



Minutes Banyule Disability & Inclusion Committee

26 April 2023

Disability & Inclusion Population Committee |

Minutes



Meeting details

Date of meeting	Wednesday, 26 April 2023
Time	5.30-7.00pm
Venue	<i>Wilim Ngarrgu</i> Community Meeting Room 1, Ivanhoe Library and Cultural Hub - 275 Upper Heidelberg Rd, Ivanhoe.
Chair/Facilitator	Cr. Castaldo
Minutes	Sherryn Prinzi/Xenia Taunt-Rivers

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."

Inclusive Banyule 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
Emma Lowe	Disability & Inclusion Committee Member
Parvin Ahadi	Disability & Inclusion Committee Member
Shannon Joyce	Disability & Inclusion Committee Member
Laila Fernandez	Disability & Inclusion Committee Member
Merryn Lawson	Disability & Inclusion Committee Member
Allan Leenaerts	Disability & Inclusion Committee Member
Alisha Rotella	Disability & Inclusion Committee Member
Sherryn Prinzi	Banyule City Council
Xenia Taunt-Rivers	Banyule City Council
Luca Verduci	Banyule City Council

Apologies

Name	Affiliation/Organisation
Cr Champion	Co-Chair
Kath Brackett	Banyule City Council

Jo Wilson	Banyule City Council
Sarah Hockey	Disability & Inclusion Committee Member (apology)
Elizabeth Parry	Disability & Inclusion Committee Member
Donna Pritchard	Disability & Inclusion Committee Member
Ros Melling	Disability & Inclusion Committee Member

Items

1. Introduction

- Acknowledgement of traditional custodians and Banyule Diversity Statement as read by Cr Castaldo
- Resignation and acknowledgement of Nick Bramford.

Action

Action 1: Sherryn to write to Nick to thank him and send committee best wishes.

2. Minutes from Previous Meeting

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

3. New business (20 minutes)

3.1 Inclusive Banyule Planning

Committee invited to reflect upon the focus group sessions from 2022, the last year of actions for Inclusive Banyule and the State Government's priorities for disability inclusion. From this information, Committee members are invited to make suggestions on the next phase of planning. See Briefing Paper, Focus Group Feedback and Inclusive Victoria Plan for details.

Discussion

Focus area 1: Accessibility and Universal Design

Prevention and Planning

2022/23: Discussion on the use of Universal Design Principles. Emma noted that these are used as a framework for best practice at her organisation.

One requirement coming out of the Disability Inclusion Bill is likely to be that Council will be required to undertake Disability Impact Assessments. An update on Bill amendment progress from the State Government is expected

in June, Council is currently reviewing what could be done to support the next steps.

Laila noted that there may be quick wins/small changes that Council could review to support inclusion in the municipality. One option could be to begin mapping the areas/projects which could be supported by inclusion and accessibility updates through a register. Eaglemont Scouts Hall noted as a space which could benefit from this.

Hearing Complaints/Concerns

2022/23: Proposal to promote how to report accessibility issues to residents and generate a complaints register for action and regular review.

Reviewing and Assessing Spaces

2022/23: Cr noted that there has been significant progress in improving accessibility of spaces as part of facilities upgrade projects, especially in the sports and leisure area. It was noted that a large proportion of Councils buildings are aging and as a result, difficult and costly to upgrade to contemporary standards. Council will continue to invest in accessibility upgrades as planned.

Shannon noted that we should be seeking support and advocating for funds to accelerate progress of accessibility upgrades from the State and Federal Government.

Addressing the interface between council and business

2022/23: Continue to advise traders associations and business on making local shopping precincts and experiences more accessible.

Focus area 2: Employment and business

Advocacy

2022/23: Two remaining Inclusive Seminar series sessions aim to support local businesses to increase their inclusion practices, with a focus on the benefits of inclusion, and a practical workshop to improve position descriptions and job advertisements.

Promotion and Information Provision

2022/23: No action in FY22/23, opportunity to capture this in the next financial year.

Changing Perceptions and Attitudes

2022/23: Council focusing on updated skills of Council staff to address unconscious bias and attitudes that create barriers to inclusion, by provided on diversity and inclusion training. Shannon noted that he would like this to be available to Committee members.

Change processes and systems around recruitment

2022/23: IEP program has continued with positive outcomes.

Focus area 3: Information, communication and awareness

Improving our communication information and systems

2022/23: Inclusive Language Guide will be published this financial year and the website scoping project has commenced.

