

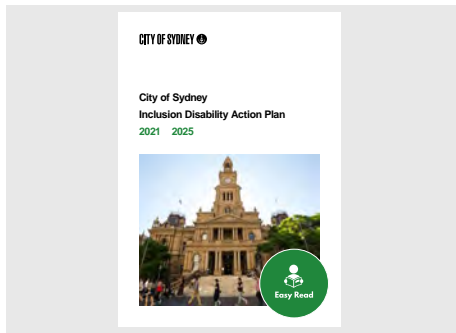
City of Sydney

Inclusion Disability Action Plan

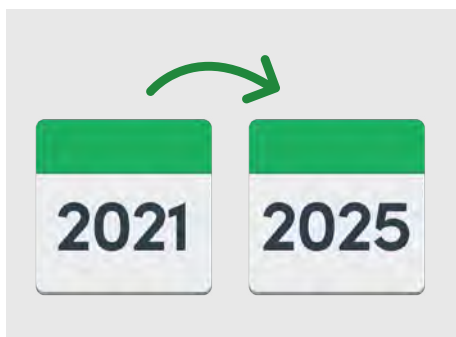
2021 – 2025



About this plan



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



This plan starts in 2021 and finishes in 2025.



We will sometimes use the words **we** for **us** when we talk about the City of Sydney.



This plan says what we will do to make Sydney a better place for people with disability.

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A message from the Lord Mayor



Welcome to the City of Sydney Inclusion Disability Action Plan.

I am very proud of the communities who live in Sydney.

This plan tells us what we need to do to make our city better for people with disability.

We will keep making it easier for people with disability to

- Get around the city
- Take part in the community
- Find information

We want people to understand disabilities better.

This means disabilities like

- Autism
- Intellectual disability
- Mental health problems

We want to make it easier for people with disability to find jobs they like.

Clover Moore
Lord Mayor

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 speaking up.

Why we need a plan



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



There are laws that say people with disability should be included.



We want

- Everyone to treat people with disability well
- Sydney to be a better place for people with disability
- To help people with disability get jobs
- To make it easier to get services and information

In the last 4 years we have



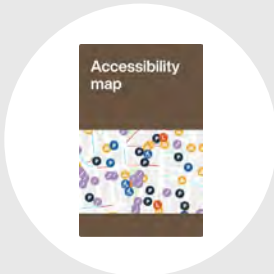
- Had training for our staff to tell them more about disability



- Had inclusive events like the Invictus Games



- Put up new things like braille signs at pedestrian crossings



- Made a map that helps people with disability get around the city



- Made a plan and program about mental health in the workplace

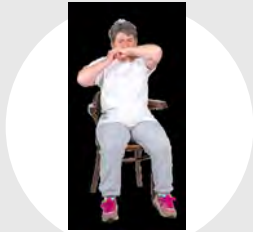


- Made work more flexible for people who work for the City of Sydney who have a disability or are not a carer

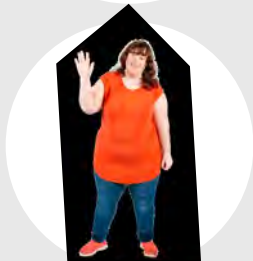
To make this new plan we talked to



- People with disability



- People with mental health issues



- People with Autism



- Carers



- Disability service providers



- Advocacy organisations



- City of Sydney's Inclusion Disability Advisory Panel



The Inclusion Disability Advisory Panel

- People with disability
- Carers
- People that know a lot about disability

The Inclusion Disability Advisory Panel helps us with issues about disability.



Advocacy organisations help people speak up about things.



We asked everyone what they think are important issues for people with disability.

We used this information to make this plan.

We will use this plan for the next 4 years.



