

Minutes

Inclusion and Diversity Advisory Committee

Thursday 23 February 2023

By signing these minutes I certify that they were confirmed at the Inclusion and Diversity Advisory Committee held on 18 May 2023.

CR CATHERINE EHRHARDT, DEPUTY MAYOR
CHAIRPERSON

- 1 OFFICIAL OPENING3
- 2 ACKNOWLEDGEMENT OF COUNTRY3
- 3 ATTENDANCE3
 - 3.1 Apologies4
 - 3.2 Approved Leave Of Absence4
- 4 DISCLOSURE OF INTEREST SUMMARY4
- 5 DELEGATED AUTHORITY BY COUNCIL4
- 6 TERMS OF REFERENCE4
- 7 CONFIRMATION OF MINUTES5
- 8 GENERAL BUSINESS6
 - 8.1 Committee Updates6
- 9 REPORTS28
 - 9.1 Access And Inclusion Plan 2020 - 2024 Progress Report - September 2022 To
January 202328
- 10 NEXT MEETING49
- 11 CLOSURE49

Minutes of the Inclusion and Diversity Advisory Committee of the Bayswater City Council which took place in the Embleton Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Thursday 23 February 2023.

1 OFFICIAL OPENING

The Chairperson, Cr Catherine Ehrhardt, Deputy Mayor, declared the meeting open at 6:02 pm.

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 Assunta Meleca	
Cr Sally Palmer	
Cr Elli Petersen-Pik	
Nirmal Singh	Arrived at 6:05 pm
Somayeh Mirzaei	Arrived at 6:09 pm
Stuart Jenkinson	
Kay Forest Barnard	

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
Shane Ferguson	Coordinator Security and Crime Prevention
Alex Devine	Manager Sustainability, Environment and Waste
Lucy Griffiths	Leisure Planner
Ross Millard	Club Liaison Officer
Shaun McKenzie	Place Manager (Bedford and Noranda)
Shonie McKibbin	Acting Principal Community Engagement

Guests

Dr Terence Love

CEO at the Design Out Crime & CPTED Centre

Leave of Absence

Nil.

3.1 Apologies

Cr Giorgia Johnson

Giulia Lake

Clint Strindberg

Simon Hubbard

Manager Rangers and Security

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.

Nil.

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	
Purpose	The purpose of the Committee is to provide advice and recommendations to Council in relation to: <ul style="list-style-type: none"> • the development and implementation of the City's Access and Inclusion Plan (AIP); and • 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.
Elected Member membership:	Five Elected Members*. * <i>minimum three required under legislation</i>

External Member membership:	A maximum of six community members as follows: <ul style="list-style-type: none"> • Two members who: <ol style="list-style-type: none"> (a) Reside in the City and live with a disability and/or are a parent, carer, advocate of a person with a disability; or (b) Reside or is a service provider/organisation within the City of Bayswater and are able to contribute expertise or advice on disability. • Two members who: <ol style="list-style-type: none"> (a) Reside in the City and who identify as LGBTQIA+; or (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+. • Two members who: <ol style="list-style-type: none"> (a) Reside in the City and who identifies as being from a culturally and linguistically diverse background; or (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.
Role of Representatives:	The roles and responsibilities of the City of Bayswater representatives on this Committee are: <ul style="list-style-type: none"> • Member in own right; and • Spokesperson for City of Bayswater.
Non-Voting members:	Director Community and Development Manager Community Development
Delegated Authority:	Nil.
Meetings:	Committee meetings are to be in accordance with the <i>City of Bayswater Standing Orders Local Law 2021</i> .
Meeting Frequency:	Quarterly or as required.
Day of Meeting:	When suitable.
Time of Meeting:	When suitable.
Location of Meeting:	City of Bayswater, Civic Centre, 61 Broun Avenue Morley WA 6062
Liaison Officer:	Director Community and Development or nominated officer

7 CONFIRMATION OF MINUTES

COMMITTEE RESOLUTION

The Minutes of the Inclusion and Diversity Advisory Committee held on 12 October 2022 which have been distributed, be confirmed as a true and correct record.

Stuart Jenkinson Moved, Cr Sally Palmer Seconded

CARRIED UNANIMOUSLY: 6/0

For: Cr Catherine Ehrhardt, Deputy Mayor, Cr Assunta Meleca, Cr Sally Palmer, Cr Elli Petersen-Pik, Stuart Jenkinson and Kay Forest Barnard

Against: Nil.

8 GENERAL BUSINESS**8.1 Committee Updates****1. COB PrideFEST 2022 Review.**

The City's Place Manager (Bedford and Noranda) Shaun McKenzie provided an update on the City of Bayswater participation in PrideFEST 2022. Refer to **Attachment 1**.

2. Community Safety and Crime Prevention Plan 2023-2027.

The City's consultant, Dr Terence Love, provided a presentation on the Community Safety and Crime Prevention Plan 2023-2027. Refer to **Attachment 2**.

3. Swan River Access:**(a) Tranby Foreshore, Maylands Beach clean-up.**

The City's Manager Sustainability, Environment and Waste, Alex Devine provided an update on Tranby Foreshore, Maylands and IDAC members were invited to provide feedback. Feedback provided as follows:

- Any modifications to the site to be focused on ensuring access for the wider community.
- The City is exploring both short and long term options to address accessibility. Short term options would likely present costly annual budget considerations, so the preference is to opt for longer term site access which would include broadening the scope of the project to include accessibility from other areas of the foreshore. This would enable the City to seek funding from State and Federal agencies.

(b) River Craft Accessibility, Hinds Reserve

The City's Leisure Planner, Lucy Griffiths and Club Liaison Officer, Ross Millard provided an update on the Swan River Access - Rivercraft Accessibility at AP Hinds Reserve. The IDAC members were invited to provide feedback on the suggested findings. Feedback provided as follows:

- Suggested the investigation of matting placed under the sand as a fixed structure to increase wheelchair and other mobility equipment accessibility.
- The City clarified that this area is classed as 'Regional Open Space', and as a result the cash in lieu for public open space funding may not be able to be used for this project.
- The City continue to explore funding opportunities relating to Rivercraft Accessibility.

Refer to **Attachment 3**.

Emily Hodson left at 7:14 pm and returned at 7:16 pm.

Somayeh Mirzaei left at 7.18pm and returned at 7.20 pm

4. Summary of IDAC Goal Setting and Mind Mapping.

The City's Coordinator Community Development, Melissa Dias provided an update on the collation of individual mind mapping, and goals for the IDAC Committee. Project briefings, presentations and the intended outcomes of these would align to these goals. Refer to **Attachment 4**.

5. Community Engagement – Upcoming Projects.

The City's Acting Principal Community Engagement, Shonie McKibbin provided an update on community engagement projects.

