including 'Pathways'. Each year arrange for mystery customers to assess the accessibility of	Accessibility review conducted with recommendations for systems improvements	Year 4	Staff costs and existing operating budgets if appropriate



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	Customer Service Processes			
5.4 Quality services	Identify opportunities for cross-departmental work including identifying gaps, training needs and ways to respond to diverse client needs	Opportunities and partnerships established to support collaboration and service improvements	Years 1 - 5	Existing staff costs and budgets
5.5 Creative Culture	Establish a Council funded Arts Participation Initiative to collaborate with organisations working with priority communities to increase active and innovative participation in arts and cultural opportunities.	Arts participation initiative established to increase active and innovative participation in arts and cultural opportunities	Years 1 – 5	Existing operating budgets
5.6 Creative Culture	Expand the creative application of digital and online tools in arts programs, including digitising the Darebin Art, History and Public Art Collections	Digital and online tools in arts programs established	Years 1 – 5	Existing operating budgets

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5.7 Darebin Festivals	Continue to review, refresh and renew Darebin's Festival program each year to ensure improved accessibility and enable broad participation	Increase in participation at Darebin's festivals	Years 1 – 5	Existing operating budgets
5.8 Creative Culture	Continue to ensure that there are low cost or free options to access and participate in Council festivals, events and venue programs	Low cost creative culture options available to access Council festivals and events	Years 1 – 5	Existing operating budgets (Creative Culture)
5.9 Quality services	Identify relevant Council resources including pre-existing guides and information on: <ul style="list-style-type: none"> <li>• Food security resources</li> <li>• Older and Active Guide</li> <li>• Youth Services Guide</li> <li>• Active Recreation Guide</li> <li>• Budget bites Guide</li> </ul>	Ensure resources identified are disseminated to Aged and Disability department and made available on the intranet for Aged & Disability staff and on the Darebin website for the community.	Years 1 - 5	Staff costs and existing operating budgets

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5.10 Quality services for older residents	In the interests of food security, provide flexibility in Council's (delivered meals) Community Chef based meals services. The new Community Chef model has reduced capacity of social interaction and member/individual participation in meal preparation	Modify the delivered meals service and other services to allow for greater flexibility and participation in meal preparation by clients	Years 1 – 5	Staff costs and existing budgets
5.11 Quality services for older residents	Support the development and implementation of the Home and Community Care (HACC) Diversity Plan.	Work carried out to investigate more responsive models of service delivery, with relevant changes implemented to HACC services	Years 1 – 5	Staff costs and existing budgets
5.12 Leisure Services	Develop and coordinate a range of sport and active recreation options that aim to increase equitable and inclusive participation opportunities within the City of Darebin	Increased number inclusive and equitable participation opportunities within Darebin sporting clubs.	Years 1 - 5	Staff costs and existing budgets
5.13 Leisure	Implement actions outlined in the Darebin Women's Sport and	Women's Sport and Physical Activity	Years 1 – 5	Staff costs and existing

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Services	Physical Activity Participation Plan	Participation Plan endorsed and progress towards actions within set timeframes.		budgets
5.14 Leisure Services	Continue to increase the support provided to people with a disability to participate in leisure activities	Continued implementation of the Recreation Support Facilitator position with annual reporting.	Years 1 - 5	Staff costs and existing budgets
5.15 Leisure Services	Review publications and communications to ensure information about leisure and recreation opportunities are accessible to people with a disability	Production of accessible promotional materials to support people with a disability through leisure and recreation opportunities.	Years 1 – 5	Staff costs and existing budgets
5.16 Leisure Services	Investigate opportunities to provide affordable activities and events at Reservoir Leisure Centre, as well as free and accessible exercise in	Investigate potential partnerships with communities and within Council to increase the	Years 1 – 5	Staff costs and existing budgets

