
**DISABILITY INCLUSION & ACCESS COMMITTEE
TO BE HELD IN THE COUNCIL CHAMBERS ON
WEDNESDAY, 1 APRIL 2026 AT 4:00 PM**

- 1 Apologies
- 2 Confirmation of Minutes
- 3 Business Arising
- 4 Declarations of Interest
- 5 Items of Business
- CL01 p6 New Disability Inclusion Action Plan
- CL02 p73 Kurrajong Lifestyle Choices
- CL03 p74 Committee Application
- 6 p75 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), Lindsay Wickey (Community Representative), Rocco Catanzariti (Community Representative), Dene Beltrame (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.

**DISABILITY INCLUSION & ACCESS COMMITTEE
HELD IN KURRAJONG LIFESTYLE CHOICES, GRIFFITH ON
WEDNESDAY, 19 NOVEMBER 2025 COMMENCING AT 4:07 PM**

PRESENT

Councillor Shari Blumer (Chair), Councillor Laurie Testoni, Geoff Tarr (Community Representative), Jodie Ridge (Community Representative), Soheil Derakhshan (Community Representative), Lindsay Wickey (Community Representative), Rocco Catanzariti (Community Representative), Dene Beltrame (Community Representative), Debbie Honeychurch (Invited Guest)

Absent: Jaimee Damini (Community Representative)

Quorum = 3

STAFF

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

1 APOLOGIES

RECOMMENDED on the motion of Soheil Derakhshan and Lindsay Wickey that apologies be received from Ralph Twaddell (Community Representative), Marilyn Hams (Community Representative), Suzanne Biondo (Community Representative) and Project Planner, Melanie Vella.

2 CONFIRMATION OF MINUTES

RECOMMENDED on the motion of Lindsay Wickey and Dene Beltrame that the minutes of the previous meeting held on 17 September 2025, having first been circulated amongst all members, be confirmed.

3 BUSINESS ARISING

Nil.

4 DECLARATIONS OF INTEREST

Pecuniary Interests

Members making a pecuniary interest declaration are required to leave the meeting during consideration of the matter and not return until the matter is resolved.

There were no pecuniary interests declared.

Significant Non-Pecuniary Interests

Members making a significant non-pecuniary interest declaration are required to leave the meeting during consideration of the matter and not return until the matter is resolved.

There were no significant non-pecuniary interests declared.

Less Than Significant Non-Pecuniary Interests

Members making a less than significant non-pecuniary interest declaration may stay in the meeting and participate in the debate and vote on the matter.

There were no less than significant non-pecuniary interests declared.

5 ITEMS OF BUSINESS

The following items were brought forward.

CL02 UPDATE ON WALK EVENT FOR INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Ms Canzian provided an update on the walk event for the International Day of Persons with Disabilities. The event is scheduled for 3 December 2025 at Memorial Park, 10:00am to 1:00pm. The event has no age limit and is free. Following the walk, attendees are welcome to participate in a range of activities and games, enjoy refreshments and engage in consultation for the Disability Inclusion and Access Plan (DIAP).

6 OUTSTANDING ACTION REPORT

RECOMMENDED on the motion of Lindsay Wickey and Councillor Laurie Testoni that the report be noted.

The Committee discussed the need for an Adult Change Facility and emphasised the importance of ensuring one is accessible within the community. The Committee requested that two reports be circulated prior to the next meeting, as Councillors will need this information when preparing their budget bids. The reports should outline:

1. Options and costings for a standalone Adult Change Facility equipped with a hoist.
2. Proposed modifications to the Olympic Street Community Centre to allow accessibility to the bathroom facilities.

CL01 PROPOSED MEETING DATES 2026

RECOMMENDED on the motion of Jodie Ridge and Soheil Derakhshan that the Committee note the proposed meeting dates for 2026.

- Wednesday, 18 March 2026
- Wednesday, 17 June 2026
- Wednesday, 16 September 2026
- Wednesday, 11 November 2026

CL03 CONSULTATION WITH KURRAJONG - DISABILITY INCLUSION ACCESS PLAN

The Committee had a detailed discussion on the DIAP Survey currently on exhibition. Members expressed that the current survey may be too complex and proposed that it be simplified to enhance accessibility and encourage more community members to participate. Staff will create a modified, easy read version of the survey to be released in addition to the current survey.

Rocco Catanzariti left the meeting at 4:49pm.

Ms Ridge raised the concern of disabled seating at parks, highlighting Memorial Park. In response Mr Badenhorst indicated all new parks have this facility. Ms Ridge also highlighted the safety concern along Banna Avenue particularly the crossing access near 101 Banna Avenue, Griffith. Ms Ridge to send a letter and that be referred to the Traffic Committee.

Debbie Honeychurch and Dene Caterina Beltrame left the meeting at 5:30pm.

Ms Ridge provided an overview of Kurrajong Lifestyle Choices, outlining the organisation's purpose, the services it provides, the clients it supports, and its use of Council facilities. She also highlighted there could be more volunteering opportunities at Council.

7 GENERAL BUSINESS

7.1 Side Gate at Community Centre

Ms Wickey raised the issue that at the Community Centre the side gate from the carpark is too hard to open/ push. Ms Donaldson suggested Council investigate options for the side gate to be kept open during business hours.

7.2 Water in the carpark

Ms Wickey raised the issue that when it rains the carpark at the Community Centre floods. In response Mr Badenhorst highlighted it was designed to be a detention basin.

8 NEXT MEETING

The next meeting of the Disability Inclusion & Access Committee is to be held on Wednesday, 18 March 2026 at 4:00pm.

There being no further business the meeting terminated at 5:57pm.

CLAUSE	CL01
TITLE	New Disability Inclusion Action Plan
FROM	Melissa Canzian, Community Development Coordinator
TRIM REF	26/35083

SUMMARY

The Disability Inclusion Action Plan (DIAP) is Griffith City Council's strategic framework for improving access, inclusion, and participation for people with disability within the community. It outlines practical actions Council will take to remove barriers, enhance accessibility, and ensure that services, facilities, and programs are inclusive for all residents. The DIAP also aligns with the requirements of the NSW Disability Inclusion Act 2014, supporting whole-of-community approaches to inclusion.

