

What do you think about our Disability Inclusion Action Plan?

We welcome your feedback

August 2016



About our Disability Inclusion Action Plan

We want to make sure that people with disability are included in Mosman.

And we want to make our community more accessible.

At the moment, we are writing a Disability Inclusion Action Plan.



In doing this, we have thought about the barriers that people might face in our community.

The Plan will explain the changes we can make to improve the lives of people with disability in our community.



We'd love to know what you think.

In this document, you will find an explanation of:

- what the plan is for – page 3
- questions you may like to think about – page 4
- some of the barriers that people face – pages 5 and 6
- the actions we could take – pages 7-14
- information on how to tell us what you think – page 15.

You can ask for support to read this document if you need to.

We look forward to learning more about your ideas for people with disability in Mosman.

What the Plan is for

At the moment, there are huge, positive changes taking place around Australia for people with disability.

Mosman Council wants to be part of this change.

Writing our Disability Inclusion Action Plan is the first step in making our local community more accessible and more inclusive.

This means that more people will be able to take part in our community.



In 2014, the NSW Government passed a law that said that all local councils must have a Disability Inclusion Action Plan.

The law is called the *Disability Inclusion Act 2014*.



Under the law, we must publish our Plan by 1 July 2017.

The Plan will cover 4 important areas:



At the moment, we are talking to people to find out what they think we need to do.

Once we've gathered everyone's thoughts, we will publish a final version of the Plan.

We look forward to finding out what you think.

We explain how you can tell us what you think on page 15.



Questions to think about

When you read through this document, think about the following:



- What do you think of our ideas? Will they help overcome the barriers that people with disability face in Mosman?
- Are there any other barriers that you think we should look at? How could we help overcome these?
- What are the most important things we should do?
- Have we included everything that you think is necessary to make Mosman more accessible and inclusive?
- Is there anything that we've missed?

The barriers that people face

At the moment, we know that people face a range of barriers to taking part in our community. These barriers include:

Attitudes

- Our staff may not know enough about how to work for, and plan for, people with disability.
- Not everyone in our community is welcoming toward people with disability.



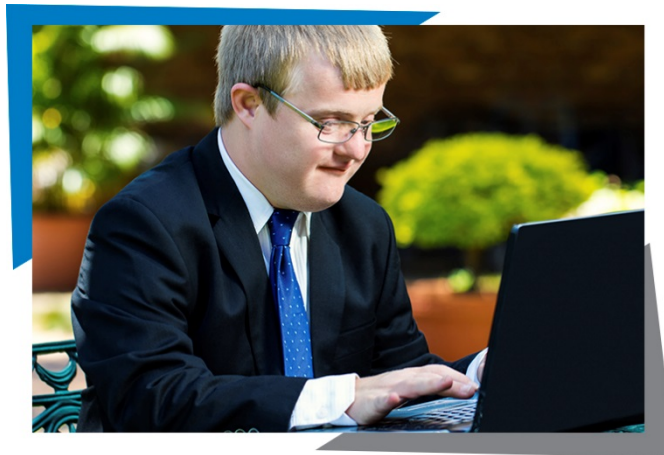
Living in and getting around the community

- Parts of the local area are not accessible, including some of our:
 - toilets
 - playgrounds
 - sports and recreation centres
 - parks
 - pathways and ramps
 - signs
 - Council buildings.



Getting a good job

- People with disability might find it difficult to get a job in our area.



Council services and information

- Some of our information is too hard to read.
- People might find it hard to access Council services. This might include things like applying for a parking permit, booking an event or putting in an application to renovate their home.
- People with disability might find it hard to take part in Council meetings and to let Council know what they think.



How will we improve attitudes in our community?

The Council has some ideas about how we can improve attitudes.

We plan to:



- Talk to more people to find out about the barriers people face and what they would like us to change.



- Make sure our staff are trained in how to work with people with disability.



- Train staff in how to make Council information more accessible and easy to use.



- Do a better job of sharing information within Council so that people don't have to tell us their story many times.



- Do more to make sure our events and services include people with disability.



- Include pictures of people with disability in our publications.



- Support positive events for people with disability such as International Day of People with Disability.



