

**ACCESS AND INCLUSION ADVISORY PANEL
MINUTES**

Thursday 21 March 2024
6.00 pm – 7.30 pm
Zoom Online meeting



Present	
Community Members Ben Whitehorn, Riley Dunn, Petra Pattinson, Andre Cioban, Rachel Lazarov, Ben Alexander, Mia Capitanelis, Danny Hui,	Guests Mandy, Captioner Tara Nguyen, Human Resources, Project Consultant
Council Officers Sharon Cassidy, Director, Assets and Operations - Chair Annette Trubenbach, Executive Manager, Community Programs Chris Bath, Manager, Older People and Disability Services Annabelle Hayter, Community Development Officer, Access and Inclusion – Minutes	Councillors Clr Ludovico Fabiano
Apologies	
Clr Elaine Keenan Clr Michelle Gray Clr Tony Kay Simon Mueller, Manager, Integrated Transport	

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Item	Summary	Action officer
1. Welcome & Acknowledgement of Country	Sharon Cassidy, Director, Assets & Operations welcomed everyone and gave Acknowledgment of Country. As Clr Keenan was an apology. The Director, Assets & Operations chaired the meeting.	
2. Introductions and Apologies	Listed on page 1.	
3. Declaration of Conflict of Interest	No conflicts of interest were declared.	
4. Minutes of last meeting and business arising action log register	<p>Minutes of 12 October 2023 were confirmed.</p> <p>Business arising action log with updates were noted.</p> <ul style="list-style-type: none"> - Stories of Lived Experience was held at Bondi Pavilion for International Day for People with Disability and was a great success. This is the first event of its kind in Waverley, and it encouraged conversations between people with disability and members of the public. - Panel members Ben Alexander and Rachel Lazarov participated on the day, along with WCLP participants. - A second event to be held later in the year will build on the experience from the December event, including engaging with community radio. 	
5. Inclusive Employment, Tara Nguyen, Project Manager, Human Resources	<p>Council is supporting and driving inclusive employment strategies.</p> <ul style="list-style-type: none"> - We report across the employee life cycle – opportunities for people to self-identify are provided during the recruitment application process, on-boarding and through staff engagement surveys. - Last year, Council had 54 applicants who self-identified, and some were employed. We plan to re-engage with unsuccessful candidates to see if Council can offer other opportunities. - Council is also looking at reviewing how reasonable adjustments are implemented across the whole employee experience, not just within the recruitment process. - We are looking at how best to gather data to have baseline and insights, so we can meet targets. 	

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	<ul style="list-style-type: none"> - Disability confident e-training is available to all staff, and recently this was made mandatory for all supervisors and managers to complete over the coming months. - A business partner within the new HR structure will be taking the lead on Council’s inclusive employment strategy. - Question: Could an apprenticeship for people with disability be established? - Response: Yes, this is a possibility, there may have been one in the past. 	
<p>6. DIAP Progress Report Chris Bath, Manager Older people and Disability Services</p>	<p>The DIAP report will be sent out after the meeting: Some highlights include:</p> <ul style="list-style-type: none"> - Establishing mandatory disability awareness training for all supervisors and managers - Working with the transport team to carry out mobility mapping as part of the Walking Strategy. - Providing advice to Infrastructure Services about street improvements with regards to mobility. For example: pick-up and drop-off points - Worked with the Economic Development team to Integrate disability inclusion across all business awards categories to raise awareness of disability for all applicants. - Parks Planning and Recreation are engaging consultants to carry out a Universal Access Study for the Coastal Reserves Plan of Management. It is anticipated the consultants will attend the next panel meeting. - An expression of interest was submitted for a grant for a Changing Places facility at Bronte Surf Club. <p>Action: DIAP report to be emailed to the Committee members, together with the Meeting Minutes.</p> <p>Comments:</p> <ul style="list-style-type: none"> - Members expressed support for mandatory disability awareness training for all supervisors and managers. 	<p>Annabelle Hayter</p>

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	<ul style="list-style-type: none"> - Accessible parking outside key medical centres in Bondi Junction remains important. A panel member was fined for parking in a truck stop on Oxford St, Bondi Junction as there was no accessible parking and the member needed to visit their doctor. It was also noted that the truck stop may not be needed as it is outside shops which are now closed. <p>Response:</p> <ul style="list-style-type: none"> - Parking in Bondi Junction is challenging and there are many demands on spaces. Any changes are approved through the Traffic Committee. Some practical accessible parking proposals near medical centres were raised last year. Community Programs will continue to work with the Transport team on these issues. <p>Action: Refer truck parking stop located on Oxford Street to the Integrated Transport Team to investigate whether it is still required.</p>	Annabelle Hayter
<p>7. Walking and Mobility Working Group Update</p> <ul style="list-style-type: none"> - Walking Strategy - Vehicle Drop Off /Pick Up Zones - Accessibility (Attachment) - Continuous Pedestrian Paths of Travel Accessibility Solutions (e.g. use of TGSi) 	<p>Simon Mueller, Integrated Transport Manager was an apology for the meeting. Sharon Cassidy, Director, Assets & Operations provided the following update:</p> <p>Integrated Transport</p> <ul style="list-style-type: none"> - A list of priorities is under review by the Integrated Transport Manager, including feedback from this group. The team will aim to address one issue a month, in line with the monthly traffic committee. The pick-up/drop-off priority, for the Mill Hill in advance of the reopening mid-year is a high priority. <p>Comment:</p> <ul style="list-style-type: none"> - Ben W reiterated the need for kerb ramps to be reinstalled outside Mill Hill Centre for safe pick up and drop off for wheelchairs users and people with limited mobility. 	

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	<ul style="list-style-type: none"> - The North Bondi Shops and Bus terminus streetscape upgrade is open for consultation via Council’s Have your Say Page. The aim is to improve pedestrian safety and enhance the public amenity of the area for locals and visitors. <p>Action: Send the link and documents for North Bondi Shops and Bus terminus consultation.</p> <ul style="list-style-type: none"> - Council is working on a Walking Strategy. The Walking Strategy will be a focus for discussion at the next meeting. 	
<p>8. General Business</p>	<p>Education and awareness</p> <ul style="list-style-type: none"> - Rachel is interested in being involved in a lived experience education and awareness campaign. She has trained people with disability to have a voice and would like to do something similar in Eastern Suburbs. There needs to be more awareness raising to reduce barriers and discrimination for people with disability in Eastern Suburbs. <p>Other suggestions included:</p> <ul style="list-style-type: none"> - Use of social media to tell a story, educate broader community - Waverley Community Living Program is looking to do more awareness raising activities. This could be extended to cover a broader group of people with disability. <p>Action: Contact Waverley Community Living Program about awareness raising initiatives and follow up with Rachel L.</p>	<p>Annabelle Hayter</p>
<p>9. Next Meeting</p>	<p>NEXT MEETING: Thursday, 13 June 2024 6:00pm – 7:30pm via Zoom</p>	
<p>10. Meeting Closed</p>	<p>7.30 pm</p>	