



Minutes Banyule Disability & Inclusion Committee

28 June 2023

Disability & Inclusion Population Committee |

Minutes

Meeting details

Date of meeting	Wednesday, 28 June 2023
Time	5.30-7.00pm
Venue	<i>Wilim Ngarrgu</i> Community Meeting Room 2, Ivanhoe Library and Cultural Hub - 275 Upper Heidelberg Rd, Ivanhoe.
Chair/Facilitator	Cr. Castaldo
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attendee

Attendee name	Affiliation/Organisation
Cr. Castaldo	Chair
Cr. Champion	Co-Chair
Emma Lowe	Disability & Inclusion Committee Member
Shannon Joyce	Disability & Inclusion Committee Member
Merryn Lawson	Disability & Inclusion Committee Member
Sarah Hockey	Disability & Inclusion Committee Member
Ros Melling	Disability & Inclusion Committee Member
Jo Wilson	Banyule City Council (Manager, Connected and Resilient Communities)
Sherryn Prinzi	Banyule City Council (Coordinator, Community Impact)
Aaron Williams	BSL - LAC

Apologies

Name	Affiliation/Organisation
Xenia Taunt-Rivers	Banyule City Council (Community & Social Planner)

Laila Fernandez	Disability & Inclusion Committee Member
Parvin Ahadi	Disability & Inclusion Committee Member
Allan Leenaerts	Disability & Inclusion Committee Member
Alisha Rotella	Disability & Inclusion Committee Member
Kath Brackett	Banyule City Council (Director, Community Wellbeing)
Elizabeth Parry	Disability & Inclusion Committee Member
Donna Pritchard	Disability & Inclusion Committee Member
Jacinda Hunt	Banyule City Council

Items

1. Introduction

- Acknowledgement of Traditional Custodians and Banyule Diversity Statement

2. Minutes from Previous Meeting (5 Minutes)

Agenda Item	Action Arising	Progress
Inclusion@Sport	Brooke to consider if Council would support people with disability to establish a cricket club/group	In Progress – An update will be shared when it becomes available
Community Infrastructure Plan	Committee provided feedback on Community Infrastructure Plan. Council to send an update once this progresses.	In Progress
Inclusive Banyule Advisory Committee priorities	Committee provided feedback on priority areas for Inclusive Banyule Advisory Committee.	Complete
Website Review and Development	Update provided in Briefing Paper.	Ongoing
Future meetings	Council Officers assessing value in hosting meetings in person versus hybrid.	Ongoing
Inclusive Banyule Planning	Council to promote how to log an accessibility issue and collate a register of public areas which could benefit changes to become more accessible or inclusive.	In progress
	Council to link Shannon to Local Jobs team to discuss how Council can support employment in Council funded infrastructure projects	Complete

	Council to report back to the committee the percentage of people with disability who applied to be part of the Inclusive Employment Program, and the number of current participants with a disability.	
	Council to report back to the committee on the outcomes of projects that included targeted disability inclusion measures for the purpose of understanding community level impact.	Ongoing
	Invite Arts and Culture team to future Committee Meeting to understand how inclusion and accessibility can be elevated in council events.	In progress - Inviting to the August Committee Meeting
Website updates	Council to share initial consultation and review findings with committee at the June meeting.	In progress
	Sherryn to facilitate interview invitations to Shannon, Laila, Emma, Allan and Alisha.	Complete
	Sherryn to add Laila to the Panel of Experts membership	Complete
Updates from Council	Council will present the committee views in a report to Council in June 2023.	In progress – Council report will be presented in July 2023.
	Invitations to the Volunteer Event sent	Complete
	Parking permit infringements – Shannon to provide details	In progress
	New Changing Places Facility	Complete – Watermarc representative speaking at the June meeting.
	Council to fly the disability pride flag throughout July 2023, to mark Disability Pride Month.	Complete
Updates from the Committee	Shannon to send details to Xenia about the Buna Reserve Community Garden event for distribution to the Committee.	In progress
	Xenia to distribute Emma’s update to the Committee, Banyule Disability Services Network and provide Emma with contact details for the Local Jobs	Complete – sent with April meeting minutes

and Social Enterprise. Committee to reach out to Emma with suggestions.

3. New business (20 minutes)

3.1 Inclusive Employment at Banyule

Emma Joyce from the Inclusive Enterprise and Local Jobs team at Banyule discussed the existing program, proposed changes, and opportunities to further support diverse communities struggling with access to employment. See Briefing Paper for details.

- Of the 439 applications received over the life of the program, 150 people with a disability applied and 28 people with a disability have participated.
- Because of the low representation of First Nations people in the program, seeking to make changes to
- Seeking to create a First Nations specific program – Aboriginal and Torres Strait Islander Pathways Program
- Questions:
 - o What barriers are PWD experiencing in applying for IEP?
 - o How can we support people applying for the program more safe and inclusive?
 - o What else do we need to consider/think about?

