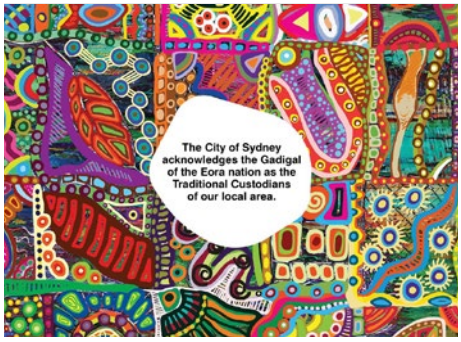
CITY OF SYDNEY

Inclusion Disability Action Plan

2025 to 2029

Easy Read

Acknowledgements



We would like to show our respect to the Aboriginal and Torres Strait Islander people from this part of Sydney.

This is the Gadigal People of the Eora Nation.

We would like to show respect to their Elders.

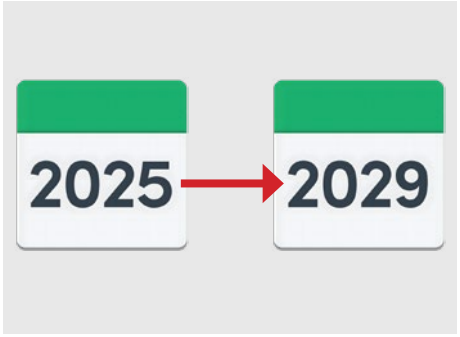
We would also like to thank all people with disability for helping us make this plan.

About this plan

This is the **Inclusion Disability Action Plan** for the City of Sydney.

An **Inclusion Disability Action Plan** says what we will do for people with disability.

We will say **plan** for short.



This plan is for the years 2025 to 2029.

How we made this plan

To make this plan we looked at our last Inclusion Disability Action Plan.

We looked at what worked well and what we can do better.

We spoke to lots of people in the community and listened to what they told us.

We worked with them to make this plan.

There are 4 big areas in the plan we will look at next.

Why we made this plan

We want the City of Sydney to be a place where all people with disability can take part.

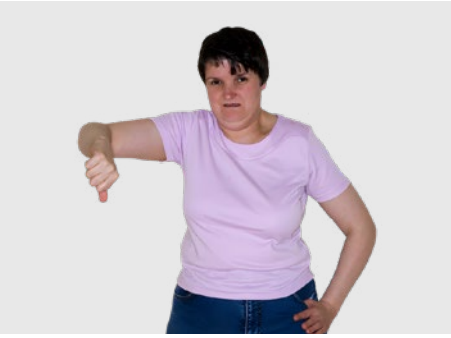
It is important to have a plan because people with disability have the right to be part of the community.

This plan says how we will have people with disability be part of what we do.

It will follow the laws that make sure people with disability can get their rights.

1. Support people in the community to think about disability in a good way

We want to do more to support people to think about disability in a good way.



We know some people still think about disability in a bad way.

We want

- Everyone to treat people with disability well
- The City of Sydney to be a better place for people with disability.

What we have done about this

We gave training to our staff so they can understand and support people with disability better.

We have done things to support our community to treat people with disability better.

We have done things like

- Made sure people with disability are part of all our programs and services

- Shared stories of people with disability on our social media like Facebook.

What people with disability told us

People in the community had a mix of feelings about people with disability.

Some people think about disability in a bad way.

Some people with disability do not feel welcome and part of things in the City of Sydney area.

Many people have had **discrimination** happen to them.

Discrimination is when you get treated bad because of your disability.

What we will do in the next 4 years

We will keep giving training to all our staff about how to support people with disability.

The training will teach our staff more about **non visible disabilities**.

Non visible disabilities are disabilities you might not be able to see like Autism.

It will teach our staff about people with disability who are part of other groups like

- **LGBTQIA+**

- Other **cultures**.

LGBTQIA+ means the different ways people love and feel about who they are.

Cultures mean your way of life and what you believe in.

We will make community programs that support people to think about disability in a good way.

We will keep sharing stories and pictures of people with disability in our news and social media.

2. Have more places and programs people with disability can get to and use

We want to have more places and programs people with disability can get to and use.

We know that some people with disability find it hard to

- Get to places in the community

- Get into shops and other places in the community

- Join programs and events they can be a part of

- Find information.

What we have done about this

We have done things to make our community easier for people with disability to use.

We have made better footpaths and parks for the community to use.

We have given better information about how to get around the city.

We planned events that everyone could come to.

What people with disability told us

People with disability told us we can do things like

- Have more quiet spaces for people with **sensory disabilities**

  Sensory disabilities are when you have trouble using senses like hearing or seeing

- Check all of our services to make sure people with disability can use them

- Have more parking and drop off places for people with disability

- Give more information about programs and events that people with disability can be part of.

What we will do in the next 4 years

We will

- Make better footpaths and parks and community places

- Give more information for people with disability about our services

- Work to have more places where people with disability can get changed

- Work to have more quiet spaces.

