



# Disability Access and Inclusion Plan

## 2017-2021



## Mayors Message

It is with great pleasure that I present the Moira Shire Council's Disability Access and Inclusion Plan 2017-2021.

People with a disability remain one of the most disadvantaged groups of Australians, prompting a commitment from all levels of Government for a coordinated approach towards supporting people with a disability. Approximately 20% of Victorians have a disability with some 90% of these disabilities invisible. The flow-on effects impact their families, carers, support services and the broader community.

The aim of the Disability Access and Inclusion Plan is to make Moira Shire a more accessible and inclusive community for all, and advocating for people with a disability to participate in their local community.

The 2017-2021 Disability Action Plan has been developed to prioritise actions over the coming four years for the continuous improvement of outcomes for people with a disability.

As part of the process of developing the Disability Access and Inclusion Plan, Council undertook lengthy consultations with community groups, people with disabilities, their carers and staff from the Moira Shire. This process provided valuable information on the issues and barriers facing people with disabilities within Moira and allowed Council to build on its previous work. The priority areas of the Plan have been framed by the requirements set out in the Victorian Disability Act 2006.

Council developed four themes under consultation with the community and the Disability Advisory Committee to meet its obligation under the Victorian *Disability Act 2006*. These are:

1. Creating Accessible Places and Spaces;
2. Encouraging Leadership and Opportunity;
3. Developing Participation and Inclusion; and
4. Fostering Respect and Celebrating Diversity.

The Disability Advisory Council will continue to have input into the prioritisation and implementation of these actions and Council will continue to advocate and work with all three tiers of government.

The Action Plan will be revised annually with the goal that Council's services and programs are inclusive of people with a disability.

It is my pleasure to endorse this Disability Access and Inclusion Plan on behalf of my fellow councillors.

**Cr Gary Cleveland**  
**Moirá Shire Council Mayor**  
**April 2017**

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## Executive Summary

### **The Goal of the Disability Access and Inclusion Plan: To make Moira Shire a more accessible and inclusive community for all, by supporting and advocating for people with a disability to participate in their local communities.**

*Moirá Shire Council's Disability Access & Inclusion Action Plan 2017-2021 outlines Council's commitment to promoting a more inclusive and accessible community.*

Moirá Shire Council's Disability Access and Inclusion Plan 2017-2021 outlines the priorities of Council to improve access to the built environment, social connections and communication processes. Through developing inclusive and accessible communities Moira Shire shall be a better community for its residents and visitors, increasing the economic, social and tourism potential for all.

Promoting, providing and planning for an accessible environment meets Council's obligation under the Victorian Charter of Human Rights and Responsibilities Act 2006 and Disability Act 2006. This Plan focuses on the following themes:

#### Creating accessible places and spaces

- Taking a leadership role in promoting, influencing and advocating for an accessible built environment
- Developing and planning for a connected and accessible community environment
- Promoting and implementing universal design principals

#### Encouraging leadership and opportunities

- Ensuring new strategies and plans consider disability access and inclusion principals
- Promoting employment of people with disabilities Promoting ongoing benefits of engagement and volunteering in the community

#### Developing participation and inclusion

- Promoting leadership and involvement for people with disabilities around all matters and in particular those that have a direct impact on access and inclusion
- Maximising engagement with people with disabilities
- Promoting inclusive activities and events

#### Fostering respect and celebrating diversity

- Taking a leadership role in the promotion of inclusion and respect
- Influencing attitudes and educating the community
- Integrating access and inclusion practices throughout Councils decision making processes

The plan was developed with a focus on existing resources and incorporating access and inclusion principles into everyday decision making, project design and policy development. The plan and its actions rely on the existing and development of new relationships with the community, service providers and other interested organisations.

The plan has been designed to work in conjunction with, and provide support to other Council plans, either existing or under development. In particular this plan will both provide support to, and be supported by, the Municipal Public Health and Wellbeing Plan and the Active Ageing Strategy.

# Part 1

## The Why

### Introduction Our Community

Moira Shire Council is located in the Hume Region of Victoria and stretches across 4,045 square kilometres.

