

# Access and Inclusion Advisory Committee

## Meeting Minutes 27 November 2019

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Date: 27 November 2019  
Time: 4:30pm – 6.30pm  
Venue: Newcastle City Hall  
Meeting: Access and Inclusion Advisory Committee  
Meeting Objective: Advisory Committee

### 1. Welcome

#### Attendance:

Ashlee Abbott (Manager Corporate and Community Planning) (AA)  
Chris Leishman (CL)  
Eliot Shaw (Co-Chair) (ES)/  
Joseph Popov (JP)  
Kirsty Russell (KR)  
Margaret Wood (MW)  
Petria Jukes (Community Development Facilitator) (PJ)  
Steve Warham (Community Development Facilitator) (SW)  
Tracey Walker (TW)

### 2. Apologies:

Brett Smith (Director of Strategy and Engagement)  
Cr Carol Duncan  
Cr Andrea Rufo  
Cr Matthew Byrne (Co-Chair)  
Nathan Burford  
Norm MacPherson

### 3. Acknowledgment of Country

The Acknowledgement of Country was delivered by the Chair.

### 4. Declarations of Interest

4.1 Nil

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### 5. Previous Minutes

5.1 Adopted and signed by ES.

### 6. Advisory Committees of City of Newcastle

6.1 AA provided an outline of the other Advisory Committees of City of Newcastle. Cr Byrne had indicated that he wanted the Inclusion committee members to be aware of the other committees.

6.2 The committee discussed opportunities for cross committee consultation and interaction. There was mixed opinions of the overlap and lack of overlap of some of the advisory committees. ES developed the following as a way to express the importance of engaging the Inclusion committee;

*We advise that when cross organisational consultation is required there be opportunities for dialogue that promotes cross pollination with the advisory committees, potentially topic specific subcommittees/consultations formed, and/or inclusion of representatives from various advisory committees in a combined consultation.*

The aim of this would be to enhance the overall understanding of Staff, Councillors and Committee Members of the opinions and contributions of the advisory committee members.

### 7. Count us in Newcastle-Recap

7.1 PJ outlined that now that Count us in had been delivered, we would undertake a review to inform any plans for 2020. Consideration of budget and resources for next year would also be needed. PJ noted that there had been positive comments from the Lord Mayor about Count us in.

MW said that the NSW Business Chamber event was very good. Very valuable discussion about accessible tourism and that whilst creating profit is the fundamental

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motivator of the accommodation providers, they seem to want to gain knowledge about how to improve and want partnerships to improve the experience of the public. It would also be valuable to do this kind of event again next year.

JP said the event was good, great one on one conversations and that activities that engage people with lived experience are important for their voice to be heard.

ES said that generally better lead in time for promotion and engagement of the media was needed in future. TW supported this as planning for age care providers and their programs is done months in advance. Too short a lead time means staff just cannot arrange.

PJ said that the timing of the event is very good to inform forward budget planning, so good time of year to hold the event, although need to keep in mind that 2020 will have a slightly more crowded program of events in Newcastle. A new major cultural event is being planned by City of Newcastle.

SW and MW commented that the Business Chamber should be congratulated for getting the event delivered in October as part of count us in, when they had originally planned to host the Newcastle session in March 2020.

ES said getting more businesses involved is important.

KR said that the accessible design workshop was well attended, a great session, valuable that people get this training.

CL said that the value of the Inclusion Games event in Wheeler Place was that you could walk into the event and it did not look like a “disability” event. It was just people playing all together.

AA acknowledged the work of the committee in getting this event started and that it came together well. Congratulations.

SW added that two aspects of the program were that there was diversity in the program, this was feedback by Katie Butler from Challenge Community Services and Beth Innes from Challenge also sent an email to City of Newcastle to congratulate council on the program as their involvement had provided employment opportunities for two of their program participants and this exposure has assisted them gain additional work opportunities and exposure and experience.

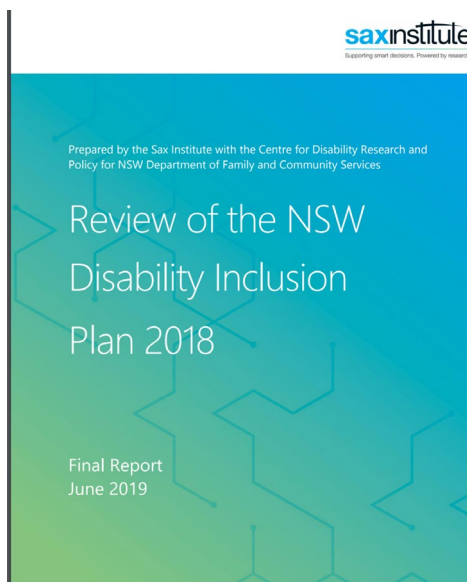
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MW proposed that the City of Newcastle and the key staff involved in the delivery of the program be congratulated on behalf of the committee. Seconded JP. Carried.

