
**DISABILITY INCLUSION & ACCESS COMMITTEE
TO BE HELD IN COUNCIL CHAMBERS, GRIFFITH ON
WEDNESDAY, 3 APRIL 2024 AT 1:00 PM**

- 1 Apologies
- 2 Confirmation of Minutes
- 3 Business Arising
- 4 Declarations of Interest
- 5 Items of Business
- CL01 p6 Update on Her Way Project
- CL02 p7 Consultation for Review of the Community Strategic Plan
- 6 p9 Outstanding Action Report
- 7 General Business
- 8 Next Meeting

DISTRIBUTION LIST

Councillor Shari Blumer (Chair), Laurie Testoni (Councillor - Alternate), Colin Beaton (Community Representative), Patricia Cox (Community Representative), Marilyn Hams (Community Representative), Simone Murphy (Community Representative), Mike Neville (Community Representative), Val Woodland (Community Representative), Jaimee Damini (Community Representative), Erin Fletcher (Community Representative), Soheil Derakhshan (Community Representative)

Director Sustainable Development, Bruce Gibbs; Principal Planner Urban Design & Strategic Planning, Peter Badenhorst; Project Planner, Melanie Vella; Community Development Coordinator, Melissa Canzian and Minute Secretary, Hannah Hall

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 COUNCIL CHAMBERS, GRIFFITH ON
WEDNESDAY, 6 MARCH 2024 COMMENCING AT 1:05 PM**

PRESENT

Councillor Shari Blumer (Chair), Patricia Cox (Community Representative), Marilyn Hams (Community Representative), Val Woodland (Community Representative), Soheil Derakhshan (Community Representative)

Quorum = 3

STAFF

Urban Strategic Design & Major Projects Manager, Peter Badenhorst, Project Planner, and Minute Secretary, Hannah Hall

ABSENT

Simone Murphy (Community Representative), Laurie Testoni (Councillor - Alternate), Erin Fletcher (Community Representative)

Councillor Blumer welcomed Mr Soheil Derakhshan to the Disability Inclusion and Access Committee.

1 APOLOGIES

RECOMMENDED on the motion of Val Woodland and Marilyn Hams that apologies be received from Colin Beaton, Mike Neville, Jaimee Damini, Melissa Canzian, Melanie Vella & Bruce Gibbs.

2 CONFIRMATION OF MINUTES

RECOMMENDED on the motion of Val Woodland and Marilyn Hams that the minutes of the previous meeting held on 7 February 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 SUGGESTIONS FOR DEMENTIA

Councillor Blumer thanked Ms Hams for her suggestions for inclusivity regarding people living with dementia.

The Committee discussed multiple initiatives including way finding signage and purpose built dementia parks, similar to the dementia park which was recently opened in Ashfield, Sydney. The Committee asked that Council investigate the elements of such parks and report to the Committee. Mr Derakhshan suggested that the lessons learned from the Ashfield dementia park be studied to gain insight into what worked and what didn't.

RECOMMENDED on the motion of Pat Cox and Val Woodland that Council:

- (a) Investigate the elements of dementia parks.
- (b) Prepare a report to the Committee with such elements.

CL02 MLAK KEY AND ACCESS FOR THE NEW MOUNTAIN BIKE TRAIL

Councillor Blumer raised the issue of access through the front gate of the new Mountain Bike Trail recently constructed. Mr Badenhorst explained that the gate has been designed in such a way that doesn't allow access for motorbikes. A solution that Council are currently investigating is installing a 1m wide gate to the side which has an MLAK key for accessible access. This will only allow access for people with a disability who hold an MLAK key. MLAK keys are available from Council, free of charge.

Mrs Donaldson took the opportunity to advise the Committee of the Council's history regarding the MLAK system. Currently, Council do not lock the accessible toilet facilities throughout the Griffith LGA following litigation. The Committee raised concerns with this stating that the toilets are being used for activities which are not acceptable.

RECOMMENDED on the motion of Soheil Derakhshan and Val Woodland that:

- (a) The MLAK system be used at the Mountain Bike Trail.
- (b) Council reinstate the MLAK system throughout the Griffith LGA.
- (c) A map be created and displayed on Council website and social media platforms identifying locations of accessible facilities with the MLAK system.

