

Draft Disability Access and Inclusion Plan 2024-2028

Strategic Alignment - Our Places

Public

Tuesday, 6 February 2024
City Community Services and Culture Committee

Program Contact:

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Approving Officer:

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EXECUTIVE SUMMARY

The purpose of this report is to seek Council endorsement of the draft Disability Access and Inclusion Plan 2024-2028 (draft Plan) for the purposes of public consultation.

Preparing the draft Plan is a legislative requirement under the *Disability Inclusion Act 2018 (SA)* and must demonstrate alignment with national and state disability inclusion plans.

The draft Plan replaces the City of Adelaide Disability Access and Inclusion Plan 2019-2022 and is drafted for alignment with the City of Adelaide Strategic Plan 2024-2028 endorsed by Council on 12 December 2023.

The draft Plan seeks to remove barriers and challenges people with a disability may experience in the city. It is a roadmap to how City of Adelaide will make this happen, designed in conjunction with people with lived experience of disability through our Disability Access and Inclusion Advisory Panel. The draft Plan outlines five goals:

1. Infrastructure that helps people to move around and navigate the city.
2. Liveable neighbourhoods and communities that enable everyone to participate.
3. Events and festivals for everyone to attend.
4. Businesses that are welcoming to more customers.
5. Inclusive customer and employee experience that is embedded into everything the City of Adelaide does.

Each goal's focus is to create a positive impact for people with a disability by removing barriers and increasing opportunities to experience and enjoy the city, including a key initiative that will focus the City of Adelaide's effort for the life of the Plan (four year focus), through leadership, delivery, partnerships, facilitation and advocacy.

RECOMMENDATION

The following recommendation will be presented to Council on 13 February 2024 for consideration

THAT THE CITY COMMUNITY SERVICES AND CULTURE COMMITTEE RECOMMENDS TO COUNCIL THAT COUNCIL

1. Endorses the draft Disability Access and Inclusion Plan contained in Attachment A to Item 9.5 on the Agenda for the meeting of the City Community Services and Culture Committee held on 6 February 2024, for the purpose of public consultation.
2. Endorses the draft Disability Access and Inclusion Plan Engagement Plan contained in Attachment B to Item 9.5 on the Agenda for the meeting of the City Community Services and Culture Committee held on 6 February 2024, for the purpose of public consultation.
3. Authorises the Acting Chief Executive Officer or delegate to make minor, typographical or syntactical updates to the documents contained in Attachment A and Attachment B to Item 9.5 on the Agenda for the meeting of the City Community Services and Culture Committee held on 6 February 2024, for the purposes of finalising the documents for public consultation.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment – Our Places Indicator of Success/Measures/Targets: Review the Disability Access and Inclusion Plan by 2024.
Policy	This report presents a draft Disability Access and Inclusion Plan for the purposes of public consultation. Consultation will be undertaken in accordance with Council's Community Consultation Policy dated 16 July 2019. The Disability Access and Inclusion Plan will replace Council's Disability Access and Inclusion Plan 2019 – 2022.
Consultation	The draft Plan has been prepared in consultation with the City of Adelaide Access and Inclusion Advisory Panel and key internal and external stakeholders. Further engagement will occur on the draft Plan through YourSay and with key stakeholders including the City of Adelaide's Access and Inclusion Advisory Panel, State Government, community service providers and peak bodies. An Engagement Plan is provided in Attachment B.
Resource	Not as a result of this report
Risk / Legal / Legislative	The preparation and publication of a Disability Access and Inclusion Plan (the draft Plan) is legislatively required by the State Government under the <i>Disability Inclusion Act 2018 (SA)</i> . The draft Plan precedes an update to the State Disability Access and Inclusion Plan 2019-2023. Administration is working collaboratively with the State Government on alignment of the City of Adelaide draft Plan and future directions for the State Plan. The City of Adelaide's preparation of access and inclusion plans predates the legislative requirement to prepare a plan. The current review schedule should bring City of Adelaide and the State Plan timing into closer alignment.
Opportunities	The development of a new Disability Access and Inclusion Plan will articulate Council's role in access and inclusion including how it will Lead, Partner, Facilitate and Advocate for greater inclusion and access for all.
23/24 Budget Allocation	The 2023/2024 budget includes 0.5 FTE for a Senior Social Planner to support the development and implementation of the Council's access and inclusion programs. The operating budget for the Senior Social Planner and the Access and Inclusion Panel is \$99,100.
Proposed 24/25 Budget Allocation	The draft Strategy is currently unfunded. Any required funding for this item is subject to, and needs to be considered in the context of, the prioritisation of projects, initiatives and service enhancements for the development of the 2024/25 budget, and within the parameters of the LTFP to ensure long-term financial sustainability.
Life of Project, Service, Initiative or (Expectancy of) Asset	The draft Plan is proposed to align with the City of Adelaide Strategic Plan 2024-2028 as a 4-year plan.
23/24 Budget Reconsideration (if applicable)	Not as a result of this report
Ongoing Costs (eg maintenance cost)	Not as a result of this report
Other Funding Sources	Not as a result of this report

