

# Agenda

## Inclusion and Diversity Advisory Committee

**Thursday 18 May 2023**

**Please note:** The Inclusion and Diversity Advisory Committee Meeting scheduled for Thursday 18 May 2023 did not proceed due to the lack of a quorum.

### Notice of Meeting

The next Inclusion and Diversity Advisory Committee will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **Thursday 18 May 2023** commencing at **6:00 pm**.

***This meeting is closed to the public.***

Yours sincerely



**JEREMY EDWARDS**  
**CHIEF EXECUTIVE OFFICER**

**11 May 2023**

<b>1</b>	<b>OFFICIAL OPENING</b> .....	<b>3</b>
<b>2</b>	<b>ACKNOWLEDGEMENT OF COUNTRY</b> .....	<b>3</b>
<b>3</b>	<b>ATTENDANCE</b> .....	<b>3</b>
	<b>3.1 Apologies</b> .....	<b>3</b>
	<b>3.2 Approved Leave Of Absence</b> .....	<b>4</b>
<b>4</b>	<b>DISCLOSURE OF INTEREST SUMMARY</b> .....	<b>4</b>
<b>5</b>	<b>DELEGATED AUTHORITY BY COUNCIL</b> .....	<b>4</b>
<b>6</b>	<b>TERMS OF REFERENCE</b> .....	<b>4</b>
<b>7</b>	<b>CONFIRMATION OF MINUTES</b> .....	<b>5</b>
<b>8</b>	<b>GENERAL BUSINESS</b> .....	<b>6</b>
	<b>8.1 Committee Updates</b> .....	<b>6</b>
<b>9</b>	<b>REPORTS</b> .....	<b>7</b>
	<b>9.1 Access And Inclusion Plan 2020 - 2024 Progress Report: January - March 2023</b> .....	<b>7</b>
<b>10</b>	<b>NEXT MEETING</b> .....	<b>28</b>
<b>11</b>	<b>CLOSURE</b> .....	<b>28</b>

**1 OFFICIAL OPENING****2 ACKNOWLEDGEMENT OF COUNTRY**

In accordance with the City of Bayswater's Reflect Reconciliation Action Plan November 2019- November 2020, the Presiding Member will deliver the Acknowledgement of Country.

**Noongar Language**

*Ngalla City of Bayswater kaatanginy baalapa Noongar Boodja baaranginy, Wadjuk moort Noongar moort, boordiar's koora koora, boordiar's ye yay ba boordiar's boordawyn wah.*

**English Language Interpretation**

*We acknowledge the Traditional Custodians of the Land, the Whadjuk people of the Noongar Nation, and pay our respects to Elders past, present and emerging.*

**3 ATTENDANCE****Members**

Cr Catherine Ehrhardt, Deputy Mayor	Chairperson
Cr Giorgia Johnson	
Cr Assunta Meleca	
Cr Sally Palmer	
Cr Elli Petersen-Pik	
Nirmal Singh	
Giulia Lake	
Somayeh Mirzaei	
Stuart Jenkinson	
Kay Forest Barnard	
Clint Strindberg	

**Non-Voting Members**

Des Abel	Director Community and Development
Julie-Ann Gray	Manager Community Development

**Officers**

Melissa Dias	Coordinator Community Development
Emily Hodson	Community Development Officer
Tracy Frawley	Coordinator Events

**Guests**

Alison Dalziel	Director Localise
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**Leave of Absence**

Nil.

**3.1 Apologies**

### 3.2 Approved Leave of Absence

Nil.

## 4 DISCLOSURE OF INTEREST SUMMARY

In accordance with section 5.65 of the *Local Government Act 1995*:

A member who has an interest in any matter to be discussed at a Council or Committee meeting that will be attended by the member must disclose the nature of the interest -

- (a) in a written notice given to the CEO before the meeting; or
- (b) at the meeting immediately before the matter is discussed.

## 5 DELEGATED AUTHORITY BY COUNCIL

There are no item appearing in this agenda for which the Inclusion and Diversity Advisory Committee has been granted delegated authority by Council in accordance with section 5.23(1)(b) of the *Local Government Act 1995 (WA)*; this meeting is closed to the Public.