## Darebin Access and Inclusion Plan 2015-2019 Action Plan

	Parks	supply of fun, low cost leisure activities in Darebin, with a particular focus on providing fun and dynamic activities at Reservoir Leisure Centre.		
5.17 Creative Culture	Continue to ensure that promotional strategies for the arts meet best practice communication standards to increase access and participation from diverse communities	Accessible Council publications produced to promote Creative Culture activities	Years 1 – 5	Staff costs and existing budgets
5.18 Leisure Services	Provide support to local sporting clubs to be able to provide inclusive and equitable participation opportunities	Increased inclusive and equitable participation opportunities within Darebin.  Implement performance subsidies through the Sporting fees, charges and occupancy agreement policy.	Years 1 – 5	Staff costs and existing budgets

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5.19 Leisure Services	Continue to advocate for funding, both internally and externally, that will support increased equitable and inclusive sport and active recreation participation opportunities within the City of Darebin	Increase in projects/programs developed and delivered in partnership with internally and externally.	Years 1 – 5	Staff costs and existing budgets
5.20 Supporting Carers	Provide, or support the community to provide supportive self-care programs for carers in Darebin	Provide annual funding and/or in-kind support to local carer support groups and carer organisations to provide information, support & programs for carers in Darebin.	Years 1 - 5	Staff costs and existing budgets
5.21 Festivals and events	Ensure that all festivals, events and activities at Darebin are consistent with Darebin's 'Access Enabled' guidelines	Ongoing promotion of Darebin's Access Enabled Guidelines, and access appraisal of at least 2 festivals and events each year to encourage continuous improvement	Years 1 - 5	Staff costs and existing budgets
5.22 Leisure	Investigate opportunities to operate	Accessible pop up kit such	Years 1 - 5	Possible new initiative





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Services	semi-structured accessible leisure activities in Darebin including Pop-Up leisure activities	as an 'Action Street Arena' purchased for shared use across the organisation to engage diverse communities in a variety of ways		bid of approximately \$10,000. This action is linked to actions 4.7 and 4.9
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## Darebin Access and Inclusion Plan 2015-2019 Action Plan

### Goal 6 – Freedom from discrimination into the future

Take measures to achieve tangible positive changes in attitudes about disability as well as structural discrimination, and raise community awareness about mental illness

Action area	Actions	Outcome	Timeframe	Budget
6.1 Community connections	<p>To strengthen organisational capacity to improve community connectedness between people with shared and different life experiences and opportunities:</p> <ul style="list-style-type: none"> <li>Promote freedom from discrimination, including ongoing implementation and monitoring of the Access and Inclusion Plan, among other documents</li> <li>Inform, advocate and include access, equity and inclusion</li> </ul>	At least five annual initiatives of inter-departmental/inter-directorate partnerships which work to strengthen community connectedness	Years 1 - 5	Staff costs and existing budgets



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	principles and practice in all our work and agreements with organisational partners and stakeholders across Darebin			
6.2 Positive messaging	Where appropriate, promote disability services information in local media and corporate publications at regular periods throughout the year to encourage disability awareness and promote positive messaging about disability	Provide regular positive media releases, publications, and other engagement activities on an ongoing basis	Years 2 - 5	Staff costs and existing budgets
6.3 Diversity awareness	Liaise with Same Sex and Gender Diverse residents with different abilities support groups and organisations	Investigate matters concerning Same Sex and Gender Diverse residents in Darebin with a disability	Years 2 - 3	Possible new initiative bid. Amount to be determined pending investigation.
6.4 Mental health awareness	Coordinate a Darebin Conversation for Human Rights on disability access or mental illness	Conversation held with positive feedback received on the program	Year 3	\$2000
6.5 Mental health	To strengthen community capacity and connectedness based on	Community members participating in local expos	Years 3 - 4	Staff costs and existing budgets. This action



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awareness	respect for self and for each other: <ul style="list-style-type: none"> <li>Strengthen education and advocacy about mental illness and peoples' experience of discrimination</li> </ul>	learn of local opportunities, programs and services. Mental health consumers and carers are also supported to have an integral part of all community education and advocacy on mental illness.		could potentially be linked to action 3.5
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