

Meeting Minutes

Date: 4 April 2024

Time: 10am - 12pm

Venue: Level 1, Council Chambers, 12 Stewart Ave, Newcastle West

Meeting Objective: To provide advice and guidance in the application of planning instruments that prioritise access, social inclusion and overcoming discriminatory impediments to promote a highly accessible, inclusive and welcoming community that respects independence and human dignity.

1. Welcome

Committee Members Present

Cr Margaret Wood	Councillor, City of Newcastle (Co-Chair)
Cr Dr Elizabeth Adamczyk	Councillor, City of Newcastle
Cr Katrina Wark	Councillor, City of Newcastle
Lynn Duffy	Executive Manager Community & Recreation (Facilitator), City of Newcastle
Andrew Vodic	CDAH (Co-Chair)
Patrick Bellamy	Clear Sky
Chad Ramage	Accessibility in the City
Ben Moxey	Community Representative
Lindsay Gardner	Community Representative
Sandra Irons	Community Representative
Stewart MacLennan	Community Representative
Petria Jukes	Community Planning & Development Manager, City of Newcastle
Steven Warham	Community Development Facilitator, City of Newcastle
Tanya Marmara	Community and Recreation Operations Officer, City of Newcastle

Apologies

Cr Nuatali Nelmes	Lord Mayor, City of Newcastle
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Guests:

Stefanie Abrahams	Diversity and Inclusion Partner, City of Newcastle
Ryllonna Luedey	Relationship Manager, Australian Disability Network

1.1 Acknowledgement of Country

An acknowledgement of Country was delivered.

1.2 Apologies

The Committee acknowledged apologies from Lord Mayor Cr Nuatali Nelmes. Cr Wood advised Chad Ramage will join the meeting late.

1.3 Declaration of Conflicts of Interest

No conflicts declared.

2. Minutes from the Previous Meeting

Minutes from the AIAC meeting held on 1 February 2024 were confirmed as a true and accurate recording of the meeting. Committee members accepted the minutes.

3. Count us in

Petria Jukes recapped the 2023 festival structure which was based on 4 pillars. 1. Grants and program inclusion, 2. Community partner & Community based activities. 3. CN facilitated events and 4. Marketing and messaging. The team are currently processing the feedback and learnings.

There will be a few flagship events in August for Count Us in and also events running throughout the year under a move to the 'Inclusion 365' model, where resource is invested over the year in order to increase engagement.

An event around inclusive sport is a priority for the committee. The option of looking into starting new projects with grass roots sporting clubs, investigating Ward 4 options were discussed. The committee agreed to celebrate what is already happening in inclusive sports in our sporting community.

Action: Petria to look through detail of events, with a priority of 1 event being held in ward 4.

4. Inclusion Diversity and Equity (IDE) Workplace Adjustments

A presentation by Australian Network on Disability was delivered. This involved topics such as a contemporary definition of disability, best practice approaches, removal of barriers in the workplace and consistency across the organisation.

The committee was provided an overview of the current working model for CN, and provided examples of where people leaders and people with lived experience have requested workplace adjustments, which has enabled understanding about what's working what's been challenging and what can be improved. These key pieces of information will drive the development of the workplace adjustment.

CN acknowledges that cultural change is required for workplace adjustments to be effective. While CN is aware that workplace adjustments won't fix everything, they provide an opportunity to raise awareness with the words of 'nothing about us, without us' in the forefront of their mind as they navigate these changes.

5. Inclusive Sports Project - co design of survey

As a group, understand the issues and what we are trying to achieve with this project. Committee suggested questions to consider in the survey.

- What pathways are being offered by sports clubs, what is the next step on integrating individuals into the mainstream sporting program?
- Being able to work/play together, capture how inclusive sport leads to full citizenship and engagement in the community
- Do you have a website or area for information, if interested in your club, if so, is it accessible?
- What roles do you have available for people interested in supporting your club? (marketing managers, event manager, website manager etc)
- Do you have try - a - sport days? Where people can come and try your club out?
- Would you consider you have accessible infrastructure at your club, parking, bathrooms and pathways of travel.
- What are the barriers to having inclusive sport at their club? These are not always physical.
- Do you know how to improve facilities at sports clubs to make these facilities more accessible?
- If I were to invite a friend/colleague who had a disability to my club. How inclusive would they find it? And why did you give that answer?
- Where do the clubs see this agenda to fit in what they do?

Any additional questions are to be emailed to Petria and Cr Wood. A series of draft questions will be put together based on these and circulated to the committee.

6. General Business

6.1 Update Newcastle Walking and Mobility Walking Party

Cr Adamczyk tabled Newcastle Walking and Mobility Working Party (NWMWP) draft minutes and the working group discussion to date.

The intent is to move from a reactive to a strategic approach for pedestrian access throughout the city.

Developing a plan for every street to have a footpath is beyond the scope of what is possible. However sustainable improvements remain the focus.

Cr Adamczyk requested that the committee endorse pushing for additional funding from council to budget for the increased footpaths.

6.2 Update BIA inclusion project - Mayfield

Recent meetings have been facilitated with BIA members to discuss possible projects. Meetings have identified that there is a lot that can be achieved in the space and could be a good local business model for inclusion that could be replicated outside of the Mayfield area.

It was questioned how Mayfield was chosen, It was chosen first due to the significant allies they had in this area. It's also smaller and has more geographical advantages.

Meeting closed: 12:10 pm

ACTIONS TABLE

Meeting Date	Item	Action	Update	Status
19 October 2023	Count Us In Report	CP&D to compile CUI report including feedback from Community Partner (CDAH)	Final feedback post extra ordinary meeting and discussion 03 Apr 2024.	Complete
7 December 2023	DIAP Report	Updated report from Community Planning and Development to be delivered to AIAC in 6 months.	To be discussed in the June meeting.	Pending
1 February 2024	Disability Sports Australia (DSA)	Petria to discuss 2023 program with Rae and discuss with Cr Wood to promote it further at City of Newcastle's Sports Summit and will report any progress at the next AIAC.	Sports Summit addressed. Inclusive Sport for CUI 2024	Complete
1 February 2024	Newcastle Airport update	Petria will send out an email to committee members; any member of the committee is welcome to volunteer.	Contact has been made with airport, awaiting a response.	Complete.
3 April 2024	Inclusive Sports Survey	Committee members to provide comment on draft survey.		Pending