



AGENDA

DISABILITY INCLUSION & ACCESS COMMITTEE TO BE HELD IN THE COUNCIL CHAMBERS ON WEDNESDAY, 17 SEPTEMBER 2025 AT 4:00 PM

- 1 Apologies
- 2 Confirmation of Minutes
- 3 Business Arising
- 4 Declarations of Interest
- 5 Items of Business
 - CL01 p7 Committee Application
 - CL02 p8 Disability Inclusion Access Plan 2026-2030
 - CL03 p37 Procedure for Submitting Items to the Committee Meeting Agenda
- 6 p38 Outstanding Action Report
- 7 General Business
- 8 Next Meeting

DISTRIBUTION LIST

Councillor Shari Blumer (Chair), Councillor Laurie Testoni, Geoff Tarr (Community Representative), Jaimee Damini (Community Representative), Jodie Ridge (Community Representative), Marilyn Hams (Community Representative), Ralph Twaddell (Community Representative), Soheil Derakhshan (Community Representative), Suzanne Biondo (Community Representative)

Director Economic & Organisational Development, Shireen Donaldson; Urban Strategic Design & Major Projects Manager, Peter Badenhorst; Project Planner, Melanie Vella; Community Development Coordinator, Melissa Canzian and Minute Secretary, Antoinette Galluzzo

Quorum = 3

If you are unable to attend this meeting please notify the Minute Secretary prior to commencement of the meeting by email or by telephoning Council on 1300 176 077.

This Committee meeting may be attended remotely and recorded by audio or audio-visual means for administrative purposes. No other recording is permitted.

Acknowledgement of Country

Griffith City Council acknowledges the Wiradjuri people as the traditional owners and custodians of the land and waters, and their deep knowledge embedded within the Aboriginal community.

Council further pays respect to the local Wiradjuri Elders, past, present and those emerging, for whom we acknowledge have responsibilities for the continuation of cultural, spiritual and educational practices of the local Wiradjuri people.



MINUTES

DISABILITY INCLUSION & ACCESS COMMITTEE HELD IN THE COUNCIL CHAMBERS, GRIFFITH ON WEDNESDAY, 28 MAY 2025 COMMENCING AT 4:00 PM

PRESENT

Councillor Shari Blumer (Chair), Geoff Tarr (Community Representative), Jodie Ridge (Community Representative (via zoom)), Marilyn Hams (Community Representative), Ralph Twaddell (Community Representative), Soheil Derakhshan (Community Representative), Suzanne Biondo (Community Representative)

Quorum = 3

STAFF

Director Economic & Organisational Development, Shireen Donaldson, Urban Strategic Design & Major Projects Manager, Peter Badenhorst, Project Planner, Jason Bertacco, Community Development Coordinator, Melissa Canzian, Governance Manager, Leanne Austin and Minute Secretary, Antoinette Galluzzo

1 APOLOGIES

RECOMMENDED on the motion of Soheil Derakhshan and Ralph Twaddell that apologies be received from Councillor Laurie Testoni, Urban Strategic Design & Major Projects Manager, Peter Badenhorst and Director, Infrastructure and Operations, Phil King.

Absent: Jaimee Damini (Community Representative)

2 CONFIRMATION OF MINUTES

RECOMMENDED on the motion of Councillor Shari Blumer and Marilyn Hams that the minutes of the previous meeting held on 17 July 2024, having first been circulated amongst all members, be confirmed.

3 BUSINESS ARISING

Nil.

4 DECLARATIONS OF INTEREST

Pecuniary Interests

There were no pecuniary interests declared.

Significant Non-Pecuniary Interests

There were no significant non-pecuniary interests declared.

Less Than Significant Non-Pecuniary Interests

There were no significant non-pecuniary interests declared.

5 ITEMS OF BUSINESS

CL01 INDUCTION OF COMMITTEE MEMBERS - MANDATORY

Leanne Austin, Governance Manager, provided an overview of the Committee induction process which Committee members may access on Council's website. Committee members are required to read the Code of Conduct policy and procedures, Code of Meeting Practice policy, Statements to the Media Policy, Social Media Policy, Information Protection Principles and Child Safe policy. Committee members are also required to complete the online policy acknowledgment form. Explanation was provided in relation to the requirement to declare any Conflicts of Interest Committee members may have in their consideration of Committee matters.

CL02 TERMS OF REFERENCE

RECOMMENDED on the motion of Ralph Twaddell and Soheil Derakhshan that the Committee adopt the Terms of Reference attached to the report.

CL03 PROPOSED MEETING DATES 2025

RECOMMENDED on the motion of Suzanne Biondo and Jodie Ridge that the following Committee Meeting dates for 2025 be adopted.

- Wednesday, 28 May 2025
- Wednesday, 17 September 2025
- Wednesday, 17 December 2025

Melissa Canzian advised the Committee she had received a request from Regional Disability Advocacy Service for a representative to join the Committee. Ms Canzian will confirm availability and report back to the Committee.

CL04 BUILDING A CULTURE OF ACCESSIBILITY AND INCLUSION - ONLINE TRAINING FOR COMMITTEE MEMBERS

Director Economic & Organisational Development, Shireen Donaldson provided an overview on the Building a Culture of Accessibility and Inclusion eLearning course (available for free on the Australian Human Rights Commission website (AHRC)), which Committee members are encouraged to complete.

The Committee discussed other AHRC disability awareness training courses available through the Human Rights Commission. AHRC course potentially available in October 2025.

RECOMMENDED on the motion of Soheil Derakhshan and Suzanne Biondo that the AHRC, Disability Awareness Training (half day workshop) be included in the staff training plan 2025/26. This training is to be available to both Council staff and Committee members.

CL05 REGIONAL DISABILITY ADVOCACY SERVICE - REQUEST

Ms Canzian advised the Committee that the Regional Disability Advocacy Service will be holding a workshop in Griffith, 10 June 2025. Committee members are encouraged to register and attend.

CL06 KOOYOO STREET MALL - INSTALLATION OF TACTILE INDICATORS

RECOMMENDED on the motion of Jodie Ridge and Ralph Twaddell that Council install yellow tactile indicator tiles (Option 2) in accordance with AS 1428.4 Means to assist the orientation of people with vision impairment – Tactile ground surface indicators (TGSI), as recommended by best industry practice for safety.

This was a unanimous decision.

CL07 ITEMS RAISED BY COMMITTEE MEMBER

Item 1 – Mrs Hams requested additional advertising and posters to advise Yenda residents when COG meetings are being held in Yenda and that speakers be limited to 5-10 minutes. Mrs Donaldson responded that this feedback will be taken on board.