Moira Shire Council has a population of 28,123. The median age of Moira's population is 44, which is higher than the state and national median of 37 years. As the prevalence of disability increases with age, the need to be proactive in planning and accommodating for the community and its evolving needs is enhanced.

Some 20 per cent of Victorians have a disability, estimating that 5,624 of Moira Shire residents have a form of disability. If other population groups are included in these figures that may encounter accessibility issues, such as parents with young children (13 per cent) and residents over the age of 55 (35 per cent), this would equate to 68 per cent of Moira Shire residents requiring the need for improved access.

### What is a disability

The United Nations states:

*"The term 'persons with disabilities' is used to apply to all persons with disabilities including those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others."*

They also make note that this is neither an exhaustive nor an exclusive list.

### Implementing and Reporting

Council encourages a 'whole of organisation' approach, where all departments have a responsibility to ensure that accessibility and inclusion factors are considered within all works, plans and policy development.

Key milestones and achievements will form a part of Council's Annual Report. A report will also be submitted annually to Senior Management and Council outlining key achievements and future direction requirements. Future actions may be developed and introduced in response to identified needs. An audit, evaluation and review of the plan will be conducted at the end of its term.

## Our State, Federal & International Legislative & Policy responsibilities

### International

- United Nations Convention on the Rights of Persons with Disabilities 2006
- Universal Declaration of Human Rights 1948

### Australian Government:

- The Disability Discrimination Act 1992
- National Disability Insurance Scheme Act 2013
- Australian Standards and Building Code of Australia
- The National Disability Strategy 2010-2021

### Victorian Government

- Disability Act 2006
- Victorian Disability Amendment Act 2012
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Victorian Equal Opportunity Act 2010
- Victorian State Disability Plan 2013-16

### Local Government

- Creating a More Inclusive Community for People with a Disability Community for People with a Disability: A Strategic Framework for Local Government (Municipal Association of Victoria, 2011)
- Submission to Inquiry into Social Inclusion and Victorians with a Disability (Municipal Association of Victoria, February 2014)
- Increasing Civic Participation and Improving Consultation with People with a Disability: A Resource Guide for Victorian Councils (Municipal Association of Victoria, August 2012)

In particular this plan and the themes meet the obligations of:

Section 38(1) of the *Disability Act 2006* requires that government departments, prescribed statutory authorities and prescribed statutory corporations must develop a Disability Action Plan for the purpose of:

- a) reducing barriers to persons with a disability accessing goods, services and facilities;
- b) reducing barriers to persons with a disability obtaining and maintaining employment;
- c) promoting inclusion and participation in the community of persons with a disability; and
- d) achieving tangible changes in attitudes and practices that discriminate against persons with a disability.

And reinforce the following approaches from the National Disability Strategy:

- Involvement of people with a disability
- Community engagement
- Universal approach
- Life course approach
- Person-centered
- Independent living
- Interconnectivity