#### **8. Summary of the SAX Institute Report on the NSW Disability Inclusion Action Plan**



<https://www.parliament.nsw.gov.au/tp/files/76444/Final%20Report%20of%20the%20NSW%20Disability%20Inclusion%20Plan%202018.PDF>

MW presented a powerpoint presentation on the independent report of the NSW DIAP which was released in June 2019. See slides attached.

JP concerned that people with profound and significant disability were decreasing in their employment.

MW said that she is interested in how this review of the NSW report can inform the next City of Newcastle DIAP and that resources need to be allocated within City of Newcastle to ensure that local thoughts, concerns and ideas are represented effectively when there are reviews or submissions called for. For example, the National Disability Strategy, while we were lucky to have a consultation session on our area, we also need resources to be able to formulate feedback and input.

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The committee thanked MW for her presentation on this subject.

#### 9. DIAP Review Workshop

PJ lead a discussion session.

#### General Business

Meeting closed

#### Slides



REVIEW OF NSW DISABILITY  
INCLUSION PLAN 2019

### ISSUES

- Do the goals set out in the NSW DIP continue to support the inclusion in the community of people with disability and improve their access to mainstream services and facilities.
- How has the NSW DIP been implemented - focus on the DIAPs across government that operationalise the DIP.

### PROCESS

- Informed by a document review, a survey and a series of consultations with over 150 stakeholders representing the government clusters, local government, peak bodies, community organisations, disability sector organisations and people with lived experience of disability

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#### LOCAL GOVERNMENT

##### Critical factors associated with DIAP planning and implementation

**Leadership support** - This helped build relationships between different areas of the council. [67% of survey respondents believed they had been provided ongoing support from the executive of their council for the implementation of their DIAP].

**Alignment with existing reporting frameworks** - embedding the DIAP goals into Council's IP&R created multidisciplinary thinking about barriers to information, services and facilities across council.

**Resourcing** - budgetary constraints was identified as a significant issue – [64% of survey respondents believed funding for initiatives was 'very important' to the success of their disability inclusion work]. Grant funding was cited as one potential avenue to access funds.

#### LOCAL GOVERNMENT

##### Example Focus Area

##### **Strategies for disability inclusion in employment**

- Revision of recruitment, retention and promotion policies and procedure [survey data, 60.8% of respondents reported that they had fully or partially implemented strategies]
- Staff training for disability inclusion [included in 108 DIAPs]
- Build external capacity and work in partnership with local organisations to create opportunities for people with disability. [included in 67 DIAPs]

**Feedback – area of least progress, requires deeper systemic change and more resources**

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#### GENERAL FINDINGS

- Ongoing engagement with the disability sector and people with disability was variable and not always achieved.
- Resourcing was a challenge for agencies both in the development and implementation phases of the process.
- Implementation of DIAPs was enhanced where there were good governance structures and support from champions.
- Reporting was widely recognised as problematic.
- Most agencies were not actively monitoring or collecting data that could demonstrate meaningful outcomes

#### PROPOSALS

##### Engagement with specific groups

- Consult with specific groups such as children, women, people from culturally and linguistically diverse backgrounds and Aboriginal people who are identified under the Act as groups requiring special attention to address their needs.

**[refers to the principles recognising the needs of particular groups]**

##### Ongoing engagement

- Strengthen ongoing engagement with people with disability and establish mechanisms to more actively involve people with disability in implementation, including consumer-led implementation and processes wherever possible.

**Can Council focus further engagement around the implementation of particular projects and events?**

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## PROPOSALS

### Communication

Progress and achievements in inclusion should be communicated more widely and strategically to maintain momentum for action and to facilitate learning.

**How can Council communicate it's successes?**

## PROPOSALS

### Strategy

- Clear and realistic strategies for the implementation and monitoring of DIAP goals should be produced for each agency.

**Does Council need to change governance structures for the implementation of the next DIAP and enhance support from champions?**

- Strategies to specifically target the access and inclusion needs of children and young people with disability, women with disability, Aboriginal people with disability and people from culturally and linguistically diverse backgrounds and other marginalised groups should be developed and implemented.

**How does this proposal influence Council priorities?**



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### PROPOSALS

#### Reporting

- Track implementation across agencies and councils more uniformly to enable comparisons where this is realistic.
- Establish a reporting format that provides a better picture of outcomes using narratives and describing the impact on the community, rather than solely relying on statistical data to indicate impact.
- Accounting for and measuring change needs to take place at a state level.

**What role do councils have in this work?**

### PROPOSALS

#### Policy and Planning

Forward policy planning work at a state level to place the NSW disability inclusion planning and implementation within a map of the disability work in NSW. Issues include:-

- how does the DIP and other initiatives generated by the Act fit within the context of the NDIS;
- consider the findings of the recent review of the National Disability Agreement;
- contribute to the next phase of the National Disability Strategy
- identify the resourcing options available in the new funding environment and measure those against the resourcing requirements of agencies and local councils.

**What role do councils have in this work?**