



Ability Inclusion Strategic Plan

Short Version

Draft Ability Inclusion Strategic Plan 2019 – 2022

The City of Salisbury is developing its new Ability Inclusion Strategic Plan in consultation with people with disability, their families, carers and staff from Council and other Government and community organisations. Over 120 people were consulted during August – October 2018. Eight proposed Outcomes and eighteen Strategies were developed from community consultation ideas. These draft strategies were then tested at a Council staff workshop that included the Chief Executive Officer (CEO) and management.

Documents for community comment

There are two documents for community comment:

- Detailed Draft Ability Inclusion Strategic Plan
- Short version Draft Ability Inclusion Strategic Plan

The short version does not have detail about how Council will put the strategies into practice. If you have any questions or comments about the documents you can discuss these with Council's Inclusion Project Officer Mike Taggart by;

- Phone 8406 8390
- Email city@salisbury.sa.gov.au (subject: Ability Inclusion Strategic Plan)

Principles

The consultation feedback suggests the following Principles guide the Ability Inclusion Strategic Plan:

- Ongoing consultation will enable people with disability to influence Council planning and services
- Universal Design Principles will be applied broadly
- Integrated planning will make access and inclusion everyone's business
- Partnerships and collaboration will facilitate access and inclusion across the community

The following Outcomes and Strategies reflect community and staff feedback. The community consultation provided many more detailed ideas for action but these are not included here. These will be reviewed during action planning and business plan development.

Council's Roles

Council doesn't have the authority to deliver all of the actions suggested in the consultation. Council has multiple roles in ensuring people with disability experience equitable access and inclusion. The role will depend on the nature of an activity. The following roles are particularly relevant to good access and inclusion outcomes in the City of Salisbury;

- Inform, promote and advocate
- Regulate
- Facilitate
- Partner
- Deliver
- Lead

Note about the Strategies listed below

The table below presents only those Strategies that are new to City of Salisbury.

Outcome 1:

Support for Health and Wellbeing through Inclusive Programs, Services and Events

Community views from the consultations

- 'Confidence might be the issue for many young people with disabilities – even just the confidence to turn up needs to be fostered and getting here needs to be supported' (Youth Disability Forum)
- 'People living with a disability want an opportunity to meet new people and connect' (Youth Disability Forum)
- 'Ensure disability access and inclusion is part of event planning' (Reaching for Inclusion Forum)

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| 1.1 | Council will deliver programs and activities that adhere to Universal Design Principles and provide people with disability opportunities to build capacity and confidence, and connect with others.¹ |
| 1.2 | Council will encourage and support community-based events, activities and clubs to be inclusive of people with disability.¹ |

¹ Identified by staff as a priority

Outcome 2:

Accessible Buildings Streets and Open Spaces

Community views from the consultations

- 'Ensure Universal Design and keep standards up to date with technology' (Inclusion Forum)
- 'Improve access and inclusion of playgrounds - No bark chips, equipment that caters to children and young people of all abilities and sensory diversity' (Inclusion forum)

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| 2.1 | Council will provide and maintain accessible public and community infrastructure that enables people of all abilities to participate in the public realm.¹ |
| 2.2 | Council will use its guidelines and regulatory functions to enhance accessibility of foot paths and public spaces for all abilities.¹ |

¹ Identified by staff as a priority

Outcome 3:

Appropriate Information and Responsive Customer Service

Community views from the consultations

- 'Council (and partners) could provide an NDIS advocacy and assistance service (The Shed focus Group)
- 'Find ways to connect and communicate directly with young people, no matter what their abilities' (Youth Disability Forum)

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| 3.1 | Council will establish and maintain effective and tailored processes of communication that inform and connect people with diverse communication needs including those with hearing and vision impairment, cognitive and learning differences, and those from culturally and linguistically diverse backgrounds. |
| 3.2 | Council will develop the capacity of staff, volunteers and customers to use processes and technologies that enhance effective communication in Council's community experience environments for people with disability. |

Outcome 4:

Effective Contribution to Community and Decision Making

Community views from the consultations

- 'I believe we should have the opportunity to speak for ourselves' (Youth Disability Forum)
- 'Support more peer support networks in Northern Adelaide' (Inclusion forum)
- 'Consider how people with disability can make meaningful contributions to community' (The Shed focus group)

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| 4.2 | Council will develop community consultation which uses International Association for Public Participation processes to facilitate engagement with people with disability from various cultural backgrounds and across all ages and genders. |
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¹ Identified by staff as a priority

Outcome 5:

Proactive Planning and Building Assessment Processes

Community views from the consultations

- 'Planning for better buildings, streets and public places should include principles of co-design (with people with disability)' (Inclusion Forum).

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| 5.1 | Council will facilitate building development and open space outcomes that exceed minimum standards by using an access and inclusion planning lens. This will be achieved through policy and guidelines that facilitate engagement with stakeholders early in the planning process, reflect universal design principles and encourage use of new technologies that increase accessibility.¹ |
| 5.2 | Council will facilitate accessible and inclusive planning and development in the private sector through advocacy and information provision. |

Outcome 6:

Informed and Supportive Working Environments

Community views from the consultations

- 'Provide disability awareness training (inclusive of mental health awareness and cultural awareness)' (Inclusion Forum)
- 'Aboriginal cultural awareness and responsibility is part of disability awareness training' (Indigenous Community Professionals focus group)
- 'Increase understanding of different disabilities among all Council staff to improve customer service experiences of people with disability and the experience of working at Council for people with disability' (Inclusion Forum)

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| 6.1 | Council will deliver Diverse-Ability Awareness and Valuing training for all staff and volunteers to create a culture that values and supports people with disability and acknowledges the needs of their families and carers.¹ |
| 6.2 | Council will build capacity and optimise opportunities for council staff and volunteers with disability.¹ |

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| 6.3 | Council will facilitate programs that develop confidence and employment skills in people with disability of all ages, genders and from different cultural backgrounds living in the community. |
| 6.4 | Council will ensure its employment and volunteer policies and processes maximise opportunities for people with disability. |

¹ Identified by staff as a priority

Outcome 7:

Informed Community with Inclusive Attitudes and Behaviours

Community views from the consultations

- “Take a lead role in community education around access and inclusion for all” (Inclusion Forum)
- ‘Help develop empathy for difference’ (The Shed focus group)
- ‘Disability awareness and education needs to be integrated with activities that support multi-cultural awareness and community cohesion’ (Bhutanese focus group)

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| 7.1 | Council will facilitate culturally informed Diverse-Ability Awareness and Valuing opportunities across the community, including for local business, education providers, clubs and community groups.¹ |
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¹ Identified by staff as a priority

Outcome 8:

Ability Inclusion Planning is integrated across Council Business

Community views from the consultations

- ‘Develop relevant policy in consultation with people with disability’ (Inclusion forum comment for Outcome 3).

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| 8.1 | Council will Integrate, monitor and evaluate access and inclusion outcome goals across Council business.¹ |
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¹ Identified by staff as a priority