## 6 TERMS OF REFERENCE

TERMS OF REFERENCE Inclusion and Diversity Advisory Committee	
<b>Purpose</b>	The purpose of the Committee is to provide advice and recommendations to Council in relation to: <ul style="list-style-type: none"> <li>• the development and implementation of the City's Access and Inclusion Plan (AIP); and</li> <li>• promoting equality and equal opportunity for people from culturally and linguistically diverse backgrounds and people who identify as LGBTQIA+. accessing and utilising the City's services and programs.</li> </ul>
<b>Elected Member membership:</b>	Five Elected Members*. <i>*minimum three required under legislation</i>
<b>External Member membership:</b>	A maximum of six community members as follows: <ul style="list-style-type: none"> <li>• Two members who:               <ul style="list-style-type: none"> <li>(a) Reside in the City and live with a disability and/or are a parent, carer, advocate of a person with a disability; or</li> <li>(b) Reside or is a service provider/organisation within the City of Bayswater and are able to contribute expertise or advice on disability.</li> </ul> </li> <li>• Two members who:               <ul style="list-style-type: none"> <li>(a) Reside in the City and who identify as LGBTQIA+; or</li> <li>(b) Reside or is a service provider/organisation within the City of Bayswater and are able to contribute expertise or advice on matters relating to LGBTQIA+.</li> </ul> </li> <li>• Two members who:               <ul style="list-style-type: none"> <li>(a) Reside in the City and who identifies as being from a culturally and linguistically diverse background; or</li> <li>(b) Reside or is a service provider/organisation within the City of Bayswater and are able to contribute expertise or advice on matters relating to culturally and linguistically diverse backgrounds.</li> </ul> </li> </ul>

<b>Role of Representatives:</b>	The roles and responsibilities of the City of Bayswater representatives on this Committee are: <ul style="list-style-type: none"> <li>• Member in own right; and</li> <li>• Spokesperson for City of Bayswater.</li> </ul>
<b>Non-Voting members:</b>	Director Community and Development Manager Community Development
<b>Delegated Authority:</b>	Nil.
<b>Meetings:</b>	Committee meetings are to be in accordance with the <i>City of Bayswater Standing Orders Local Law 2021</i> .
<b>Meeting Frequency:</b>	Quarterly or as required.
<b>Day of Meeting:</b>	When suitable.
<b>Time of Meeting:</b>	When suitable.
<b>Location of Meeting:</b>	City of Bayswater, Civic Centre, 61 Broun Avenue Morley WA 6062
<b>Liaison Officer:</b>	Director Community and Development or nominated officer

## 7 CONFIRMATION OF MINUTES

The Minutes of the Inclusion and Diversity Advisory Committee held on 23 February 2023 which have been distributed, be confirmed as a true and correct record.

**8 GENERAL BUSINESS****8.1 Committee Updates****1. Maylands Street Festival – (Alison Dalziel, Director, Localise)**

Alison Dalziel will provide an overview of the Maylands Street Festival, and an invitation to attend a separate workshop will be sent out to discuss accessibility and inclusion at the Maylands Street Festival 2023.

**2. City of Bayswater Events Strategy – (Tracy Frawley, Coordinator Events)**

- (a) Feedback will be sought from IDAC members on accessibility and inclusion considerations in the City of Bayswater Events Strategy.
- (b) IDAC members will also be provided with an opportunity to provide further feedback at a later date, either in person or via email.

## 9 REPORTS

### 9.1 Access and Inclusion Plan 2020 - 2024 Progress Report: January - March 2023

<b>Responsible Branch:</b>	Community Development
<b>Responsible Directorate:</b>	Community and Development
<b>Authority/Discretion:</b>	Information Purposes
<b>Voting Requirement:</b>	Simple Majority Required
<b>Attachments:</b>	1. DRAFT Quarterly Report Jan to March 2023 FINAL updated [9.1.1 - 19 pages]
<b>Refer:</b>	Item 10.6.3.1: OCM 25.10.2022

#### SUMMARY

For Committee/Council to note the City of Bayswater Access and Inclusion Plan 2020-2024 (AIP) progress to date, as contained within **Attachment 1**.