RECOMMENDATION

The Disability Inclusion Access Committee

- (a) Endorse the draft *Disability Inclusion Action Plan 2026–2030* incorporating the amendments arising from public consultation and community feedback received between November 2025 and February 2026.**
- (b) Place the draft *Disability Inclusion Action Plan 2026–2030* on public exhibition of for a period of 28 days.**
- (c) Following the public exhibition period, a report be provided to Council for final adoption of the Plan.**

REPORT

Under the Disability Inclusion Act 2014, local governments are required to review Disability Inclusion Action Plans. A DIAP demonstrates local government's commitment to people with a disability on improving access to services, facilities and jobs, and is also designed to change perceptions about people with a disability.

Following community consultation and feedback received through 55 completed surveys, a draft Disability Inclusion Action Plan was adopted by Council in June 2025 (Attachment C). This draft provided direction for ongoing inclusion-focused work across Council operations and community initiatives.

In preparation for the new DIAP, Council undertook a comprehensive consultation program between November 2025 and February 2026. The process sought feedback from people with lived experience of disability, carers, service providers, key stakeholders, the wider community and Council staff. Consultation also took place at community events including International Day of People with Disability and the Seniors Expo. Response numbers almost doubled compared with the previous consultation period, with a total of 91 submissions received across both detailed and easy read surveys. Relevant Council departments were also consulted to refine and confirm the proposed actions within the Plan. A summary of consultation data and community feedback is provided in (Attachment B).

The new DIAP is scheduled for adoption on 16 June 2026, ahead of the required adoption date of 30 June 2026, ensuring continuity in Council's commitment to accessibility and inclusion. The DIAP will be in effect from 2026 to 2030, guiding Council's ongoing efforts to build a more accessible and inclusive Griffith for all community members.

The DIAP strategies and actions link to Griffith City Council's Strategic Plan 'We are Griffith 2025-2035' and incorporates the four key focus areas of:

- Leadership
- Liveability
- Growth
- Sustainability.

By endorsing the new Disability Inclusion and Action Plan (Attachment A), Council will be demonstrating its intent to include a broad range of initiatives that will improve access to facilities, employment and information, inclusion and change perceptions about people with a disability.

[LINK TO STRATEGIC PLAN](#)

This item links to Council's Strategic Plan items 1.1 Provide clear, accessible, relevant information.

1.2 Actively engage with and seek direction from our community and stakeholders.

2.1 Develop and maintain partnerships with community, government and non-government agencies to benefit our community. 2.2 Maximise opportunities to secure external funding for partnerships, projects and programs.

2.2 Maximise opportunities to secure external funding for partnerships, projects and programs.

4.1 Make our community safer.

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 services.

4.7 Provide a range of sporting and recreational facilities.




4.8 Improve the aesthetic of the City and villages, by developing quality places and improved public realm.

5.2 Be a location of choice for business investment, employment and learning. 5.6 Promote Griffith as a desirable visitor destination. 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 accesses and transport corridors) for Griffith and villages.

7.1 Encourage respectful planning, balanced growth and sustainable design.

ATTACHMENTS

- | | | |
|-----|--|----|
| (a) | NEW Disability Inclusion Action Plan 2026-2030 ↓  | 9 |
| (b) | Survey summary of Disability Inclusion Action Plan ↓  | 43 |
| (c) | 2025 Disability Inclusion Action Plan Review ↓  | 45 |



DISABILITY INCLUSION ACTION PLAN

2026-2030



Image: People taking part in the International Day of People with Disability street walk.

Contents

Acknowledgement	3
Message from the Mayor	4
Disability, Access and Inclusion	5
Introduction	6
Key policies and legislation	7
Our community	8
Disability Australia wide	10
How we developed this plan	12
What our community said	13
Focus areas	15
Our Actions	16
• Liveable communities	17
• Improving systems and processes	20
• Employment	22
• Attitudes and behaviours	25
What we've achieved	28
Monitoring, review and reporting	33
Resources	33

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 local Aboriginal dance group.

Message from the Mayor



Griffith City Council recognises that disability inclusion is an ongoing responsibility, not a one-time commitment. This revised Disability Inclusion Action Plan sets out how Council will continue to improve access, inclusion and participation across our organisation and the wider community.

The Plan builds on previous work while responding to current needs, expectations and feedback. It reflects what we have heard from people with disability, carers, community organisations and service providers, and provides a clear framework to guide Council's actions over the coming years.

Through this Plan, Council is focused on practical outcomes, ensuring our services, facilities, information and decision-making processes are accessible, and that inclusion is considered as part of everyday planning and service delivery. It also reinforces our commitment to inclusive attitudes, employment opportunities and meaningful participation in community life.

This Disability Inclusion Action Plan aligns with Council's broader vision for Griffith as a progressive and inclusive community where people feel respected, supported and able to participate fully.

I encourage Councillors, staff, community partners and residents to support the delivery of this Plan. By working together, we can continue to improve how our city responds to the needs of people with disability and ensure Griffith remains a place where everyone can live with dignity, independence and choice.

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.



Image: Clients of GPSO playing soccer with a carer.



Image: Council staff member engaging with community member.

Introduction

Council is committed to building an inclusive, respectful and diverse community where all residents and visitors can feel safe, welcomed and supported. Council recognises that inclusion and accessibility are essential to ensuring people with disability can participate fully in community life.

The 2026–2030 Disability Inclusion Action Plan (DIAP) reinforces this commitment by providing a clear framework to improve accessibility, remove barriers and support equitable participation for people with disability. The Plan identifies practical actions that aim to enhance access to Council services, facilities, programs and employment opportunities, while strengthening inclusion across the community.

Council's DIAP focuses on improving access, inclusion and participation for people with disability through the following key objectives:

- Fostering positive community attitudes and behaviours by promoting awareness, understanding and respect, and reducing stigma
- Creating liveable and accessible communities by improving access to public spaces, facilities and transport to support participation
- Supporting access to meaningful employment by removing barriers and promoting inclusive and supportive workplace practices
- Improving access to services and systems by ensuring information, customer service and programs are accessible to all.

