

City of Mitcham

Disability, Access and Inclusion Plan (DAIP) 2020-2024

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Introduction

The City of Mitcham recognises that people living with disability are valued members of our community who contribute to the vibrancy, diversity and prosperity of our City.

The City of Mitcham's *Disability, Access and Inclusion Plan 2020-2024* sets out Council's ongoing commitment to ensuring our City is a welcoming and inclusive place beyond the requirements of the *Disability Inclusion Act 2018*. We have developed priorities that align with the State Disability Inclusion Plan *Inclusive SA 2019-2023* that will assist all residents to connect with people and places and feel empowered to have a voice and participate in a meaningful way in the community.

This Disability Access and Inclusion Plan represents a continuation of our commitment to disability access and inclusion via our *Disability Access and Inclusion Plan: A Connected Community for All 2015-2020*. The previous plan was written under the *Disability Discrimination Act, 1992* (CTH).

The DAIP is legislated by the *Disability Inclusion Act, 2018* (SA), which was created in line with the United Nations Convention of the Rights of People with Disability. The Act prescribes that each state authority ("a local council constituted under the *Local Government Act 1999*") must have a Disability Access and Inclusion Plan (DAIP).

Our Plan

The Plan links with the City of Mitcham's Strategic Management Plan Mitcham 2030, *4-Year Delivery Plan, Annual Business Plans, Living Well Public Health and Wellbeing Plan 2020-2025*. Importantly, the DAIP is aligned with and draws on the State Disability Inclusion Plan 2019-2023 - *Inclusive SA*. The outcomes we seek to achieve in this plan align with the outcomes of *Inclusive SA*.

It sets out five focus areas and actions that will enable the City to provide services, supports, facilities and information that are accessible for all and genuinely inclusive. As well as buildings, footpaths, parks and other infrastructure we aim to strengthen socially inclusive planning in all that we do.

We consider this plan to be a living document and are committed to engaging people with a disability and their families, friends, and carers in the Mitcham community, as well as City of Mitcham staff in a collaborative way to ensure the outcomes are achieved through meaningful and impactful actions over a four year period.

Our community

The City of Mitcham's Disability, Access and Inclusion Plan 2020-2024 demonstrates our continued commitment to supporting people living with disability in accessing the services and supports needed to be actively involved as valued and contributing members of our community.

It is estimated that more than 20,000 people living in the City of Mitcham have access and inclusion needs. According to the 2019 Population Health Profile the number of residents in the City of Mitcham who identified as living with severe and profound disability was 2,550. Added to this are the families of approximately 3,500 children aged 0-4 years who use strollers and prams, and the more than 11,000 people living in the City of Mitcham who are over the age of 65.

Our Focus Areas

1. Culture	2. Collaborate & Advocate	3. Communicate, Engage & Participate	4. Spaces and places	5. Volunteering, Learning and Employment
<i>Accessibility and inclusion are a part of our way of working across the organisation</i>	<i>The rights of people living with a disability are represented, upheld and promoted</i>	<i>People living with a disability meaningfully engage and contribute to the City of Mitcham</i>	<i>Experiences in our spaces and places are accessible and inclusive for all</i>	<i>People living with a disability participate economically and socially through work and volunteering opportunities</i>
<p>1.1. Accessibility and inclusion actions are embedded across the organisation</p> <p>1.2. City of Mitcham staff continue to build an access and inclusion mindset</p> <p>1.3. City of Mitcham staff have the confidence and capability to apply access and inclusion practices to their work</p>	<p>2.1 The rights of people living with a disability in the City of Mitcham are advocated</p> <p>2.2 Local, State and National disability programs, policies and frameworks are supported and promoted</p>	<p>3.1 People living with a disability actively participate and make decisions about the communities they live in</p> <p>3.2 People living with a disability can access the information they need and connect with the City of Mitcham</p> <p>3.3 City of Mitcham community events, programs and activities are accessible and inclusive</p>	<p>4.1 New buildings, programs, services and events are created in line with Universal Design principles in order to meet the needs of all people who wish to access them</p> <p>4.2 Council buildings and assets meet accessibility requirements and standards</p> <p>4.3 City of Mitcham's Open Spaces are accessible and inclusive</p>	<p>5.1 People living with a disability access inclusive volunteering opportunities</p> <p>5.2 A respectful and diverse workforce that provides opportunities for all people</p>