#### OFFICER'S RECOMMENDATION

That Council notes the information as detailed in **Attachment 1** to this report on the City's Access and Inclusion Plan 2020–2024 progress from January 2023 to March 2023.

#### BACKGROUND

At the Ordinary Council Meeting held on 24 March 2020, Council adopted the eight actions associated with the seven outcome areas within the AIP. This report provides a progress update for the City's Inclusion and Diversity Advisory Committee (IDAC) on the AIP strategies progressed from January 2023 and March 2023.

#### EXTERNAL CONSULTATION

As this is a progress report only, community consultation is not required.

#### OFFICER'S COMMENTS

The City progressed 17 deliverables within the AIP Outcome Areas from January 2023 to March 2023, as detailed in **Attachment 1**.

Outcome	Action	Information Report
Outcome 1	People with disability have the same opportunities as other people to access the services of, and any event organised by, the City of Bayswater.	7
Outcome 2	People with disability have the same opportunities as other people to access buildings and other facilities of the City of Bayswater.	6
Outcome 4	People with disability receive the same level and quality of service from the staff of the City of Bayswater as other people receive from the staff of the City of Bayswater.	2
Outcome 5	People with disabilities have the same opportunities as others to make complaints to the City of Bayswater.	1
Outcome 7	People with disability have the same opportunities as other people to obtain and maintain employment with the City of Bayswater	1

#### LEGISLATIVE COMPLIANCE

- *Disability Services Act 1993 (amended 2004).*

## RISK ASSESSMENT

In accordance with the City's Risk Management Framework, the officer's recommendation has been assessed against the City's adopted risk tolerance. Comments are provided against each of the risk categories.

Risk Category	Adopted Risk Appetite	Risk Assessment Outcome
Strategic Direction	Moderate	Low
Reputation	Low	Low
Governance	Low	Low
Community and Stakeholder	Moderate	Low
Financial Management	Low	Low
Environmental Responsibility	Low	Low
Service Delivery	Low	Low
Organisational Health and Safety	Low	Low
<b>Conclusion</b>	It is considered that there are low risks associated with the information provided in this report, as it is for noting and meets the outcomes and objectives of the City's AIP. The information will be used to inform the City's Annual Progress Report to the Department of Communities for 2023/24.	

## FINANCIAL IMPLICATIONS

The following financial implications are applicable:

<b>Item 1:</b>	Implementation of the City's AIP, second financial year (2022/23)		
<b>Asset Category:</b>	Not applicable	<b>Source of Funds:</b>	Municipal
<b>LTFP Impacts:</b>	This item is not itemised in the City's Long Term Financial Plan		
<b>Notes:</b>	The budget amount listed in the table below was adopted by Council at the Special Council Meeting held 18 July 2022. The budget listed is reflective of the 2021/22 adopted annual operational budget to implement the City's AIP strategies in 2022/23.		

ITEM NO.	CAPITAL / UPFRONT COSTS (\$)	ONGOING COSTS (\$) ANNUAL		INCOME (\$)	ASSET LIFE (YEARS)	WHOLE OF LIFE COSTS (\$)	CURRENT BUDGET (\$)
		MATERIALS & CONTRACT	STAFFING				
1	\$67,366 (Year 2022/23)	N/A	N/A	N/A	N/A	N/A	\$67,366 (Year 2022/23)

## STRATEGIC IMPLICATIONS

In accordance with the City of Bayswater Strategic Community Plan 2021-2031, the following applies:

Theme:	Community
Goal C1:	Create safe and inviting places for people to come together.
Goal C4:	Empower the community by helping them develop social connections.