The 2026–2030 DIAP builds on the experiences, challenges and achievements of previous plans and outlines a roadmap for continued improvement. The Plan has been developed in consultation with the local community, with valuable input from the Griffith Disability Inclusion and Access Committee and local service providers, ensuring it reflects lived experience and community priorities.

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

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: People painting and eating cupcakes.

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



A chat with Steph

What do you like to do for fun?

I like to go fishing and go to respite at GPSO and hang out with my friends. I also like to go to the movies and the pool. Every week we go to different places for girls night and I love cocktails.

What do you appreciate about Griffith?

That I have really good friends and we have good restaurants in Griffith. My favourite restaurant is Exies.

What is one thing you would like Griffith to know about people living with a disability?

That everyone is the same and should be treated the same.



Disability Australia wide

5 over **Million** Australians are living with disability.



1.2 million people identify as a primary carer

43.8% of which have a disability themselves

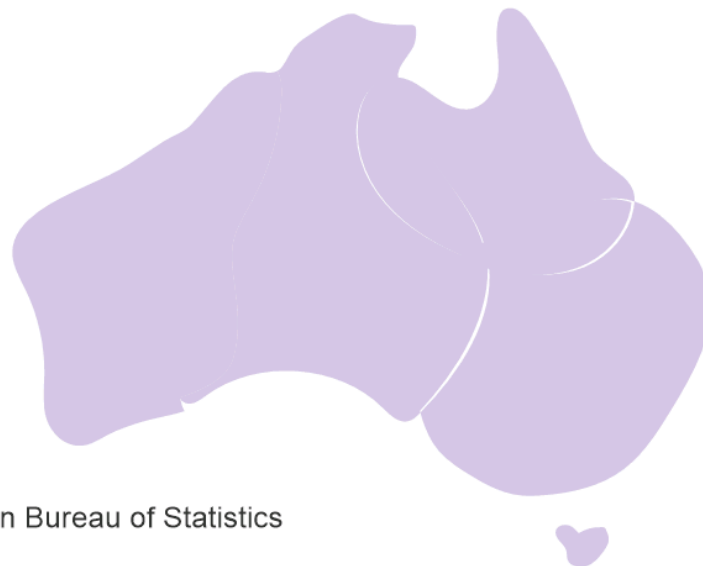


That's **1 in 5** people

52.3% of older Australians live with disability



Disability prevalence is similar **males (21.0%)** and **females (21.8%)**



2022 | Australian Bureau of Statistics



Image: Children using a communication board in a local park.



How we developed this plan

Developing our DIAP

Council undertook extensive community consultation for this Plan between November 2025 and February 2026.

Additionally, further engagement was carried out in early 2025 when we reviewed the previous Plan.

Community and Staff engagement

To inform the development of the Plan, Council undertook community engagement with people with disability, their carers and service providers through face-to-face engagement, online surveys and social media, receiving 91 direct responses. Two surveys were developed, a comprehensive version and an easy read version, to support accessibility and broad participation.

The surveys were promoted through Council's Community Newsletter, reaching more than 1,300 electronic subscribers, and distributed to 17 local schools. Feedback was also sought from 49 service providers via email, with surveys shared through Interagency meetings to extend reach across community networks. They were also promoted across Council's social media channels.

Hard copies of the surveys were made

available at Council Café, Griffith City Library, Council's administration building, the International Day of People with Disability event and the 2025 Aged Care Expo.

Griffith City Council Disability Inclusion & Access Committee

Council's Disability Inclusion and Access Committee (DIAC) brings together members with different lived experiences, whether it be those living with disability, a carer or those who work or volunteer in the service provider space. The Committee's purpose is to;





- Advise Council on access and mobility issues
- Contribute to the review of the DIAP.
- Provide accessibility advice on Council plans and strategies
- Advise on accessibility in public facility design
- Make submissions on major development proposals.

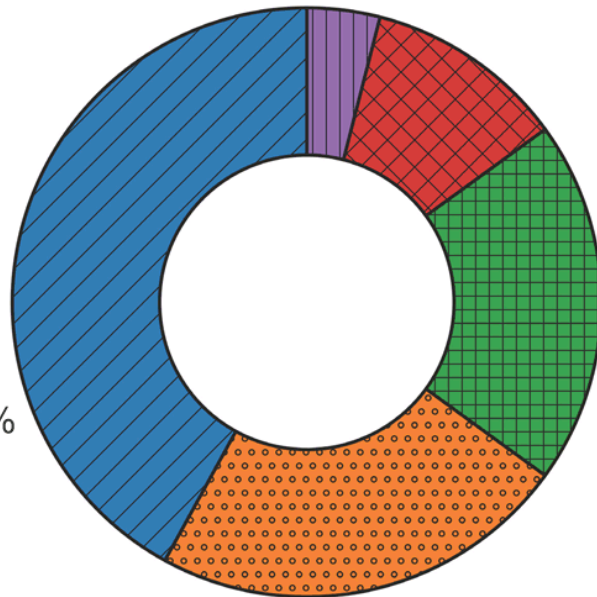
Consultation with Council departments

All Council departments were involved in informing the Plan to ensure a comprehensive consideration of actions. In addition, all staff were invited to provide input via the survey.

What our community said:

91 People took the survey

-  Lived experience with disability 42%
-  Family member or carer 23%
-  Community member 20%
-  Sector employee 11%
-  Council employee 4%



64% of respondents said that disability is celebrated positively or neutrally in our LGA



The most commonly reported disability types were **brain and neurological, thinking and learning** and **physical disabilities**



37 People identified **employment opportunities** as a focus area



The survey indicated that the **physical barriers** that exist in our LGA include footpaths, ramps, disability parking and accessible toilets. However, **72%** indicated that spaces were **easy to access**



Image: Council staff member engaging on the Plan with an elderly man on mobility cart.

Focus areas

The 2026–2030 Disability Inclusion Action Plan outlines how Council will work to build a community where people with disability feel welcomed, included and empowered. It identifies practical actions to remove barriers and ensure equal access to services, facilities, activities and opportunities across the community.

