**Disability Inclusion Action Plan Consultation Summary**

The City of Parramatta Council has created a Disability Inclusion Action Plan 2017-2021. Council will take practical steps to create a more inclusive community for people with Disability who live in, work in or visit the Parramatta area. The plan reports on findings from consultations with people from the community with disability and City of Parramatta staff.

**Understanding Disability in Parramatta.**

* Based on Parramatta’s population in 2017, there are approximately 45,400 people living with disability in our City.
* If City of Parramatta was a village of 100:

 - 18, people would have some type of disability

 - 15, would have a physical condition

 - 4, would have cognitive or behavioural disorders

 - 4, would need help with daily activities such as showering and dressing

 - 14, would participate in physical activities visit public places and engage with

 Friends and family.

 - 7, would have difficulty with steps.

**Some feedback:**

“Parramatta is for everyone” (Focus group participant)

“There appears to be very little recognition of the needs of people with intellectual disability in terms of inclusive activities” (survey).

“It is good to see Parramatta City taking further steps for people with Disability to be included and to be given a voice.” (survey)

“Poor footpaths in many areas, lack of transport, inadequate parking for people with a disability.” (survey)

**Who we consulted**

* We gained feedback from the community through discussion groups, a community survey and staff survey.
* Of the 229 people who completed the survey, 25% were people with disability, 21% a family member or friend of someone with disability, 21% worked in the disability sector and 15% were carers.
* 2 of the 3 focus group sessions were with people with disability and 1 group of carers.

**What you told us**

* A lack of accessible parking and the inaccessibility of other facilities throughout the City are seen as significant barriers, and coping with the impact of damaged infrastructure such as broken footpaths represents real challenges for people with disability.

**What we are going to do**

* Utilise Council Advisory Committees to consult and advise on access issues
* Upgrade Council buildings and facilities
* Encourage the promotion of accessible for all design (universal design principles) in the planning of infrastructure and buildings

 **What you told us**

* The importance of sporting and recreational opportunities for people with disability was highlighted, with many people currently going outside the LGA for such opportunities.

 **What we are going to do**

* Provide people with disability with opportunities for accessible and inclusive participation in sport and recreation programs, so their needs are met.
* Ensure City events are accessible and inclusive for all.

What you told us

* As an employer, Council could increase employment opportunities for people with disability by designing roles to suit them, providing more flexible work hours, making work places more accessible, and employing people through transition to work programs.

**What we are going to do**

* Implement a disability employment strategy including guidelines that address alternative forms of application, job design and flexible working hours
* Increase the number of people with disability employed by CoP

**What you told us**

* The lack of consistent and clear information about what’s available in the LGA for people with disability was seen as creating barriers to inclusion.

**What we are going to do**

* Ensure people with disability are included in consultation processes
* Increase access to essential council information by providing it in various formats.
* Provide information on Cop website about access and inclusion