The IDAC was invited to provide feedback and comment on the projects identified to bring to the future meetings, and make comment on the preferred engagement approach. Feedback was as follows:

- Queried the City's engagement approach for City of Bayswater infrastructure projects, such as Bayswater Waves.
- The City may consider advocating for the IDAC's engagement with larger stakeholders, such as Galleria.
- Discussed that additional time may be required to conduct a meaningful 'workshops' that aligns to the IDAC goals at separate times.
- The City noted that engagement projects are flexible and subject to change and the engagement windows may fall outside of the quarterly meeting cycle.
- The Committee would like to engage by virtual engagement via Engage Bayswater, and direct calls between project officers and individual community members.
- Workshops identified as being a valuable forum for engagement. Des Abel advised that such workshops should be held separately to the IDAC meetings in order to adhere to the Committee's Terms of Reference.
- Queried whether the full project list could be shared with the group. The City advised that it is currently a working document, and could be shared via a private forum on engage Bayswater.
- Queried whether the City had a formal engagement process.
- The City advised that there is no legislation aside from project planning management practise. The City is guided by best practice engagement. The City engages with the community as much as possible. This is also built into the project planning templates.

Other General Business

Grants

- The Better Bayswater Grants open 1 March – 31 March 2023.

Events

- International Women's Day event scheduled to take place on 9 March 2023. IDAC were encouraged to invite their networks and rsvp through event brite. 19 submissions were received and over 60 people have already rsvp.
- Evening in the Park is being held on 18 March 2023, Broun Park at Broun Avenue. This is a multicultural event during Harmony Week. The City is also collaborating with John Forrest Senior College on a project called Origin Stories.
- Music in the Park, celebrating Djeran Season. This will feature Aboriginal artists, at Robert Thompson Reserve.

Attachment 1

City of
Bayswater



PrideFest in Bayswater 2021/2

Summary Report

Introduction

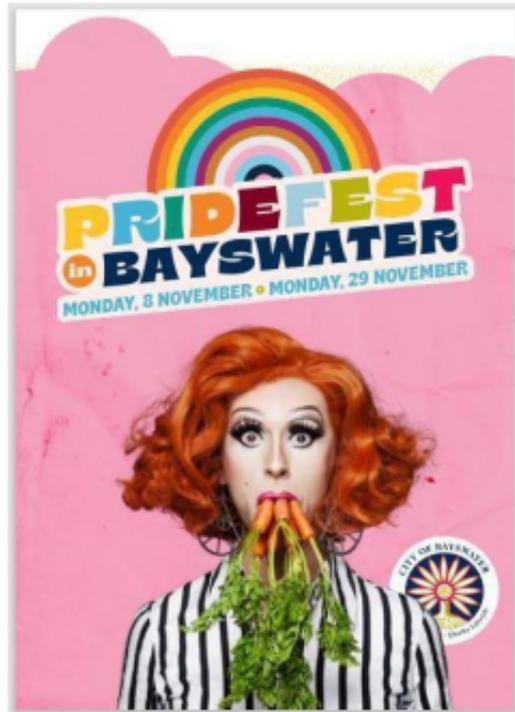
This report provides a summary of the City of Bayswater's two first PrideFests which took place throughout the month of November in 2021 and 2022.

The City of Bayswater seized the opportunity to take part in PrideFEST WA for the first time in November 2021 with events and promotions with the hope to be a major sponsor in the future and we wished to continue in 2022 with a new series of events and engagement activities.

We have been proud to collaborate with a range of groups and organisations towards our festival including LGBTQIA+ groups based in and outside of the City of Bayswater, local businesses, sports/community clubs and local LGBTQIA+ artists and writers. To date we have delivered over 20 events and initiatives for the LGBTQIA+ community.

It was carefully planned with the aim to do a range of events and activities to cater to the versatility of the LGBTQIA+ community.

We were proud to demonstrate how local government can use its resources to support and champion the LGBTQIA+ community and to be recognised for our work as a finalist in the Institute of Public Administration awards 2022 for their LGBTI Best Practice in Inclusion Award.



Key Messages

- Bayswater is a diverse community and the City's support of WA Pride highlights our commitment to being inclusive.
- Our differences contribute to the rich and diverse community life we enjoy here in the City of Bayswater and should be celebrated.
- The City is keen to overcome any barriers faced by diverse groups that may prevent them from participating in community life.
- Pride Month activities present the perfect opportunity to celebrate the differences that make us all unique and special.
- The City is proud to celebrate its diverse community with a program full of fun events and activities for WA Pride Month this November.
- The City wishes to understand what the community think its key roles should be to support the LGBTQIA+ community to inform our future planning.
- The City will consider further and more in-depth engagement in the future to inform future planning.

[City of Bayswater proudly supports PrideFEST - City of Bayswater](#)

[City of Bayswater is set to celebrate Pride this November | OUTInPerth | LGBTQIA++ News and Culture](#)

[Pridefest Programs 2021 and 2022](#)

Before committing to our Pridefest events programs in 2021 and 2022 the City completed engagement with LGBTQIA+ groups and charities within and outside the City's boundaries to understand from the community what types of events they would like to see the City do for their first Pridefest and also reach out to groups who would like to collaborate with the City.

This has included the following:

- ✓ Pride WA ✓ Transfolk of WA
- ✓ Playgroups with Pride WA: LGBTQIA+ Parents group based in Morley, City of Bayswater
- ✓ Rabble Bookstore, Maylands: Local bookstore and LGBTQIA+ safe space
- ✓ Perth Frontrunners: Metro-wide LGBTQIA+ Sports group
- ✓ PFLAG Perth
- ✓ GRAI Charity group
- ✓ Intersex WA ✓ Derby West

The City also reached out to local businesses and community clubs to cooperate with the City on supporting our activities.



In both 2021 and 2022 the City held a series of events for its Pridefest. These comprised a variety of events including educational, entertainment, youth and more.

Below are links to both programs.

[COB0795-Bayswater-Pride-Events-Calendar_websmall.pdf](#)

[PrideFEST - City of Bayswater](#)

[Pridefest 2021 Event Details](#)



Spill the Tea

The City partnered with Steamhaus Café to provide a private safe space for LGBTQIA+ young people aged 15 to 25 years, where they could meet new people, make friends and discuss their experiences over coffee and cake. The fourth session was an opportunity for participants to brainstorm and provide feedback on what things they would like to see the City of Bayswater do to support LGBTQIA+ young people in the future.

Drag Yourself Makeup

18 to 25-year olds were given the opportunity to learn from one of Perth's foremost professional make-up artist and theatre performer, Manuao TeAotonga, the process of transforming yourself into either a Drag Queen or King in a safe space location. This was aimed at supporting youths who are interested in the art and culture of Drag, which is becoming a high demand profession and skill in the creative industry. They had the opportunity to learn essential abilities and techniques of the profession's makeup art and receive one to one teaching in a safe space.

Stories of Pride

[Stories of Pride - City of Bayswater celebrates PrideFEST - YouTube](#)

A collaboration with local bookstore and LGBTQIA+ safe space Rabble Bookstore to provide a platform for local artists and writers from the LGBTQIA+ community to share their personal stories of identity as a panel of speakers with Q&A session. This was aimed at both celebrating the diversity of the LGBTQIA+ community through the power of storytelling.