Item 2 – Mrs Hams raised the issues of access at the Yenda Post Office and kerb and guttering at the Yenda shops. Ms Donaldson advised the Committee she would raise the access to the Yenda Post Office issue with the Senior Management Team. The kerb and guttering issue will be referred to the Roads, Parks, Pathways Enhancement Committee.

Item 3 – Mrs Hams raised the issue of disabled parking at Service NSW. A disabled parking space has been removed and it is very difficult for disabled people to access the footpath. Mrs Donaldson advised this would be raised with the Senior Management Team.

RECOMMENDED on the motion of Soheil Derakhshan and Geoff Tarr that the correspondence be noted and appropriate action be taken.

CL08 PETITION RECEIVED 29 APRIL 2025

Ms Donaldson advised electric charging for mobility scooters could be made available at the following Council facilities – Library, Griffith Regional Aquatic Leisure Centre, Griffith Regional Sports Centre and Tourism Hub – during their normal business hours which does encompass weekends. The option for 24 hour access in Banna Avenue was also raised. Kooyoo Mall was identified as being a potentially suitable location, due to exceptional lighting and CCTV coverage. Existing secured power points located on the Kooyoo Kiosk could be modified to be accessed via the MLAK system.

RECOMMENDED on the motion of Soheil Derakhshan and Jodie Ridge that:

- (a) Staff investigate and promote Council facilities suitable to provide free charging points for mobility scooters.
- (b) Staff investigate access to power at the Kooyoo Street Kiosk for charging mobility scooters including accessibility with an MLAK Key.

SMT COMMENT – Costing for MLAK Key is \$25 and \$145 per padlock. Preferred location is at the back of the Kiosk as there is adequate lighting, shelter and CCTV coverage. Council facilities to be canvassed for suitable locations.

- GRALC can accommodate
- Regional Theatre can accommodate
- Griffith Regional Sports Centre can accommodate
- Griffith City Council Administrative building can accommodate



CL09 DISABILITY INCLUSION ACTION PLAN - CHECK-IN & REVIEW

Ms Canzian advised the Committee the Disability Action Plan is currently on exhibition and required to be reviewed adopted by 30 June 2025. Council is then required to 'remark the plan' by 30 June 2026, so an opportunity for additional feedback is available in 2025/26 for the new Plan.

Councillor Blumer encouraged members of the Committee to complete the online survey and provide feedback on the Plan by 30 May 2025.

6 GENERAL BUSINESS

Nil.

7 NEXT MEETING

The next meeting of the Disability Inclusion & Access Committee is to be held on 17 September 2025 at 4:00pm.

There being no further business the meeting terminated at 5:33pm.

CLAUSE CL01

TITLE Committee Application

FROM Antoinette Galluzzo, Governance Officer

TRIM REF 25/68098

SUMMARY

Three Committee applications have been received for the Disability, Inclusion and Access Committee from Lindsay Wickey, Rocco Catanzariti and Dene Caterina Beltrame.

RECOMMENDATION

That the Committee accept Lindsay Wickey, Rocco Catanzariti and Dene Caterina Beltrame as a member of the Disability Inclusion and Access Committee, and the Terms of Reference be updated.

REPORT

Nil.

ATTACHMENTS

Nil.

CLAUSE CL02**TITLE** Disability Inclusion Access Plan 2026-2030**FROM** Melissa Canzian, Community Development Coordinator**TRIM REF** 25/106390**SUMMARY**

Under the Disability Inclusion Act 2014, all New South Wales councils are required to develop a new Disability Inclusion Action Plan (DIAP) every four years. Councils must engage with the community and people with disabilities to develop these plans, which outline actions to improve accessibility and social inclusion for people with disabilities in their local area.

RECOMMENDATION

The Disability Inclusion Access Committee commence discussions into the planning of the new DIAP to be adopted by council by 30 June 2026.

REPORT

On June 19, 2025, the REVIEW of the Disability Inclusion Access Plan was adopted at a Council meeting. In the review, Council invited the community to have their say during a public exhibition period in April and May 2025. With more than 50 submissions received from local residents, community groups and Council staff, the Disability Inclusion & Access Committee also provided valuable insights, sharing real experiences to ensure the Plan reflects the challenges and opportunities faced by people living with disability.

As the attached reviewed plan is now the current version, it is necessary to commence discussions and planning with the Committee for the development of the new DIAP. This includes outlining the communication and consultation plan, planning the public exhibition, and establishing approximate timelines to ensure the adoption deadline of 30 June 2026 is met.

LINK TO STRATEGIC PLAN

This item links to Council's Strategic Plan item 4.1 Make our community healthy and safe. item 4.2 Encourage an inclusive community that celebrates social and cultural diversity.

ATTACHMENTS

(a) Disability Inclusion Action Plan 2025 REVIEW [↓](#)

9

[DIAP Guidelines 2022](#)



DISABILITY INCLUSION ACTION PLAN

2025-2026 Review



Image: Clients and staff from Kurraiong proudly show off their artworks.

Contents

Acknowledgement	3
Message from the Mayor	4
Disability, Access and Inclusion	5
Introduction	6
Relevance to other Council strategies and plans	7
Key policies and legislation	8
Our community	10
Disability Australia wide	12
What we've achieved	13
How we developed this plan	18
What we heard	19
Focus areas	20
• Liveable communities	21
• Systems and processes	23
• Employment	25
• Attitudes and behaviours	26
• Monitoring, review and reporting	27

The colour choices in this document have been made as accessible as possible using the Vision Australia Colour contrast checker.

