



# **CONFIRMED MINUTES**

## **Access and Inclusion Advisory Committee Meeting Wednesday, 4 November 2020**

**Date: Wednesday, 4 November 2020**

**Time: 10.30am**

**Location: Council Chambers, York Town Hall, York**

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**MINUTES OF SHIRE OF YORK  
ACCESS AND INCLUSION ADVISORY COMMITTEE MEETING  
HELD AT THE COUNCIL CHAMBERS, YORK TOWN HALL, YORK  
ON WEDNESDAY, 4 NOVEMBER 2020 AT 10.30AM**

The York Shire Council acknowledges the traditional owners of the land on which this meeting is held.

**1 OPENING**

**1.1 Declaration of Opening**

*Mrs Bev Penny, Presiding Member, declared the meeting open at 10.32am.*

**1.2 Disclaimer**

The Presiding Member advised the following:

*"I wish to draw attention to the Disclaimer Notice contained within the agenda document and advise members of the public that any decisions made at the meeting today, can be revoked, pursuant to the Local Government Act 1995.*

*Therefore members of the public should not rely on any decisions until formal notification in writing by Council has been received. Any plans or documents in agendas and minutes may be subject to copyright. The express permission of the copyright owner must be obtained before copying any copyright material."*

**1.3 Standing Orders**

*Nil*

**1.4 Announcement of Visitors**

*Nil*

**1.5 Declarations of Interest that Might Cause a Conflict**

*Ni*

**1.6 Declaration of Financial Interests**

*Nil*

**1.7 Disclosure of Interests that May Affect Impartiality**

*Nil*

**2 ATTENDANCE**

**2.1 Members**

*Cr Jane Ferro; Cr Kevin Trent; Mrs Liz Christmas; Mrs Bev Penny; Mrs Rosemary Parker; Mrs Sarah Sloss; Mrs Marjorie Kerkhoff*

**2.2 Staff**

*Jo Bryant, Alina Behan, Executive Manager Corporate & Community Services*

**2.3 Apologies**

*Mrs Marie Forster; Mrs Teagan Walsh*

**2.4 Leave of Absence Previously Approved**

*Nil*

**3 APPLICATIONS FOR LEAVE OF ABSENCE**

*Nil*

**4 PRESENTATIONS**

1. **APM in the Community** – the committee agreed the concept was a good one and that the community would benefit. Officers were requested to consider a location.
2. **Wheatbelt Disability Community of Practice** – the committee noted the document and agreed to send feedback directly to Katie Leeder at APM on the Terms of Reference.
3. Committee members were invited to the International Day of Disability event taking place in at TAFE Northam on Thursday 19 November 11 – 2pm.

**5 CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS****COMMITTEE RECOMMENDATION**

**Moved: Mrs Sarah Sloss**

**Seconded: Mrs Liz Christmas**

**That the minutes of the Access and Inclusion Advisory Committee Meeting held on 5 August 2020 be confirmed as a correct record of proceedings.**

***CARRIED: 7/0***

**6 ANNOUNCEMENTS BY PRESIDING MEMBER WITHOUT DISCUSSION**

1. Members of the AIAC attended the final Inclusion Solutions Forum in November.
2. Darren Wallace provided an update on the works scheduled for the Swimming Pool entry ramp and Avon Park – extra seats, more equipment and dots on crossings.

## 7 OFFICER'S REPORTS

### 7.1 SOCIALLY INCLUSIVE COMMUNITIES WA - FINAL REPORT

**File Number:** OR.CMA.9

**Author:** Joanna Bryant, Project Officer

**Authoriser:** Alina Behan, Executive Manager Corporate & Community Services

**Previously before Council:** OCM 24 June 2020

**Appendices:**

1. Workshop 1 - Attracting Talent Evaluation Summary
2. Workshop 2 - Building Stronger Connected Clubs Evaluation Summary
3. Workshop 3 - Inclusive Events Evaluation Summary
4. Inclusion Solution Forums 2019 - 20

### NATURE OF COUNCIL'S ROLE IN THE MATTER

Executive

### PURPOSE OF REPORT

The Shire of York was successful in winning consulting support to co-deliver the **Socially Inclusive Communities WA** (SICWA) 2019/20 Initiative within the York community. This report summarises the results of the initiative.