- Work with other organisations like Ability Links and the NDIS to help make our community more inclusive.



- Explore ideas for setting up an accessible business directory.

How will we make it easier to live in and get around?

The Council has some ideas about how we can make Mosman more liveable. We plan to:



- Work with our Access and Mobility Consultative Committee to work out what the barriers are and how we can fix them.



- Set up a good way for people to ask us for more accessible pathways and ramps.



- Work towards installing hearing loops at venues with sound systems.



- Continue 2 important plans:
 1. Access Strategy
 2. Pedestrian Access and Mobility Plan.



- Make sure we improve access when we make changes to our playgrounds.



- Think about accessibility when designing new areas and pathways.



- Make sure our signage is clear and easy to understand.



- Look at the way we manage:
 - helping people with their bins
 - mobility parking permits.



- Work with the NSW Government on issues like accessible transport.

How will we help people get good jobs?

The Council has some ideas about how we can create more opportunities for employment for people with disability. We plan to:



- Find out if any of our current staff need changes to be made so their workspace is accessible.



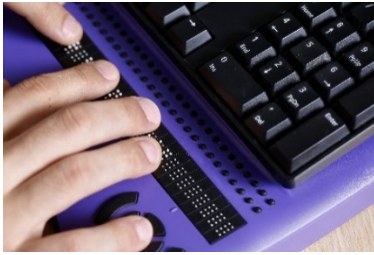
- Find out if any of our current staff need more support if they are providing care or support to a person with disability in their family.



- Find ways to include people with disability when we are advertising and interviewing for jobs. This will include making sure the application process is accessible.



- Train our IT staff in accessibility so that our internal systems are better for staff with disability.



- Work to develop accessible IT systems.



- Encourage people with disability to volunteer with us and gain work experience.



More than just good business

- See if we can buy more products and services from Australian Disability Enterprises. These are businesses that provide jobs to people with disability.



- Work with other businesses in our community to encourage them to employ people with disability.



- Work with disability employment services.

How will we make our services better?

The Council has some ideas about how we make our services more accessible and inclusive. We plan to:



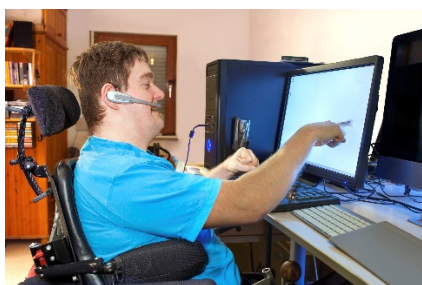
- Always consider accessibility and inclusion in our plans for the future.



- Make our websites more accessible.



- Work towards making sure the software we use is accessible.



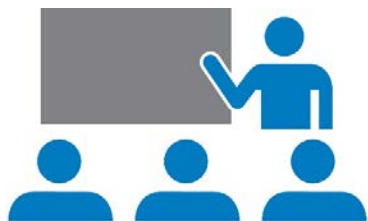
- Include people with disability when testing our website.

Accessible
PDF

Plain
English



- Make sure all our documents are accessible.



- Train our staff in how to write in plain English.



- Take note of the way that people like to communicate with us, especially if they have special needs like Braille or audio versions.



- Make sure all of our events are accessible.



- Work with other organisations that work with people with disability – like Ability Links or the NDIS – to create accessible services and activities.



- Make sure that people can easily tell us what they think and always include people with disability in our processes.

How to tell us what you think

There are 2 ways to tell us what you think:

1. Taking part in a face-to-face meeting
2. Taking part in our online survey.

We will hold 2 meetings at Mosman Seniors Centre on **14 September 2016**. The Centre is in Mosman Square, Spit Junction, near the Council Civic Centre.

You can choose to come to the meeting at either **1–2.30pm** or **6–7.30pm**.



If you are planning to attend, please let us know by:

- Signing up at this [link](#)
- Emailing us at l.morgan@mosman.nsw.gov.au
- Or phoning us on 9978 4257



The venue is physically accessible and has a hearing loop installed.

If you need an Auslan interpreter please let us know by **7 September**, so that we have time to arrange this.



If you can't attend a meeting, you can provide feedback by taking part in [our online survey](#) by **16 September 2016**





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