The Plan is built around four main focus areas:



Liveable communities

Creating liveable communities



Systems and processes

Improving access to mainstream services



Employment with Council

Increasing access to meaningful employment



Attitudes and behaviours

Developing positive community attitudes towards all abilities

A chat with Ella

What do you like to do for fun?

I like going to the wineries and I enjoy going for long walks with my dog and I enjoy being around the lake.

What do you appreciate about Griffith?

I love all the different festivals. I really like the Orange Sculptures and I like going to the Show. I used to dance at La Festa. I love the different events in Griffith.

What is one thing you would like Griffith to know about people living with a disability?

No matter what – you're still who you are.





Our Actions

The following actions outline how Council will implement targeted strategies and work in partnership with the community and key stakeholders to improve inclusion and accessibility and support a more inclusive community. These actions align with our Community Strategic Plan.

Image: An elderly lady with a walker being assisted while at the theatre.

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.

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Inclusive programs and activities	Support the promotion of accessible community programs.	Number of programs promoted	Facilities Managers and organisers Community Development Disability Inclusion and Access Committee Communications Marketing	O	4.4
Accessible parks, play and sport	Develop and promote inclusive recreation spaces.	Number of spaces upgraded Number of events held	Sustainable Development Infrastructure and Operations Facilities Managers Tourism Event Coordinator	O	4.7
Inclusive social and recreation options	Support safe, diverse activities.	Number of activities promoted and supported	Facilities Managers Program Managers Event Coordinator Community Development Communications Marketing	S-O	4.4

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Improved transport and connection	Promote accessible bus information, safer crossings, mobility parking, and key footpaths.	Number of transport infrastructure improved Promote bus service options through local promotion and on council's digital platforms	Infrastructure and Operations Sustainable Development Communications Traffic Coordinator	O	6.2
Accessible public amenities	Make improvements to existing amenities where needed and explore opportunities and funding for adult change facilities.	Number of improved amenities including those under the MLAK system	Sustainable Development Facilities Managers Infrastructure and Operations	M-L	4.8
Healthy and supportive environments	Partner and/or promote with health providers for education and mental health awareness.	Increase in community engagement	Facilities/Program Managers Event Coordinator Community Development Communications	S-O	4.1
Accessible Council assets and facilities	Continue to improve access and usability of Council assets and facilities where possible.	Increase positive feedback on access in Council facilities and services Investigate opportunities	Facility managers	O	6.1

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Inclusive events that support tourism in Griffith	Continually accept customer feedback from visitors.	Maintain a register of customer experiences and recommendations for those visiting the area	Facilities Tourism Events	O	5.6
Improved accessible footpaths	Continue to review and maintain priority actions in Council's Pedestrian and Bicycle Strategy.	Length of pathways or footpaths upgraded and completed	Infrastructure and Operations	A	6.2
Inclusive and accessible public spaces (Council owned or managed)	Ensure significant development proposals in the public domain are reviewed by Disability Inclusion and Access Committee.	Reviewed developments	Sustainable Development Disability Inclusion and Access Committee	O	7.1

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)

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.

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Council information is accessible to people with disability	Continue to improve Easy Read information.	Number of accessibility improvements, including Easy-Read versions of documents created	Communications Customer Service All staff	S-O	1.1
Website information is accessible and easy to understand	Increase readability of Council's website and ensure it is compliant.	Number of improvements made to Council's website Increase usability percentage on website	Information Management Communications Facility managers Marketing	S-O	1.1
Staff demonstrate greater understanding of diverse disabilities in their interactions with the community	Provide disability awareness through communication and training.	Feedback received and mentioned throughout Council's internal newsletter	All Staff Human Resources Workforce Planning	O	1.1

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Strong connections to organisations and networks that support people with disability	Share information that guides individuals toward relevant support organisations and networks. (Including information for newly diagnosed members of the community).	Continually update organisations and community groups on the Community Service Directory	Community Development	O	2.1

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)



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.

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Inclusive pathways to employment for people with disability at Council	Continue to strengthen inclusive volunteering, and employment pathways and policies that support participation by people with disability.	Volunteering policy created and adopted	Workforce Planning Facility Managers Workplace Relations	S-M	5.2
Recruitment is inclusive for the whole community	Review employment and recruitment processes and procedures for accessibility.	Number of reviews completed	Workforce Planning	O	5.2
A workplace culture that is inclusive and supportive of people with disability	Support leadership development and promote inclusive workplace practices across council.	Number of managers meetings delivered Number of training opportunities provided	Managers Workforce Planning Workplace Relations	O	1.1

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
A workplace culture that actively recognises and supports employees who are carers of people with disability, through improved awareness, flexible workplace practices, and access to best practice resources	Investigate programs, resources and training to strengthen awareness, capability, and workplace practices that support staff who are carers of people with disability.	Council to formally register with the Carers and Employers program	Workplace Relations	S-O	1.1
Improve organisational learning and awareness	Deliver information on inclusive communication with a focus on hidden disabilities and neurodiversity.	Number of times information is promoted	Workforce Planning Workplace Relations Community Development	S-M	1.1
Job Opportunities	Promote job and training opportunities to create awareness of positions available.	Number of positions promoted	Workforce Planning Communications	S-M	2.2