Community Consultation

2022/23: Accessible Communications Guide project is progressing, working in partnership with Whitehorse to update their existing guide, and adopt for Banyule.

Information Provision

2022/23: Updates to grants processes to increase the accessibility of the processes. Emma noted that Sports Community run grants information sessions to support people to apply.

Auslan version of Council documents will be published on Council's website this financial year.

Advocacy for people with disability relating to employment

2022/23: Fact sheets and resources being developed to support an increased understanding of how disability presents in the workplace.

What needs to be done in the next financial year:

- We need to do an environmental scan or benchmarking exercise to understand what other Councils are doing to support people with disability.
- **Supporting inclusion in events:** Suggestion to support inclusion at festivals. Noted that the Lantern Festival was a positive example of this. In future, Council could build this into the promotion of Council events and be explicit about how accessibility and inclusion are centred – consider how this information is being shared as well.
- **Understanding how inclusion is measured at Council:** Committee would like to see how projects relating to inclusion will be measured. At present, Council is developing an indicator matrix, with the aim for all business units to use this as a tool to measure how the work being done has been successful. Committee noted that accountability is an important part of this process.
- **Understanding how Council channels can be used to share information to the community:** Council should consider how information about events and opportunities are being communicated to the disability community. What channels are we using? Could social media be used? Can we use videos to support promotion? Consider using local radio network.

Action

Action 2: 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.

Action

Action 3: Council to link Shannon to Local Jobs team to discuss how Council can support employment in Council funded infrastructure projects.

Action

Action 4: 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.

Action

Action 5: 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.

Action

Action 6: Invite Arts and Culture team to future Committee Meeting to understand how inclusion and accessibility can be elevated in council events.

4. Standing Agenda Items (15 minutes)

4.1 Website Updates

At Banyule, we are looking to improve the online experience of people with disability, families and carers. The aim of this work is to enable people to participate as much as possible in community life, and to reduce barriers people with disability face when using Banyule's website and digital platforms.

Three projects which are supporting this work and which will inform what a new website could look like include:

1. Updating the existing website
2. Resource Updates
3. Understanding the needs of the community

See briefing paper for details.

Discussion:

Existing website being updated towards end of May/ start of June to address jargon, expand the range of information and to update information, and to make navigation easier. Linking pages to help with navigation to other relevant pages.

An additional temporary resource has been employed to create better links to community-based programs. To better understand the community, the new landing page project has been funded. First trying to understand what people need and the information they are interested gaining access new. Sarah, Ros and Shannon volunteered to be part of a Disability Panel of Experts, the first meeting was on 17th April. None of these members were available to attend on this occasion. Shannon and Leila have committed to participate as a panel of expert members.

One member noted that the current website was a good resource and was curious if a new website would be necessary.

The next stage of the project is interviewing 24 local people- committee asked if they want to be part of the interview process. Shannon, Leila, Emma, Allan and Alisha agreed to be contact to arrange an interview.

Question: How will Council keep the information up to date? Leila suggests that it is incredibly difficult and frustrating for the end user to find out of date information.

Response: Sustainability of the adopted platform is a critical success factor of the project.

Merryn noted that accessibility and easy English needs to be considered, and advised Council to look at the Salvation Army website as a good example.

Question: What are the timelines?

Response: The initial results will be shared in June.

Question: Can the committee support the review of the current website? Existing website- process immediate updates.

Action:

Action 7: Council to share initial consultation and review findings with committee at the June meeting.

Action 8: Sherryn to facilitate interview invitations to Shannon, Leila, Emma, Allan and Alisha.

Action 9: Sherryn to add Leila to the Panel of Experts membership

4.2 Auslan version of Inclusive Banyule Plan, Council Plan and Community Vision 2041.

Discussion

Auslan versions of these three documents are being produced by Auslan Consultancy and Scope Australia and will be published by end of financial year on Council's website.

4.3 Accessible Communications Guide

Discussion

Whitehorse Council have given consent for Council to adopt and modify their guide, and this project is scheduled for completion by the end of the financial year.

5. Council and Community Updates (20 minutes)

5.1 Updates from Council

- Updates on feedback from committee members regarding sitting fees

Discussion

Update provided on the feedback received from Committee Members, noting most members shared the view that there are other ways to value committee member contributions.

