



TOWN OF  
VICTORIA PARK



Access and Inclusion  
Advisory Group  
Notes – 6 December 2021



**WE'RE OPEN**  
**VIC PARK**

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## 1 Opening

### Acknowledgement of country

*Ngany kaaditj Noongar moort keny kaadak nidja Wadjak Noongar boodja. Ngany kaaditj nidja Noongar birdiya – koora, ye-ye, boorda, baalapiny moorditj Noongar kaaditjin, moort, wer boodja ye-ye.*

I acknowledge the traditional custodians of this land and respect past, present and emerging leaders, their continuing cultural heritage, beliefs and relationship with the land, which continues to be important today.

## 2 Attendance

### **Access and Inclusion Advisory Group Members**

David Vosnacos (Chair)  
Petrina Scott (Deputy Chair)  
Shirley Barnes

### **Elected members**

Mayor Karen Vernon  
Deputy Mayor Claire Anderson

### **Manager Community Coordinator Community Development Social Policy Specialist**

Paul Gravett  
Katie Schubert  
Elizabeth Volk

### **Meeting secretary**

Lizzie Shepande

### **Presenters**

### **Coordinator Events Art and Funding Place Leader- Strategic Planning**

Lisa Robertson  
Tracy McQue

### **Observers**

Nil.

### **Apologies**

### **Access and Inclusion Advisory Group member Access and Inclusion Advisory Group member Access and Inclusion Advisory Group member Access and Inclusion Advisory Group member Elected member**

Asile Wong  
Kim Elis  
Merilyn Adamson  
Pauline Wetternhall  
Cr Luana Lisandro

## 3 Presentations

### 3.1 Events Strategy

<b>Time</b>	15 minutes
<b>Presenter</b>	Lisa Robertson
<b>Attachments</b>	Nil

#### Purpose of the item

Inform and consult with the group on the development of the Town's new Events Strategy which is to ensure the Town is attracting the best events, activating the right places, and partnering with the right organisations to make Vic Park a vibrant place for everyone.

#### Outcome

Input from the group on key priorities related to the delivery model for events and types of events held in the Town.

#### Discussion Points

- What events have you attended/been involved with?
- What did you like/what could be improved with those events?
- What events would you like to see that isn't already happening?

#### Strategic outcomes

<b>Civic Leadership</b>	
Strategic outcome	Intended public value outcome or impact
CL03 - Well thought out and managed projects that are delivered successfully.	To ensure that Aboriginal culture and representation is included in the events planning for the Town.

<b>Social</b>	
Strategic outcome	Intended public value outcome or impact
S04 - A place where all people have an awareness and appreciation of arts, culture, education and heritage.	To ensure that opportunities for cultural appreciation and understanding are made available to the community.

## Outcome

The events Coordinator presented a workshop to seek feedback for the development of the Town's four-year Events Strategy. This covered what events are Town run events and community-led events, including 2020/2021 over 120 events logged through Environmental Health.

The group was asked to brainstorm and comment on questions:

- Events individuals have been involved or attended?
- What would members like to see more of?
- What other big idea events are members like?
- What could be improved from the events attended?

## Next steps for the Events Strategy

- Tabled at Elected Member Concept Forum early 2022
- Public comment for feedback / further input
- Seeking to take to the June 2022 Council meeting pending feedback outcomes.

## Actions

Nil.

## 4 Items for discussion

### 4.1 DAIP 2017-2022 Progress

<b>Reporting officer</b>	Lizzie Shepande/Katie Sabatini
<b>Origin of request</b>	Council resolution
<b>Attachments</b>	Nil

### Purpose of the item

Update on Disability Access and Inclusion Plan implementation and progress.

### Outcome

Seek the advisory group's input in key actions with the Disability Access and Inclusion Plan.

### Discussion points

- Update on Social Policy Specialist
- Review of DAIP
- Expression of Interest for new members

### Strategic outcomes

<b>Civic Leadership</b>	
Strategic outcome	Intended public value outcome or impact
CL07 - People have positive exchanges with the Town that inspires confidence in the information and the timely service provided.	Provide opportunity for community engagement on current projects in the Town in different formats.

  

<b>Social</b>	
Strategic outcome	Intended public value outcome or impact
S02 - An informed and knowledgeable community.	Provide continuous progress updates on the DAIP achievements to the group.

### Next steps

Continue to bring updates of projects and initiatives in the Town to the group for discussion.

### Further information

Nil.