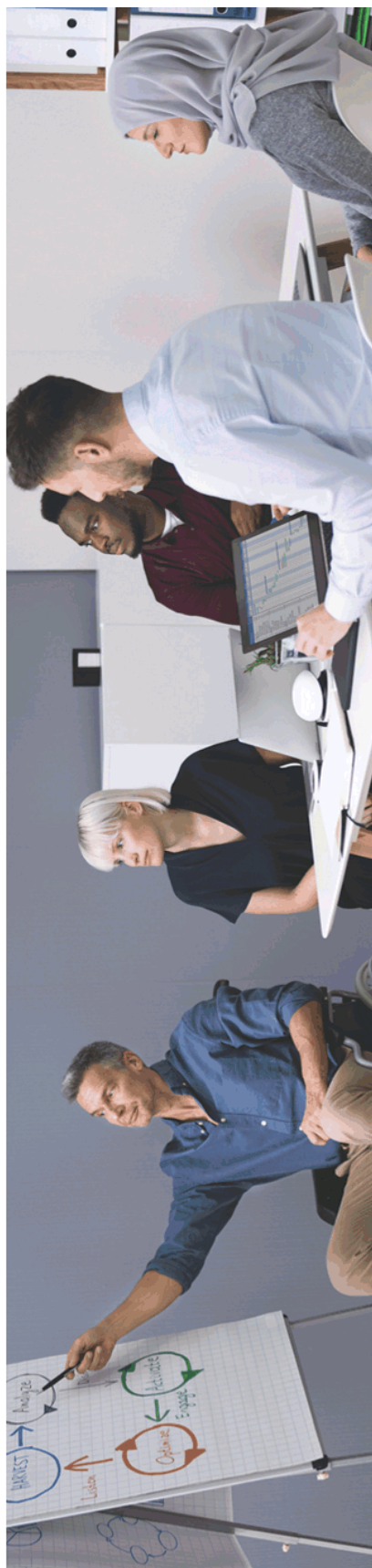
Time frame legend:

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Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Improve local industry commitment to inclusive employment and volunteering.	Discuss volunteering and employment opportunities with businesses and business support organisations in Griffith Local Government Area.	Promote inclusive businesses and encourage participation at employment expos	Economic Development	S-M	5.2
Continuous updates to Council Policies	Review Council policies such as Anti-Discrimination and Equal Employment Opportunity, Sick Leave, Carers Leave and Wellbeing Leave.	Number of policies endorsed	Workplace Relations Workforce Planning Governance Payroll	CT	1.1

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)



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.

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Community awareness on disability matters	Encourage positive attitudes through local promotion and share disability organisation news.	Number of media releases Increased Electronic Direct Mailing list	Communications Tourism Community Development	O	1.1
Inclusive participation in programs and events	Continue to promote social programs.	Number of events, programs and workshops promoted	Event Coordinators Tourism Community Development Facilities Disability Inclusion and Access Committee	O	4.4
Recognition	Grow participation in International Day of People with Disability and inclusive events partnering with businesses and organisations.	Number of events, programs and workshops promoted	Event Coordinator's Community Development Facilities Marketing Communications Economic Development	O	4.2

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)

Outcome	Actions	Measures	Responsibility	Time frame	CSP link
Council consultation includes contributions from people with lived experience	Strengthen co-design opportunities by actively involving people with lived experience.	Number of consultations that took place in the community (including DIAC meeting updates)	Urban Design Facilities Communications Disability Inclusion and Access Committee	O	1.2
Investigate or introduce new methods or mediums for communication, distribution and provision of Council information and resources	Review of Community Engagement Strategy.	Review Council's Community Engagement Strategy and develop new or improved methods	Communications Customer Service	CT	1.1
Visual communications include pictures of people with disability	Visual communications and public documents contain disability representation.	Number of documents reviewed	All Staff	O	1.1

Time frame legend:

O = Ongoing S = Short term M = Medium term L = Long term A = Annually CT = Council term (4 years)



Image: Man in wheelchair holding a painting.

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 • Koorringal 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 • Speirs 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 Savy 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 Museum for videos with captions
Griffith Art Gallery	<ul style="list-style-type: none"> • Ramp installed at the front entrance • Sensory tours for some exhibitions
Hanwood Sports Amenities	<ul style="list-style-type: none"> • Adult change table • Accessible toilet and change area • 2 designated allotments for disabled parking

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"> • Morning Melodies - seniors event • Handrails in auditorium • Noise cancelling earplugs available
Griffith Regional Art Gallery	<ul style="list-style-type: none"> • Sensory sessions • Painting workshops • Art Space Exhibition
Griffith Regional Aquatic and Leisure Centre	<ul style="list-style-type: none"> • Seniors free classes during Seniors Week • Additional needs group classes • Private lessons • Charging points for mobility scooters • Designated disabled car 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 art 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 and MLAK charging point for mobility scooters
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 Griffith Regional Sports Centre 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
Parking	<ul style="list-style-type: none"> • Railway Street car parks • New accessible parking spaces near CBD
Public Toilets	<ul style="list-style-type: none"> • Re-introduction of MLAK disabled key system
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
Griffith Pioneer Park Museum	<ul style="list-style-type: none"> • Upgrade to paths around the Museum, providing access to a further six exhibitions

Location	Action
Governance and Communications	<ul style="list-style-type: none"> • Accessible and fully compliant website, livestream Council Meetings, access to information on Council website, provision of administration support for Disability Access Inclusion Committee, facilitate Council Cafes and Community Opinion Group meetings, community engagement, preparation of Community Strategic Plan and associated documents
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 and 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, new toilets and communication boards • Tharbogang Park
Infrastructure and Operations	<ul style="list-style-type: none"> • Continue to work though the priorities listed in the Pedestrian and Bicycle Strategy adopted by Council in 2021

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. Council report on progress yearly to the Department of Communities and Justice.

This plan was adopted on 16 June 2026.

Following the adoption by Council, the Disability Inclusion Action Plan was 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](#)

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@nds.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: People enjoying a cupcake in the park.

Griffith City Council
1 Benerambah Street Griffith NSW 2680
P: 1300 176 077
E: admin@griffith.nsw.gov.au
W: griffith.nsw.gov.au



2026 DISABILITY INCLUSION ACTION PLAN COMBINED FINDINGS OF THE SURVEY (91 RESPONSES)

Griffith City Council — Disability Inclusion Action Plan Full Survey + Easy Read Survey Combined

Overview The DIAP community consultation received 91 responses from across the Griffith local government area between November 2025 and February 2026, reflecting strong community interest in disability inclusion and confidence in Council's consultation process. 65% of respondents had a direct connection to disability — either through their own lived experience (42%) or as a family member or carer (23%). A further 20% were general community members, 4% were Council employees, and 11% were sector workers or other professionals including teachers, health workers, and disability support staff.