"It was really insightful to hear the experiences of a diverse mix of people. I liked the storytelling approach and having live music mixed in. Cougar Morrison was a highlight, so intelligent, thoughtful and hilarious too!"

"The setting. The relaxed, friendly and welcoming atmosphere. The amazing MC: he brought the whole show together and has made me love the City of Bayswater even more. The personal stories. The refreshments. The opportunity to stay at the end to meet people and chat."

"Love that it was local and hearing real stories that create resonance and healing"

"I enjoyed the storytellers and the stories that they shared. It was a fun, relaxed environment."

Trans 101 Presentation with Transfolk of WA

The City of Bayswater collaborated with TransFolk of WA to deliver their Trans101 presentation at the Maylands Library. This provided educational teaching on sexuality, gender diversity and bodies as well as the specific discrimination and health disparities faced by the trans and gender diverse community.

Very informative, and well done

Simple is best! It ran on time the material was really clear and appropriately targeted for a '101' style session.

The presenter created a safe environment for people to ask any question without judgement. The information was presented very clearly and didn't assume any prior knowledge.

Drag Bingo

In collaboration with the Morley Noranda Recreation Club we hosted the City's first Drag Bingo Extravaganza Night. This was a community event of entertainment including fun games colourful prizes and Drag performances to make a full night of enjoyment and celebration. The event was fully attended with 200 attendees and a waiting list due to its popularity.

I loved the atmosphere and humour, can't fault it! We need more of these!

Excellent Night Fun for everyone & free community event. Well Done COB

Awesome host, Venue was great, entertaining was amazing and well organized

Great layout and format. Allowed for everyone to engage and was a good community vibe.

PRIDE in the Park Family Picnic

We collaborated with Morley based kid's playgroup *Playgroups with Pride* and PFLAG Perth for the opening of the new nature focused playground in Noranda Nook with a community picnic, entertainment for kids including face painting and raising awareness on raising a family as an LGBTQIA+ parent.

Pride Urban Bush Run

City of Bayswater and the Perth Frontrunners LGBTQIA+ running group collaborated on a community event to welcome participants to come along for a fun run/walk in the Class A bush reserve Lightning Swamp in Noranda. Finishing with drinks and food at the Noranda Rec Club.

Aged Community Movie with GRAI

The City hosted a Pride event in collaboration with GRAI charity group for the senior community at our Monthly movie showing at the Bayswater Community Centre.



[Pridefest 2022 Events Details](#)



[Meet and greet with the City of Bayswater's LGBTQIA+ representatives](#)

To kick off the 2022 festival the City invited community members to meet the City's new and first LGBTQIA+ representatives from its IDAC and as an opportunity to discuss and share stories and ideas on how the City can be a more inclusive place for the LGBTQIA+ community.

[Meet the City of Bayswater's first LGBTQIA+ representatives - YouTube](#)

[Drag Queen Storytime with Donna Kebab](#)

We hosted a special Pride Drag Queen storytime with local artist Donna Kebab reading some of her favourite stories for kids.



[The Day You Went Away: Queer Bereaved Meet-Up and Panel](#)

We collaborated with Pride WA to host a counselling and social event for bereaved members of the LGBTQIA+ community at the Morley Noranda Recreation club.

Intersex Community Coffee Meet Up

We collaborated with members of the Intersex community to host the first social meetup by a local government for members of the intersex community to meet, socialise and find connection. This was in collaboration with Steamhaus café, Maylands.

Pride in the Park Family Picnic

Continuing on from the success of this event in 2021 we collaborated with Playgroups with Pride again to host a free community event at the Noranda Nook park targeted for LGBTQIA+ families and kids. With music and Drag storytime with Cougar Morrison.



Pride Roller Derby Exhibition Game

The City collaborated with LGBTQIA+ sports group Derby West to host a special Pride Derby competition at The RISE in Maylands. With over 200 attendees it was a fun, exciting night in support of local sports team.

Pride Poetry Night

The City collaborated with Rabble Bookstore to host a Pride poetry reading night at Rabble's outdoor area. Poets included Bron Bateman, Tanesha Bennell, Maddie Godfrey, Patrick Gunasekera, Marziya Mohammedali, Andrew Sutherland and Alexander Te Pohe.

ExDRAGaganza

The City collaborated with Coventry Pavillion Restaurant and Bar to host a full night of Drag entertainment to celebrate the end of Pride month and raise funds for Pride WA. With over 300 attendees we managed to raise thousands for Pride WA and provide an event for whole community to enjoy in collaboration with a local business.



Engagement

In 2021 and 2022 the City also committed to understand how the City should prioritise to support the LGBTQIA+ community. To do so we completed two 'Rainbow Polls' at Fair Day. Fair Day is held at Hyde Park in the City of Vincent but is one of Pride WA's busiest events, Fair Day, which attracts the largest number of LGBTQIA+ people in WA annually.

This proved a great success for both gathering useful data but also to visually present the City as a supporter of the LGBTQIA+ community and for City officers to speak directly with individual community members from and outside the City.



Rainbow Poll 2021

Attendees were asked to select what areas the City should be focusing on to support the LGBTQIA+ community on our Rainbow Poll board. We received a lot of feedback with 467 contributions to help towards our future planning.

Education, Safety and Visibility came out as the top priorities the City should focus on to support the LGBTQIA+ community.

Rainbow Poll 2022

Following on from the engagement completed in 2021 the City wished to delve further to understand what initiatives the LGBTQIA+ and local community thought would encourage conversations about LGBTQIA+ inclusion.

City officers met with the City's LGBTQIA+ representatives, Clint Strindberg and Kay Barnard, to brainstorm and develop a new rainbow poll to be used for engagement throughout the Pridefest. With their recommendation we decided to ask the question for our 2022 Rainbow Poll,

'How can we encourage conversations about LGBTQIA+ inclusion year-round?'

We then broke down to five categories with suggestions for participants to vote on their top preference. The categories included: Culture; LGBTQIA+ community run events; Presence of City led events; Public space visibility; and Communications.

From attending Pride Fair Day with and engaging with attendees to complete our poll we received 754 responses, of which 160 were residents in the City of Bayswater and 594 non-resident. A full breakdown of the responses for each category are explained in table 1 below. As Fair Day is not within the City of Bayswater, the response from Bayswater residents is considered high. Further the high interest from members of the community outside the City is considered very positive for the City.