## How this plan fits within existing planning framework:

Council Plan Incorporating Strategic Resource Plan			
Municipal Strategic Statement	Municipal Health and Wellbeing Plan	Plans, Strategies and Corporate Documents	External Strategies and Plans
<p>Employment opportunities driven by agriculture, industrial and tourism resources</p> <p>Economic sustainability of primary production dependant on effective management of agriculture resources that adapts to change in market demand</p> <p>Economic growth based on natural assets, raw and value-added agriculture, tourism, recreation, retirement and small business development</p>	<p><b>Economic</b></p> <p>Moirá's economy will be innovative and entrepreneurial it will be the best place to live, work and invest</p>	<p>Business and Innovation Strategy 2014-2016</p> <p>Sustainable Capacity Report</p> <p>Regional Advocacy Plan</p> <p>RV Friendly Strategy</p> <p>Tourism and Events Strategy</p>	
<p>Attract and retain young people to the community to strengthen the mix of social and economic opportunities</p> <p>Effective provision of all social, economic and community services and functions</p> <p>Maximise the effective use of new and existing social and infrastructure</p>	<p><b>Social</b></p> <p>Moirá will be a shire where all its people and communities are happy, healthy and safe with the ability and the opportunity to participate, connect and contribute to their communities</p>	<p>Youth Action Plan 2013-2016</p> <p>Multicultural Action Plan*</p> <p>Community Safety Plan*</p> <p>Arts &amp; Culture Strategy</p> <p>Community Engagement Strategy</p>	<p>Moirá Arts and Culture Inc. Strategic Action Plan 2013-2016</p>
<p>Increased demand for a range of living and working opportunities including a variety of housing choices in urban and rural settings</p>	<p><b>Built</b></p> <p>Moirá will be a desirable place to live, work and visit; this will be supported by its infrastructure, assets and facilities. It will seek to maintain &amp; develop council's assets and facilities to meet its community's current and future needs</p>	<p>Walking and Cycling Strategy 2005</p> <p>Potential Tracks/Trails Strategy 2013</p> <p>Asset Management Strategy</p> <p>Multipurpose Facility Feasibility Strategy 2007</p> <p>Recreation Reserves Master Plans</p> <p>Footpath Strategy</p> <p>Road Management Plan 2013</p>	
<p>Protect and enhance elements of historic, cultural and natural significance</p> <p>Sustainable management of productive rural-land will consider effective environmental management and protection of land and water resources</p>	<p><b>Natural</b></p> <p>Moirá will responsibly manage its environment and ensure that our communities have the opportunity to enjoy, experience and contribute to that environment</p>	<p>Environmental Sustainability Strategy 2012</p> <p>Waste Management Business Plan</p>	
<p>The population of the Shire is ageing</p>	<p><b>Healthy Behaviours</b></p> <p>Moirá Shire will be a municipality where residents live healthy &amp; active lives and have access to services and resources that support health and wellbeing. Moirá will continue to plan for and deliver quality services to ensure they meet the needs of all current and future demographic groups</p>	<p>Disability Access and Inclusion Plan 2017-2021</p> <p>Moirá Shire Early Years Plan 2011 to 2014</p> <p>Positive Ageing Strategy 2008-2013*</p> <p>Recreation Strategy 2015-2025</p>	

Table 1 - Existing Planning Framework

Those marked with \* are currently under development

# Part 2

## The How

### Building on the previous plan

A review of the Moirá Shire Council Disability Action Plan 2013-2016 was conducted. Various achievements occurred including:

- 'Good Access is Good Business: A Guide for Retailers & Businesses' was developed and published for local businesses
- Training was provided to staff with Council receiving Communication Access accreditation for Cobram Customer Service Centre and participating in Access Standards Training
- A review of the Equal Employment Opportunity Policy, Grants Policy and Internal Events Policy was conducted with all now including a dedicated focus on access and inclusion
- An increase of projects submitted to the Disability Advisory Committee for review and feedback resulting in improved pedestrian access and an increase of integration of universal design in the initial planning stage of projects
- Council staff participated in accessibility challenges in various towns whilst inheriting a temporary disability. Following these many minor modifications have been completed, and major works at the Numurkah Quinn Street Toilets to include all abilities access
- Introduction of hearing loops at Cobram and Yarrowonga Customer Service Centre's

- Enhancement of International Day of People with Disability (3 December) as a major focus for raising awareness and promoting improved access for the community, school children and Council staff
- Installation of motorised mobility aid recharge points throughout the Cobram, Nathalia, Numurkah and Yarrowonga townships.

### Desktop Research

The plan was developed with a comprehensive review of:

- demographic data
- international, federal, state and regional policies and laws
- local and regional access and inclusion directions and initiatives, and
- benchmarking across other councils.

### Input from Disability Advisory Committee

The Disability Advisory Committee provided key input into the development of this plan and were consulted throughout all stages, including:

- Community Survey
- Themes
- The plan's goal
- Actions to be included
- Review of the plan as a whole

## Consultation

### Community Consultation

The community were invited to complete a survey, of which 87 community members provided responses. Respondents were asked a series of questions relating to access and inclusion to the built environment, the social environment, information and communication practices and the attitudes within their local communities.