### BACKGROUND

The SICWA Project supports local government authorities and their staff, as well as clubs and local groups, by building capacity, increasing knowledge and developing skills to ensure that people with disability are valued and included within local activities.

The program includes:

- 3 x training workshops as identified by Inclusion Solutions and the Shire of York
- Mentoring for up to 4 x local sporting clubs and/or community groups, as identified by the Shire of York
- Support and mentoring for Shire of York staff in regard to social inclusion as needed
- Advocacy on access and inclusion through committee involvement and support as per the Shire's Access and Inclusion Plan
- 5 x complementary tickets to all Social Inclusion forums, coordinated by Inclusion Solutions during the life of the project
- Social Inclusion in Sport and Recreation resource to be provided to all mentored clubs, with the option of one workshop to implement practical elements.

### COMMENTS AND DETAILS

#### Workshops

Workshop 1: *Attracting talent & time to your community group or clubs* – delivered on Tuesday 10 December 2019 at the YRCC to 13 attendees. **See Appendix 1: Workshop 1 Attracting Talent - Evaluation Summary.**

Workshop 2: *Building Stronger, Better Connected* - delivered on Saturday 14 March at the YRCC to 9 attendees. **See Appendix 2: Building Stronger, Better Connected Clubs – Evaluation Summary**

Workshop 3: *Inclusive Events* – delivered on Thursday 20 August at the YRCC to 10 attendees. **See Appendix 3: Inclusive Events Evaluation Summary**

#### Mentoring

The mentoring opportunity was promoted directly to clubs via email and face to face, through Facebook, the Shire website, Community Matters and flyers at the YRCC. In addition, Inclusion Solutions contacted State Sporting bodies and clubs directly. There was no take up for the mentoring opportunities.

#### Forums

Shire staff and Committee members attended two Social Inclusion forums in Perth in 2019 and 2020. Both events were inspiring, educational and of course inclusive. **See Appendix 4: Inclusion Solution Forums 2019 - 20.**

### **OPTIONS**

Nil

### **IMPLICATIONS TO CONSIDER**

#### **Consultative**

Access & Inclusion Advisory Committee

York Sporting Groups

#### **Strategic**

The 2020 - 2030 Strategic Community Plan was adopted by Council in June 2020. The following SCP outcomes matched with the SICWA outcome to build capacity of LGAs to create more inclusive, better connected communities:

The Shire of York Access & Inclusion Plan 2018 – 2023 was adopted by Council on 25 June 2018 and the following outcomes fit with SICWA outcomes to make positive, sustainable change:

*Outcome 1.6 Develop strategic partnerships with key agencies to maximise access to services for people with disability*

*Outcome 4.1 Ensure staff are aware of access and inclusion requirements and equipped to provide a high level of service to all people.*

*Outcome 4.2 Improve the awareness of new employees and new councillors about disability access and inclusion issues*

*Outcome 7.2 Facilitate a culture of access and inclusion within the organisation*

#### **Policy Related**

Nil

#### **Financial**

The cost of this initiative was \$3,200 + GST

#### **Legal and Statutory**

Nil

#### **Risk Related**

Nil

**Workforce**

The Shire assisted with the delivery of the Social Inclusion project by providing space for workshops in the York Recreation and Convention Centre. The Shire's Project Officer role includes elements of community engagement and support for this project.