It is clear from the results there are six popularly supported initiatives the community thought would help to encourage LGBTQIA+ inclusion which the City could do. These were, in order from most popular:

1. LGBTQIA+ Public Art and Exhibitions
2. Funding LGBTQIA+ Education and Information Sessions
3. Pridefest Programme
4. Rainbow Flag at City owned facilities
5. LGBTQIA+ Action plan
6. Seeking LGBTQIA+ performers for City run events

HOW CAN WE ENCOURAGE CONVERSATIONS ABOUT LGBTQIA+ INCLUSION YEAR-ROUND?			
Culture	Resident	Non-Resident	Totals
LGBTQIA+ Public Art & Exhibitions	46	165	214
Identify LGBTQIA+ Pro businesses	22	60	82
Work with Culturally and Linguistically Diverse (CALD) Organisations	16	53	69
LGBTQIA+ Community Run Events			
Pridefest Programme	26	71	97
Library Programme	10	33	43
Business Events	3	26	29
Sports Festival	7	35	42
Funding LGBTQIA+ Education & Information Sessions	35	148	183
Presence at City Led Events			
Stalls at City events & resources	6	35	41
Rainbow flag at City events	15	42	57
LGBTQIA+ representatives at City events	11	42	53
Seek LGBTQIA+ performers for City events	12	52	64
Public Space Visibility			
Rainbow Flag at City owned facilities	20	70	90
Rainbow colour palette for street furniture	5	43	51
Rainbow lighting	12	33	45
Inclusive language on street signage	12	48	60
Bus Stops with resource information	1	20	21

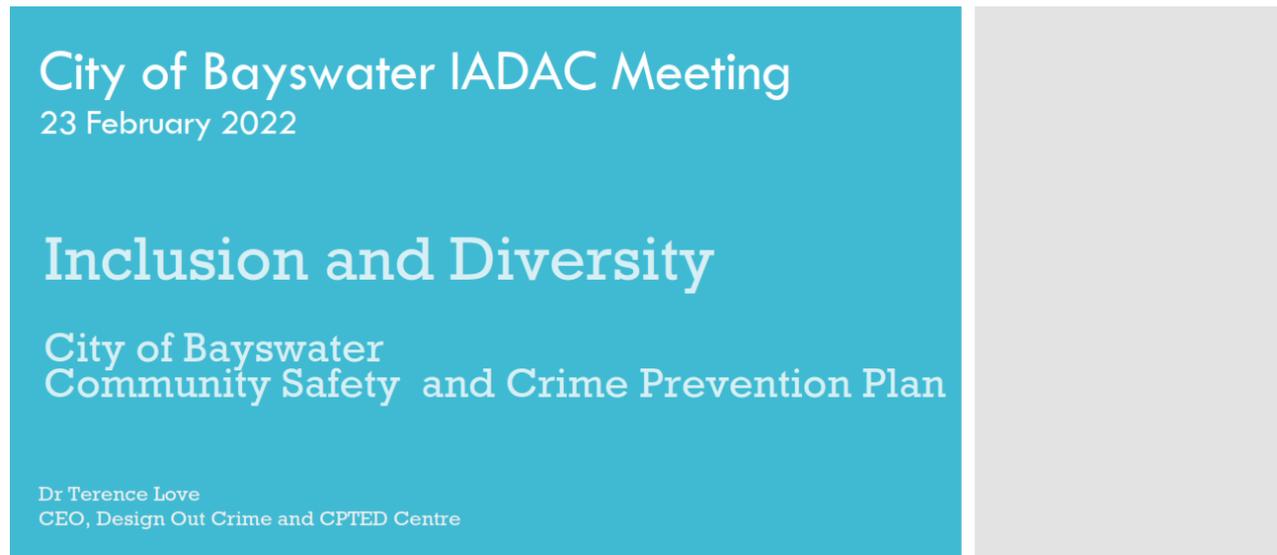
LGBTQIA+ Historic Plaques	15	46	61
Communications			
LGBTQIA+ City Action Plan	11	61	72
Use of City Website to promote LGBTQIA+ resources	6	30	36
Use of City Community Magazine	6	10	16
LGBTQIA+ Online Blog	1	12	13
Audit of City website for inclusive language	5	16	21
Other			
Events for 25+ that are not centred around partying	1	6	7
Youth targeted events and engagement	1	7	8
Live music with queer artists	1	1	2
Non-binary and non-gendered public toilets	7	13	20
Use of the hashtag 'City of Gayswater'	1	3	4
Intersection between City and LGBTQIA+ First Nations	1	2	3
Grants to queer groups	1	1	2
Queer film screening	1	1	2
TOTAL Response Rate	160	594	754

Summary and recommendations

After two years of events and engagement targeted towards the LGBTQIA+ community we have begun to strengthen the City as a more inclusive place however based on the engagement findings there is more the City can do.

The City is still considering the outcomes of the engagement and how they can be implemented by the City.

Attachment 2



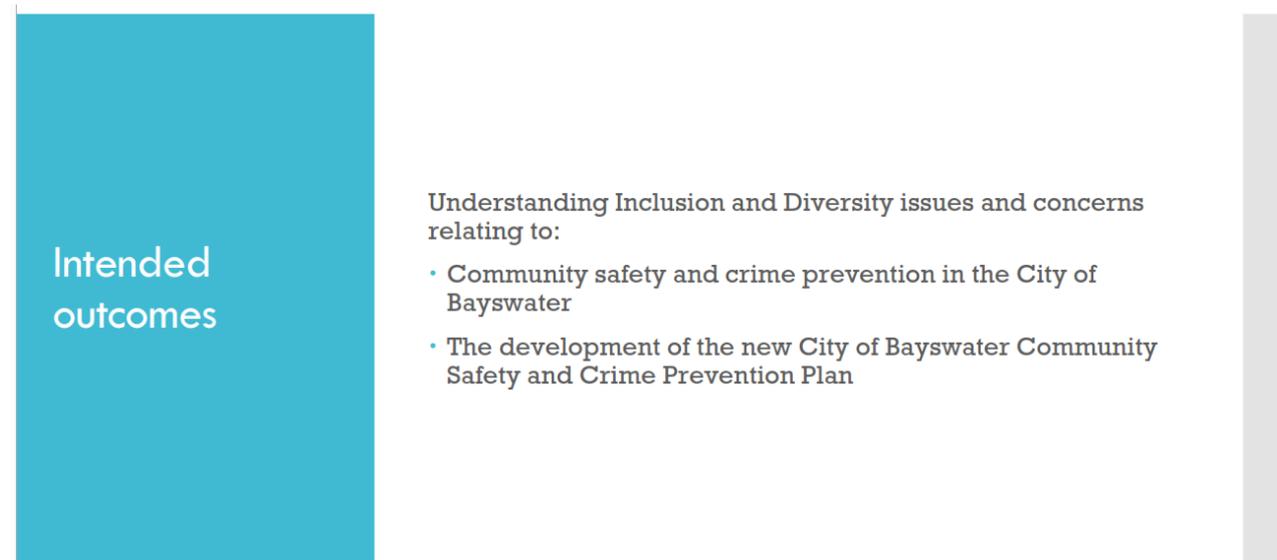
City of Bayswater IADAC Meeting
23 February 2022

Inclusion and Diversity

City of Bayswater
Community Safety and Crime Prevention Plan

Dr Terence Love
CEO, Design Out Crime and CPTED Centre

DOCCC Design Out Crime and CPTED Centre www.designoutcrime.org



Intended outcomes

Understanding Inclusion and Diversity issues and concerns relating to:

- Community safety and crime prevention in the City of Bayswater
- The development of the new City of Bayswater Community Safety and Crime Prevention Plan

DOCCC Design Out Crime and CPTED Centre www.designoutcrime.org

Background

- Existing City of Bayswater Community Safety and Crime Prevention Plan is reaching end date.
- New Community Safety and Crime Prevention Plan is being developed to align with:
 - Changes in the City of Bayswater
 - Changes in residents' and stakeholders' concerns
 - Changes in crime profile in the City
 - New understanding and new developments in community safety and crime prevention

Key points

ISO 22341:2021 process will provide the basis of developing the new City of Bayswater Community Safety and Crime Prevention Plan.