Following these themes respondents were asked to nominate their top three priorities they thought the new Disability Access and Inclusion Plan should focus on, these were:

- Inclusion
- Access
- Awareness and Education

Respondents were given the ability to write responses around the four themes of access, participation, communication and attitudes. Some of the reoccurring themes throughout the written responses were:

- Improved continuous footpath network
- Need for carers to be included in community (a lack of respite care)
- Increase in prior advertising and community awareness of events
- Education and promotion of an inclusive community environment

All responses throughout the surveys were analysed, with some comparisons carried out between two cohorts; those that identified having a disability, carer/family member, and/or limited mobility against those in all other categories (e.g. community member/resident).

There were some identifiable differences between the two groups throughout the survey,

with those identifying with a disability, family/carer and limited mobility:

- had a decrease in access to the built and natural environment, except for roads,
- decrease in community participation except for providing feedback to Council,
- employment and volunteering was significantly more inaccessible,
- less likely to feel included in the community; and
- less likely to feel the people with disability are recognized for the contribution or represented fairly.

Other feedback throughout the survey was also used throughout the development of this plan, and in particular directly assisted with forming the actions under each theme.

### Internal Consultation

Moirá Shire Council staff were also invited to complete a survey, with 40 completed surveys received.

Staff were able to nominate improvements to access and inclusion for both the employees and the community. Staff told us that they felt, when providing better access for the community, the top priority was to improve the footpath networks.

Staff also nominated their priorities for this plan. These were also able to be categorised in the same categories as the communities priorities, with the top three priorities being:

- Access
- Inclusion
- Footpaths

# Part 3

## The Actions

The following themes were developed through consultation with the community, the Disability Advisory Committee and to meet Councils obligation under the Victorian *Disability Act 2006* which prescribes the purpose of a Disability Action Plan:

Themes	Key Concepts
Theme 1 Creating <b>Accessible Places &amp; Spaces</b>	Physical Access Services Encourage Business
Theme 2 Encouraging <b>Leadership &amp; Opportunity</b>	Employment Volunteering Representation
Theme 3 Developing <b>Participation &amp; Inclusion</b>	Events & Activities Communications Sports & Recreation
Theme 4 Fostering <b>Respect &amp; Celebrating Diversity</b>	Attitudes Advocacy Celebration & Recognition

Table 2 - Identified themes and priorities

## Theme 1 – Creating accessible places and spaces

Every person within the community is entitled to participate in our vibrant social, recreational and economic environments. Access to these is fundamental to promoting inclusion throughout all aspects of community life and will enhance the promotion of participation for all.

### What research tells us:

“People with disability represent a sizable potential travel and tourism market that can be tapped through improved customer service, accessible transport, venue and accommodation options” National Disability Strategy 2010.

“People with a disability benefit from being involved in their community, just as the community benefits from their involvement with the person” (adapted from Niemann, Greenstein & David 2004).

### What the community told us:

- “Everyone should have the opportunity to be involved in their communities. If access limits involvement then changes should be made.”
- “When I wasn’t well and had limited mobility it gave me a great awareness of issues people with disability face. It does limit the places you can go to, particularly some businesses with narrow aisles and steps.”
- “Accepting disability access as the standard, not the additional requirement”
- “Publicity to businesses on how to improve access for disabled customers”

### What our staff told us:

- “Develop a policy to work with traders in main retail / commercial areas to remove threshold steps”
- “Prior to making decisions ensure that a broader approach has encompassed what issues a person with a disability would face”