Committee noted that having a sitting fee could mean that people join the committee for different reasons. Unanimous support from the Committee for payment in kind via shop local vouchers, discounted or free local memberships, sitting fee or donations.

Action

Action 10: Council will present the committee views in a report to Council in June 2023.

- Planning for next joint-Committee event in June.

Discussion

Update provided regarding the next Joint-Committee event, likely to take place before the next committee meeting in June. The RAP Committee will be hosting the event at Barrbunin Beek Aboriginal Gathering Place in Heidelberg West. The discussion will focus around the Uluru Statement of the Heart and the upcoming referendum.

Allan questioned whether the full acknowledgment of country will be read, noting there are two paragraphs, the second one is powerful.

Action

Action 11: Council to discuss with First Nations lead to include the second paragraph of the Wurundjeri acknowledgement of country. Update to be provided in next Committee members.

- Invitation to join the 2023 Banyule Volunteer Celebration.

Action

Action 12: Parvin, Shannon, Merryn and Laila to attend. Xenia to follow up with other members and resend flyer.

- Update on Accessible Parking Permits.

Discussion

In the transition period, where the application process is being transferred to VicRoads, Council acknowledges that there may be times when permits are not received before their expiry date. Council will continue to monitor accessible parking spaces and issue fines, and in acknowledgement of the complexity of the process, will provide residents with a 1-month grace period before fines are issued.

Action

Action 13: Shannon to provide details of an infringement issue for further discussion.

- New Changing Places facility at WaterMarc

Discussion

Council provided an update on the progress of the Changing Places Facility that will be installed within the aquatics area of WaterMarc. Because an existing change facility will be modified and a MLAK key will not be installed, accessibility for the general community is of concern. Emma provided an update regarding access, noting that there are issues in getting through the access gates.

Committee noted that planning for the facility should have representation from the local community. Engagement with community should be ongoing.

Committee noted difficulties in retrofitting facilities.

Action

Action 14: Emma and Sherryn to discuss how more information can be brought back to the Committee and community. Emma to ask operations/senior manager at Watermarc to speak to the Committee at the next meeting.

Action 15: Committee members asked to consider potential access barriers to the Changing Places facility, in preparation for further discussion at the next meeting.

- Disability Pride Month

Council has acquired the Disability Pride Flag, seeking advice from the Committee as to how to recognise Disability Pride Month in July 2023..

Discussion

Committee discussed what flying the Disability Pride flag means and how this could be promoted in Banyule. Request for flag to be included with the minutes.

Recommendation

Committee recommends that Council:

Raise the Disability Pride flag at the Greensborough and Ivanhoe Customer Service Centre sites throughout the month of July 2023 and communicate to the community about significance of this flag.

5.2 Updates from the Committee:

- Update from the Autism Family Day Event.

Discussion

Parvin provided an update on the Autism Family Day Event on 16th April 2023. Parvin noted her appreciation support of the sporting clubs, Council Staff, AMAZE and Different Journeys. Laila noted that it was a great event and that this could be an opportunity to run larger events for the community in future, noting that the site had to capacity to hold a larger number of participants, and capping the bookings limited opportunities for members of the community.

Cr noted that it may be an ongoing issue with waiting lists on Council events and managing booking systems.

Shannon provided an update the Buna Reserve Open Garden Day to be held on 25th May, inviting all committee members to attend.

Emma provided an update to Committee – Belgravia will trial a new program to attract employees to the recreation and leisure industry. Belgravia Leisure will offer a free (apart from materials costs) Cert 1 in Workplace Education to post-school leavers for a 12-month program, 4 days per week – 3 days learning, 1 day placement. Question posed to group for local networks who may like to connect with the opportunity. Committee noted Salt Foundation, Waratah Special Development School, Pavilion School, Banyule Youth Services, Araluen, Templestowe College could be potential contexts.

Action

Action 16: Shannon to send details to Xenia about the Buna Reserve Community Garden event for distribution to the Committee.

Action 17: Xenia to distribute Emma's update to the Committee, Banyule Disability Services Network and provide Emma with contact details for the Local Jobs and Social Enterprise. Committee to reach out to Emma with suggestions.

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

Next meeting 5.30-7.00pm 28 June 2023, option of 1 Flintoff St Greensborough or Ivanhoe Library and Cultural Hub.

Discussion

Committee noted that ILCH is a suitable venue for the next committee meeting, convenient for most.

Action

Action 18: June meeting to be held at ILCH.

Meeting closed 7.31pm