

# Agenda

## Inclusion and Diversity Advisory Committee

**23 February 2023**

### 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 23 February 2023** commencing at **6:00 pm**.

Yours sincerely



**LUKE BOTICA**  
**A/CHIEF EXECUTIVE OFFICER**

**16 February 2023**

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1 OFFICIAL OPENING .....3

2 ACKNOWLEDGEMENT OF COUNTRY .....3

3 ATTENDANCE .....3

    3.1 Apologies .....4

    3.2 Approved Leave Of Absence .....4

4 DISCLOSURE OF INTEREST SUMMARY .....4

5 DELEGATED AUTHORITY BY COUNCIL .....4

6 TERMS OF REFERENCE .....4

7 CONFIRMATION OF MINUTES .....5

8 GENERAL BUSINESS .....6

    8.1 Committee Updates .....6

9 REPORTS .....7

    9.1 Access And Inclusion Plan 2020 - 2024 Progress Report - September 2022 To  
    January 2023 .....7

10 NEXT MEETING .....27

11 CLOSURE .....27

**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
Melissa Dias	Coordinator Community Development
Emily Hodson	Community Development Officer
Simon Hubbard	Manager Rangers and Security
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
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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**

<b>TERMS OF REFERENCE Inclusion and Diversity Advisory Committee</b>	
<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>	<p>A maximum of six community members as follows:</p> <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>	<p>The roles and responsibilities of the City of Bayswater representatives on this Committee are:</p> <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>	<p>Director Community and Development            Manager Community Development</p>
<b>Delegated Authority:</b>	<p>Nil.</p>
<b>Meetings:</b>	<p>Committee meetings are to be in accordance with the <i>City of Bayswater Standing Orders Local Law 2021</i>.</p>
<b>Meeting Frequency:</b>	<p>Quarterly or as required.</p>
<b>Day of Meeting:</b>	<p>When suitable.</p>
<b>Time of Meeting:</b>	<p>When suitable.</p>
<b>Location of Meeting:</b>	<p>City of Bayswater, Civic Centre, 61 Broun Avenue Morley WA 6062</p>
<b>Liaison Officer:</b>	<p>Director Community and Development or nominated officer</p>

**7 CONFIRMATION OF MINUTES**

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.

**8 GENERAL BUSINESS****8.1 Committee Updates**

1. **Community Safety and Crime Prevention Plan 2023-2027** – (Shane Ferguson, Coordinator Security and Crime Prevention, and Dr. Terence Love, Consultant on Plan).

Please refer to the following link for ease of reference:

<https://engage.bayswater.wa.gov.au/community-safety-and-crime-prevention-plan>.

2. **Swan River Access:**

- (a) **Tranby Foreshore, Maylands Beach clean-up** – (Alex Devine, Manager Sustainability, Environment and Waste).

- (b) **River Craft Accessibility, Hinds Reserve** – (Lucy Griffiths, Leisure Planner and Ross Millard, Club Liaison Officer).

3. **Summary of IADAC Goal Setting and Mind Mapping** - (Melissa Dias, Coordinator Community Development).

4. **Community Engagement – Upcoming Projects** – (Shonie McKibbin, Acting Principal Community Engagement).

5. **COB PrideFEST 2022 Review** - (Shaun McKenzie, Place Manager (Bedford and Noranda)).

**9 REPORTS**

**9.1 Access And Inclusion Plan 2020 - 2024 Progress Report - September 2022 To January 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. IDAC Information Update September 2022 to January 2 [9.1.1 - 18 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 September 2022 to January 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 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.**

<b>Outcome</b>	<b>Action</b>	<b>Information Report</b>
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 access the information as readily as other people are able to access it.	2
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
<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:

**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 (\$) 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 September 2022 to January 2023.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023</b>	
<b>AUTHOR</b>	<b>Manager Business Services</b>
<b>BRANCH</b>	Business Services
<b>STRATEGY</b>	<b>1.1 Increase access and inclusion awareness with City engaged agents, contractors, local businesses and service providers.</b>
<b>ACTION</b>	(a) Develop and share an information package for agents and contractors including 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>	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.
<b>OUTCOME</b>	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.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023</b>	
<b>AUTHOR</b>	Manager Project Services
<b>BRANCH</b>	Project Services
<b>STRATEGY</b>	<b>1.2 Build partnerships to support people with disability to participate in their community</b>
<b>ACTIONS</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's Club Liaison Officer works with community clubs and groups with training, partnerships, support and information that is inclusive of people with disability.
<b>OUTCOME</b>	<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>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023</b>	
<b>AUTHOR</b>	Manager Community Development
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	<b>1.2 Build partnerships to support people with disability to participate in their community</b>
<b>ACTIONS</b>	(a) Develop and share an information package for agents and contractors, including 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'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.
<b>OUTCOME</b>	<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	
<b>AUTHOR</b>	Manager Community Development
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	<b>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.</b>
<b>ACTION</b>	(e) Raise public awareness and understanding of people with disability by celebrating local achievements of 'International Day 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>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>
<b>OUTCOME</b>	<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 (<b>Image 1</b>), Councillors, staff, community members and their families (<b>Image 2</b>).</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