Data collection methods:

- Internal stakeholder review (face to face meeting plus written comments from **internal stakeholders**)
- Online survey of **residents**
- Face to face survey of residents as needed to ensure overall survey is representative of resident demographics
- **External stakeholder** review (face to face meeting(s) with external stakeholders)

Analysis of the above data will be collated into an internal report by consultant.

Inclusion and Diversity in ISO 22341

ISO 22341:2021 process includes

“The use of CPTED should be applied universally in an equal manner and should not be applied with any prejudice (whether cultural, racial, religious or any other bias).”

Dates

- December 2022
 - Undertake internal stakeholder review of key managers
 - Refine draft online survey
 - Develop face to face survey based on online survey
- January 2023
 - Test draft online survey on limited group
 - Refine online and face to face survey
- February and March 2023
 - Undertake online and face to face surveys
 - Undertake external stakeholder reviews
- April 2023
 - Analyse and collate findings of surveys for use in development of draft City of Bayswater Community Safety and Crime Prevention Plan

Attachment 3



City of
Bayswater

Investigation into Accessible Launch
Pontoon – AP Hinds Reserve

Project update

Inclusion and Diversity Advisory
Committee Meeting
Thursday 23 February 2023



Introduction



1. Overview of investigation into paddle access for clubs and community members at AP Hinds Reserve:

- Site considerations
- Engagement with clubs, state associations and government entities
- Accessible options – launch pontoon, beach matting
- Opportunities
- Potential short and long term solutions (options subject to funding)



2. Comments and questions from the committee



AP Hinds Reserve



- Situated under Garratt Road Bridge and adjacent to Swan River in Bayswater
- Bayswater Paddlesports Club, ANA Rowing and Perth College, Bayswater Sea Scouts (separate building)
- Community and recreational use (fishing, playground, walking trails, BBQ)
- 25m distance from water to boat sheds



Project background cont.

City of Bayswater

- Feedback from clubs – design was not preferred
- City suggested Garvey Park ramp example (as below left); did not meet their expectations or requirements
- Clubs then requested a flat, tethered floating pontoon with slipway – similar to Rowing South Australia's facility (as below right)



Project background cont.

City of Bayswater

Additional club requests:

- Open space for short, long and wide vessels
- Space for multiple people to assist individual/s into craft
- Ability to launch multiple athletes at one time
- Free of obstacles e.g. rails, steps
- Path directly from rowing shed to pontoon required



Investigation

City of Bayswater

Example 1 – Hillary's Boat Harbour



Example 2 – Champion Lakes Regatta Centre



Investigation cont.



Example 3 – ADA Compliant Kayak Dock



Findings



River and foreshore considerations

- AP Hinds Reserve is subject to small tidal range and air pressure fluctuations
- Erosion protection modification required
- Shore embankments require adjusting based on pile heights / type of anchorage

Design considerations (floating pontoon option)

- Anchorage options - chain anchoring, pile anchoring and diagonal mooring
- Slip-resistant surface required e.g. fibre-reinforced plastic grating

Budget and approvals required

- Permanent solution will require specific scoping / design and significant investment (up to \$500k+)
- All works require Department of Biodiversity, Conservation and Attractions (DBCA) approval

Options



Option 1 – Floating pontoon

- Preferred option of all clubs - Bayswater Paddlesports Club, ANA Rowing and Perth College
- Long-term solution
- World standard pontoon – elite and recreational use
- 15+ years life expectancy
- **Cost:** \$100k+



Option 2 – ADA Compliant Dock

- Some elements do not address club needs
- Long-term solution
- 15+ years life expectancy
- **Cost:** \$25k+ (pontoon only) (procured from United States)



Options cont.

Option 3 – Beach Access Mat

- Provides alternative to a fixed structure
- Short-term solution
- Temporary or permanent pathway
- Minimal maintenance
- 10+ years life expectancy
- **Cost: \$4k+** (mat only)

(Option to purchase Mobi-Roll 'N Stow - additional \$7k)



Opportunities

Identified gap in accessible infrastructure for paddlesports in WA

- Opportunity for City to lead the way in this space
- Relatively niche infrastructure

Assist clubs to provide enhanced opportunity for participants with disability

- Satisfies the identified needs of clubs to provide better access
- Host more frequent / larger-scale paddlesport events in the City

Encourages enhanced use of AP Hinds Reserve for wider community

Potential solutions

Current available budget - \$20k.

Short-term solution

- Fund beach access mat and Mobi-Roll 'N Stow (approx. \$11k total cost)
- Improve access to existing pontoon
- Not club's preferred option – potentially unstable, does not assist launch

Permanent / long-term solution

- Use current available budget towards design and technical investigation for floating pontoon
- Significant additional funding required for a large-scale floating pontoon option
- Foreshore works required

Attachment 4**Inclusion and Diversity Advisory Committee (IDAC) Goals**

- Support cultural /diverse groups to strengthen and develop their existing projects.
- Focus on ensuring City services are promoted in various languages, through alternative channels and networks.
- Focus on connection and connecting with youth and young people.
- Have “conversations” more often to embed in all we do, not just the “awareness” day/week etc.
- Advise and provide feedback at the “Concept Phase” for accessibility.
- Provide comment and interact on City projects at initial stages.
- Influence the City’s policies and procedure around inclusive practices, including retention and recruitment of diverse communities
- Accountability to Council to do good by oppressed community groups.