This plan has 4 areas

- Better attitudes and behaviours
- A community I want to live in
- Better jobs
- Making things accessible

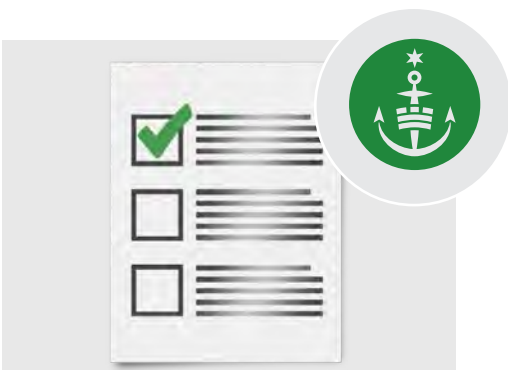
Attitudes and Behaviours



Attitudes are the way people think and feel about other people.



Behaviour means the way someone treats other people.



People said they want the City of Sydney to

- Support our community to treat people with disability better
- Make sure people with disability can be part of community events
- Help people understand disabilities

Attitudes and Behaviours



What we will do in the next 4 years about attitudes and behaviours

We will make sure

- Our staff are trained to understand how to support people with disability
- Our staff think about people with disability in all their plans
- We use good images of people with disability on our website and papers
- Make more community programs to help people understand disabilities like
 - Autism
 - Mental health issues
 - Intellectual disabilities
 - Long term health issues

A community I want to live in



People said they want the City of Sydney to make it easier for people with disability to



- Get around the city



- Use public transport



- Get into shops and other places



- Find quiet places to sit



Theatre

- Go to events

A community I want to live in



What we will do in the next 4 years to make our community better

We will



- Build better footpaths, parks and places to rest



- Give you better information about how to get around the city



- Plan events that include everyone



- Help workplaces understand disability

Better Jobs



For better jobs people said that the City of Sydney should

- Train staff on how to support people with disability
- Hire more people with disability
- Make it easy for people with disability to have a job they like
- Help people talk about the supports they need at work
- Make sure work places are accessible

Better Jobs



What we will do in the next 4 years about jobs at City of Sydney

We will

- Hire more people with disability
- Work with organisations that help people with disability find jobs
- Make sure it is easy to apply for jobs
- Have a leadership program for City of Sydney staff who have a disability



We will train our staff to

- Understand disabilities better
- Support people with disability to do a job
- Treat people with disability with respect



Making Things Accessible



For making things accessible people said that the City of Sydney should



- Talk to people with disability about how to make events accessible



- Teach staff how to talk to people with disability



- Make it easier for people with disability to ask the City of Sydney staff about things

Making Things Accessible



What we will do in the next 4 years to make things more accessible

We will



- Tell people with disability how to be a part of City of Sydney decisions



- Ask for your help when we make decisions



- Make it easier to get money from the council for projects.

These are called grants



- Have City of Sydney Council information in Easy Read

Who will make sure the plan works



Our Inclusion Disability Advisory Panel will help us make this plan happen.



City of Sydney will have another working group made up off staff to make sure this plan happens.

We will write a report every year that says what has been done.

Everyone can read this report.



To make sure the plan is working we will talk to

- The Inclusion Disability Advisory Panel
- Other disability groups
- People with disability

How will we know the plan works



We will do surveys.

We will ask people if things have changed.



We will know the plan works if people tell us that

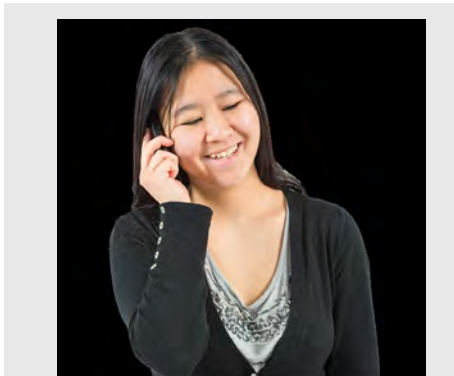
- Attitudes and behaviours towards people with disability are better
- It is easier to get around the City
- People with disability can go to more events and public spaces
- People with disability have better and more jobs
- People with disability feel that the City of Sydney listens to them



We will look at the plan again in 2025 to see

- What got better
- What still needs to change

Contact us



Contact us if you have questions or feedback.

You can

- Call us on **02 9265 9333**
and ask for the Social Policy Officer -
Access and Inclusion



- Send an email to
inclusiondisability@cityofsydney.nsw.gov.au

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