INNER WEST

Access Advisory Committee

15 May 2024

Meeting room 1, level 5 Ashfield service centre and online meeting

Minutes

Meeting commenced at 6.02pm and concluded 8.20pm

Present

Community members	Staff	Councillors
Kerrie Lorimer	Glenn Redmayne (Convenor)	
Fiona McLean	Helen Lyons (Senior Manager People and Culture)	
Rochelle Porteous	Cathlyn Hillery (Business Partner Workforce and Diversity)	
Hannah Solomons	Vi Dinh (Manager Workforce and Diversity)	
Lucille McKenna	Holy Cowdery (Parks Project Manager Capital Projects)	
Michelle Price	Tim Brown (Coordinator Parks Projects – Capital Projects)	
Emily Dash	Fiona Robbe (Consultant)	
	Zoe Marris (Consultant)	
	Tyson Jacka (Consultant)	

Chairperson
Glenn Redmayne chaired the meeting.

1. Welcome and Acknowledgment of Country
GR welcomed members to the meeting and provided an Acknowledgment of Country.

2. Apologies
Apologies received from Jenny Rayner, Kitty Farrell

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3. Disclosures of Interest

No conflicts of interest were disclosed.

4. Quorum (*minimum 5 members*)

A quorum was achieved.

5. Confirmation of Minutes and Actions

- Minutes for the 28 February meeting were confirmed
- All actions underway. Some related to traffic and transport matters are still pending due to other Council priorities
- Note an addition to the minutes to capture the intent of co-design and the use of extent data was stipulated

Discussion items

Item	Summary
5.1	**Initiatives to improve Council employment opportunity for people with disability** Councils Senior Manager People and Culture advised that staff who identified as living with disability had increased from 3% to 5% following the most recent (anonymous) engagement survey in 2021. The highest groupings were in the younger age group of workers indicating the increase is not a result of age related disability. The presentation outlined the following initiatives to improve Council employment opportunity for people with disability: • Launched a Disability Employee Network (DEN) and is working to increase traineeships for candidates with disability including setting a higher target • Council is now a silver member of the Australian Disability Network which assists organisations to be inclusive and improve employment for people with disability • Introduction of a broad online training program on human rights and disability that all staff are required to complete. All Councillors are invited to complete the training as well • Collaborating with disability specialists including Get Skilled Access (GSA) founded by Dylan Alcott • Engaging a Churchill Fellowship recipient who studied disability employment practice

Item	Summary
	• Setting up a staff mentoring program • Working with disability and employment providers to connect with school leavers and trainees • Partnering with 'in the field' which is a disability job board – positions are filtered so the access and inclusion elements are listed and explained for each job • Ensuring Council technology platform for recruitment is up to Web Content Accessibility Guidelines (WCAG) standard. All advertised jobs include mandatory questions on reasonable adjustment • Reasonable adjustments practice to be discussed in consultation with the DEN to form a consistent council approach In addition, the GSA report recommends including universal design within job roles. The Committee were asked to suggest priority roles that should include knowledge of universal design.
5.2	**Discussion** It was concluded that all positions require universal design however a priority could be jobs that involve physical spaces, events, and communications. Libraries were also considered a good option along with roles in infrastructure as these are likely to have a direct impact on residents with disability. Staff were thanked for the work done to progress opportunity, it was acknowledged that mistakes may be made along the journey however the inclusive culture being formed will be more than adequate to foster learning from experience and correct any issues. **Action**: Send Get Skilled Access list of jobs to committee **Action**: MS remarked on benefit of captions used in presentation and requested the practice continue
6.1	**Richard Murden Reserve Inclusive Playground** Councils Parks Project Manager Capital Projects, other staff and consultants involved in the project gave a presentation on Richard Murden Reserve Inclusive Playground. This is the second of five such playgrounds with one to be delivered in each ward.

Item	Summary
	The first playground discussed previously in King George Park is now under construction. The extent of the community engagement was covered, and park comparisons were outlined. Both are near sports courts or fields and recreational paths by the water. Noted that the second site is almost flat which aids the design and there are multiple transport options including 2 light rail stations, nearby buses, parking and the Greenway Path also runs along the Canal next to the park. The space and easy terrain allow more scope and the committee were asked about ideas like a Ninja Warrior obstacle course. It was suggested that without knowing the disability groups it caters too it may not have the right disability inclusivity as other features might such as a learn to ride bikes program offers. Further updates on the project will be available on the YourSay site and members can add feedback there as well. The next inclusive playground will be at Yeo Park in Ashfield.
6.2	**Discussion** The Committee discussed the design and made the following comments: - Members liked the idea of a Ninja Warrior obstacle course though did stress that the playground overall should cater to children with disability as a primary design principle. Make the most of opportunity to normalise disability rather than encourage segregation - Consider impacts of co-location of activities and avoid conflicts to either the experience or the user group. Note it is heavily used by young families and grandparents caring for them rather than older children. Similarly avoid locating loud activities near quiet or sensory spaces including discreet retreats - Central design question is; how does this feature advance the inclusive experience across all the participants? - Level of tranquillity needs deciding along with extent of structured activity compared to passive open space enjoyment - Consider ways to include cultural aspect of disability e.g. nature of informative signage/formats used

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Item	Summary
	- Design to impart message of everybody in the community being welcomed and feel confident, that the space is friendly to them. Then that's that's a benefit if you can. If you can include it in a you know a design or a programme. - Provide a space for people with dementia and cognitive problems - Fences are important to delineate space though need to provide multiply entry points for people with ambulant disability - Improve the navigation and condition of paths from light rail stations
7	**General Business** The committee discussed clarity of language and appreciated when projects and proposals were explained clearly with limited use of technical terms or jargon. In addition, the use of captions by presenters was highly valued and asked to be regularly used.