Attachment 5

<u>Engagement Project</u>	Nov-22	Dec (school hols start 15th)	Jan (hols until 31st Jan)	Feb-23	Mar-23	Apr (school hols 7th – 23rd)	May-23	Jun-23	Jul (school hols 1st- 16th)	Aug- 23
<u>Crime Prevention and Community Safety Plan</u> As per the presentation to IDAC	Plan			Engage		Draft & advertise report		Close the Loop		
<u>Events Strategy</u> This strategy will inform City's focus areas for events over the next 5 years.	Plan				Engage				Council	Close the Loop
<u>Public Health Plan</u> This will be the guiding document for health-related initiatives, priorities and funding decisions.				Plan						
<u>Riverside Gardens Redevelopment</u> Creating a long term vision for Riverside Gardens in an effort to balance the needs of park users with important environmental considerations	Plan							Engage		
<u>Strategic Community Plan</u> TBC										

9 REPORTS**9.1 Access And Inclusion Plan 2020 - 2024 Progress Report - September 2022 To January 2023**

Responsible Branch:	Community Development
Responsible Directorate:	Community and Development
Authority/Discretion:	Information Purposes
Voting Requirement:	Simple Majority Required
Attachments:	1. IDAC Information Update September 2022 to January 2 [9.1.1 - 18 pages]
Refer:	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**.

COMMITTEE RECOMMENDATION TO COUNCIL
(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 September 2022 to January 2023.

Cr Elli Petersen-Pik Moved, Cr Assunta Meleca Seconded

CARRIED UNANIMOUSLY: 8/0

For: *Cr Catherine Ehrhardt, Deputy Mayor, Cr Assunta Meleca, Cr Sally Palmer, Cr Elli Petersen-Pik, Nirmal Singh, Somayeh Mirzaei, Stuart Jenkinson and Kay Forest Barnard.*

Against: *Nil.*

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 September 2022 to January 2023.

EXTERNAL CONSULTATION

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

OFFICER'S COMMENTS

The City progressed 14 deliverables within the AIP Outcome Areas from September 2022 to January 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.	6
Outcome 2	People with disability have the same opportunities as other people to access buildings and other facilities of the City of Bayswater.	4
Outcome 3	People with disability receive information from the City of Bayswater in a format that will enable them to	2

	access the information as readily as other people are able to access it.	
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.	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
Conclusion	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:

Item 1: Implementation of the City's AIP, second financial year (2022/23)

Asset Category: Not applicable **Source of Funds:** Municipal

LTFP Impacts: This item is not itemised in the City's Long Term Financial Plan

Notes: 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 (\$)		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 September 2022 to January 2023.

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Business Services
BRANCH	Business Services
STRATEGY	1.1 Increase access and inclusion awareness with City engaged agents, contractors, local businesses and service providers.
ACTION	(a) Develop and share an information package for agents and contractors including information on how to make services and events more accessible.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	Tender documents for civil projects that will have a direct impact on the public are independently reviewed by Business Services prior to being released to the market.
OUTCOME	Where a civil project is likely to impact on public access, for example construction of footpaths and access ramps, the tender scope is reviewed to ensure that it includes provisions for the contractor to maintain appropriate access during the work, if it is likely to be protracted. The review included whether any such temporary access can be accommodated within the contractor's fee structure or whether it needed to be addressed as a variation.

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Project Services
BRANCH	Project Services
STRATEGY	1.2 Build partnerships to support people with disability to participate in their community
ACTIONS	(d) Provide and promote information to sporting clubs and community groups to assist with the inclusion of people with disability.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	The City's Club Liaison Officer works with community clubs and groups with training, partnerships, support and information that is inclusive of people with disability.
OUTCOME	<p><u>KidSport</u></p> <p>The City supports the KidSport program, a State Government initiative that enables eligible Western Australian children to participate in community sport with financial assistance for club fees.</p> <p>The City's Club Liaison Officer processed five vouchers for children with disability. From a club perspective, Bayswater Waves Swim School and Scorpions Netball Club both received registrations from children with disability in this period.</p> <p><u>Club Connection E-Newsletter</u></p> <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 December 2022 edition, the City promoted the Accessibility Champions Course, which is a free online course to champion greater accessibility within local sporting clubs and leisure providers for people with disability.</p> <p><u>Community Directory</u></p> <p>There are 92 service providers, community groups and sports clubs listed on City's Community Directory that provide programs and activities to those living with disability.</p> <p>In November 2022, Superyou Therapy, a new NDIS provider, was added to the Directory. They offer support through occupational therapy, speech pathology and physiotherapy services.</p>

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	1.2 Build partnerships to support people with disability to participate in their community
ACTIONS	(a) Develop and share an information package for agents and contractors, including information on how to make services and events more accessible.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	The City's Events team is responsible for delivering event information to contractors to make their services more accessible and included allocation of ACROD parking, grass matting and positioning the Age Friendly Ambassadors close to the information tent to be more accessible.
OUTCOME	<p><u>Avon Descent</u></p> <p>The City's contractors supported positioning and access to food, information and food services in close proximity to the pathways and ACROD parking, an included adjacent to restrooms enabling people with a disability easier access to information and services.</p> <p><u>Carols by Candlelight</u></p> <p>Contractors ensured services were located adjacent to the path to enable easier access to services. Additional ACROD parking was created along the road to enable ease of access to the event close to the staging area.</p>

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	1.2 People with disability have the same opportunity as other people to access the services of, and any event organised by, the City of Bayswater.
ACTION	(e) Raise public awareness and understanding of people with disability by celebrating local achievements of 'International Day of People with Disability.'
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	<p>The <i>International Day of People with Disability</i> is an annual day celebrated on 3 December.</p> <p>To align with the 2022 theme for the International Day of People with Disability, 'Not all Disabilities are Visible', the City hosted Sensory Storytime at the Civic Centre on 2 December 2022.</p> <p>The City of Bayswater Sensory Storytime program was developed for children with autism or other challenges related to sensory experiences. The Sensory Storytime program aimed at engaging children in activities that support the development of social play and literacy within a group setting. Each session focused on a different theme with songs, activities, a reading of one story, and sensory playtime and exploration.</p> <p>An invitation was extended to Councillors, local disability service providers and their clients, community members and City staff. Children of all abilities were welcomed to attend this event.</p>
OUTCOME	<p>The City was successful in attaining a grant from Developmental Disability WA for \$1,000 to contribute towards the event.</p> <p>The event was attended by the Minister for Disability Services, Fisheries, Seniors and Ageing (Image 1), Councillors, staff, community members and their families (Image 2).</p> <p>The story 'We're Going on a Bear Hunt' by a community member was read by storyteller and classical pianist Richard Bridger. The community member is blind and a Braille reader, he read his own book that was translated into Braille when he was a child.</p> <p>The storyteller was accompanied by an AUSLAN Interpreter, and the story was projected onto a screen with captions providing an alternative format.</p> <p>Children engaged in a sing along with Richard on piano, while the AUSLAN interpreter taught basic sign language for children to sing and sign along.</p> <p>Sensory stations were set up around the room for the children to engage in sensory play.</p> <p>Kites Toybox Sensory Toy Library, displayed sensory toys, resources and information to support play and development for children living with developmental challenges. Toys from the Toy Library were available for the children to explore.</p>

Image 1 and 2: - Sensory Storytime at City of Bayswater Civic Centre



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Development and Place
BRANCH	Development and Place
STRATEGY	1.2 Build partnerships to support people with disability to participate in their community.
ACTION	(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.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input checked="" type="checkbox"/> 2023/24
INFORMATION	The City updated the Community grants to enable businesses to apply to improve their shopfronts and access to their premises. The grants will be advertised in February 2023.
OUTCOME	The place making grants offers potential for businesses to improve access and inclusion at shopfronts and access to premises.

