



Disability Inclusion Action Plan

Annual Report 2019-2020 Financial Year

2016 – 2020

Council's Disability Inclusion Action Plan 2016-2020 (Plan) was developed to assist us in meeting our obligations under the NSW Disability Inclusion Act 2014. Our Plan sets out what we will do to support inclusion of people with disability in our community.

As outlined in the NSW Disability Inclusion Act 2014, our Plan has four focus areas:

1. Create liveable communities.
2. Improve access to our systems and processes.
3. Promote positive community attitudes and behaviours.
4. Support access to meaningful employment.

A detailed implementation plan and evaluation framework have been developed to support the delivery, monitoring and evaluation of our Plan.

Status of the 2016-2020 Plan actions

Completed	Ongoing achieved as planned	In Progress (Projects)	Pending	Not Started
42	43	11	0	11



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This report provides a summary of the 2019-2020 financial year deliverables.

Summary of deliverables - 2019-2020

A key focus for this year was to review the current Plan (2016-2020) and engage people with disability to guide the development of a new Plan (2020-2025). Throughout this engagement, we surveyed 178 people with disability and their carers and held five workshops with 97 people with disability and their carers. Council officers attended these workshops to hear first-hand from people with disability and their carers about their experiences of living in our city. The feedback we received was used to prepare a new draft Plan for the city. This draft Plan will be put on public exhibition from 2 July 2020 to 5 August 2020. It is expected that the new Plan will be adopted by Council in September 2020. The new Plan is aiming to build on the culture of inclusion across Council by continuing to improve the way we go about our business. Our aim is to be a leader in promoting and supporting the social and economic participation of people with disability.

The section below provides a snapshot of what was delivered in the last 12 months for each of the focus areas in our current Plan.

Create Liveable Communities

Council delivered a range of infrastructure projects to improve access to the built environment for people with disability, including:

- Installed four new unisex accessible toilets at Wiseman Park, Webb Park, Russell Vale Community Hall and Wollongong Senior Citizens Centre.
- Improved access at six bus stops by installing continuous accessible paths of travel from the bus stop to the kerbside. Tactile ground surface indicators were installed at four of these bus stops.
- Completed 37 projects to install new footpaths and kerb ramps. We also upgraded existing footpaths and kerb ramps in 18 locations.



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- Improved access at 11 pedestrian crossings including footpaths, pedestrian refuges, kerb ramps and traffic lights.
- Delivered a major access upgrade to the kerb ramps at the Railway St / Princes Highway intersection in Corrimal Town Centre.
- Installed two new cycle/shared pathways and upgraded two existing cycle/shared pathways.
- Renewed and upgraded accessible parking in three Council car parks.
- Purchased and installed wheelchair accessible matting for two beaches (Thirroul and Austinmer) and built a wheelchair access ramp at Bellambi Rock pool.
- Improved access in two playgrounds, including installation of wheelchair accessible play equipment at Charles Harper Park, Helensburgh and a braille sign at Luke's Place Corrimal to assist people who are blind to find their way around the playground.

Council delivered a range of planning and design projects, including:

- Created a design upgrade for amenities at Austinmer Bathers Pavilion.
- Undertook access appraisals at four pools (Helensburgh, Corrimal, Western Suburbs and Berkeley) to inform future upgrades to the pools.

Improve Access to our Systems and Processes

Council undertook a range of projects to increase access to information, including:

- Updated the playground website to include information on accessibility. We have added social stories for some of our playgrounds to this website.
- Upgraded Wollongong City Libraries and Wollongong Botanic Garden websites to meet current access standards. The content for both sites was completely rewritten using more accessible language. Information has also been added to assist people to access these services, such as details about physical access, programs for people with disability, and resources to support customers with different needs.



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- Distributed our new Disability Access Guide that provides information about the accessible services and facilities Council provides.
- Developed a Social Enterprise supplier data base which is available for Council officers and the general community through Council's website.

Council has continued to engage people with disability, including:

- Engaged 275 people with disability and their carers to inform the development of the 2020-2025 Plan for Council.
- Convened the Walking, Cycling and Mobility Reference Group. This group includes representation of people with disability and their carers and provides advice to Council to inform our projects, policies and plans.

Promote Positive Community Attitudes and Behaviours

Council has worked to promote positive community attitudes and behaviours towards people with disability, including:

- Collaborated with Shellharbour City Council to produce a calendar of events to celebrate International Day of People with Disability. The calendar was launched in partnership with Dressed for Success, a social enterprise supporting women to achieve economic independence through the provision of support, professional attire and styling sessions. Twelve local women with disability attended the launch and participated in a styling session and employment preparedness workshop.
- Provided and promoted accessible exhibitions and programs at the Art Gallery, including a Rosie Deacon exhibition and an 11-week art therapy mental health program with Rumpus.
- Incorporated a range of inclusive practices at *VIVA la Gong 2019* including an Auslan interpreter at the launch to interpret the Welcome to Country and Lord Mayor's speech, the Quiet Space and a tour of the site the day before as it was being set up for people with autism. The tour included an explanation of what would happen on the day.



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- Incorporated a range of inclusive practices across Council's Library services including a Christmas Papercraft activity delivered by a person with disability, purchase of an adjustable table to provide wheelchair access to the sewing machines in the makerspace in Wollongong Central library, continuing to support a NSW Guide Dogs Association knitting group for people who are blind or have low vision and developing social stories for Corrimal, Dapto, Thirroul and Warrawong libraries that are now included on the Wollongong City Libraries website.
- Hosted a variety of programs which included an Auslan interpreter, including a Gingerbread House-making workshop and a MyGov information talk.

Support Access to Meaningful Employment

Council has provided opportunities for people with disability to participate in work experience, including:

- Developed and piloted an eight-week work experience program for six students from Aspect South Coast School for Autism. The students worked at a variety of Council sites including the Botanic Garden, Beaton Park, working with the Foreshore crew, Youth Services at the Wollongong Youth Centre and in the Council administration building with the Community Development and Social Planning team.
- Provided two work placement opportunities for tertiary students in Council libraries.



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Council has delivered a range of learning and development opportunities for Council officers to promote and support their understanding of disability, including:

- Delivered Diversity Awareness Training for 50 Council officers.
- Provided six Autism Awareness Training sessions for 51 Council officers to increase staff awareness and understanding of Autism Spectrum Disorder and how to support and work with people with Autism.
- Provided Disability Awareness Training as part of Council's lifeguard induction.
- Arranged an Autism Spectrum Disorder Workshop that was co-facilitated by a person with autism, with 29 Council officers attending. Council officers learnt about the challenges people with autism face and about different concepts, including theory of mind. For each point of theory discussed, the presenter provided real-life examples to help further explain the concept or challenge.