CL03 POSSIBLE BUDGET BID AND PROCESS FOR COUNCIL ACCESSIBLE

EMPLOYMENT

Mrs Donaldson advised that following the previous meeting of the Disability Inclusion and Access Committee, Council have begun reviewing their recruitment process and have so far identified areas for improvement. These include:

- All Council job adverts will now include the following statement:

“Council is an Equal Employment Opportunity and Child Safe Organisation. We are committed to building a workplace culture that values diversity and inclusion, and welcome applications from Aboriginal and Torres Strait Islander people, workers of all ages, people with disabilities, people who identify as LGBTIQIA+ and those from culturally and linguistically diverse backgrounds. People with disability are encouraged to reach out so they can be supported in recruitment processes, to enable them to demonstrate their skills and capabilities to meet the requirements of the job”.
- Council are working with the recruitment program provider to include a field in job applications where applicants can notify Council of a Disability Recruitment Agency who is advocating for them during the recruitment process.
- The Equal Employment Opportunity (EEO) Policy is being reviewed. It is currently an internal policy, however, staff will be recommending that it be made a Public Policy. A further report will be presented to the Committee with the Draft Policy once reviewed.

Councillor Blumer advised the Committee that she has submitted a budget bid for the 2024/25 budget for a supported employment position for people with a disability. She has proposed that the budget not be fixed to a particular position, and be available where the need arises.

RECOMMENDED on the motion of Marilyn Hams and Soheil Derakhshan that:

- (a) The Committee note the information received from Council’s Workforce Planning department.
- (b) The Committee note that Councillor Blumer has submitted a budget bid in the 2024/25 draft budget to fund a support position for people with a disability.
- (c) A further report be presented to the Committee for the Draft Equal Employment Opportunity Employment Policy.

6 OUTSTANDING ACTION REPORT

Mr Badenhorst advised the Committee that an adult change facility will be installed in the new toilet block planned in the Lake Wyangan Foreshore Improvements project.

The Committee noted the Outstanding Action Report.

7 GENERAL BUSINESS

7.1 Local Government Elections 2024

Councillor Blumer advised the Committee that the last meeting of this Committee before the Local Government elections will be 4 September 2024. However, this will be within caretaker period and no recommendations of significance can be made to Council. Therefore, the last meeting where recommendations can be made will be 7 August 2024.

7.3 Regional Disability Advocacy Service

Councillor Blumer asked that the Committee invite Kirsty Girling from Regional Disability Advocacy Service to the next Committee meeting to provide insight into the Self-Advocacy Inclusive Learning Sessions they are currently delivering.

7.3 Introduction from Soheil Derakhshan

Mr Derakhshan introduced himself to the Committee. He advised that he is employed by the Multicultural Disability Advocacy Association of NSW (MDAA) which is a NSW State Government funded program which works to protect and secure the rights and interest of people with a disability, particularly focusing on culturally and linguistically diverse backgrounds. The MDAA advocate for people on matters such as medical issues and problems with the law.

8 NEXT MEETING

The next meeting of the Disability Inclusion & Access Committee is to be held on Wednesday, 3 April 2024 at 1:00pm.

There being no further business the meeting terminated at 2:04pm.

CLAUSE **CL01**

TITLE **Update on Her Way Project**

TRIM REF **24/38949**

Melanie Vella, Project Planner, will provide an on the Her Way project.

CLAUSE	CL02
TITLE	Consultation for Review of the Community Strategic Plan
FROM	Hannah Hall, Governance Officer
TRIM REF	24/38946

SUMMARY

Council is currently reviewing the Community Strategic Plan and is asking all community members to actively participate to help shape the future of the Griffith local government area. The Community Strategic Plan (CSP) is the highest-level plan that Council is required to prepare.

While Council has a custodial role in initiating, preparing and maintaining the CSP on behalf of the local government area, it is not wholly responsible for its implementation. Other partners, such as state agencies, non-government organisations, business and industry, and community groups may also be engaged in delivering the strategies of the Plan.