## What Council will do:

No.	Action	Responsibility (Lead is in bold)	Timeframe Short – 1 yr Med – 2 yrs Long– 3 yrs	Estimated Annual Resource	Priority A - V.High B - High C - Med D - Low
<b>1.1 Take a leadership role in promoting, influencing and advocating for accessible built environments</b>					
1.1.1	Support opportunities for local sporting and community facilities to become accessible, through Council's Community and Events Grant process by: <ul style="list-style-type: none"> <li>• Strengthening guidelines around access and inclusion</li> <li>• Ensuring assessment criteria promotes accessibility and inclusiveness</li> <li>• Promotion of other grant opportunities</li> </ul>	<b>Community Development,</b> Valley Sport, Strategic Projects	Long	Officer resources, Change of practice	B
1.1.2	Encourage and support local businesses to make accessibility and inclusion a priority by: <ul style="list-style-type: none"> <li>• Launching the Good Access = Good Business Booklet</li> <li>• Providing information and promotion of access and inclusion through existing communication networks</li> </ul>	<b>Community Services,</b> Economic Development	Medium	\$5K (2016/17 Budget Inclusion)	A
1.1.3	Review access to local nature reserves and lobby for increased access through: <ul style="list-style-type: none"> <li>• Community feedback</li> <li>• Identification of funding opportunities</li> <li>• Advocacy to other agencies</li> </ul>	<b>Community Services,</b> Operations, Rural Access Officer	Long	Officer resource	B
<b>1.2 Develop and plan for a connected and accessible community environment</b>					
1.2.1	Improve pedestrian and cycling infrastructure (including crossing points) to facilitate a connected and accessible community by: <ul style="list-style-type: none"> <li>• Review existing strategy</li> <li>• Reviewing existing footpath networks in major towns</li> <li>• Develop a schedule for long term implementation plan</li> </ul>	<b>Infrastructure, Construction and Assets, Strategic Projects,</b> Community Development	Long	Officer resources	A

No.	Action	Responsibility (Lead is in bold)	Timeframe Short – 1 yr Med – 2 yrs Long– 3 yrs	Estimated Annual Resource	Priority A - V.High B - High C - Med D - Low
1.2.2	Improve accessible car parking at key community buildings and in shopping precincts to ensure safe access and sufficient spaces are provided by: <ul style="list-style-type: none"> <li>Developing a program for upgrade of existing car parks</li> <li>Ensuring all new developments comply with current standards</li> </ul>	<b>Infrastructure, Construction and Assets,</b> Community Development, Facilities Maintenance	Long	\$30K+ (2016/17 Budget Inclusion)	B
1.2.3	Provide sufficient Council owned public toilets through: <ul style="list-style-type: none"> <li>Identifying existing facilities</li> <li>Develop a prioritised schedule for upgrade to meet best practice standards for provision of disabled toilets</li> <li>Increase signage and advertising of facilities</li> </ul>	<b>Infrastructure, Construction and Assets, Operations,</b> Community Development, Economic Development	Long	\$50k+ (2016/17 Budget Inclusion)	A
1.2.4	Educate community on Disabled Car parking legalities through: <ul style="list-style-type: none"> <li>School based programs</li> <li>Media and social media campaign</li> </ul>	<b>Rural Access Officer,</b> Community Services, Safety, Amenity and Environment	Medium	Officer resource	C
<b>1.3 Promote and implement universal design principals</b>					
1.3.1	Review existing Council owned and managed buildings and develop a program to meet universal design principals through: <ul style="list-style-type: none"> <li>Utilising and updating existing facility audits processes</li> <li>Prioritising areas for improvement</li> <li>Develop an implementation plan for Council managed buildings</li> </ul>	<b>Constructions and Assets, Operations, Community Development,</b> Strategic Projects	Long	Officer resource	B
1.3.2	Promote universal design principals to new developments, public buildings and facilities through: <ul style="list-style-type: none"> <li>Creation and distribution of a Universal Design Principal factsheet</li> <li>Update procurement and tender documentation to promote universal design</li> </ul>	<b>Building &amp; Planning,</b> Community Services, Commercial Services,	Medium	Officer resource	C

Table 3 -Actions - Creating Accessible Places and Spaces

## Theme 2 – Encouraging leadership and opportunities

Participating in work and volunteer activities leads to new connections with others, fosters a cohesive community and promotes self-worth. Giving all residents the opportunity to develop skills and connections is beneficial to the overall economic and social wellbeing of our communities. Having diverse participation throughout our communities allows for informal learning, while providing pathways for individuals to connect with others.