Acknowledgement

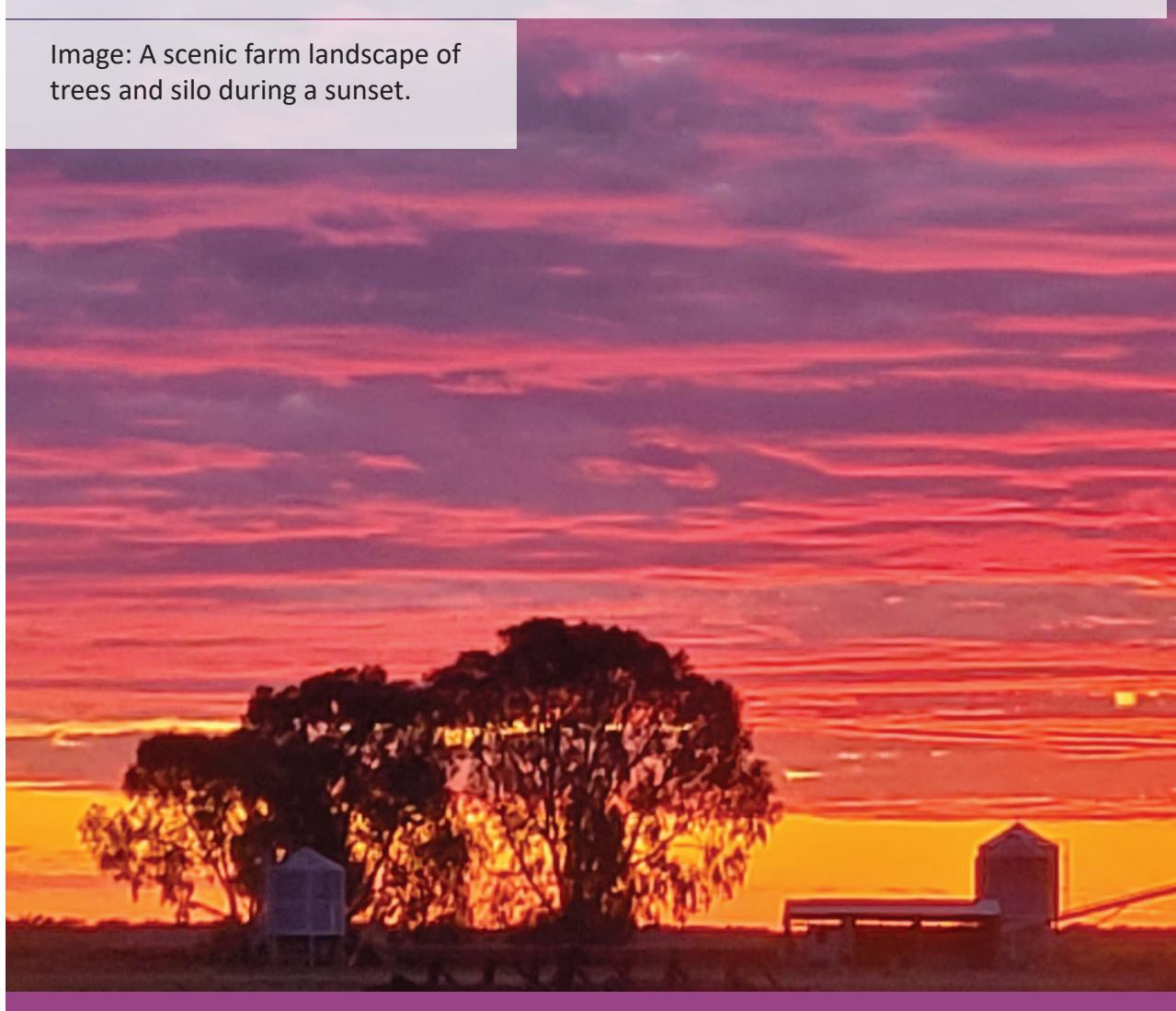
Griffith is located in the heart of the Wiradjuri Nation – the largest nation of Aboriginal and Torres Strait Islander people in Australia.

Griffith City Council recognises Aboriginal people in the history and growth of Griffith and its surrounding villages. As such, Council acknowledges the Wiradjuri people as the traditional owners of the land and pays respect to Wiradjuri Elders past, present and future.

We recognise and respect the Wiradjuri cultural heritage, beliefs and their ongoing relationship with the land for people living today.

Council also acknowledges the contribution made to this community by the many and diverse cultural groups that have greatly contributed to the social and economic wealth of this region.

Image: A scenic farm landscape of trees and silo during a sunset.



Message from the Mayor



At Griffith City Council, we are committed to building an inclusive and accessible community.

Our Disability Inclusion Action Plan (DIAP) reflects this commitment, outlining practical steps to remove barriers and create a more inclusive future for people with disability.

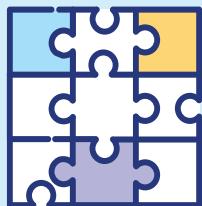
This Plan has been developed in consultation with community members, advocates and service providers to ensure that the voices of people with disability are heard and valued. It aligns with our community vision of “a progressive and inclusive community where our vibrant culture is celebrated and every individual feels valued, safe and inspired to grow”

By focusing on improving accessibility, promoting inclusive attitudes, increasing employment opportunities and enhancing community participation, we are working to create a city where every person, regardless of ability, feels welcome and supported.

I encourage everyone to engage with this Plan and play a role in fostering a more inclusive community. Together, we can make Griffith a place where all people have the opportunity to live, work and participate with dignity and independence.

Doug Curran
Mayor

DISABILITY



is a long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.

ACCESS



refers to any outcome that is achieved by the removal of 'barriers' or obstacles that may impede an individual's rights to engage in a chosen activity in a manner that is equitable and dignified. 'Barriers' can include obstacles in the built environment as well as communication or attitudinal obstacles in the social environment.

INCLUSION



is the process whereby every person (irrespective of age, disability, gender, religion, sexual preference or nationality) who wishes to, can access and participate fully in all aspects of an activity or service in the same way as any other member of the community.

Introduction

Griffith City Council is committed to fostering an inclusive, respectful and diverse community where all residents and visitors can enjoy a safe, welcoming and accessible environment. The **2025-2029 DIAP** reaffirms this commitment by providing a framework for improving accessibility, enhancing community participation and creating equal opportunities for people with disability.

Council's **DIAP** is designed to improve access, inclusion and participation for people with disabilities.

The **key objectives** of a DIAP include:

1. **Developing positive community attitudes and behaviours.** This includes promoting awareness and understanding to reduce stigma and encourage inclusivity.
2. **Creating liveable communities** by improving access to public spaces, facilities, and transport to enhance participation.
3. **Supporting access to meaningful employment.** Removing barriers to employment and promoting inclusive workplace practices.
4. **Improving access to services and systems.** Ensuring that information, customer service and programs are accessible to all.

The **2025-2029 DIAP** builds upon the experiences, challenges and successes of the previous four years, outlining a roadmap for further improvements. Developed in consultation with the local community, with input from the **Griffith Disability Inclusion and Access Committee** and local service providers, this Plan reflects valuable insights and contributions from community members.

Implementation of the DIAP is a **whole-of-Council responsibility**, requiring collaboration across all departments. The **Disability Inclusion & Access Committee** will continue to provide support and guidance to ensure alignment with community needs and legislative requirements.