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Environmental Health and Statutory Building
BRANCH	Environmental Health and Statutory Building
STRATEGY	1.2 Build partnerships to support people with disability to participate in their community.
ACTION	(d) Provide and promote information to sporting clubs and community groups to assist with the inclusion of people with disability.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	<p>The City continued to run a Health and Wellbeing Program, aimed at providing inclusive, and all ability opportunities for all community members to participate.</p> <p><u>Wheelchair and Seated Tai Chi – Bayswater and Morley Libraries</u></p> <p>The Wheelchair and Seated Tai Chi at Bayswater and Morley Libraries ran for 4 weeks with a qualified Tai Chi instructor and were designed to include participants of all abilities.</p> <p><u>Healthy at Home – All Abilities Yoga</u></p> <p>The All Abilities Yoga was included as a part of the Healthy at Home Program for older adults operating at the Community Centres. The All Abilities Yoga was facilitated by a qualified yoga instructor and health practitioner. The yoga sessions were simplified and were able to be performed in a seated or standing position. The sessions were open to people of all ages and abilities.</p>
OUTCOME	<p><u>Wheelchair and Seated Tai Chi – Bayswater and Morley Libraries</u></p> <p>The Wheelchair and Seated Tai Chi at Bayswater and Morley Libraries was well received with 23 residents registering for the program.</p> <p>Feedback from the program was positive with one participant stating that the sessions were low impact, but still challenging, and another participant stating that the teacher was patient and encouraging (Image 1)</p> <p><u>Healthy at Home – All Abilities Yoga</u></p> <p>The All Abilities Yoga sessions were open to people of all ages and abilities. The program was well received with 32 residents registered for the yoga sessions.</p> <p>Feedback was extremely positive with participants stating the course was designed with inclusion in mind, with the instructor providing modifications and clear instructions.</p>

Image 1: Wheelchair and seated Tai Chi at Bayswater Library.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Project Services
BRANCH	Project Services
STRATEGY	2.1 Improve building accessibility in the planning, design and construction phases.
ACTION	(d) Allocate funds into the draft annual budget to address access barriers from audits to improve City owned buildings and facilities
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	The Community Capital Program is part of the City's Community Grants Program. Community and sporting not-for-profit organisations can apply for matched funds to improve City-owned facilities and infrastructure.
OUTCOME	As part of the 2022/23 Community Capital Request program, the City partnered with Cahoots (disability service provider) to replace five doors to enable disability access at the Bayswater Family Centre (Image 1). This project greatly improved the accessibility of the Bayswater Family Centre, enabling Cahoots to continue a broad range of inclusive social activities held at the centre. Key benefits included: <ul style="list-style-type: none"> • Provision of a welcoming venue for people of all abilities, by enhanced and inclusive and accessible nature of the facility • Continued support through Cahoots to over 1,500 people in the Perth metropolitan area, most of whom are living with a disability.

Image 1: Accessible entry at Bayswater Family Centre



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	2.1 Improve building accessibility in the planning, design and construction phases.
ACTION	(d) Allocate funds into the draft annual budget to address access barriers from audits to improve City owned buildings and facilities.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	In 2021, the City Access and Inclusion Officer conducted an audit on the entrance accessibility at the Morley Community Centre and found that the ramp and doorway was a barrier to people using wheelchairs and/or walking frames.
OUTCOME	The outcome was the removal the ramp and sliding door that improved accessibility at the centre for older adults using the centre with wheelchairs and walking frames (Image 1).

Image 1: More accessible entrance at Morley Community Centre.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Building Works
BRANCH	Building Works
STRATEGY	2.2 Improve the range of accessible restroom facilities
ACTION	(b) Investigate the feasibility of purchasing, hiring or building a Changing Place facility; and funding opportunities.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	The Proposed Capital Works program for 2023/24 has requested \$400,000 in the budget for the construction of Change Places to satisfy action 2.2B.
OUTCOME	Seeking to apply for funds to improve the range of accessible restroom facilities for people with disability into future planning.

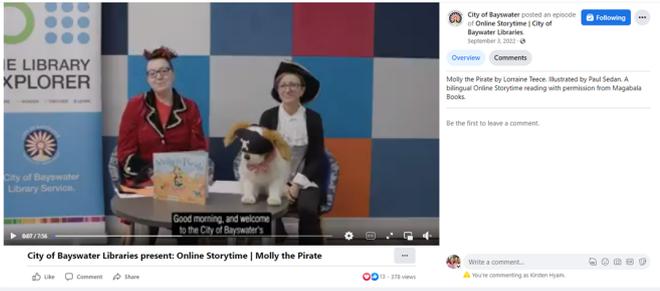
City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Project Services
BRANCH	Project Services
STRATEGY	2.6 Develop accessible design and inclusive play spaces to support social development for people with a range of disability.
ACTION	(a) Design and develop play spaces in line with the City's <i>Parks and Play Space Classification Hierarchy</i> ; providing accessible infrastructure and play equipment in parks, including continuous accessible pathways, fountains, shelter, shade, and seating. Where possible and appropriate, engage education and disability service providers in the design of play spaces across the City.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	<p>In July 2019, the City endorsed a 'Play Space Strategy', as a framework to guide the planning, design and management of play spaces across the City.</p> <p>In October 2022, the <i>Play Space Strategy</i> was reviewed and updated, maintain the position of accessibility and inclusion as a priority.</p> <p>The City will commit to including at least one piece of equipment that is accessible and inclusive for all people, including children with disability, across all future regional and district play space redevelopments.</p> <p>Image 1 and 2 below picture the zero depth pool entry at Maylands Waterland redevelopment, and the basket swing installed at Gibbney Reserve, respectively.</p>
OUTCOME	The outcomes delivered include interactive and accessible play equipment at Gibbney Reserve and the Maylands Waterland.