### What research tells us:

According to the Department of Health and Human Services (Victoria) people with a disability currently experience more disadvantage than other Victorians. Research has found:

- In Victoria, 26 per cent of people with a disability do not study beyond year 10, compared to 18 per cent of people without a disability.
- People with a disability are almost five times more likely to live in state-supported rental accommodation than people without a disability.
- The average weekly income of Victorians with a disability is 48 per cent less than the population without a disability.
- In 2009, the labour force participation rate for Victorians with a disability of working age was 52 percent, compared to 83 per cent for Victorian without a disability.
- People with a severe or profound disability experience even greater disadvantage, with a labour force participation rate of only 32 per cent.

### What the community told us:

- “Some see disability as a liability, we need to focus on everyone’s strengths, and not their weaknesses.”
- “I’m concerned about the employment in the Moira Shire for the future. There are limited jobs now for young adults with a disability.”
- “Promoting inclusiveness as a standard, not an exception. Leadership from community champions; role modelling behaviours.”

### What our staff told us:

- “Allow for employees to have more flexibility in work outcomes, i.e. not all staff may be able to complete a written report but are perfectly capable of going to CMT [senior management] for a discussion to share an idea.”
- “All employees should be judged on their abilities not their disabilities.”

### What Council will do:

No.	Action	Responsibility (Lead is in bold)	Timeframe Short – 1 yr Med – 2 yrs Long– 3 yrs	Estimated Annual Cost	Priority A - V.High B - High C - Med D - Low
<b>2.1</b>	<b>Ensure that new strategies and plans consider disability access and inclusion</b>				
2.1.1	All new strategies and plans demonstrate consideration and/or implication on access and inclusion through: <ul style="list-style-type: none"> <li>Presentation of key new strategies and plans to the Disability Advisory Committee</li> </ul>	<b>All Staff</b> Community Services	Short	Officer resource	A
<b>2.2</b>	<b>Promote employment of people with disabilities in the community and the Council</b>				
2.2.1	Assist with increasing awareness of the valuable contribution people with disabilities can make as employee and/or volunteers through: <ul style="list-style-type: none"> <li>Promoting existing government support</li> <li>Promotion of available resources to networks</li> <li>Creating partnerships with local business leaders, including trader groups to reinforce key messages</li> </ul>	<b>Community Services,</b> Rural Access Officer, Economic Development	Long	Officer resource	C
2.2.2	As a major employer of choice: <ul style="list-style-type: none"> <li>Develop a strategic approach to enhancing employment opportunities and retention of persons with disability at Council</li> </ul>	<b>People and Organisational Development,</b> Community Development	Long	Officer resource	B
2.2.3	Promote social enterprise opportunities as a skill development, leadership and employment opportunity for people with a disability by: <ul style="list-style-type: none"> <li>Investigating and promoting new social enterprise opportunities</li> </ul>	<b>Rural Access Officer,</b> Community Development, Economic Development	Long	Officer resource	C
<b>2.3</b>	<b>Promote ongoing benefits of engagement and volunteering in the community</b>				
2.3.1	Promote volunteering opportunities for people with disabilities as a key social inclusion strategy within sporting, social and community groups and clubs by: <ul style="list-style-type: none"> <li>Creating a 'Inclusive Practice Guide' as a practical guide and resource</li> <li>Promoting training/information on volunteering as it becomes available</li> </ul>	<b>Hume Region Accessibility Network,</b> Community Services, Valley Sport, Rural Access Officer, Community Facility Recreation	Long	\$5K (General Resource Allocation)	C

Table 4 - Actions - Leadership and Opportunity

## Theme 3 – Developing participation and inclusion

Participation and inclusion is the key to building a cohesive community. Developing and fostering participation and inclusion for all members of our community is beneficial to economic growth, social participation and employment opportunities. Every member of our community has the right to participate.

### What research tells us:

The Productivity Commission Disability Support and Care (Australian Government Productivity Commission, 2011) reported some of the benefits of increases in participation and inclusion:

- It can lead to improved wellbeing outcomes for people with disability and their carers (in relation to health, employment, education, income and life satisfaction outcomes)
- It can lessen the longer-term costs of care and support for people with disability — indeed, it may prevent people who have modest disability care and support needs from requiring more costly levels of care and support
- Support for people with disability and unsustainable care by carers, is also likely to have economic benefits by increasing participation in the workforce
- The community as a whole benefits from inclusive arrangements, not just people with disability. In the broadest sense, inclusion can enhance Australia's 'social capital' by engaging more people within the community and, through that, better reflecting the community's diversity

The Productivity Commission has estimated that investment in human capital can increase net household disposable income and consumption by 7 per cent over 10 years.