The consultation successfully reached a broad and diverse cross-section of the community, with strong representation from both older adults and younger people with disability. Respondents ranged in age from under 18 to over 85. The most commonly reported disability types were brain/neurological, thinking/learning, and physical disabilities, providing Council with rich insight into the breadth of lived experience within the community.

Community celebration of disability The consultation found that 64% of respondents view disability celebration in Griffith positively or neutrally, with 24% saying disability is very celebrated and a further 40% giving a partial affirmation. This reflects well on Council's existing programs, events, and community initiatives, and provides a strong foundation from which to grow. The feedback gives Council a clear mandate to further share and invest in community awareness campaigns, inclusive events, and public recognition of the contributions of people with disability to the Griffith community.

Discrimination and community attitudes The majority of respondents — approximately 62% — reported not experiencing discrimination or negative attitudes in the community, which is a positive reflection of Griffith's inclusive culture. Where negative experiences were reported (approximately 25% of respondents), the feedback provides Council with targeted and specific opportunities to strengthen education, awareness, and respectful engagement initiatives across the community and among service providers. A further 13% preferred not to answer, which Council can address by continuing to build trust and psychological safety through its ongoing community engagement work.

Physical access Council's investment in accessible infrastructure is clearly delivering positive outcomes — approximately 72% of respondents found Council facilities and public spaces easy or very easy to access. This is a strong and encouraging result that reflects the significant work Council has undertaken to improve the built environment across the LGA. The specific feedback provided on remaining barriers — including footpaths, ramps, disability parking, accessible toilets, and transport — gives Council a

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clear, community-endorsed agenda for targeted infrastructure improvements in the next DIAP.

Employment The consultation demonstrated strong and enthusiastic community interest in expanding employment pathways for people with disability in the Griffith local area, with more than 40% of respondents identifying this as a priority area. With 29% of respondents already acknowledging that some or definite employment opportunities exist in the region, there is a positive foundation on which Council can build through, supporting employment initiatives.

Communication The consultation confirmed that Griffith's disability community is active, engaged, and connected across a wide range of communication channels — with email, print, social media, and websites each preferred by between 16% and 24% of respondents. Approximately 10% specifically requested accessible formats including Easy Read, large print, and audio. These findings give Council a strong, evidence-based case for a multi-format communication strategy that reaches all members of the disability community, with accessible formats provided as standard practice rather than on request.

Priority areas for the DIAP The community consultation has provided Council with a clear, community-endorsed agenda for the next Disability Inclusion Action Plan. The following six priority areas reflect the themes and opportunities most consistently identified by respondents:

- **Physical access and infrastructure** — Continue Council's strong track record of infrastructure investment by repairing and upgrading footpaths, kerb cuts, ramps, and disability parking across the LGA.
- **Employment and economic participation** — Build on existing employment initiatives by discussing local employer engagement and expanding meaningful pathways into paid employment for people with disability and seek support from employment agencies when required.
- **Inclusive programs and activities** — Expand Council's successful inclusive programming promoting programs including special needs swimming, sensory-friendly events, sports opportunities, social groups, and arts activities, ensuring they are accessible and adequately resourced.
- **Community awareness and attitudes** — Strengthen Council's community awareness work through regular disability inclusion campaigns, support for events such as International Day of People with Disability, and education programs for community members and service providers.
- **Accessible communication** — Build on Council's existing communication efforts by adopting a multi-format approach as standard practice, including Easy Read, plain language, large print, and audio, alongside increased use of social media and digital channels to reach younger audiences.
- **Transport** — Sharing of information connecting services to our community to encourage access to health, economic and social activities.



DISABILITY INCLUSION ACTION PLAN

2025-2026 Review



Image: Clients and staff from Kurrajong 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