**VOTING REQUIREMENTS**

**Not applicable.**

**COMMITTEE RECOMMENDATION**

**Moved: Mrs Marjorie Kerkhoff**

**Seconded: Cr Kevin Trent**

**That the Committee recommends that Council notes the summary of information regarding the SICWA initiative 2019/20.**

***CARRIED: 7/0***

TRAINING EVALUATION STATISTICS	
Course Title	Attracting Talent and Time through Inclusion
Presenter 1	Jehu Dagohoy
Presenter 2	Amy Perrie
Date	10-Dec-19
Client Name	
Project	SICWA 2
Demographics	Community Members
Attendees	12

	Education Prior	Education After	Capacity	Recommendation
AVERAGE RATING	3.2	4.3	4.3	4.2

**WHAT WERE THE MOST POSITIVE ASPECTS OF THE TRAINING?**

- Involvement of younger presenters.
- Great theory, nice revision through activities and role play.
- Sharing ideas and connecting with community members again in relaxed environment.
- The ideas from everywhere. Positive thinking.
- Preparedness to ask us questions and listen to us.
- The video of people identifying themselves as they appeared, then merging and interacting happily as what they have in common became known.
- Learning about self and capacity to draw others in.
- Thinking about boxes and classifications. Inclusion is a mindset.
- The importance of positiveness and to avoid negativeness.
- Interactive. Creative thinking encouraged.
- Change of mindset. Practical strategies that I can see will be successful.
- New tools on how to attract the right people.

**WHAT DO YOU PLAN TO IMPLEMENT IN YOUR COMMUNITY AS A RESULT OF THIS WORKSHOP?**

- Better engagement and education on what my group does to achieve better utilisation of our services.
- Use head, heart, hands strategy to identify assets that can be utilised.
- Revisit how our club assesses the skills of our members and includes new members in roles.
- Prepare and strategy.
- Continuing to encourage inviting people to fulfill roles/join a group.
- Continue as was, but keeping my mind open as to other possibilities.
- I will take this back to my group and encourage new initiatives.
- Power of 10.
- It would be nice to have our whole club on board.
- Insist on inclusiveness in all involvements.

**WHAT TOPICS WOULD YOU LIKE COVERED IN FUTURE TRAINING?**

- Community education -- how to engage them and to build understanding of differences and tolerance.
- Working on actual outcome (ie develop inclusion policy). Generic, everyone can use.
- How to get colleagues more interested in being inclusive using people's skills.
- Including people who don't already belong to a given group or club.
- Talking around difficult objects.
- More of the same -- in a bit more detail. Practical strategies/ideas.
- Tools to obtain feedback from community members -- how to design surveys for example.

**DO YOU HAVE ANY FURTHER COMMENTS TO ADD?**

- I think this could have become a whole day workshop. It was so much fitted into too short a space of time.
- Great example of using inclusive strategies. I learnt a lot about the hidden assets within the small group that attended.
- Thank you!
- Opportunity to take notes.
- Thank you for choosing York and travelling out here.
- Thank you!
- Thank you!

- Really appreciate the presenters' attitude and openness.



TRAINING EVALUATION STATISTICS	
Course Title	Building Stronger, Connected Clubs
Presenter 1	Amy Perrie
Presenter 2	Jehu Dagohoy
Date	14-Mar-20
Client Name	Shire of York
Project	SICWA 2
Demographics	Community Members
Attendees	9

	Education Prior	Education After	Capacity	Recommendation
AVERAGE RATING	2.3	4.3	4.3	3.8

**WHAT WERE THE MOST POSITIVE ASPECTS OF THE TRAINING?**

- Great trainers, engaging, allowed discussion time.
- Presentable presenters.
- Need to change, everyone with common values.
- 2nd half was excellent, very informative.
- Being more inclusive.
- Expanding knowledge of roles and responsibility.
- Giving ideas on how to implement change in community by change in clubs.
- 2nd half was about committees and skills, etc.
- Good reinforcement of how our committee operates.

**WHAT DO YOU PLAN TO IMPLEMENT IN YOUR COMMUNITY AS A RESULT OF THIS WORKSHOP?**

- Think about head, heart, hands.
- Involve younger people in our clubs.
- Develop relationships with others in the community.
- Ask more questions to ensure we are being inclusive.
- Be aware of groups of people we can make feel more included.
- More proactive, more accepting approach.
- What have been doing already.
- Keep working on inclusion.

**WHAT TOPICS WOULD YOU LIKE COVERED IN FUTURE TRAINING?**

- Events.
- Volunteering.
- More on club development.
- Committee roles.