Other Council plans that work towards accessibility and inclusion are:

- Reconciliation Action Plan
- Pedestrian and Bicycle Strategy
- Playground Strategy
- CBD Strategy

Relevance to other Council strategies and plans

The Griffith City Council Disability Inclusion Action Plan is a strategic document that guides Council with a framework of priorities and actions for a four-year period. It is written in line with the guiding principles of Council's Community Strategic Plan (CSP) 2025-2029. Council's CSP objectives that are relevant to the DIAP include:

1. An engaged and informed community

- 1.1 Provide clear, accessible, relevant information
- 1.2 Actively engage with and seek direction from our community and stakeholders

2. Work together to achieve our goals

- 2.1 Develop and maintain partnerships with community, government and non-government agencies to benefit our community

3. Plan and lead with good governance

- 3.1 Undertake Council activities within a clear framework of risk management, strategic planning, policies, procedures and service standards to enhance accountability, resilience and informed decision making

4. Griffith is a great place to live

- 4.1 Make our community healthy and safe
- 4.2 Encourage an inclusive community that celebrates social and cultural diversity
- 4.3 Provide and promote accessibility to services
- 4.4 Provide a range of cultural facilities, programs and events
- 4.5 Improve access to local health and support services
- 4.6 Promote reconciliation and embrace our Wiradjuri heritage and culture
- 4.7 Provide a range of sporting and recreational facilities and events
- 4.8 Improve the aesthetic of the City and villages, by developing quality places and improved public realm that supports active, healthy and inclusive communities

5. Grow our economy

- 5.2 Be a location of choice for business investment, employment and learning
- 5.7 Support transport connectivity

6. Provide and manage assets and services

- 6.1 Provide, renew and maintain a range of quality infrastructure, assets, services and facilities
- 6.2 Maintain and develop an effective transport network (airport, public roads, pathways, pedestrian access and transport corridors) for Griffith and villages

Key policies and legislation

In 2014, the NSW Government passed the Disability Inclusion Act which said that all local councils must have a Disability Inclusion Action Plan. Councils are required to review their Disability Inclusion Action Plans every four years.

Other key policies and legislation include:

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

- Australia's Disability Strategy 2021-2031
- Disability Discrimination Act 1992
- Fair Work Act 2009
- National Disability Insurance Scheme (NDIS)
- National Standards for Disability Services
- NSW Disability Inclusion Plan
- NSW Anti-Discrimination Act 1977 (ADA)
- NSW Disability Inclusion Act 2014



Image: A woman prepares beans for cooking.



Image: Two women paint a picture of a boomerang.

Our community profile



27,340
Population
ERP 2024

31,421
Population
2046
(forecast.id)



4,441 or 16.7% of
Griffith residents are
living with a disability



22%
Born overseas



23%
Speak a language other than
English at home



10%
of residents identify as carers

Snapshot of disability in Griffith

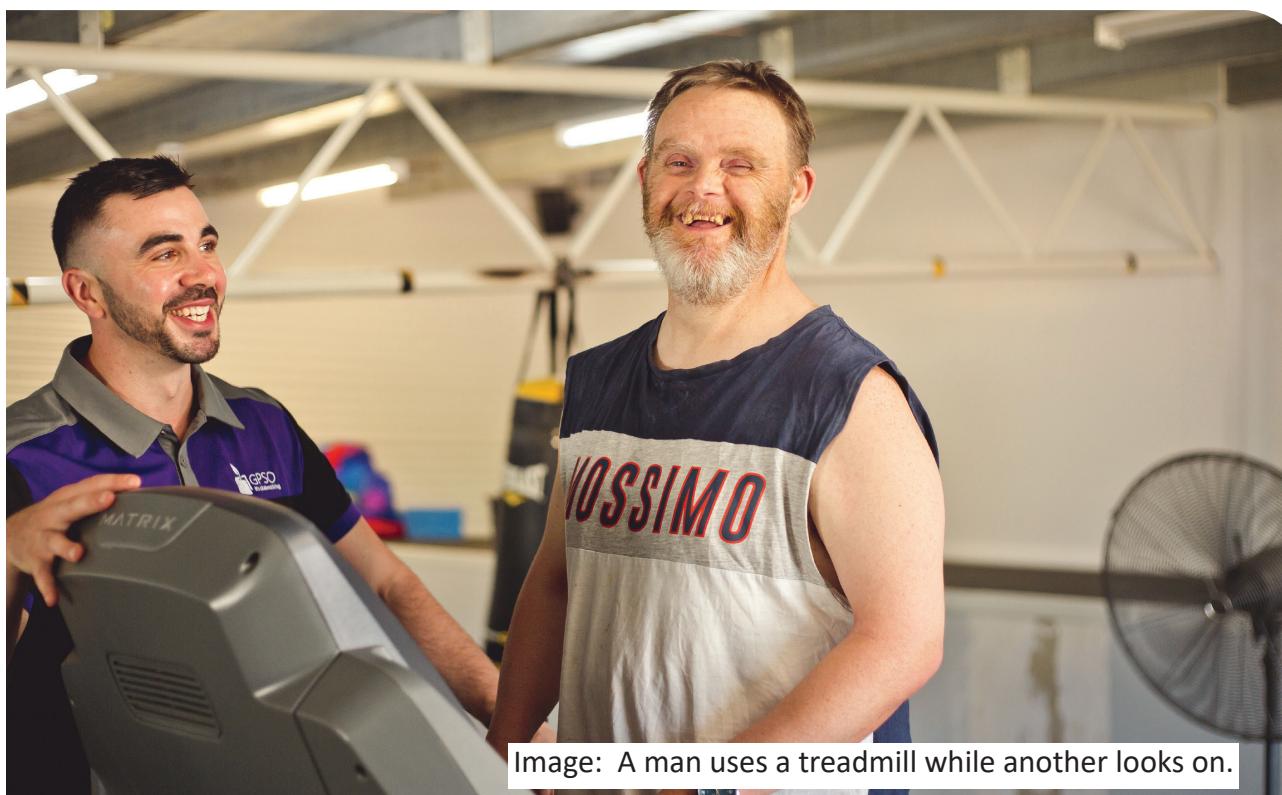
5.4%
of people need help in their day to day
lives due to disability