1. Culture

Outcome	Actions	Funded/ Unfunded
1.1 Accessibility and Inclusion actions are embedded across the organisation	1.1.1 Establish the governance of the DAIP Working Group to be run in a collaborative and sustainable way, define measurable ongoing targets and reporting structure for the DAIP to support the delivery of the plan, regular consultation and engagement, and annual reporting requirements.	Funded
	1.1.2 Review plan with responsible teams to plan and budget for the implementation of actions.	Funded
1.2 City of Mitcham staff continue to build an accessibility and inclusion mindset	1.2.1 Undertake a survey of all staff as well as targeted in-depth interviews to understand current staff experience and awareness level of accessibility and inclusion and the opportunities, challenges and barriers that currently exist.	Funded
	1.2.2 Based on survey results define actions that enable staff across Council to adopt an accessibility and inclusion mindset such as training and any other relevant learning experiences.	Funded
	1.2.3 Review survey results and suggested actions with key stakeholders and identify actions to be taken in Year 2 – 4	Funded
	1.2.4 Consider accessibility and inclusion strategies and requirements in our procurement process	Funded
1.3 City of Mitcham staff have the confidence and capability to apply accessibility and inclusion practices to their work	1.3.1 Based on staff survey results identify service areas where accessibility and inclusion training is required and make recommendations to relevant teams and managers.	Funded

2. Collaborate & Advocate

Outcome	Actions	Funded/ Unfunded
2.1 The rights of people living with a disability in the City of Mitcham are advocated	2.1.1 Define the ongoing role that Mitcham Council will take in advocating for the rights of residents living with a disability.	Funded
	2.1.2 Develop a more detailed profile of the disability community to understand their needs and expectations from Council as part of the customer experience transformation roadmap.	Funded
2.2 Local, State and National disability programs, policies and frameworks are supported and promoted	2.2.1 Work collaboratively with relevant State authorities, the NDIA Engagement team, and Local Area Coordinators to improve community understanding and awareness during a time of funding transition to complement and leverage the national effort under the <i>National Disability Strategy 2010-2020</i> and the emerging national disability strategy for beyond 2020.	Funded Year 1
	2.2.2 Participate in relevant partnerships such as the Local Government Access & Inclusion Network (LGAIN), Southern Region Inclusion Reference Group, Inner Southern Council Collaboration to identify partnership opportunities and information relevant to the Mitcham community.	Funded
	2.2.3 Seek partnership opportunities with local disability and community services and groups to share information, resources for residents not eligible for the NDIS.	Funded Year 1
	2.2.4 Review existing City of Mitcham policies including the Supported Decision-Making and Consent and Access and Inclusion policy to support people living with disability to make decisions about services that affect their lives.	Funded

3. Communicate, Engage & Participate

4.

Outcome	Actions	Funded/ Unfunded
3.1 People living with a disability actively participate and make decisions about the communities they live in	3.1.1 Increase the consultation and engagement participation of people living with a disability who also identify as belonging to priority groups* by building partnerships with relevant community organisations. *LGBTIQ+, culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander peoples, women and children.	Funded
	3.1.2 Participate in and support the growth of the peer led Inclusion Reference Group representing the interests of people within the Marion, Mitcham and Holdfast Bay council areas including but not limited to people living with disability, people from Culturally and Linguistically Diverse (CALD) backgrounds.	Funded
	3.1.3 Support young people living with a disability to actively participate in decision making by encouraging and supporting nomination to the Mitcham Youth Advisory Committee (or equivalent group), seek input via the 'Have Your Say on Youth Development' forum for young people 12 – 25 years old, and actively engage students via a Student Representative Council or equivalent student leadership group.	Funded
	3.1.4 Establish a Register of Disability Experience and Expertise to assist in identifying people with lived experience for committees and advisory groups.	Unfunded
	3.1.5 Align Accessibility and Inclusion engagement goals and actions with planned customer experience transformation roadmap.	Funded
	3.1.6	Funded