## Outcome

The Social Policy Specialist, who is developing several Town plans including the DAIP, was introduced to the group.

The group was shown a draft timeline for the Town's DAIP review process.

The group was given an opportunity to provide feedback/comments on the current DAIP since establishment in 2017 to date: what has worked well and needs improvement in the current DAIP focused on process, impact and value for money.

EOI went out on 6 December 2021 on the website, Facebook, linked in and public notice newspaper. Proposed close date is 20 December 2021. These have been sent to targeted specific stakeholders in the Town.

## Actions

A special meeting may be called for an extensive DAIP 2017-2022 engagement and review process. Officers will consider new Access and Inclusion Advisory group members as part of the planning for these engagement opportunities.

New Access and Inclusion Advisory group members to go to the February Council meeting.

Inclusion Officer to give the group Expression of Interest stakeholder list for comment.

## 4.2 Auslan Interpreters

<b>Reporting officer</b>	Katie Sabatini
<b>Origin of request</b>	Access and Inclusion members
<b>Attachments</b>	Nil

### Purpose of the item

Explore options to have Auslan Interpreters at specified events as required.

### Outcome

Bring recommendations for Auslan interpreters at Town events.

### Discussion points

- Citizenship ceremonies.
- Explore what events should consider Auslan Interpreters.

### Strategic outcomes

<b>Civic Leadership</b>	
Strategic outcome	Intended public value outcome or impact
CL01 – Everyone receives appropriate information in the most efficient and effective way for them	Provide the group with information on current services Auslan Interpreters provide at the Town and explore other options.

  

<b>Social</b>	
Strategic outcome	Intended public value outcome or impact
S02 - An informed and knowledgeable community.	Information is readily available to all community members as required.

### Next steps

Create a list of events to consider Auslan Interpreters.

### Further information

#### Outcome from previous meeting - 1 September 2021

Historic use of Auslan interpreters at TOVP events

- There has been no formal written policy/procedure mandating having or not having Auslan interpreters at the Town's events.
- The decision to have or not have an interpreter has been made on a case-by-case basis taking into consideration the demographic of the guests attending the event and the type of event. For example, the Town has interpreters for:
  - ANZAC days
  - Australia Day Citizenship ceremony.

- Previously had interpreters at Remembrance Day
- Previously had interpreters at past Twilight Trio events but, did not earlier this year as a decision was made that music is not that suitable for signing.

### **Use of Auslan interpreters**

- We currently have an interpreter for each monthly citizenship ceremony regardless of whether they are needed or not.
- The cost is \$300 + GST (this is for 1 interpreter for 1 hour).

### **Concerns of Auslan interpreters**

- Some interpreters are uncomfortable with being required to interpret when guests don't require it. They would prefer to ask if any guests require signing and if not, the interpreter prefer to leave. The Town still pays the full price for the booked service.

## **Outcome**

This item has been brought to this meeting again for discussion from the last meeting for additional comments to be considered.

Consider the cost impact for Auslan Interpreters at the Town's current citizenship ceremonies.

Consider ticketed events that RSVP to request for an Auslan while saving money for larger events such as civic events, awards ceremonies and Twilight Trio concerts.

To consider other options such as live broadcasting and captioning which may include Culturally and Linguistically Diverse community members.

## **Actions**

Explore more inclusive event's options including potential costings with the Town's events team and bring details back to the group at the next meeting.

Explore live stream options for Citizenship Ceremonies for families that cannot physically make it to the event.

### 4.3 Employment for people with disability in the Town

<b>Reporting officer</b>	Lizzie Shepande
<b>Origin of request</b>	Access and Inclusion Advisory Group member
<b>Attachments</b>	Nil

#### Purpose of the item

The Town to provide information training sessions that local businesses in the Town can attend to gain knowledge on employing people with disability.

#### Outcome

To promote local Town businesses as inclusive and accessible to all by promoting employment for people with disability. Seek Town support on creating platforms for businesses

#### Discussion points

- Seek feedback of potential options of presenters
- What support the Town will provide to create planforms for businesses to attend
- Benefits the local business will gain

#### Strategic outcomes

Social	
Strategic outcome	Intended public value outcome or impact
S02 - An informed and knowledgeable community.	Provide businesses in the Town opportunities to acquire knowledge about the importance of employing people with disability.
S03 - An empowered community with a sense of pride, safety and belonging.	Build confidence in businesses and people with disability by creating meaningful information sessions on access and inclusion to employ people with disability.