## CONCLUSION

It is recommended that Committee/Council notes the information provided in **Attachment 1**, as the City's AIP progress update from January 2023 to March 2023.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	1.1 Increase access and inclusion awareness with City engaged agents, contractors, local businesses and services providers.
<b>ACTION</b>	(a) Develop and share an information package and contractors, inclusion information on how to make services and events more accessible.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City of Bayswater Community Concert (featuring Dami Im) was held at Robert Thompson Reserve, Noranda on 4 February. As this was a large-scale event, the City created an accessibility space, with signage, so that people with accessibility equipment such as wheelchairs or frames could experience an equitable view of the concert.
<b>OUTCOME</b>	The City received positive feedback on AUSLAN interpreters, and will continue this initiative at large scale concerts coordinated by the City in future.  The City now has ACROD parking, accessible walkways and facilities all located within close proximity at events.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	1.1 Increase access and inclusion awareness with City engaged agents, contractors, local businesses and services providers.
<b>ACTION</b>	(a) Develop and share an information package and contractors, inclusion information on how to make services and events more accessible.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City continues to encourage access and inclusion at City events with ACROD parking and accessible walkways, allowing people with disabilities to feel comfortable and enjoy City run events ( <b>Image 1</b> ).  Further, AUSLAN interpreters have attended all events this quarter to provide sign language for accessible entertainment to patrons with hearing impairments.
<b>OUTCOME</b>	The City received positive feedback on AUSLAN interpreters and will continue this initiative at large scale concerts coordinated by the City in future.  The City now has ACROD parking, accessible walkways and facilities all located within close proximity.

**Image 1 and 2:** A resident with vision impairment at Music in the Park, and AUSLAN Interpreter alongside Dami Im.



<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Principal Strategic Planning and Place</b>
<b>BRANCH</b>	Development and Place
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community.
<b>ACTION</b>	<p>(a) Embed information to improve access and inclusion into City documentation, including grants, donations, sponsorships and events. This includes providing accessible parking, public transport and alternative print.</p> <p>(c) Investigate and source funding for a business awareness program to improve access and inclusion, such as how to attract more customers by providing better access to businesses.</p>
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City recently sought applications for the Placemaking Grants, which offered funding to help improve shopfronts and accessibility.
<b>OUTCOME</b>	The City received 38 applications and exhausted the allocated funding.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community.
<b>ACTION</b>	(d) Embed information to improve access and inclusion into City documentation, including grants, donations, sponsorships and events. This includes providing accessible parking, public transport and alternative print.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City of Bayswater Libraries engaged an AUSLAN interpreter for a Drag Queen Storytime ( <b>Image 1</b> ) on 25 March 2023 as this event attracts a large attendance.
<b>OUTCOME</b>	The event was well attended with 84 adults and children. As well as making the event more accessible to hearing impaired community members it also raises awareness of the AUSLAN language.

**Image 1:** Cougar Morrison and AUSLAN interpreter, Aleisha, at Drag Queen Storytime.



<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community.
<b>ACTION</b>	(e) Embed information to improve access and inclusion into City documentation, including grants, donations, sponsorships and events. This includes providing accessible parking, public transport and alternative print.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City of Bayswater Libraries ran a 7-week program of Sensory Storytime during Term 1, 2023. This program was developed with assistance from the Community Capacity Building team at Wanslea, who work with children with disability. The program is designed to be beneficial for children with sensory processing difficulties, and this encouraged the use of all five senses ( <b>Image 1</b> ).
<b>OUTCOME</b>	A total of 15 families participated and enjoyed the program. Feedback from parents/caregivers communicated that they saw an increase in confidence in their children over the course of the program.

**Image 1:** Sensory exploration tray



<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Project Services</b>
<b>BRANCH</b>	Project Services
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community.
<b>ACTION</b>	(d) Provide and promote information to sporting clubs and community groups to assist with the inclusion of people with disability.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	<p>Published monthly, the Club Connection e-newsletter provides up-to-date information on grants, training opportunities and community news and information.</p> <p>In the January 2023 edition, an item was included on the refurbishment works that will be taking place at Bayswater Waves to improve access for people with disability. This included information on the new wheelchair-friendly desk upgrade, additional railing and improvements on the indoor and outdoor ramps (<b>Image 1</b>).</p> <p>In the February 2023 edition, an item was included on the State Government’s Sport and Recreation Inclusive Participation Grants Program. This program provides financial support to organisations to create inclusive, accessible, safe and welcoming environments, operations and participation opportunities in sport and recreation settings for people from low participation groups. This includes people with disability (<b>Image 2</b>).</p>
<b>OUTCOME</b>	The City continues to provide information to assist people with disability have the same opportunities as other people to access the services at the City of Bayswater.