	Review and integrate recommendations from the state toolkit on community engagement for those living with a disability.	
	3.1.7 Review policies regarding accessibility of Council Meetings and Meeting Procedures and identify opportunities to improve accessibility.	Funded
3.2 People living with a disability can access the information they need and connect with the City of Mitcham	3.2.1 As part of the customer experience transformation roadmap review State toolkit regarding accessible communications, identify the communication needs of Mitcham residents living with a disability and define actions to ensure Council's communications are available in a range of accessible formats.	Funded
	3.2.2 Promote and explore the use of accessible technology such as the City of Mitcham CloudTour and Local History Service Virtual Reality Goggles.	Funded
	3.2.3 Consider State toolkit regarding accessible communications in infrastructure maintenance and upgrade schedules, installation of signage indicating disability access (where this has been assessed by an accredited access consultant), and installation of multimedia devices in queues at service outlets to include people who are deaf, hard of hearing, vision-impaired or blind.	Partially funded
3.3 City of Mitcham community events, programs and activities are accessible and inclusive	3.3.1 Ensure guidelines and recommendations outlined in the State event toolkit are reflected in the Mitcham event toolkit.	Funded
	3.3.2 Collaboratively review annual community programs and activity schedule to identify opportunities to offer a wider range of programs to people living with a disability both tailored to specific groups, as well as finding ways to include and integrate with broader suite of programs and activities.	Funded

4. Spaces and places

Outcome	Actions	Funded / Unfunded
<p>4.1 New buildings, programs, services and events are created in line with Universal Design principles in order to meet the needs of all people who wish to access them</p>	<p>4.1.1 Identify the need for Universal Design training for specific teams and roles and roll out accordingly within the staff annual MyPlan process.</p>	Funded
	<p>4.1.2 Universal design principles are applied for all new building and public projects and planning for programs, services and events.</p>	Funded
<p>4.2 Council buildings and assets meet accessibility requirements and standards</p>	<p>4.2.1 Undertake an audit of buildings and infrastructure against disability access requirements and develop a list of deficiencies to be prioritised in future capital programs.</p>	Unfunded
	<p>4.2.2 Review of availability of accessible car parks and include criteria regarding access and inclusion in the regular maintenance reviews of car parks.</p>	Partially funded
<p>4.3 City of Mitcham's Open Spaces are accessible and inclusive</p>	<p>4.3.1 Consider accessibility and inclusion standards when undertaking existing planned Open Space projects.</p>	Funded
	<p>4.3.2 As part of the development of the Open Space Strategy incorporate recommendations from the state inclusive play guideline in the design of accessible and inclusive spaces.</p>	Partially funded
	<p>4.3.3 As part of the development of the Open Space Strategy consider establishing minimum standards for priority parks and reserves that improve access and inclusion for people living with disability and implement a program of priority actions, including exemplary visitor experiences.</p>	Partially funded

5. Volunteering, Learning and Employment

Outcome	Actions	Funded / Unfunded
5.1 People living with a disability access inclusive volunteering opportunities	5.1.1 Identify inclusive volunteering opportunities that could be offered to people living with a disability.	Funded
5.2 A respectful and diverse workforce that provides opportunities for all people	5.2.1 Development and endorsement of a City of Mitcham Diversity Employment Plan with measurable actions that contribute to: <ul style="list-style-type: none"> Increasing our understanding of workplace diversity through consultation, training and leadership. Removing physical or systemic barriers to employment and development opportunities Strengthening a respectful and positive work environment by supporting our people and promoting diversity. Improving our ability to attract, support and retain people of under-represented diversity priority groups. 	Funded (Development of Diversity Employment Plan funded, final actions within it may be unfunded)
	5.2.2 Explore most effective manner for inclusion, equity and diversity principles to be promoted by leaders to new employees via possible options such as corporate online induction, position profile, training, and/or team level inductions, etc.	Funded