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

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023</b>	
<b>AUTHOR</b>	<b>Manager Environmental Health and Statutory Building</b>
<b>BRANCH</b>	Environmental Health and Statutory Building
<b>STRATEGY</b>	<b>1.2 Build partnerships to support people with disability to participate in their community.</b>
<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>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>
<b>OUTCOME</b>	<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 (<b>Image 1</b>)</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	
<b>AUTHOR</b>	Manager Project Services
<b>BRANCH</b>	Project Services
<b>STRATEGY</b>	<b>2.1 Improve building accessibility in the planning, design and construction phases.</b>
<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 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.
<b>OUTCOME</b>	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 ( <b>Image 1</b> ).  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"> <li>• Provision of a welcoming venue for people of all abilities, by enhanced and inclusive and accessible nature of the facility</li> <li>• Continued support through Cahoots to over 1,500 people in the Perth metropolitan area, most of whom are living with a disability.</li> </ul>

**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	
<b>AUTHOR</b>	Manager Community Development
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	<b>2.1 Improve building accessibility in the planning, design and construction phases.</b>
<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>	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.
<b>OUTCOME</b>	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 ( <b>Image 1</b> ).

**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	
<b>AUTHOR</b>	Manager Building Works
<b>BRANCH</b>	Building Works
<b>STRATEGY</b>	<b>2.2 Improve the range of accessible restroom facilities</b>
<b>ACTION</b>	(b) Investigate the feasibility of purchasing, hiring or building a Changing Place facility; and funding opportunities.
<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 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.
<b>OUTCOME</b>	Seeking to apply for funds to improve the range of accessible restroom facilities for people with disability into future planning.

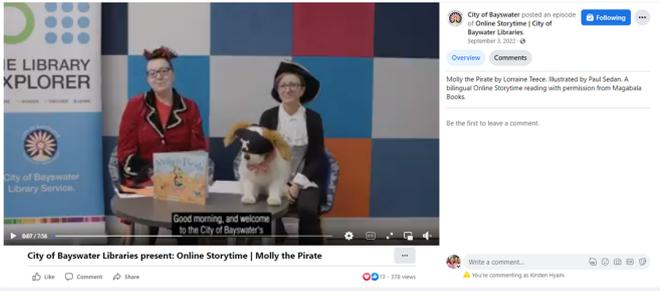
City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
<b>AUTHOR</b>	Manager Project Services
<b>BRANCH</b>	Project Services
<b>STRATEGY</b>	<b>2.6 Develop accessible design and inclusive play spaces to support social development for people with a range of disability.</b>
<b>ACTION</b>	(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.
<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 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><b>Image 1 and 2</b> below picture the zero depth pool entry at Maylands Waterland redevelopment, and the basket swing installed at Gibbney Reserve, respectively.</p>
<b>OUTCOME</b>	The outcomes delivered include interactive and accessible play equipment at Gibbney Reserve and the Maylands Waterland.

Image 1

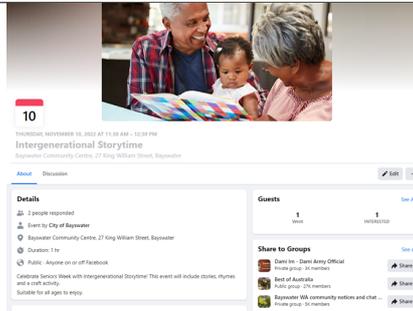


Image 2



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

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



<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 - 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023</b>	
<b>AUTHOR</b>	<b>Manager Governance and OPD</b>
<b>BRANCH</b>	Governance, Organisational Planning and Development
<b>STRATEGY</b>	<b>3.2 Review the accessibility of information in digital formats.</b>
<b>ACTION</b>	(a) Review the City's website in line with W3C Web Accessibility Guidelines and make improvements.
<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 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> 
<b>OUTCOME</b>	<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	
<b>AUTHOR</b>	Manager Community Development
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	<b>4.1 Promote the City's commitment to access and inclusion in the Customer Service Charter.</b>
<b>ACTION</b>	(a) Provide and promote a range of options for community members to connect and communicate with the City.
<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>	Bayswater Community Centre was recurrently experiencing technical issues with its telephone line, frequently dropping out and not working.  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.
<b>OUTCOME</b>	Extensive communications were sent out to the community, notifying them of the new number.  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.

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2022 TO JANUARY 2023	
<b>AUTHOR</b>	Manager People, Culture and Safety
<b>BRANCH</b>	People, Culture and Safety
<b>STRATEGY</b>	<b>7.2 Continue investment in building and promoting an inclusive workplace culture.</b>
<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 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>
<b>OUTCOME</b>	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 Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on 18 May 2023 commencing at **6:00 pm**.

**11            CLOSURE**