Image 1: January 2023 e-newsletter



**Bayswater Waves**

Refurbishment works will begin at Bayswater Waves at the end of the January school holidays to improve access for people with disability.

Upgrades will include installing extra-wide turnstiles, a new wheelchair-friendly front desk, additional railings around the wave pool, improvements to the indoor and outdoor ramps, and updates to the two family changerooms.

**Casa Mia Montessori Playgroup**

Casa Mia Playgroup recently experienced upgrades to their facility through the City's Community Capital Request Grant.

The centre received a fresh coat of paint to brighten and freshen the facility, in addition to a door and wall being installed between playgroup session rooms to reduce noise and provide a level of protection for toddlers who frequent the centre.

Image 2: February 2023 e-newsletter



**Better Bayswater Grant**

Applications for Round 2 of the 2022/23 Better Bayswater Grant open 1 March and close 31 March.

Funding is available to deliver programs, projects and activities which meet at least one of the three priority areas.

[Click here for more information](#)

**Inclusive Participation Program**

The Sport and Recreation Inclusive Participation Grants Program is for projects that target low-participation groups.

The Program will provide financial support to organisations to create inclusive, accessible, safe and welcoming environments.

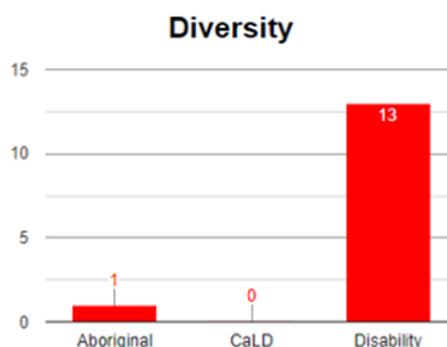
Applications close Monday 13 March.

[Click here for more information](#)

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: January – March 2023	
<b>AUTHOR</b>	Manager Project Services
<b>BRANCH</b>	Project Services
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community.
<b>ACTION</b>	(d) Provide and promote information to sporting clubs and community groups to assist with the inclusion of people with disability.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City of Bayswater supports the KidSport program, a State Government initiative which enables eligible Western Australian children to participate in community sport by offering them financial assistance towards club fees.
<b>OUTCOME</b>	From January 2023 to March 2023, the City’s Club Liaison Officer processed 13 vouchers for children with disability ( <b>Image 1</b> ). Scorpions Netball Club (4) and Bayswater Tennis Club (2) were the clubs who received the most vouchers from children with disability in this period. Netball (5) proved to be the most popular sport.

**Image 1:** Diversity statistics for City of Bayswater Kidsport applications during the January - March 2023 period.

**Jan 2023 - Mar 2023**  
Date range



<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Project Services</b>
<b>BRANCH</b>	Project Services
<b>STRATEGY</b>	2.1 Improve building accessibility in the planning, design and construction phases.
<b>ACTION</b>	(a) Embed universal access considerations into the Project Management Framework, including procurement, approvals, and considerations.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	Morley Bowling Club has replaced a natural turf bowling green with a new synthetic turf bowling green at the Morley Noranda Recreation Club at McGilvray Avenue, Noranda. The size of the bowling green has been extended and ramp access included to assist mobility access. The \$270,000 project was jointly funded by Morley Bowling Club, the City of Bayswater and the Department of Local Government Sport and Cultural Industries Community Sport and Recreation Facilities Fund.
<b>OUTCOME</b>	The synthetic all-weather green has helped the Morley Bowling Club recruit a much wider group of participants. The green had unusually high banks, making it difficult for players to step up and down onto the surface of the green. The project included lowering the banks and a new ramp ( <b>Image 1</b> ) which has provided a more inclusive facility and supports greater community participation at the Club.