DISCUSSION

Background

1. The purpose of this report is to seek Council endorsement of a draft Access and Inclusion Plan 2024-2028 (draft Plan) for stakeholder and community consultation (Attachment A).
2. The preparation and publication of a Disability Access and Inclusion Plan (Plan) every four years is legislatively required under the *Disability Inclusion Act 2018 (SA)* and must demonstrate alignment with national and state disability inclusion plans. The State Government is expected to release the next four year State Plan in mid-2024.
3. The current State Disability Inclusion Plan includes seven outcome areas:
 - 3.1. Employment and Financial Security
 - 3.2. Inclusive Homes and Communities
 - 3.3. Safety, Rights and Justice
 - 3.4. Personal and Community Support
 - 3.5. Education and Learning
 - 3.6. Health and Wellbeing
 - 3.7. Community Attitudes.

Review Process

4. The City of Adelaide's Access and Inclusion Advisory Panel (the Panel) which consists of six individuals with lived experience of disability and six organisational representatives has provided oversight for developing the draft Plan.
5. The Panel was engaged in visioning for the Plan through two workshops facilitated by disability service consultancy Purple Orange in February 2023, and further input and feedback in August 2023.
6. Administration is liaising with the State Government on changes at the state and national level, including priority areas and future strategic directions.
7. Internal workshops and an employee survey have been used to get feedback on achievements to date, explore the visioning from the Access and Inclusion Panel and identify opportunities for the draft Plan.

Draft Plan

8. The draft Plan identifies five goals, each with a four year focus area.
 - 8.1. Goal 1: Infrastructure that helps people to move around and navigate the city.
 - 8.1.1. Four Year Focus: Transport Strategy - Embed accessibility within the City of Adelaide city-wide Transport Strategy incorporating input from people with lived experience of disability by December 2024.
 - 8.2. Goal 2: Liveable neighbourhoods and communities that enable everyone to participate.
 - 8.2.1. Four Year Focus: Sensory Friendly Spaces - Investigate potential locations and cost for quiet/sensory friendly spaces in the city and develop a dedicated space by June 2028.
 - 8.3. Goal 3: Events and festivals for everyone to attend.
 - 8.3.1. Four Year Focus: Cultural Strategy - Provide opportunities for artists and people with disability to participate in arts and culture and embed in a City of Adelaide Cultural Policy by December 2024.
 - 8.4. Goal 4: Businesses that are welcoming to more customers.
 - 8.4.1. Four Year Focus: Business Access and Inclusion Program - Promote inclusive businesses to raise the standard to others and support people to identify places where they will experience fewer barriers by June 2026.
 - 8.5. Goal 5: Inclusive customer and employee experience that is embedded into everything the City of Adelaide does.
 - 8.5.1. Four Year Focus: Inclusive Council Meetings - Provide opportunities for more people to contribute to Council decision-making processes by June 2025.