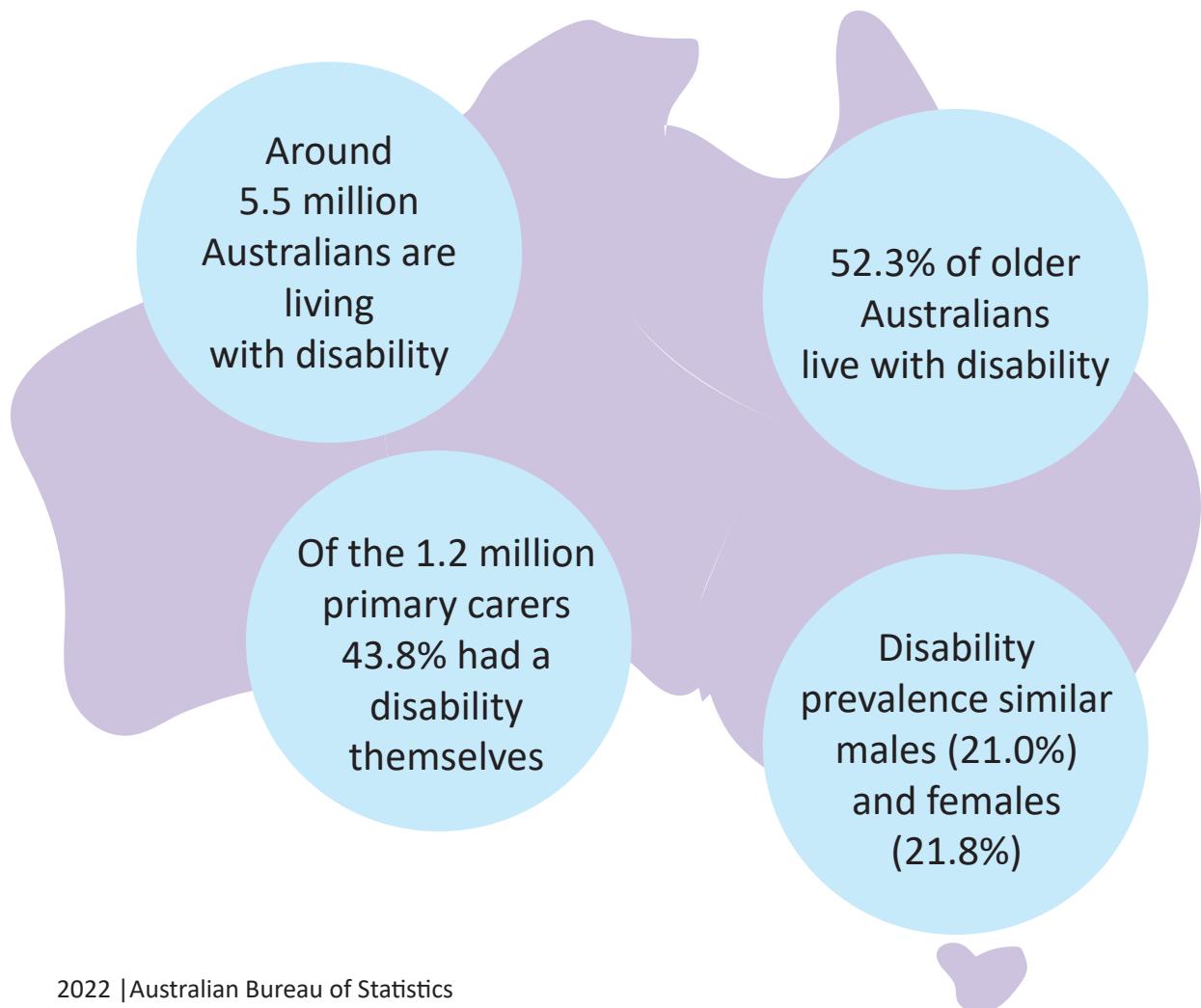
2,498
provide unpaid assistance to a
person with a disability



46.2%
aged 85 and over require assistance



Disability Australia wide



2022 | Australian Bureau of Statistics

What we've achieved

Location	Action
Bicycle Pump Track Olympic Street	<ul style="list-style-type: none"> Accessible seating, shelter, BBQ, bubbler, bike repair station
Borland Leckie Park	<ul style="list-style-type: none"> Installed accessible and inclusive play equipment, seating and footpath Communication board erected for inclusive communication
Burley Griffin Community Gardens	<ul style="list-style-type: none"> City Park toilet amenities with disabled toilet
Bus Shelters – new / upgraded	<ul style="list-style-type: none"> Hanwood School bus shelter Banna Ave (Outside the courthouse) bus shelter Yambil St bus shelter Kooringal Ave Bus Shelter Clifton Boulevard bus shelter Middleton Ave bus shelter Kookora St bus shelter Griffith Hometown complex (New McDonalds)
Campbell Wetlands Boardwalk	<ul style="list-style-type: none"> Accessible walkway New shelter with ramp and accessible seating
Child Safe Framework	<ul style="list-style-type: none"> Child Safe Policy, guidelines for staff and Code of Conduct implemented
Council events	<ul style="list-style-type: none"> ConnectYOUTH roller skating disco - Sensory session held Colour Fun Run - Inclusive and sensory area Olympic Street and Memorial Park Activation - Inclusive events Wheelchair Basketball Trials
Enticknap Park	<ul style="list-style-type: none"> In addition to providing accessible playground equipment, Council has installed a new toilet block with Disabled toilets and parking allotment with disabled parking places on Murphy Crescent

What we've achieved

Location	Action
Footpath Installations	<ul style="list-style-type: none"> • Hanwood to Murphy Road • Griffith to Yoogali pathway • Sidlow Road including Willandra Avenue roundabout to Griffith Retirement Estate • Spiers Street • Goodooloo Street to Noorla Street • Pedestrian Bridge over canal – Merrigal to Noorla Street • Shared path around Griffith Regional Sports Centre • Canal to Coolah Street footpath and new bridges as part of the HerWay project including Dave Taylor Park and Community gardens • Footpaths in Pioneer Park
Griffith City Library	<ul style="list-style-type: none"> • Ramp access and automatic doors • Monthly sensory movies • Home delivery service available to anyone with a disability - permanent or short-term. Reading aids/listening devices for vision impaired people provided. • Corridor widened for greater access into parents' room. • New shelving installed to improve accessibility • Tech Savvy Seniors program • Drop in Marian Catholic College Tech Help
Griffith Pioneer Park Museum	<ul style="list-style-type: none"> • Improved access around the Museum with new paths installed, in particular the accessible pathways at the entrance of the Museum. • Digital QR Codes throughout Pioneer Park for videos with captions
Griffith Art Gallery	<ul style="list-style-type: none"> • Ramp installed at the front entrance • Sensory tours for some exhibitions

Location	Action
Griffith Regional Sports Centre	<ul style="list-style-type: none"> • Disabled parking and toilets • Footpaths linking both entrances of the new facility • Hosts and facilitates a variety of programs and activations designed to engage community members living with a disability. Some of these include: Come and Try Athletics, Indoor Multi-Sport Day (Primary Schools), Schools Boccia Tournament and Powerchair Soccer
Griffith Regional Theatre	<ul style="list-style-type: none"> • Accessible toilets, backstage dressing room, new parents' room • Noise cancelling earplugs available • Access for wheelchairs • Investigate wheelchair accessible specific tickets and accessibility on to the stage
Hanwood Sports Amenities	<ul style="list-style-type: none"> • Adult Change table • Accessible toilet and change area • 2 designated allotments for disabled parking
Her Way 2680 project	<ul style="list-style-type: none"> • Installation of 2 x Shared bridges with ramped landings • 2 new bus shelters with wheelchair accessibility • Footpaths and access to all Murals as a part of this project • Upgrade of Don Best Park including Wheelchair access all around and • Accessible community garden and bubblers
Kooyoo Mall	<ul style="list-style-type: none"> • Fully paved flattened surface for all users • Accessible seating
Memorial Park Griffith	<ul style="list-style-type: none"> • Additional paved and larger access entries
Mountain Bike Track	<ul style="list-style-type: none"> • Accessible footpaths and ramp to shelter • Disabled toilet • Padlocked gate with MLAK lock • Accessible bubbler