**Image 1:** Extended synthetic turf bowling green at Moley Bowling Club and access ramp.

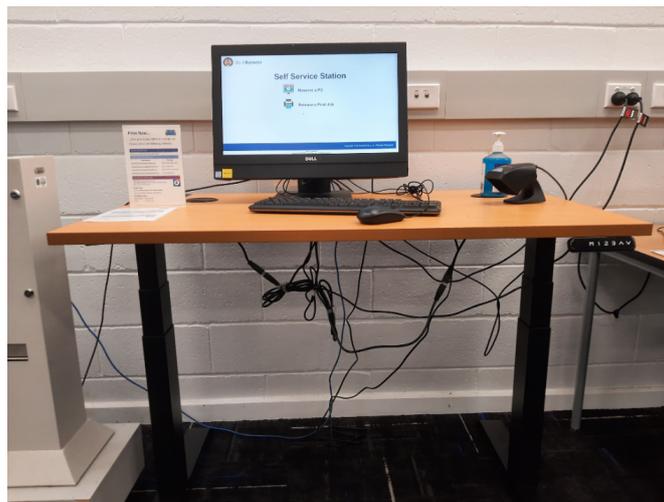


<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager(s) Engineering and Spatial Services</b>
<b>BRANCH</b>	Engineering and Spatial Services
<b>STRATEGY</b>	2.1 Improve building accessibility in the planning, design and construction phases.
<b>ACTION</b>	(c) Engage accredited access consultants to conduct audits and prepare remedial action plans for upgrades to City Buildings, including pedestrian movement network to nearest public transport infrastructure.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	<p>The City is currently reviewing gaps in the footpath network in addition to the long-term cycle path and local bike path network. The missing links will be identified and placed in a forward works program for future budget consideration.</p> <p>Where there is bus stop infrastructure, the Public Transport Authority assesses the area for DDA (<i>Disability Discrimination Act</i>) compliance.</p>
<b>OUTCOME</b>	<p>During the January to March 2023 period, the City completed the following footpath infrastructure:</p> <p><b>Pram Ramps- Upgrades</b></p> <p><u>Morley</u></p> <ul style="list-style-type: none"> <li>• 492 Morley Drive</li> <li>• 496 Morley Drive</li> <li>• 28 Kennington Road</li> <li>• 60 Field Street</li> <li>• 142 Crimea Street</li> <li>• 65 Noranda Avenue</li> <li>• 70 Noranda Avenue</li> <li>• 59 Camboon Road</li> </ul> <p><u>Noranda</u></p> <ul style="list-style-type: none"> <li>• 2A and 2B Wylde Road</li> </ul> <p><b>Pram Ramp – New Installations:</b></p> <p><u>Morley</u></p> <ul style="list-style-type: none"> <li>• 1 Timms Place</li> <li>• 2 Timms Place</li> <li>• 61 Halvorson Road</li> <li>• 58 Halvorson Road</li> </ul>

	<ul style="list-style-type: none"> <li>• 1 Jennifer Road</li> <li>• 2 Jennifer Road</li> <li>• 44 Robann Way</li> <li>• 41 Lincoln Road</li> <li>• 17 Robann Way</li> <li>• 140 Crimea Street</li> <li>• 60 Field Street</li> <li>• 146 Crimea Street</li> <li>• 162 Crimea Street</li> </ul> <p><u>Embleton</u></p> <ul style="list-style-type: none"> <li>• 206 Broun Avenue</li> </ul> <p><u>Bayswater</u></p> <ul style="list-style-type: none"> <li>• 120B Hardy Road</li> </ul> <p><b>New Path Installations</b></p> <ul style="list-style-type: none"> <li>• Crimea Street from Morley Drive to Fedders Street</li> <li>• Lincoln Road – Robann Way to Jennifer Road</li> <li>• Timms Place from Halvorson Road to Morley Drive</li> </ul> <p><b>Bus Stop Upgrades</b></p> <ul style="list-style-type: none"> <li>• Stop 15906 Crimea Street</li> <li>• Stop 15907 Crimea Street</li> <li>• Stop 15908 Crimea Street</li> <li>• Stop 16581 Timms Place</li> <li>• Stop 15596 Hardy Road</li> </ul>
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<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	2.1 Improve building accessibility in the planning, design and construction phases.
<b>ACTION</b>	(d) Allocate funds into the draft annual budget to address access barriers from audits to improve City owned buildings and facilities.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City has installed two electronic, adjustable height desks in the public computer area of the Morley Library ( <b>Image 1</b> ).
<b>OUTCOME</b>	The adjustable desks enable improved access to the public computer area and associated technologies for wheelchair and other mobility equipment users.