#### Next steps

Town officers to explore details for potential educational forums for local businesses.

#### Further information

Nil.

## Outcome

The People and Culture team progressing on the Workforce Plan for Employment of people with disability.

Staff Diversity survey went out via email in March 2021 which came back with 1.9% of people with disability employed in the Town. This was a response from about 50% of staff internally. Community Development is working with our People and Culture team concerning building the narrative around the distribution of this survey in the future and normalisation of disability in the workplace.

The Town Internship program of graduates with disability at Curtin University has progressed. Additional information to be provided to the group on this program.

The Inclusion Officer continues to work internally to create an accessibility checklist, resources and free information that businesses can utilise on our Town's website for nearly 2022.

Hiring people with disability in Town businesses. What can the Town do to support businesses to employ people with a disability and can the Town provide resources to readily prepare employers for inclusive and accessible spaces in their business? Example Our Ruby Girl in Manning.

Potential of creating a certification of Disability Friendly Businesses where they're recognised by the community and encourage other businesses to follow suit.

Inclusion Officer to explore the City of Belmont Accessible Businesses as a guide to what the Town can consider.

Business grant opportunity to support these initiatives.

## Actions

Town officers to explore Disability Employment Providers that can provide training for local businesses in the Town.

Town officers to discuss potential business grant that support business accessibility and inclusivity.

Town officers to provide members with more information concerning the disability employment targets and the Curtin University internship program.

## 5 General business

Increased meeting duration to be considered in the future due to current one hour meeting time is not allowing sufficient time for the group to discuss the number of required agenda items. There was general consensus on this proposal.

## 6 Actions from previous meetings

Most items were omitted due to lack of time. Comments have been included. If members would like clarification on items below, they can contact the Inclusion Officer for further information.

Action	Responsible Officer	Status/Comment	Close Date
A concept plan is to go back to the August 2021 Ordinary Council Meeting and seek further feedback from the Access and Inclusion Advisory group on the future of Burswood South Streetscape Plan design.	Tracy McQue	The officer attended to collect feedback from members on the draft Burswood South Streetscape Plan that was referred through to the group previously. Public submissions have closed, but comments will be accepted up to the end of December 2021. Copies of the concept plans are available at <a href="https://yourthoughts.victoriapark.wa.gov.au/burswoodsouth">https://yourthoughts.victoriapark.wa.gov.au/burswoodsouth</a> ".	Completed
Town officers to review online sites (AccessWA and Public Toilet app) to ensure Town owned facilities are up to date and explore the possibility of embedding these details into the Town's website	Lizzie Shepande	Inclusion Officer has added most Town Park facilities details and will continue to add other Town owned facilities.	Ongoing
Feedback on use of Auslan Interpreters.	Katie Sabatini	Included in the agenda items.	Progressing
Project officer to consider reaching out to other local government / localities that have used this concept to gain a greater understanding of the practicality of the concept.	Lizzie Shepande	Design of the gate is being created and quotes are being sought. Potential start between February and March 2022.  Project Manager will bring this item before starting the project for final comments.	Progressing. Bring back to the group at completion.

<p>Town officers to engage with group members when planning significant dates.</p>	<p>Lizzie Shepande</p>	<p><b>Seniors Week</b>                  To celebrate and acknowledge Seniors Week, the Town shared positive stories of our senior community members on the Town's social media pages during the week.                  Participants included:</p> <ul style="list-style-type: none"> <li>• The Vicpark Men's shed</li> <li>• Carlisle Community member</li> <li>• Connect Victoria Park member</li> <li>• Swancare member</li> <li>• Leisure life gym member</li> </ul> <p>The highlight event of Seniors Week was a collaborative initiative of local seniors' organisations that encouraged social connection for seniors over 55 years of age. This super dance, <i>Back to the Ballroom- A night at the Embassy</i> was held at the Swancare auditorium on Friday 12 November 2021 from 6:30-9:30pm.                  Entertainment included a DJ, swing dancers, ballroom dancers, a performance from a professional singer, food and drinks.</p> <p><b>International Day of People with Disability</b>                  To celebrate and recognise IDPW 2021, the Town raised the IDPW flag with Kent Street Senior High School.                  A community event Introduction to Sign Language workshop was planned but reschedule for a later date.                  Lastly, the Town supported an inclusive sporting event in partnership with diverse Disability Stakeholders in the Town.</p>	<p>Completed</p>
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## **7 Close**

Meeting was closed by chairperson at 5:50 pm.