### What the community told us:

- "Everyone should have the opportunity to be involved in their communities. If access limits involvements then changes should be made"
- "Communities need to support each other more"
- "Further attention to information being provided in a variety of contexts ie. braille, large font, speech to text, text to speech"
- "The website is not user friendly. It is hard to find what is available. The search function is poor"

### What our staff told us:

- "Sufficiently large print on printed items, natural light, supportive and productive work environment"
- "Increase the profile of the DAC [Disability Advisory Committee] to ensure that they have input more broadly - thus resulting in increased accessibility"
- "Involve the community in decision making and role model inclusion and accessibility in our work to lead by example"

## What Council will do:

No.	Action	Responsibility (Lead is in bold)	Timeframe Short – 1 yr Med – 2 yrs Long– 3 yrs	Estimated Annual Cost	Priority A - V.High B - High C - Med D - Low
<b>3.1</b>	<b>Promote leadership and involvement for people with disabilities around all issues, and in particular those that have an immediate effect</b>				
3.1.1	Ensure that access and inclusion aspects are included in policy development from all tiers of government by: <ul style="list-style-type: none"> <li>Seeking input and feedback from Disability Advisory Committee on consultation matters</li> <li>Promoting representation of people with disability on Council advisory and steering committees</li> </ul>	<b>Corporate Management Team</b> Community Services	Long	Officer resource	C
3.1.2	Improve public transport to facilitate improved community involvement by: <ul style="list-style-type: none"> <li>Advocating for increased frequency of accessible public transport and sufficient accessible infrastructure to State and Federal Governments</li> </ul>	<b>Community Services,</b> Rural Access Officer	Medium	Officer resource	C
<b>3.2</b>	<b>Maximise engagement with people with disabilities, making strategic and operational decisions especially regarding access and inclusion</b>				
3.2.1	Enhance engagement with people with disabilities on all Council matters by: <ul style="list-style-type: none"> <li>Offering training to new and existing employees on benefits of consulting with people with disability</li> <li>Reviewing and update the Corporate Style Guide to incorporate accessibility standards (contrast, capitalisation, size, font) translation of information into other formats and Easy English</li> </ul>	<b>Community Services,</b> Governance and Communications, People and Organisational Development	Long	\$5k (General resource allocation)	C
3.2.2	Ensure more people with disability have access to online information and services by: <ul style="list-style-type: none"> <li>Adopting the mandated conformance levels for web accessibility as a baseline requirement (WCAG 2.0 compliance)</li> </ul>	<b>Governance and Communications,</b> Information Services	Long	\$45k (2016/17 Budget Inclusion)	B

No.	Action	Responsibility (Lead is in bold)	Timeframe Short – 1 yr Med – 2 yrs Long– 3 yrs	Estimated Annual Cost	Priority A - V.High B - High C - Med D - Low
<b>3.3 Promote inclusive activities and events</b>					
3.3.1	Promote participation of persons with a disability in all activities, events and festivals, including planning and advertising by: <ul style="list-style-type: none"> <li>• Developing an 'Inclusive Practice Guide' including checklists and audit tools</li> <li>• Taking a leadership role in demonstrating inclusion in Council lead events and activities through compliance with the Internal Events Guidelines</li> <li>• Promoting the use of the Companion Card at all Council events and facilities that incur charges</li> </ul>	<b>Community Development</b> , Rural Access Officer, Corporate Events, Governance and Communications	Medium	Officer Resource	C

Table 5 - Actions - Participation and Inclusion

## Theme 4 – Fostering respect and celebrating diversity

Australia is known and respected for its diverse communities. Moirá Shire Council recognises the benefits of celebrating this diversity and endeavours to show and promote respect throughout all communities.