Location	Action
Other	<ul style="list-style-type: none"> • Pedestrian Bridge over canal – Merrigal Street between Noorla Street and Kywong Street • Additional parking and a shared pathway around Westend Oval as part of the Sports Precinct development • The no parking zone in front of Griffith Central • allows for people with mobility parking permits to drop-off and pick-up, as well as taxis • There are also disabled parking spaces in the underground car park out of the elements
Parking	<ul style="list-style-type: none"> • Railway Street carparks • New accessible parking spaces near CBD
Public Toilets	<ul style="list-style-type: none"> • Re-introduction of MLAK disabled key system
Public Transport Information	<ul style="list-style-type: none"> • Griffith Buslines operates wheelchair accessible route services in Griffith and surrounds www.griffithbuslines.com.au • Griffith Taxis has five (5) wheelchair accessible vehicles and at least one (1) wheelchair accessible vehicle available 24/7. There are government subsidies available for eligible passengers
Skate Park Upgrade	<ul style="list-style-type: none"> • Disabled friendly ramps and access
Women's Land Army Park Upgrade	<ul style="list-style-type: none"> • Accessible footpath and exercise equipment
Wood Park	<ul style="list-style-type: none"> • Installed accessible and inclusive play equipment, seating, shelter, BBQ and exercise machines
Airport	<ul style="list-style-type: none"> • Implemented policies and procedures at the Airport to support the needs of the people with disabilities in the community
Planning	<ul style="list-style-type: none"> • Incorporated the accessibility conditions to DAs for non-residential developments

Location	Action
Workforce Planning	<ul style="list-style-type: none"> Modified recruitment practices, updated Equal Employment Opportunity statement on advertising, increased employment of people living with disability, provided reasonable adjustment and support for interviews, rolling out training to staff on recruitment panels - Human Rights (Building a culture of accessibility and inclusion). This training to also be rolled out to Disability Inclusion & Access Committee members
Parks and Gardens	<ul style="list-style-type: none"> Installed accessible play equipment, upgrade to Hanwood Oval and Jubilee Oval amenities change rooms/toilets Lake Wyangan Picnic area accessible play area and new toilets
Infrastructure and Operations	<ul style="list-style-type: none"> Continue to work through the priorities listed in the Pedestrian and Bicycle Strategy adopted by Council in 2021 Apply for funding



Image: A woman working from her wheelchair.



Image: Girl smiling while exercising in a group.

How we developed this plan

Developing our DIAP

Council completed an extensive community consultation for the plan which was adopted in November 2021.

Consultation for this DIAP check in commenced in April 2025, with the following engagement undertaken.

Community and Staff engagement

To inform the content of this Plan, Council undertook community engagement with people with disabilities and carers as well as service providers.

Face-to-face, an online survey and social media were all utilised in this process where we received 55 direct responses from our community.

A link to the survey was also emailed to more than 1,000 contacts, asking for feedback to help review the DIAP. These included all services listed in Council's Community Services Directory. The survey ran throughout April and May 2025.

Email, face-to-face discussions with a number of service providers including Griffith Post School Options, Griffith Aged Support Service, Griffith Interagency Network, Kurrajong and Kalinda School. Hard copies of the survey were also available

at the monthly Council Café information booth, Griffith City Library and Council's administration building.

Council also received a petition requesting a charging point for electric mobility scooters.

Griffith City Council Disability Inclusion & Access Committee

This Committee brings together individuals with a broad range of lived experiences and disabilities. Its primary purpose is to:

- Provide advice and insights to Council on areas of need, including the development of the Disability Inclusion Action Plan (DIAP).
- Share information about potential community partnerships and successful initiatives from other regions.

Members contributed valuable feedback and helped raise awareness across the community.

Consultation with Council departments

Each department of Council was involved in the check-in to ensure all actions were considered.

All staff were also invited to provide input via the survey.

What we heard: Insights from our Check-In



Focus areas

The 2025-2026 DIAP outlines actions to ensure people with disability feel valued, included, and able to access the same services, facilities, activities and opportunities as everyone else.

The four main focus areas are:



Through the following targeted strategies and partnerships, Council aims to create a more inclusive and supportive community.

Liveable communities

Griffith City Council acknowledges the importance of creating a liveable community for all residents to live, learn, work and play as they wish.

Action	Measure	Responsibility	Timeframe
Improve access into Council facilities where possible e.g. appropriate entrance to Council services	<ul style="list-style-type: none"> Increase positive feedback (Individual Facility Survey) on access in Council facilities and services 	Facility managers	Ongoing
Upgrade and maintain Council facilities e.g. public toilets	<ul style="list-style-type: none"> Number of upgrades Decrease in complaints 	Infrastructure & Operations Sustainable Development	Ongoing
Hard-copies of maps that identify Council's toilet facilities User-friendly/interactive friendly online link on Council's website	<ul style="list-style-type: none"> Copies of toilet maps in Council's facilities. E.g. Griffith Information Centre. Map link on Council's website Toilet app available 	Community Development	Updated annually
Review and maintain Priority Actions in Council's Pedestrian and Bicycle Strategy	<ul style="list-style-type: none"> Number of accessible pathways or footpaths to Council facilities Number of priority actions completed 	Infrastructure & Operations	Annually
Review placement and construction of communal resources in all public areas	<ul style="list-style-type: none"> Increase in access satisfaction rate in facility satisfaction surveys Decrease in resident complaints 	Sustainable Development	Annually
Ensure Development Applications or significant development proposals in the public domain are reviewed by Disability Inclusion & Access Committee	<ul style="list-style-type: none"> Number of DAs reviewed 	Council's Disability Inclusion & Access Committee	Ongoing
Council will comply with the National Construction Code (NCC) with new DAs	<ul style="list-style-type: none"> DAs comply with the NCC 	Sustainable Development	At time of DA
Implement adopted recommendations of the Disability Inclusion Access Committee	<ul style="list-style-type: none"> Regular meetings held Actions implemented 	All Staff	Ongoing
Make all Council events as inclusive as possible	<ul style="list-style-type: none"> Ensure people living with disability are considered 	All event coordinators	Ongoing



Image: A woman using a walker with young children beside her.