The CSP must identify the main priorities and aspirations for the future of the local government area and cover a minimum timeframe of 10 years.

The Plan must also address civic leadership, social, environmental and economic issues and be based on social justice principles of equity, access, participation and rights.

In preparing the CSP, Council must identify key issues and challenges for the local government area and consider the levels of service that the community has indicated it expects.

How you can get involved

Over the next six months there will be opportunities for the community to get involved and have their say.

Engagement opportunities include Council Cafes at Kooyoo Street Kiosk, pop up stand at Riverina Field Days and during Local Government Week, Community Opinion Group (COG) Meetings in May and August.

Complete our survey here: [Your Vision, Our Future Survey](#)

Find out more or make a submission [here](#)

[You can view the current Community Strategic Plan 2022-2032 here](#)

RECOMMENDATION

Committee note the information.

LINK TO STRATEGIC PLAN

This item links to Council's Strategic Plan item 3.1 Undertake Council activities within a clear framework of strategic planning, policies, procedures and service standards.

ATTACHMENTS

Nil

TITLE Outstanding Action Report

TRIM REF 24/38954

RECOMMENDATION

The report be noted.

ATTACHMENTS

(a) Outstanding Action Report [↓](#)

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ACTION REPORT**DISABILITY INCLUSION AND ACCESS COMMITTEE – 3 April 2024**

Date of Meeting	Agenda Item	Action	Action Officer	Comment
6 March 2024	General Business – Regional Disability Advocacy Service	Invite Kirst Girling from RDAS to next Committee Meeting	Melissa Canzian	
6 March 2024	CL02 MLAK KEY AND ACCESS FOR THE NEW MOUNTAIN BIKE TRAIL	RECOMMENDED on the motion of Soheil Derakhshan and Val Woodland that: (a) The MLAK system be used at the Mountain Bike Trail. (b) That Council reinstate the MLAK system throughout the Griffith LGA. (c) A map be created and displayed on Council website and social media platforms identifying locations of accessible facilities with the MLAK system	Peter Badenhorst	
6 March 2024	CL01 SUGGESTIONS FOR DEMENTIA	RECOMMENDED on the motion of Pat Cox and Val Woodland that Council: (a) Investigate the elements of dementia parks. (b) Prepare a report to the Committee with such elements.	Peter Badenhorst	
7 February 2024	CL01 Employment Opportunities for People With A Disability	RECOMMENDED on the motion of Colin Beaton and Mike Neville that the Equal Opportunity Employment (EEO) Policy to be reviewed by Council.	Workforce Planning	15/2/2024: This policy is currently an internal policy. 6/3/2024: Update provided to Committee. See minutes of 6 March meeting.

Date of Meeting	Agenda Item	Action	Action Officer	Comment
7 February 2024	Presentation by Mrs Suzanne Biondo	Invite Mrs Biondo and Lewis to next Committee Meeting	Councillor Blumer Committee Secretary	
6 December 2023	3.2 Request from Helen Dalton	Mr Gibbs advised the Committee that Council had received a letter from Helen Dalton requesting that Council provide an accessible lane at the Griffith Regional Aquatic Centre. Council Blumer suggested that Council obtain more information from Helen Dalton regarding this request. The Committee agreed and Mr Gibbs advised that he would contact Helen Dalton and report back to the Committee in the new year.	Bruce Gibbs	6/3/2024: Incorrect number provided. Following up through Helen Daltons Office.
5 July 2023	CL03 Griffith City Library Accessibility Policy	Councillor Blumer will contact Wagga Wagga City Council to understand their process of engaging with all of their facilities in the hopes of implementing something similar in the Griffith Community.	Shari Blumer	5/07/2023: Mr Badenhorst advised the Committee that he will provide solutions to the Committee at their next meeting. 6/3/2024: Toilets have been upgraded. Shelving is scheduled to be replaced. Mrs Donaldson will look at policy.
5 July 2023	CL02 Discussion Regarding digital locks for Accessible Toilets	RECOMMENDED on the motion of Col Beaton and Val Woodland that Council investigate the cost and implementation of digital locks on public amenities.	Peter Badenhorst	
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.	Ms Owen/Ms Damini	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.