



Disability INCLUSION PLAN

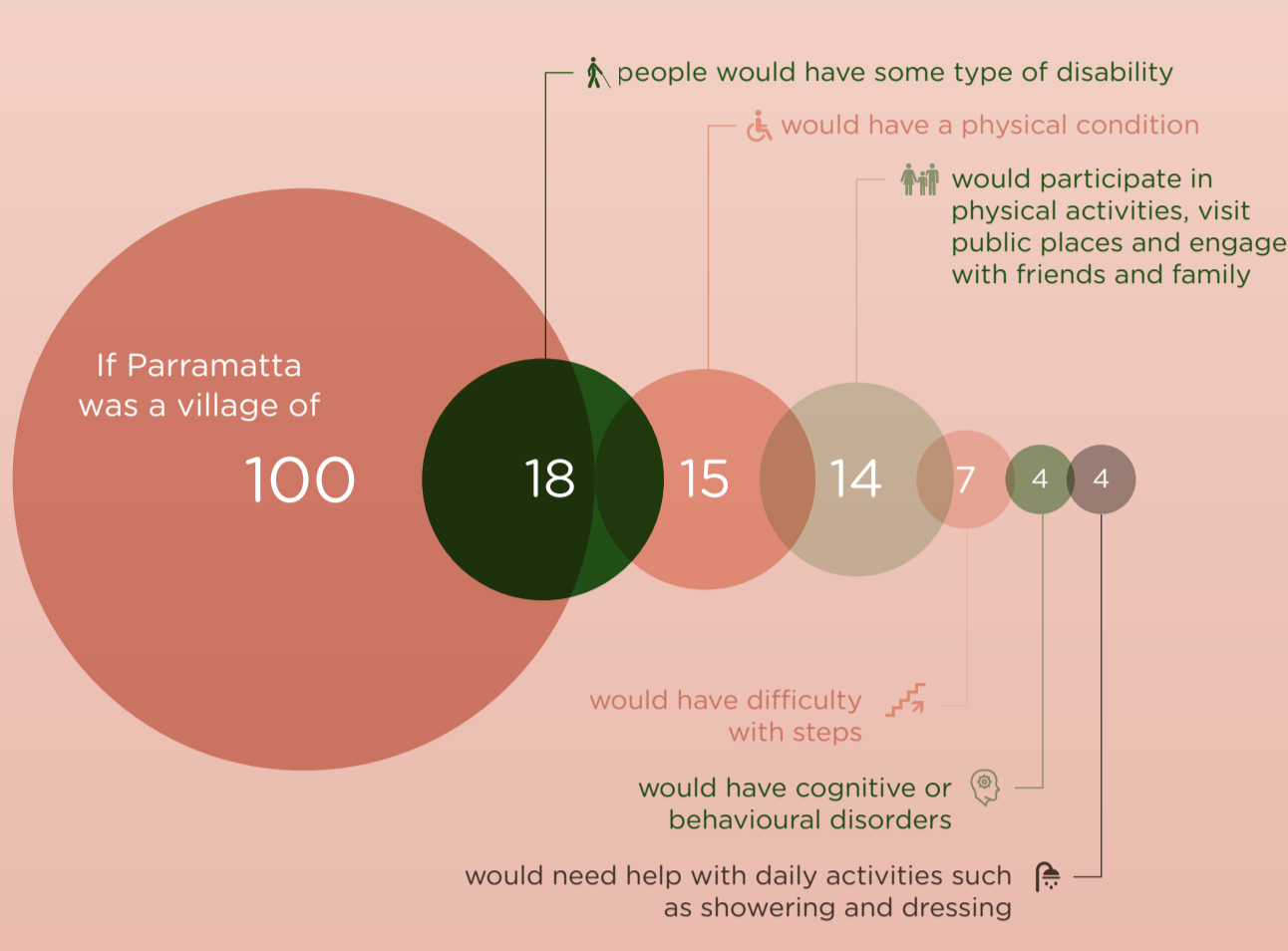


The City of Parramatta Council has created a **Disability Inclusion Action Plan 2017-2021**. Council will take practical steps to create a more inclusive community for people with Disability who live in, work in or visit the Parramatta area.

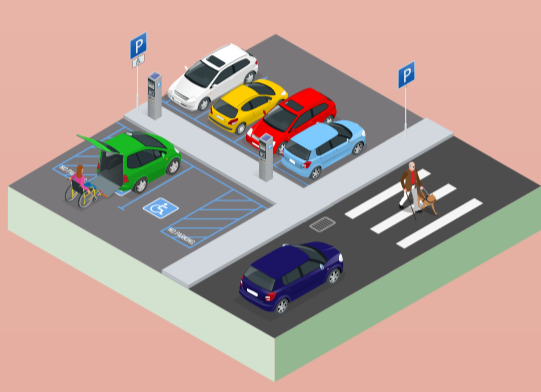
The plan reports on findings from consultations with people from the community with disability and City of Parramatta staff.

Understanding Disability in Parramatta

Based on Parramatta's population in 2017, there are approximately **45,500 people** living with disability in our City.



What did you tell 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.



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



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.



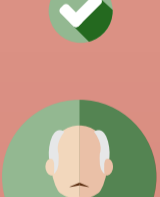
"Poor footpaths in many areas, lack of transport, inadequate parking for people with a disability." (survey)



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.



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



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:

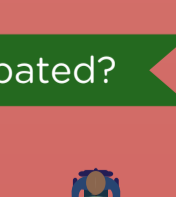
- Ensure people with disability are **included in consultation processes**.
- Increase access to essential council information** by providing it in various formats.
- Provide information on Cop website** about access and inclusion.



"Parramatta is for everyone" (Focus group participant)

Who Participated?

- 229** people completed the survey
- 25%** were people with disability
- 21%** a family member or friend of someone with disability
- 21%** worked in the disability sector
- 15%** were carers



We gained feedback from the community through:

- discussion groups,
- a community survey
- and staff survey.

What's Next?

For full details visit council's website.