Improving systems & processes

Council acknowledges how important it is for people to access the services and support they need. Council is committed to improving ways to deliver and promote information, events, and services and interact with residents and stakeholders.

Action	Measure	Responsibility	Timeframe
Review key Council documents to develop “easy English version”	<ul style="list-style-type: none"> Revised and easy-readable documents 	All Staff	Ongoing
Review Council Website to ensure its compliant	<ul style="list-style-type: none"> Website is user friendly 	Communications	Ongoing
Produce significant Council documents in a range of formats for the public	<ul style="list-style-type: none"> Number of available & accessible Council documents in different format e.g. audio and video 	All Staff	Ongoing
Promote and advertise key events, consultation and information in a number of formats	<ul style="list-style-type: none"> Number of promoted events Consultation as per Council’s Community Engagement Strategy 	Communications Marketing & Promotions at Council facilities	Ongoing
Develop a database of local qualified interpreters	<ul style="list-style-type: none"> Number of key contacts and Auslan/ Signed English Interpreters at formal events 	Customer Service	Annually
Investigate ways to make Council meetings more accessible	<ul style="list-style-type: none"> Streaming of Council Meetings Audio available on Council’s website Access to Council Chambers 	Governance	Ongoing
Community Service Directory updated on a regular basis (as needed)	<ul style="list-style-type: none"> Increase in the number of registered organisations and community groups 	Community Development Communications	Ongoing
Promote and advertise accommodation which provides disability access	<ul style="list-style-type: none"> Number of accommodation venues stating accessibility 	Marketing & Promotions	Ongoing



Employment

Council understands the important role employment plays, providing people with a sense of independence and security.

Council is an Equal Opportunity Employer and welcomes diversity in the workplace. Council encourages all people regardless of their individual differences to apply for any advertised positions. Council commits to providing its staff with the appropriate support and resources required to assist their individual needs.

Action	Measure	Responsibility	Timeframe
Promote inclusive workplace practices	<ul style="list-style-type: none"> Number of people employed who choose to disclose they live with a disability 	Human Resources	Ongoing
Review Council's Workforce Management Plan	<ul style="list-style-type: none"> Gaps identified and addressed 	Workforce Planning	Ongoing
Review employment and recruitment processes and procedures for accessibility	<ul style="list-style-type: none"> Number of new processes added 	Workforce Planning	Annually
Actively continue to conduct and respond to disability inclusion survey including staff	<ul style="list-style-type: none"> Survey conducted Update DIAP with results 	Human Resources, Workforce Planning Community Development	Ongoing
Deliver training to all Council staff and committee members around inclusive practices for working with people with disability such as Human Rights Commission Disability Awareness Training	<ul style="list-style-type: none"> Training sessions delivered by Council 	Human Resources, Workforce Planning	Ongoing
Review Council Policies such as Anti-Discrimination & Equal Employment Opportunity, Sick Leave and Carers Leave	<ul style="list-style-type: none"> Number of policies endorsed 	Human Resources, Workforce Planning	Every 4 years (last reviewed 2023)

Attitudes & behaviours

Council recognises the importance of promoting positive attitudes and behaviour towards people with a disability. Council demonstrates their commitment through the development and implementation of this Plan and by working closely with members of the Disability Inclusion Access Committee to continue to improve.

Action	Measure	Responsibility	Timeframe
Develop or introduce more detailed training for front-line/customer service staff on access	<ul style="list-style-type: none"> Percentage of staff completed accredited service provision 	Workforce Planning	Ongoing
Investigate or introduce new methods or mediums for communication, distribution and provision of Council information and resources	<ul style="list-style-type: none"> Implement National Relay Service, Telephone Interpreter Service (TIS) and other Review of Community Engagement Strategy 	Communications Customer Service	Ongoing
Celebrate and participate in key events or special days that promote and celebrate people with disability	<ul style="list-style-type: none"> Celebrating International disability Day e.g. Carers Day etc. Positive media event coverage 	Community Development, Council facilities Communications	Ongoing
Promote inclusive community based groups to help educate residents	<ul style="list-style-type: none"> Promoted by Community Development Officer at Interagency level 	Community Development	Ongoing
Support and promote community events that assist in raising awareness and celebration of people with disability and diverse needs	<ul style="list-style-type: none"> Number of shared campaigns highlighting and celebrating disability inclusion 	Community Development, Communications	Ongoing
Ensure visual communications include pictures of people with disability	<ul style="list-style-type: none"> Visual communications and public documents contain disability representation 	All Staff	Ongoing

Monitoring, review and reporting

Councils are required to review their DIAPs regularly to ensure they remain effective and responsive to the needs of people with disabilities.

The review process must involve consultation with people with disabilities and other relevant stakeholders to gather feedback and insights that inform necessary updates to the plan.

Review of Council's DIAP is due 1 July 2025, with a new plan due by 1 July 2026.

Following adoption by Council, the Disability Inclusion Action Plan will be forwarded to the Disability Council NSW for endorsement.

Council will report on the DIAP action items as part of its Annual Report. The report will be publicly available on Council's website www.griffith.nsw.gov.au

Resources

Australian Human Rights Commission

Website: [Willing to Work: Good Practice Examples for Employers \(2016\) | Australian Human Rights Commission](http://Willing to Work: Good Practice Examples for Employers (2016) | Australian Human Rights Commission)

National Disability Service (NDIS)

The NDIS is a valued resource providing up to date information on policy, resources and providing events and training. To contact the NSW National Disability Service office:

T: (02) 9256 3111

E: ndsnsw@ndis.org.au

Webpage: National Disability Services

Disability Council NSW

The Disability Council NSW is the official advisory body to the NSW Government on matters relating to people with disability and disability inclusion.

Webpage: Disability Council NSW | Communities and Justice

Australian Disability Network

Website: Homepage - Australian Disability Network

Griffith City Council

Phone: 1300 176 077

Connect Griffith: connect.griffith.nsw.gov.au

Community Directory: griffith.nsw.gov.au/Residents/Community/Community-Directory



Image: A group of people from Post School Options.

CLAUSE CL03

TITLE Procedure for Submitting Items to the Committee Meeting Agenda

FROM Leanne Austin, Governance Manager

TRIM REF 25/106205

SUMMARY

The procedure for Committee Members submitting items to the Committee Meeting Agenda is outlined below.

RECOMMENDATION

The Committee note the information.

REPORT

To ensure our meetings are well-structured and that all relevant matters are appropriately considered, the following information is provided to clarify the procedure for placing items on the Committee Meeting Agenda.

In preparation for each meeting, the Committee Secretary will liaise with the Chair and the responsible Director(s) to review and confirm agenda items. This process typically occurs two weeks prior to the scheduled meeting date.