Alignment of new goal areas

9. Changes between the City of Adelaide's 2019-2022 Disability Inclusion Action Plan and goals in the draft Plan are summarised below, along with alignment with the State's interim review:

Draft Disability Access and Inclusion Plan 2024 - 2028	Disability Access and Inclusion Action Plan 2019-2022	Summary of differences between CoA Plans	Alignment with State Disability Inclusion Plan - Interim Review 2022
Goal 1: Infrastructure that helps people to move around and navigate the city.	Goal 1: Getting to and around the city.	The draft Plan builds on Council's infrastructure achievements and highlights the key role accessible infrastructure plays in the lives of people with disability and how making changes impacts the ability of a person to navigate and move with ease around the city.	Outcome Area 2: Inclusive Homes and Communities
Goal 2: Liveable neighbourhoods and communities that enable everyone to participate.	Goal 2: Participating in the life of the city.	<p>The draft Plan broadens Council's previous goal to recognise that communities should have equal access to opportunities to connect, participate and be a part of the life of the city.</p> <p>To achieve this, it recognises the need to ensure the city's community buildings, public places and new developments are accessible, inclusive and diverse and that we community effectively with more people.</p> <p>It continues to recognise the role of City of Adelaide in providing public spaces such as libraries, community centres, parks and playgrounds.</p>	<p>Outcome Area 2: Inclusive Homes and Communities</p> <p>Outcome Area 5: Education and Learning</p>
Goal 3: Events and festivals for everyone to attend.	Goal 2: Participating in the life of the city.	<p>A goal for events and festivals is a new inclusion in the draft Plan and recognises the significant role events and festivals play in the life of the city.</p> <p>By applying a focus in this area over the life of the strategy the City of Adelaide aims to achieve inclusive events that everyone can attend. This was a key area of focus identified by the City of Adelaide's Access and Inclusion Panel.</p>	Outcome Area 2: Inclusive Homes and Communities

Draft Disability Access and Inclusion Plan 2024 - 2028	Disability Access and Inclusion Action Plan 2019-2022	Summary of differences between CoA Plans	Alignment with State Disability Inclusion Plan - Interim Review 2022
Goal 4: Businesses that are welcoming to more customers.	Goal 2: Participating in the life of the city.	The Access and Inclusion Panel and wider community and stakeholder engagement has identified that a focus on supporting businesses to become more welcoming will have a significant impact on people with disability and positive economic impacts for businesses. This has previously been a part of goal 2 participating in the life of the city, in the 2019 – 2022 Plan.	Outcome Area 2: Inclusive Homes and Communities Outcome Area 7: Community Attitudes
Goal 5: Inclusive customer and employee experience that is embedded into everything that the City of Adelaide does.	Goal 3: Finding out what is available. Goal 4: Participating in Council decision making. Goal 5: Working at City of Adelaide Goal 6: Leaders in local government	Goal 5 in the draft Plan will have broader reach and outcomes than the previous Plan's Goal 3, 4, 5 and 6. The draft Plan aims to create a culture of inclusivity across the organisation.	Outcome Area 7: Community Attitudes
City of Adelaide will seek to influence disability access and inclusion outcomes through leadership, delivery, partnerships, facilitation and advocacy.	Goal 6: Leaders in local government	The draft Plan identifies the strategic alignment with Plans at national and state level. The five outcome areas in the State Disability Inclusion Plan - Interim Review 2022 plan not directly aligned to the City of Adelaide's draft Plan are not key roles of the City of Adelaide. City of Adelaide will continue to advocate to the state and national government for greater outcomes in each of these areas as required.	Outcome Area 1: Employment and Financial Security Outcome Area 3: Safety, Rights and Justice Outcome Area 4: Personal and Community Support Outcome Area 6: Health and Wellbeing Outcome Area 7: Community Attitudes

Next Steps

10. Pending decision by Council on the draft Plan for public consultation, targeted stakeholder and broader community consultation will commence from 22 February 2024 to 1 April 2024.
11. An easy read version of the draft Plan is being developed to form part of the consultation on the draft Plan. Text to audio is included as a feature of the City of Adelaide website.
12. The updated draft Disability Access and Inclusion Plan will be presented to the City Community Services and Culture Committee for decision in May 2024.

ATTACHMENTS

Attachment A – Draft Access and Inclusion Plan 2024-2028

Attachment B - Draft Access and Inclusion Plan 2024-2028 Engagement Plan

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