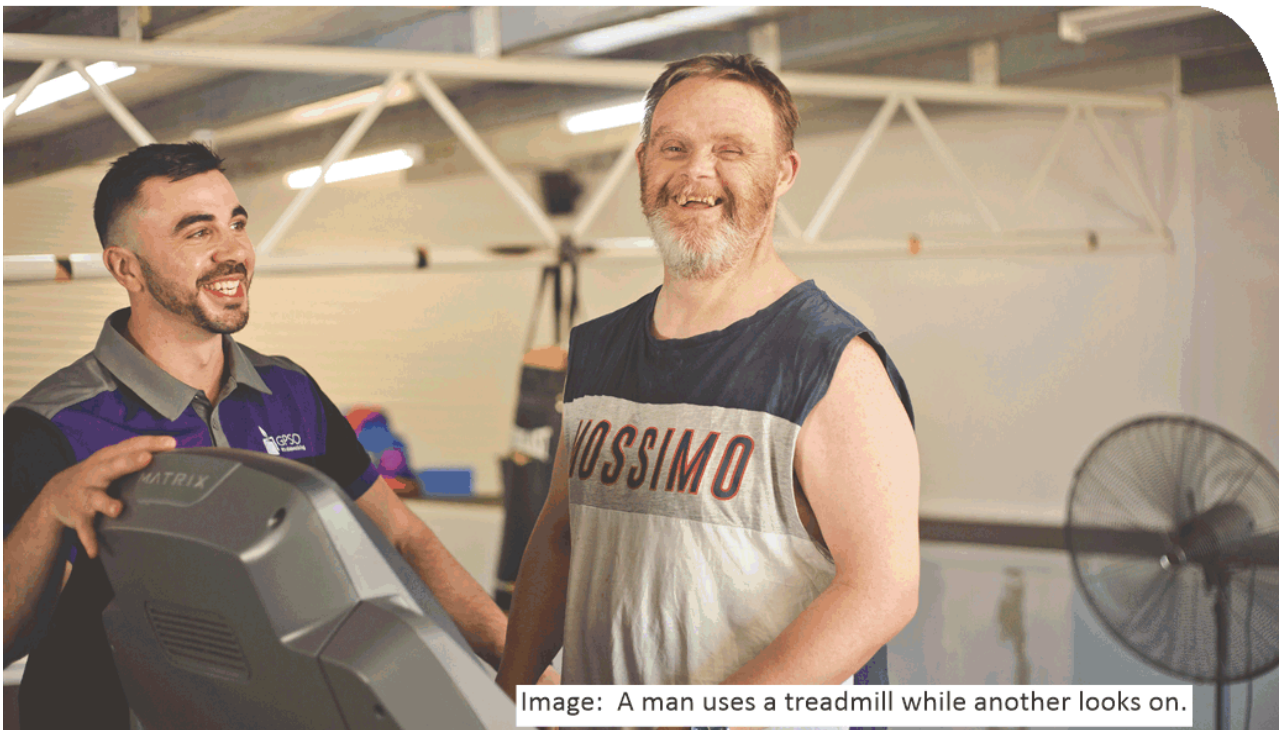
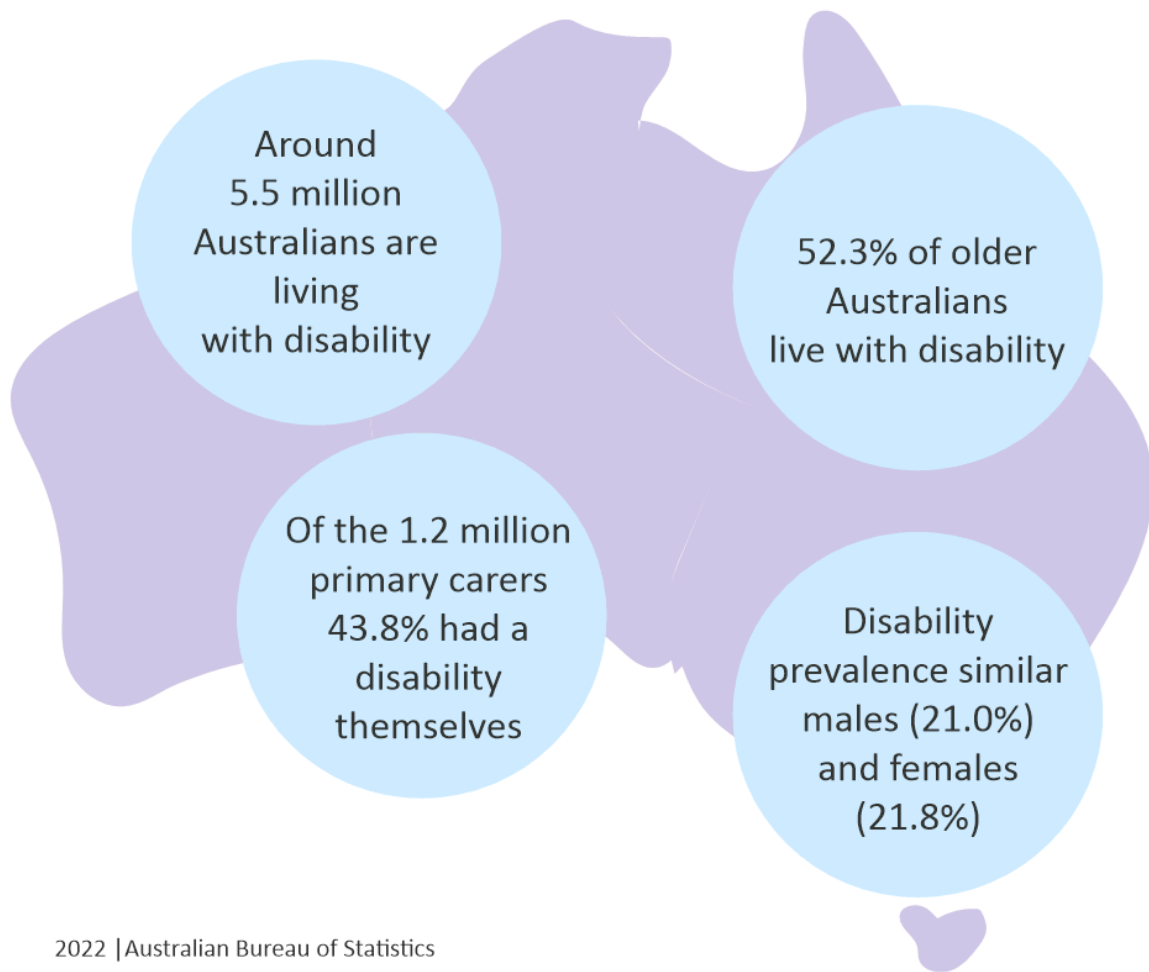


Image: A man uses a treadmill while another looks on.

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 • Koorngal 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
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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 Savy 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.

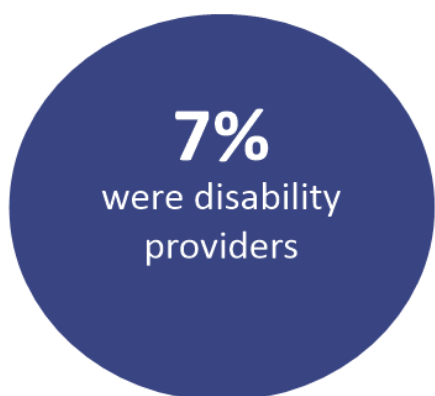
What we heard: Insights from our Check-In



63%
agreed Griffith is
welcoming and
inclusive



70%
feel included
when out in the
community



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

Image: A man painting a picture.



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](#)

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@nds.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

Griffith City Council
1 Benerembah Street Griffith NSW 2680
P: 1300 176 077
E: admin@griffith.nsw.gov.au
W: griffith.nsw.gov.au



Image: A group of people from Post School Options.

CLAUSE **CL02**

TITLE **Kurrajong Lifestyle Choices**

FROM **Antoinette Galluzzo, Governance Officer**

TRIM REF **25/136575**

SUMMARY

On Thursday, 20 November 2025, Jodie Ridge, Team Leader at Kurrajong Lifestyle Choice, sent an email raising safety concerns regarding Banna Avenue.

This correspondence was referred to the Traffic Committee and considered at its meeting held on 9 December 2025. Please see below the minutes outlining the outcome of that meeting.