### What research has told us:

*Community provides social connectedness through genuinely welcoming, respecting, valuing and actively involving people with disability.* National Disability Strategy, 2010-2021.

By promoting empowerment, real opportunities for people are created. This enhances their own capacities and supports them in setting their own priorities. Empowerment involves investing in people - in jobs, health, nutrition, education, and social protection. When people are empowered they are better prepared to take advantage of opportunities, they become agents of change and can more readily embrace their civic responsibilities. – United Nations Website.

Evidence and experience shows that when barriers to their inclusion are removed and persons with disabilities are empowered to participate fully in societal life, their entire community benefits. Barriers faced by persons with disabilities are, therefore, a detriment to society as a whole, and accessibility is necessary to achieve progress and development for all. – United Nations Website.

Inclusion, community and participation mean different things to different people. Therefore supporting people with a disability to be included requires listening to what is important and meaningful to them if inclusive practice has any chance of success and sustainability; Scope Report.

“People with a disability have the same rights as everyone else – to be respected, to make their own decisions, to feel safe in their home and community, have opportunities for leadership and to live a full and meaningful life” (Victorian State Disability Action Plan 2013-2016).

### What the community told us:

- “Educate the community to be more inclusive and value everyone’s commitment. We all have something to give”
- “Awareness of disabilities; respect for people with disabilities - they like to be included too, not stared at or made feel out of place”
- “Education in schools learning about different disabilities and the effects it has on the person”

### What our staff told us:

- “Involve the community in decision making and role model inclusion and accessibility in our work to lead by example”
- “Increase the profile of the DAC to ensure that they have input more broadly - thus resulting in increased accessibility”

## What Council will do:

No.	Action	Responsibility (Lead is in bold)	Timeframe Short – 1 yr Med – 2 yrs Long– 3 yrs	Estimated Annual Cost	Priority A - V.High B - High C - Med D - Low
<b>4.1 Take a leadership role in the promotion of inclusion and respect</b>					
4.1.1	<p>Advocate and allow for a more inclusive community, increasing the social, economic and health outcomes of people with a disability and the wider community through:</p> <ul style="list-style-type: none"> <li>Developing partnerships between other organisations, support services and groups, creating opportunities for cross promotion and reinforcement of key messages</li> <li>Promoting inclusive Council Meetings where all members of the community feel welcome and safe to participate, including carers, through a community and media campaign</li> </ul>	<b>Community Services, Rural Access Officer, Office of the CEO, Governance and Communications</b>	Short	Officer Resource	B
4.1.2	<p>Promote awareness and acceptance of the rights of people with disability through:</p> <ul style="list-style-type: none"> <li>Community education programs and opportunities</li> <li>Supporting independent advocacy of people with disability through promotion of external resources, organisations and opportunities</li> </ul>	<b>Rural Access Officer, Community Development</b>	Medium	Officer Resource	A
<b>4.2 Influence attitudes and educate the community through celebration</b>					
4.2.1	<p>Celebrate and promote the achievements of people with disability through:</p> <ul style="list-style-type: none"> <li>The facilitation of community and school events honouring International Day of People with Disability</li> <li>Increasing community education/awareness programs throughout the Shire including local schools by designing and promoting all abilities events and activities</li> </ul>	<b>Community Services, Rural Access Officer</b>	Long	\$3k (2016/17 budget inclusion)	B

No.	Action	Responsibility (Lead is in bold)	Timeframe Short – 1 yr Med – 2 yrs Long– 3 yrs	Estimated Annual Cost	Priority A - V.High B - High C - Med D - Low
<b>4.3</b>	<b>Integrate access and inclusion practices throughout Councils decision making process</b>				
4.3.1	Ensure that all Council leads by example by: <ul style="list-style-type: none"> <li>• Providing practical training for staff on their obligations embedded in everyday decision making</li> <li>• Providing information to staff on the rights of people with disabilities</li> </ul>	<b>Community Services,</b> Learning & Development Officer	Long	\$5k (General resource allocation)	A

Table 6 - Actions - Respect and Celebrate



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