**DO YOU HAVE ANY FURTHER COMMENTS TO ADD?**

- Find the disability inclusion to be not connected with what I thought workshop was about. Was informative.
- I wish other from my organisation had participated and come.
- The training was too short to take it all in.



TRAINING EVALUATION STATISTICS	
Course Title	Inclusive Events
Presenter 1	Amy Perrie
Presenter 2	Jehu Dagohoy
Date	21-Aug-20
Client Name	Shire of York
Project	SICWA 2
Demographics	City Staff/Community Members
Attendees	10

	Education Prior	Education After	Capacity	Recommendation
AVERAGE RATING	3.4	4.2	4.0	4.1

**WHAT WERE THE MOST POSITIVE ASPECTS OF THE TRAINING?**

Use of the appropriate words and language. Planning inclusive events.  
 Learnt more about what inclusion means. What it means to feel included.  
 Great teamwork from presenters. Kept the flow going and made it fun.  
 Acceptable/non-acceptable language exercise was very useful.  
 Being included.  
 Learning new creative methods.  
 New perspective on language/terminology. Networking and engagement.  
 Interactive.  
 The discussions.  
 Overall concept.  
 Use of language.

**WHAT DO YOU PLAN TO IMPLEMENT IN YOUR COMMUNITY AS A RESULT OF THIS WORKSHOP?**

More community outreach.  
 General knowledge.  
 Access assessment with event approvals.  
 Inclusion in events.  
 More inclusive terminology.  
 Think about how to promote and invite people.  
 Re-assess access and inclusion plan.  
 Consider different language to "all welcome". Ideas for different types of events.  
 Better promotion with events. More thought to inclusion.  
 Develop facilities for wheelchair inclusion.

**WHAT TOPICS WOULD YOU LIKE COVERED IN FUTURE TRAINING?****DO YOU HAVE ANY FURTHER COMMENTS TO ADD?**

A summary sheet of principles, pillars, etc would be useful.  
 Thank you for the informative session.  
 Great presentation-very personable. Enjoy their jobs and knowledge.  
 Thank you.  
 Venue.



### Inclusion Solution Forums

Shire staff and Committee members attended two Social Inclusion forums in Perth in 2019 and 2020. Both events were inspiring and educational with sessions delivered by:

- Dr Anne Aly MP, Member for Cowan, Western Australia
- Margie Oldfield, Founder, Team Connect
- Katrina Porter OAM, Elite Athlete, Australian Paralympic Swimmer
- John Armstrong, Social Role Valorization (SRV) Trainer & Consultant
- Angi McCluskey, Founder, Forget me not Café
- Jeff Dennis, CEO, Swan's District Football Club
- Ian Tsolakis, Crown's Group CROWNability (Disability)Employment Manager
- Elizabeth Shaw, Diversity & Inclusion, KPMG



**8 QUESTIONS FROM MEMBERS WITHOUT NOTICE**Marie Forster:

1. Is there a timeframe please for rectifying the ramp outside Jules Cafe? This was installed post Disability audit last year but does not meet specifications (under 5mm). A member of the public approached me to convey that her gopher gets stuck on the ramp on the opposite side (outside the motor museum) as it is too high. I encouraged her to put this in writing to the Shire of York to support this.
2. Regarding the new curbing on Redmile road, is there provision to install footpaths to enable safe access from Balladong lodge entrance to the town centre?
3. The foot paths between Blandstown and the town centre are quite broken and uneven in places, posing a risk to pedestrians with inadequate ramps for crossing the roads. This is a main route from Balladong lodge as well as a Blandstown tourist walking route. Could this please be assessed and considered for replacement works?

Sarah Sloss:

1. There is an issue with the lack of mental health support groups in York.
2. The large kerb is still an issue at Avon Park
3. Do people now about the Interpretive Centre in Northam? Could the Shire do more to support it?

Liz Christmas:

1. There is an issue that the Access & Inclusion Audit was only undertaken within the CBD of York.

**9 BUSINESS OF AN URGENT NATURE INTRODUCED BY DECISION OF THE MEETING****10 CLOSURE**

The Presiding Member thanked everyone for their attendance and closed the meeting at 11.12am..