**Image 1:** The print release kiosk at Morley Library has been mounted to an adjustable desk.



<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	2.1 Improve building accessibility in the planning, design and construction phases.
<b>ACTION</b>	(d) Allocate funds into the draft annual budget to address access barriers from audits to improve City owned buildings and facilities.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City has installed 10 large print, high contrast keyboards ( <b>Image 1</b> ) for use with the public computers at Morley Library.
<b>OUTCOME</b>	The high contrast keyboards enable improved access and amenity for patrons who are vision impaired using the public computer service.

**Image 1:** Large print, high contrast keyboard.



<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager(s) Engineering and Spatial Services</b>
<b>BRANCH</b>	Engineering and Spatial Services
<b>STRATEGY</b>	2.3 Improve and promote accessible parking infrastructure.
<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards  (b) Prioritise a Capital works program to upgrade City owned and managed designated accessible parking bays to Australian Standards
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	The City is progressively auditing the existing accessible parking infrastructure in City owned and managed carparks, including on-street parking bays, to identify the existing condition of the asset and areas for improvement.
<b>OUTCOME</b>	Once the audits are complete, the City will prioritise a capital works program to upgrade the City owned and managed designated accessible parking bays to Australian standards.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Engineering and Spatial Services</b>
<b>BRANCH</b>	Engineering and Spatial Services
<b>STRATEGY</b>	2.4 Improve the pedestrian network accessibility within town centres.
<b>ACTION</b>	(a) Define and audit pedestrian network accessibility within the City's town centre precincts of Morley, Maylands and Noranda (Bayswater pending) e.g. kerb ramps, tactile ground surface indicators and creation of safe crossings.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	<p>In November 2021, the City delivered the People Friendly Streets Project, supported by a grant through Developmental Disability WA. The project was a co-design approach which saw the City partner with Spinal Life WA, Interchange and Mission Australia.</p> <p>The City plans to roll out similar initiative in the remaining town and activity centres and has recently made budget requests to facilitate this.</p>
<b>OUTCOME</b>	The City has submitted a request for \$50,000 to undertake an accessibility audit of the Maylands town centre in the 2023/24 financial year.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	4.2 Build disability confidence to enhance staff and community capacity.
<b>ACTION</b>	(d) Support and partner with disability service providers to facilitate workshops aligned with the City's access and inclusion outcomes.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	<p>The City often supports publications and disseminates community messaging on behalf of key organisations, including disability service providers. These messages are often circulated to City owned services such as libraries and recreation services as these facilities are often the first point of contact for community members seeking information.</p> <p>The National Disability Services project team recently reached out to the City to share a newly launched project “Ready to Go Home” which aims to reduce discharge delays from hospital and improve hospital stay experiences for people with disability.</p> <p>The ‘Your Hospital Guide’ is a pack of seven topics including:</p> <ol style="list-style-type: none"> <li>1. Be prepared for a hospital stay;</li> <li>2. Your hospital stay;</li> <li>3. Decision making during a hospital stay;</li> <li>4. Discharge planning checklist;</li> <li>5. Your discharge summary;</li> <li>6. After your hospital stay; and</li> <li>7. NDIS Basics.</li> </ol>
<b>OUTCOME</b>	Hard copy packs have been placed at all City libraries, while digital versions of the packs can be obtained via the NDS website in Easy English, accessible Word, e-braille and pdf formats. Video versions of the resource will be available and circulated over the coming months.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	4.2 Build disability confidence to enhance staff and community capacity.
<b>ACTION</b>	(a) Support and partner with disability service providers to facilitate workshops aligned with the City's access and inclusion outcomes.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	<p>On 8 February 2023, the City of Bayswater hosted the Sensorium Theatre at Morley Library to deliver a professional development workshop.</p> <p>The purpose of this training was to support the development and delivery of the Libraries' new Sensory Storytime program, as well as identifying areas where sensory experiences can be introduced into regular programming. This will make the City's Storytime programming more accessible to all children and their carers.</p> <p>One of the aims of the City's early literacy program is to model behaviours to parents/carers which will empower them to talk, read, sing and play with children every day. Showing parents how easy and inexpensive it can be to create sensory play will hopefully encourage them to continue this at home.</p> <p>The session hosted approximately 20 staff working in the early childhood and access and inclusion area from five local governments and service providers such as Wanslea.</p>
<b>OUTCOME</b>	<p>The City's library staff have also implemented some of the ideas gained and incorporated them into improving the Sensory Storytime program. Other outcomes were:</p> <ul style="list-style-type: none"> <li>• Insight into the different ways people can process the same sensory inputs and have different reactions to them;</li> <li>• Assurance that everything and anything can be used to create a sensory experience on any budget;</li> <li>• Repetition can help increase participation and develop understanding;</li> <li>• Increased confidence and inspiration to begin incorporating sensory elements into their programming; and</li> <li>• Knowledge and understanding of key signs, AUSLAN and communication boards and other communication methods that can be used to assist non-verbal children or those who might have trouble communicating.</li> </ul>