Discussion

Application form is too hard – too long, not simple, too much information – overloaded after first 2 pages- Some questions are too personal – don't like being asked if have a disability – maybe put it later in the application

Having a person to contact who can help or advise is desirable

Online application process is fine

Plain English version of the form is desirable

Committee member suggested that carers are under-represented – should be a cohort as they have extreme barriers to employment

Stage the application process so that it is not so overwhelming – eg EOI, then additional information in a stepped process

Is the timing of the program suitable? (this has now been changed from Dec-June to Feb-Aug)

Question why young people – up to 25? (this is just one of the cohort group – open to all ages)

Is there access to allied health professionals to support individual needs – reasonable adjustments

Action

Action 1: Council to investigate statistics on carers and barriers to employment

3.2 NDIS in Banyule

Aaron Williams (Local Area Coordinator, Brotherhood of St Lawrence Greensborough) will join the Committee meeting to provide information on NDIS reforms and how this may impact local participants in Banyule.

Outlined role of Local Area Coordinator – presentation

- Not automatically eligible if on DSP
- Changes to process are still being finalised but the assessment process may be coordinated through LAC in future
- NDIS should be the last resort – should be natural supports and existing funded system (eg health, mental health) first
- Community needs to be more inclusive
- Disconnect between what is available in the existing system and availability of funding through NDIS

- BSL can come back in a few months with more details to the changes coming through
- Families or individuals who are able to advocate for themselves have a bit more success in getting an appropriate package but others may be at a disadvantage

4. Standing Agenda Items (35 minutes)

4.1 Website Updates (Jane Nethercote)

Jane Nethercote will present findings from the interviews facilitated from Yump and provide an update on the website review project. See Briefing Paper for details.

- Based on a recommendation from the Committee
- Council has funded the feasibility of a disability website – Jane providing an update on that
- Yump Agency – conducting stakeholder interviews to understand what people want and need from a website
- Barriers to support and engagement
 - o What types of support are available
 - o It's hard to understand the information provided
 - o Long wait times to access services but this is not updated
 - o People not eligible for NDIS funded supports
 - o Some people don't feel they need the service as much as others or don't identify themselves as having a disability
 - o Information and processes too complicated for people with diverse needs
- Barriers to support and engagement
 - o Stress of going to new places
 - o Not trusting you can get back home safely
 - o Lack of time, energy, motivation
 - o Not wanting to be seen as a person with a disability
 - o Gaps in activities for certain age groups and the transition between ages (eg 25 no longer eligible for youth but what else is available?)
 - o Finding activities that are local
 - o Unaware of local activities
 - o No information about community run groups and activities

Discussion

Information in the Banner is out of date when it is distributed – need to check this with Comms

Next steps are the development of recommendations for Council to consider and committee suggest a focus on accessibility review of website and accessible information for events.

Action

Action 2: Council to consider committee suggestions for recommendations for website updates

4.2 Changing Places Facility at Watermarc

Jacinda Hunt has provided an update on the Changing Places Facility Project at Watermarc in the Briefing Paper. Committee are invited to provide insight on the barriers community members may face in accessing this facility.

Jacinda was unable to participate in meeting and provided an update in briefing paper.

No comments from committee.

4.3 Accessible Communications Guide

Council have established a working group with Whitehorse City Council, Yarra Council, Nillumbik Council and Moonee Valley Councils to collaborate on the updated Accessible Written Communications Guide. This has been

supported with consultation from Vision Australia, Scope and Brotherhood of St Laurence. The final version of this document will be made publicly available on Council's website.

- Working with neighbouring councils and partner organisations
- Ready and will be published in coming weeks

Action

Action 3: Distribute Accessible Communications Guide to committee when published.

5. Council and Community Updates (20 minutes)

5.1 Updates from Council (10 Minutes)

- Cr. Castaldo to provide a reflection from Inclusive Seminar Series focused on Inclusive Employment.
 - CEO Diversity Council of Australia
 - A few businesses looking at inclusive employment opportunities
 - Looking at undertaking a workshop with businesses – only one interested so doing this as an individualised process
- Council will provide an update on progress to address honorariums for people with lived experience.
 - 7 August Council Meeting
- The Joint-Committee event will be held at Barrbunnin Beek Aboriginal Gathering Place in 19 July 2023, details will be sent to the Committee prior.
 - Details sent with agenda
- Council has requested to fly the Disability Pride Flag throughout July 2023, per recommendation from the Committee.
 - Approved under delegation – will be flown during July
- New *Disability & Social Services Regulation Amendment Act 2023*. See Briefing Paper for details.
- Banyule Community Grants will be opening on 3 July 2023. See Briefing Paper for details.
- Malahang Festival is seeking expressions of interest for stallholders. See Briefing Paper for details.

5.2 Updates from the Committee (10 Minutes)

Updates from the Committee Members welcomed.

Discussion

Olympic Village Shops have parking sensors on only one side, this was questioned as shop owner reports getting fined as he needs to park close to unload. Unloading bay on other side of the road.

Action

Action 4: Council to report to Transport team

Discussion

Upcoming Boulevard Christmas Lights- not accessible for people who rely on wheels for mobility. Report of a lady falling out of a wheelchair. No proper access, people only limited to footpaths and because they were filled with people, inhibited access. Whilst it is not a Council event, committee would like Council to address the issue. Lighting also reported as an access issue. Toilet access an issue for people with disabilities.

Action

Action 5: Council to provide feedback to Arts & Culture team and request action

Discussion

A company is now providing great visual stories prior to events for participants. This could be applied to upcoming Malahang event.

Action

6. Close and date of next meeting (Cr. Castaldo – 5 Minutes)

Next meeting 5.30-7.00pm 23 August 2023,

Discussion

Committee agreed to meet at Ivanhoe Library and Cultural Hub.