CL02 REQUEST FOR SAFE ACCESS - KURRAJONG BANNA AVENUE

Mr King reported that staff have reviewed the parking issues and confirmed that cars have been parking in front of kerb ramps as reported. To address this, they will add pavement line-marking to make no-parking areas clearer, complementing existing signage and matching markings on the opposite side near the state office block. No additional traffic-calming measures are planned because vehicles are already travelling below the speed limit. Council also identified a missing footpath connection near the old ambulance station and plans to construct a ramp link there in future works, prompted by the concerns raised.

The latest update from the Traffic Committee: 10/02/2026 - Line marking complete (to be confirmed). Footpath connection needs to be included as budget line item for funding.

Works Manager has also referred this matter to Transport's Traffic Representative and is waiting on an update.

RECOMMENDATION

The Committee note the information.

REPORT

Nil

LINK TO STRATEGIC PLAN

This item links to Council's Strategic Plan item 4.1 Make our community healthy and safe.

ATTACHMENTS

Nil

CLAUSE **CL03**
TITLE **Committee Application**
FROM **Antoinette Galluzzo, Governance Officer**
TRIM REF **25/135688**

SUMMARY

A Committee application has been received for the Disability, Inclusion and Access Committee from Debbie Honeychurch.

RECOMMENDATION

That the Committee accept Debbie Honeychurch as a member of the Disability, Inclusion and Access Committee, and the Terms of Reference be updated.

ATTACHMENTS

Nil

TITLE Outstanding Action Report

TRIM REF 26/34790

RECOMMENDATION

The report be noted.

ATTACHMENTS

(a) Action Report - Disability Inclusion and Access Committee - 1 April 2026 [↓](#)  76

ACTION REPORT**DISABILITY INCLUSION AND ACCESS COMMITTEE – 18 Mar 2025**

Date of Meeting	Agenda Item	Action	Action Officer	Comment
19 Nov 2025	7.1 Side Gate at Community Centre	Ms Wickey raised the issue that at the Community Centre the side gate from the carpark is too hard to open/ push. Ms Donaldson suggested Council investigate options for the side gate to be kept open during business hours.	Peter Badenhorst	
19 Nov 2025	Outstanding Action Report	19/11/2025: The Committee requested that two reports be circulated prior to the next meeting, as Councillors will need this information when preparing their budget bids. The reports should outline: 1. Options and costings for a standalone Adult Change Facility equipped with a hoist. 2. Proposed modifications to the Olympic Street Community Centre to allow accessibility to the bathroom facilities.	Peter Badenhorst	
19 Nov 2025	CL03 Consultation with Kurrajong - Disability Inclusion Access Plan	Ms Ridge also highlighted the safety concern along Banna Avenue particularly the crossing access near 101 Banna Avenue, Griffith. Ms Ridge to send a letter and that be referred to the Traffic Committee.	Traffic Committee	20/11/2025: Letter received, item referred to Traffic Committee 9 Dec 2025. 25/03/2026: Report to Committee 1 April 2026.
19 Nov 2025	CL03 Consultation with Kurrajong - Disability Inclusion Access Plan	Staff will create a modified, easy read version of the survey to be released in addition to the current survey.	Melissa Canzian	24/11/2025: Completed

Date of Meeting	Agenda Item	Action	Action Officer	Comment
17 Sep 2025	CL02 Disability Inclusion Access Plan 2026-2030	A walk be organised on Wednesday, 3 December 2025 at 10:00am, celebrating International Day of Persons with Disabilities. The walk will take place at Memorial Park and aims to promote awareness and inclusion, while encouraging community consultation for the new DIAP.	Melissa Canzian	12/11/2025: Update to be presented to DIAC Meeting 19 November 2025. 24/11/2025: Update presented 25/03/2026: Completed.
17 Sep 2025	CL02 Disability Inclusion Access Plan 2026-2030	Community consultation for the new Disability Inclusion Access Plan to commence in October 2025.	Shireen Donaldson / Melissa Canzian	5/11/2025: On exhibition. 24/11/2025: Draft DIAP to be presented to Committee in March.
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	17/09/2025 Action: A letter to be sent on behalf of the Committee to Service NSW and be recorded on a Correspondence Register. 1/12/2025: Letter was not sent to Service NSW, as staff provided a response. Please see below. After receiving a complaint about a mobility aids rolling away, Council's assessment of the designated disabled parking spot at Service NSW, found that it was non-compliant with AS 2890. There are two parallel parking spots designated for disabled parking on both the eastern and western sides of Kooyoo Street between Canal Street and Yambil Street.

Date of Meeting	Agenda Item	Action	Action Officer	Comment
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	<p>17/09/2025: Report to RPPEC 23 October 2025.</p> <p>17/09/2025: Cr Testoni thought Council did an inspection – Ms Donaldson to follow up.</p> <p>17/09/2025 Action: A letter to be sent on behalf of the Committee to Yenda Post Office and be recorded on a Correspondence Register.</p> <p>1/12/2025: Letter was not sent, as RPPEC to review.</p> <p>30/03/2026: Access to the Yenda Post office is the responsibility of the owner.</p> <p>The kerb and gutter has been constructed as per the standards of the era it was installed. It remains functional and fit for purpose. It is higher than modern standards although there is a ramp and a layback to assist with access from the road pavement onto the footpath.</p> <p>Council currently has no intention to upgrade the kerb & gutter in Yenda.</p>
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	<p>16/06/2025: Approved by Council, fitting to take place.</p> <p>9/09/2025: Council will order materials and fit in accordance with plan by November 30 2025.</p> <p>25/03/2026: Status remains the same.</p>

Date of Meeting	Agenda Item	Action	Action Officer	Comment
2 February 2023	Adult Change Facilities	Ms Owen to prepare a letter to Griffith City Council and Griffith Sports Council requesting that Adult Change Facilities be installed in at GRSC.	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:</p> <p>Should Council support the above recommendation, Council staff will be required to undertake an assessment of the 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> <p>17/09/2025: Referred to RPPEC</p> <p>17/09/2025: Council Investigate different options of the installation of a 24-hour accessible adult change facility with a hoist in a central location in Griffith with the</p>

Date of Meeting	Agenda Item	Action	Action Officer	Comment
				options and costings presented to the next Committee meeting on the 19 November 2025. 12/11/2025: Report to first meeting in 2026.