\City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: January – March 2023	
<b>AUTHOR</b>	<b>Manager Community Development</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	5.1 Review and improve the City's processes to improve feedback mechanisms.
<b>ACTION</b>	(b) Establish and online database, such as the Customer Relation Management System, to streamline the City's complaint and feedback processes to support consistent reporting of access and inclusion matters e.g. ECM, social media, phone and feedback cards.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	<p>The Complaint Management Policy and Complaint Management Practice is reaching its final draft stage and is currently being reviewed.</p> <p>The City ensures anyone who is dissatisfied with a City service can easily and simply make a complaint and provide feedback. This can be done by providing an accessible complaint handling process which makes it as easy as possible for everyone in the diverse community to find and use. The system will reflect the preferences and needs of the community, including people who may otherwise have trouble due to age, disability, language, geographical, health, or cultural reasons.</p> <p>Designate methods and locations to lodge complaints that are visible and easily accessible to customers with complaints lodged by: phone, email, in writing, websites, and in person. The City advises that assistance is available by contacting the National Relay Service.</p>
<b>OUTCOME</b>	It is anticipated that a report addressing the audit recommendations will be presented to the Executive Leadership Team in May to seek endorsement, and then submitted to the Audit and Risk Management Committee.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: January – March 2023</b>	
<b>AUTHOR</b>	<b>Manager People Culture and Safety</b>
<b>BRANCH</b>	People, Culture and Safety
<b>STRATEGY</b>	7.2 Continue investment in building and promoting an inclusive workplace culture.
<b>ACTION</b>	(b) In consultation with staff, review workplace design and ergonomics to enable reasonable adjustments for staff with disability.
<b>DELIVERABLE</b>	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> <b>2022/23</b> <input type="checkbox"/> 2023/24
<b>INFORMATION</b>	<p>The City aims to provide an inclusive, flexible recruitment process and provide accessible work facilities to enable employment of more people with disability.</p> <p>The Workplace Adjustments Management Practice (the MP) has been developed collaboratively between the members of the Community Development and People, Culture and Safety teams. The MP outlines how the City can support people with disability by implementing reasonable adjustments to make the recruitment process and ongoing employment accommodating and equitable.</p>
<b>OUTCOME</b>	The MP was endorsed by the Executive Leadership Team in March. It will be promoted internally as a resource that provides guidance on how to support employees with a disability to undertake the inherent requirements of their role. In addition, the MP supports potential employees with adjustments throughout the recruitment process and positions the City as an inclusive employer.

**10            NEXT MEETING**

The next meeting of the Inclusion and Diversity Committee will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on 24 August 2023 commencing at **6:00pm**.

**11            CLOSURE**