If you wish to propose an item for inclusion on the agenda, please email the Committee Secretary no later than two weeks before the meeting. This allows sufficient time for consultation, review and inclusion in the agenda.

Alternatively, if you have a matter you would like to raise, you are welcome to bring it forward during the General Business section of the meeting. This provides an opportunity for open discussion on emerging issues or items of interest that may not have been submitted in advance.

LINK TO STRATEGIC PLAN

This item links to Council's Strategic Plan item 3.1 Undertake Council activities within a clear framework of risk management, strategic planning, policies, procedures and service standards to enhance accountability resilience and informed decision making.

ATTACHMENTS

Nil

TITLE Outstanding Action Report

TRIM REF 25/105851

RECOMMENDATION

The report be noted.

ATTACHMENTS

(a) Action Report - Disability Inclusion and Access Committee - 17 September 39
2025 [Download](#)

ACTION REPORT

DISABILITY INCLUSION AND ACCESS COMMITTEE – 17 September 2025

Date of Meeting	Agenda Item	Action	Action Officer	Comment
28 May 2025	CL08 Petition Received 29 April 2025	<p>RECOMMENDED on the motion of Soheil Derakhshan and Jodie Ridge that:</p> <p>(a) Staff investigate and promote Council facilities suitable to provide free charging points for mobility scooters.</p> <p>(b) Staff investigate access to power at the Kooyoo Street Kiosk for charging mobility scooters including accessibility with an MLAK Key.</p>	Shireen Donaldson	<p>16/06/2025: Power access has been identified at Kooyoo Kiosk. It is currently locked with a padlock, so the lock can be filled with MLAK. Council facilities and Kiosk to be promoted as points for recharging mobility scooters.</p>
28 May 2025	CL07 Items Raised by Committee Member	Item 3 – Mrs Hams raised the issue of disabled parking at Service NSW. A disabled parking space has been removed and it is very difficult for disabled people to access the footpath. Ms Donaldson advised this would be raised with the Senior Management Team.	Shireen Donaldson SMT	
28 May 2025	CL07 Items Raised by Committee Member	Item 2 – Mrs Hams raised the issues of access at the Yenda Post Office and kerb and guttering at the Yenda shops. Mrs Donaldson advised the Committee she would raise the access to the Yenda Post Office issue with the Senior Management Team. The kerb and guttering issue will be referred to the Roads, Parks, Pathways Enhancement Committee.	Shireen Donaldson SMT	

Date of Meeting	Agenda Item	Action	Action Officer	Comment
28 May 2025	CL06 Kooyoo Street Mall - Installation of Tactile Indicators	RECOMMENDED on the motion of Jodie Ridge and Ralph Twaddell that Council install yellow tactile indicator tiles (Option 2) in accordance with AS 1428.4 Means to assist the orientation of people with vision impairment – Tactile ground surface indicators (TGSI), as recommended by best industry practice for safety.	Phil King	16/06/2025: Approved by Council, fitting to take place. 9/09/2025: Council will order materials and fit in accordance with plan by November 30
28 May 2025	CL04 Building a Culture of Accessibility and Inclusion - Online Training for Committee Members	The Committee discussed other AHRC disability awareness training courses available through the Human Rights Commission. AHRC course potentially available in October 2025. RECOMMENDED on the motion of Soheil Derakhshan and Suzanne Biondo that the AHRC, Disability Awareness Training (half day workshop) be included in the staff training plan 2025/26. This training is to be available to both Council staff and Committee members.	Shireen Donaldson	16/06/2025: Training arranged for 15 October 2025. 11/09/2025: The Committee is kindly requested to confirm whether they will be attending the Disability Awareness Training virtually or in person at the Chambers on 15 October 2025.
28 May 2025	CL03 Proposed Meeting Dates 2025	Melissa Canzian advised the Committee she had received a request from Regional Disability Advocacy Service for a representative to join the Committee. Ms Canzian will confirm availability and report back to the Committee.	Melissa Canzian	4/09/2025: Application from Regional Disability Advocacy Service received and report to DIAC Meeting 17 September 2025.
17 July 2024	CL01 Equal Employment Opportunity Policy	The Committee discussed the draft Equal Employment Opportunity Policy which is currently on Public	Shireen Donaldson	14/05/2025: During the recruitment process Council does not require disclosure of a criminal record. Disclosure is an individual choice. Should Council request a police

Date of Meeting	Agenda Item	Action	Action Officer	Comment
		<p>Exhibition, and a submission was made.</p> <p>In reference to section 4.2.1 – Direct discrimination, the Committee asked for clarification on the prohibited grounds of discrimination, in particular, “Criminal record”, and if and when Council take a criminal record into consideration during the recruitment process? This was TAKEN ON NOTICE.</p>		check (for positions that carry high risk of fraud etc) an evaluation and risk assessment will be made on the results of the police check.
1 May 2024	6.1 Pathway from 3-Ways to Benerembah Street	<p>RECOMMENDED on the motion of Pat Cox and Mike Neville that Council:</p> <p>(a) Consider the priority of a pathway extending from 3-Ways, down Noorla Street, connecting with Benerembah Street.</p> <p>(b) Initiate conversations with the Aboriginal Lands Council.</p>	SMT/Councillors Melissa Canzian	<p>30/05/2024: Coolah Street & Noorla Street have been identified as priority in the PAMP, and are dependent on funding. Funding has been applied for, and Council has been unsuccessful for the past two years.</p>
2 February 2023	Adult Change Facilities	<p>Ms Owen to prepare a letter to Griffith City Council and Griffith Sports Council requesting that Adult Change Facilities be installed in at GRSC.</p>	Peter Badenhorst	<p>3/5/2023: Ms Owen sent a letter to the GRSC asking that adult change facilities be considered for their venue. Councillor Blumer advised that Councillor Testoni and the Sports Council will progress this matter.</p> <p>6/06/2024: RECOMMENDED on the motion of Pat Cox and Marilyn Hams that Council investigate the cost of installing adult change facilities at the Griffith Regional Sports Centre.</p> <p>SMT Comment: Should Council support the above recommendation, Council staff will be required to undertake an assessment of the</p>

Date of Meeting	Agenda Item	Action	Action Officer	Comment
				<p>GRSC as to its ability to accommodate the equipment required. As part of this assessment, Council staff will obtain a costing to purchase a mobile adult change table and mobile hoist.</p> <p>The Committee further discussed the lack of accessible adult change facilities outside of business hours and central to the community, with possible MLAK system facilities to be looked at.</p> <p>RECOMMENDED on the motion of Nickolette Owen and Soheil Derakhshan that Council investigate the creation of a 24-hour accessible adult change facility with a hoist in a central location in Griffith, an option being Memorial Park.</p>