We will

- Have areas where people can charge things like their wheelchairs or scooters

- Work to have more disability parking

- Put things in some of our spaces to help people to hear better

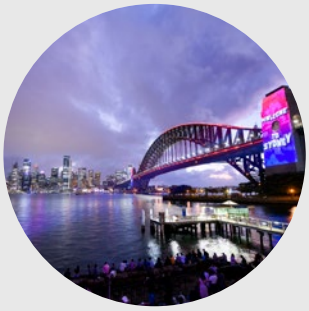
- Work with businesses so people with disability can be part of things.

We will

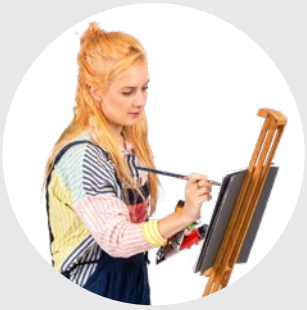
- Ask people with disability what they think about our housing plan

- Have programs people with disability can be part of

- Have programs that support people with their mental health and to feel good



- Have events that all people with disability can come to and join



- Support artists with disability.

We will

- Have programs to support people with disability who have been through **abuse**

Abuse is when someone treats you very bad

- Support people with disability to get ready for **disasters**

Disasters are when big things happen like floods and fires and storms.

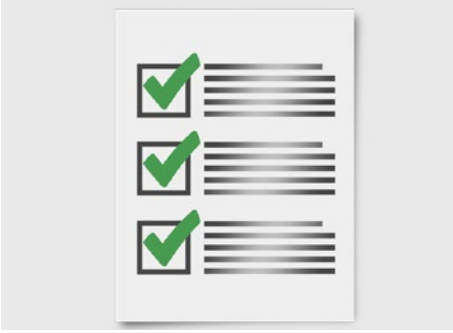
3. Jobs for people with disability

We want to give more jobs to people with disability at the City of Sydney.

We know that people with disability are good workers.

When people with disability have jobs it makes them feel good and happy.

What we have done about this



We have had a check that says we are a good work place for people with disability.

We let people work from home and take leave when they need to.

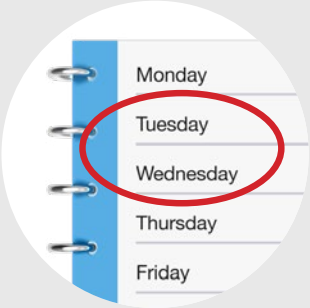
We work with other services to support people with disability to get and keep jobs.

We have told our staff to work in a way that supports people with disability.

What people with disability told us

People with disability told us we should

- Have more training on how to support workers with different disabilities



- Have more part time jobs and different ways for people to work

- Make a goal for how many people with disability have jobs at City of Sydney

- Work with disability services to give more jobs to people with disability

- Make sure the way we hire people is fair to people with disability.

What we will do in the next 4 years

We will

- Hire more people with disability
- Work with disability services to support people with disability to get and keep jobs
- Train managers so they can better support staff with disability
- Make a plan to support people to keep their jobs and give chances to learn
- Support staff with disability to speak up for change.

4. The way we do things

We want to do things in a way that supports people with disability to

- Use our services

- Get our information

- Have their say on things that are important to them.

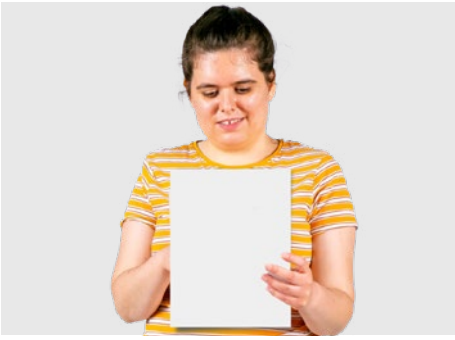
People with disability have the right to get information so they can make decisions.

What we have done so far

We made rules for how to put information online for people with disability.

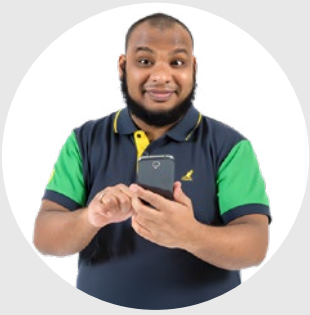
We have put lots of free **access devices** in places like our libraries and centres.

Access devices are things like screen readers and large print keyboards.



We have made information for people with disability about how decisions happen at Council.

What people with disability told us



People with disability have told us

- Most people get information online from our websites and social media

- Sharing information in different ways gives people more choice

- People should have the option to talk to someone on the phone or in person.

What we will do in the next 4 years

We will

- Tell people with disability how to be a part of decisions at City of Sydney
- Make sure people with disability are part of decisions at City of Sydney
- Make sure people with disability can use our websites and information
- Look for more ways to make our services and information easy to use for people with disability.

We will

- Tell people with disability about our events and programs

- Make it easier to get **grants** from the City of Sydney.

Grants are when we give people money to do a project.

More information

If you have questions or feedback you can

- Call us on 02 9265 9333 and ask to speak to the social policy officer for access and inclusion

- Email us at **inclusiondisability@cityofsydney.nsw.gov.au**

- Go to our website at **www.cityofsydney.nsw.gov.au**

The website is not Easy Read.

Council for Intellectual Disability made this document Easy Read. **CID** for short.
Email CID at **business@cid.org.au** if you want to use any of the pictures.