Image 1

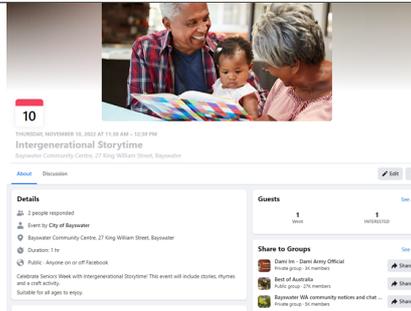


Image 2



City of Bayswater Access and Inclusion Plan 2020-2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Communications and Marketing
BRANCH	Communications and Marketing
STRATEGY	3.1 Diversify accessible information and communication methods.
ACTION	(b) Provide information in accessible formats on request for people with disability.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	<p>The City produced numerous publications in accessible formats upon request, including the <i>Bayswater Beat</i> and <i>Strategic Community Plan</i>.</p> <p>Videos with captions:</p> <ul style="list-style-type: none"> • Bilingual Online Storytime - Molly the Pirate *Also presented in Italian • Online Storytime – Little Nic’s Big Day *Presented in AUSLAN • Maylands Waterland Family Fun Day • City of Bayswater Skate Park preview • Online Storytime - My Shadow is Pink *Presented in AUSLAN • City of Bayswater Community Art Awards 2022 • Meet the City of Bayswater’s first LGBTQIA+ representatives • Online Storytime – Whale in the Bath *Presented in AUSLAN • Bilingual Online Storytime – There’s a shark in the loo *Also presented in Polish • A Christmas message from the Mayor • Online Storytime – Big Beach BBQ *Presented in AUSLAN • Online Storytime – 12 Dogs of Christmas  <p>Events (PrideFEST, Seniors Week, older adults, inclusion, etc):</p> <ul style="list-style-type: none"> • International Day of People with Disability Sensory Storytime *Presented in AUSLAN

	<ul style="list-style-type: none">• Sensory Storytime (Ages 3-5)• Hi, Tech! Learn - iPhones for Beginners• Hi, Tech! Learn - Emails for Beginners• EXDRAGAGANZA• Pickleball for Older Adults• Pride Roller Derby• Intergenerational Storytime• Intergenerational Fitness Fun• Hi Tech! Learn - Android Phones for Beginners• Drumming Circle• Guide Dogs WA visit• Memory Café• Intersex Community Coffee Meet Up• Pride in the Park• Drag Queen Storytime• Meet the City of Bayswater LGBTQIA Representatives, Clint Strindberg & Kay Barnard• Healthy at Home – Meditation is for Everyone• Hi, Tech! - Accessing Music Through Technology• Healthy at Home – Heart Beat 45+ Course• Healthy at Home - Medication Management Workshop• Aqua Skills 55+• Healthy at Home – Sleep Better Live Better Workshop• LETS - Learning English Through Storytime (Ages 3-5)• Healthy at Home – Gut Health Workshop• Drag Queen Storytime with Moxie Heart• Healthy at Home - Healthy Eating for Healthy Ageing• Get Online Week – Holiday with Hi, Tech!• Pickleball for Older Adults• Savvy Seniors - Common text and email scams• Savvy Seniors - How are you going to get around?• Savvy Seniors - Financial support and education for older women
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Posts:

- [Baysie resident Lesley loves Pickleball](#)
- [Accessibility upgrades to Cahoots, Bayswater Family Centre](#)
- [International Day of People with Disability photo album](#)
- [International Day of People with Disability post](#)
- [PrideFEST wrap-up](#)
- [Meet Clint and Kay – the City’s first LGBTQIA+ reps - video](#)
- [Seniors Week wrap-up](#)
- [We’re Going on a Bear Hunt – IDPwD](#)
- [Communications Board at Gibbney Reserve](#)
- [Seniors Week](#)
- [Meet Clint Strindberg AKA Cougar Morrison and Kay Barnard, our two LGBTQIA+ representatives](#)
- [Hearing Bus visit](#)
- [PrideFEST](#)
- [Installation of counter hearing loops](#)
- [Pickleball program for older adults](#)



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Governance and OPD
BRANCH	Governance, Organisational Planning and Development
STRATEGY	3.2 Review the accessibility of information in digital formats.
ACTION	(a) Review the City's website in line with W3C Web Accessibility Guidelines and make improvements.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	<p>The City commenced the live-streaming of its Agenda Briefing Forums, Ordinary Council Meetings and Special Council Meetings in April 2021.</p> <p>Live-streaming allows interested community members to 'tune-in' to Council Meetings, without having to physically attend the meeting. The live-streamed recordings are also available on the City's website in an archive.</p> <p>The live-streaming service is provided through YouTube, which allows 'subtitles / closed captions' to be used. The City has been using this feature since it commenced live-streaming its meetings. This feature makes it easy to search for items of interest in the meeting recordings, as well as allowing those with a hearing impairment to read the transcript of the meeting.</p> <p>These recordings have view rates of anywhere between 80 and 800 views for each meeting.</p> <p>Example provided below:</p> 
OUTCOME	<p>Agenda Briefing Forums, Ordinary Council Meetings and Special Council Meetings can be watched through 'live-stream' and via video recordings, giving viewers the flexibility to watch the meeting when it is most convenient to them.</p> <p>The live-streaming and video recordings also have closed captions and volume control, making these meetings accessible to those with hearing impairments. They also allow community members to view meetings without having to physically attend the Council Chambers.</p>

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	4.1 Promote the City's commitment to access and inclusion in the Customer Service Charter.
ACTION	(a) Provide and promote a range of options for community members to connect and communicate with the City.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	<p>Bayswater Community Centre was recurrently experiencing technical issues with its telephone line, frequently dropping out and not working.</p> <p>After investigation, the City's IT team discovered that the line was not part of the City's interconnected network and caused connectivity issues. The old line was disconnected for a period of three months, which saw inquiries diverted to a new number now in place improving customer service and accessibility.</p>
OUTCOME	<p>Extensive communications were sent out to the community, notifying them of the new number.</p> <p>With the majority of the older adult members who attend the Centre preferring telephone communication over email, the new telephone line has significantly improved accessibility for the Centre.</p>

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
AUTHOR	Manager People, Culture and Safety
BRANCH	People, Culture and Safety
STRATEGY	7.2 Continue investment in building and promoting an inclusive workplace culture.
ACTION	(b) In consultation with staff, review workplace design and ergonomics to enable reasonable adjustments for staff with disability.
DELIVERABLE	<input type="checkbox"/> 2020/21 <input type="checkbox"/> 2021/22 <input checked="" type="checkbox"/> 2022/23 <input type="checkbox"/> 2023/24
INFORMATION	<p>The City aims to provide an inclusive and flexible recruitment process and practice and improve accessibility of work facilities to enable more employment of people living with disability.</p> <p>To assist in meeting this aim, the <i>Workplace Adjustments Management Practice (WAMP)</i> was developed in collaboration between the City's Access and Inclusion Officer and the City's People, Culture and Safety team.</p> <p>The WAMP provided a guiding framework for the City to support and enable people with disability, during recruitment and employment, through the provision of reasonable adjustments to the physical environment to accommodate disability.</p> <p>The Workforce Diversity and Inclusion Committee has informed the WAMP to ensure it takes into consideration workplace design and ergonomics to enable reasonable adjustments for those with a disability.</p> <p>Scheduled for endorsement by ELT in February 2023, the WAMP is a major step in working towards the employment and retention of staff living with a disability.</p>
OUTCOME	Once endorsed, the Management Practice will provide a framework for the City known as an employer that promotes and embraces diversity in its workforce.

10 NEXT MEETING

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

11 CLOSURE

There being no further business to discuss, the Chairperson, Cr Catherine Ehrhardt, Deputy Mayor, declared the meeting closed at 7:53 pm.