



Disability Action Plan

Priorities and actions
Participating and belonging

2017-2023

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Mayor's statement

The City of Greater Dandenong is committed to providing opportunities for people of all abilities to participate fully in community life.

By working with local residents, businesses and service providers Council aims to build and strengthen our community to ensure people of all abilities feel included.

The Disability Action Plan 2017-23 not only outlines what Council will do to address the barriers people with a disability might face but it also acknowledges the contribution that people with a disability make each and every day to our diverse community.

The Disability Action Plan 2017-23 builds on achievements previously delivered by Council

including accessible facilities in all our Council buildings and educational campaigns which have been delivered through a variety of mediums.

The Plan has been developed in consultation with our community and provides a framework for improving outcomes for people with a disability in the City of Greater Dandenong.

As a Council we pride ourselves on creating a community where people feel included, valued and respected. This plan ensures that this will always remain the case.

Youhorn Chea
Greater Dandenong Mayor



Introduction

The City of Greater Dandenong is committed to working with local residents, businesses and service providers to build and strengthen our community and ensure people of all abilities are welcome and feel included. This Plan will guide Council's actions over the next eight years to ensure all members of our community are involved, active and engaged.

This Plan updates Council's existing Disability Action Plan (DAP). The Plan forms part of Greater Dandenong's legislative responsibility to develop a Disability Action Plan under the Victorian *Disability Act 2006*. The views of residents with a disability, service providers, staff and other key stakeholders have been considered in developing the directions and actions of the Plan.

The Disability Action Plan focuses on promoting an integrated, whole-of-council approach which encourages increased access and inclusion of everyone in our community. The plan encompasses all age groups, including children identified with developmental delays through to older people.

The plan focuses on the factors that enable people to participate in and belong to our community. These themes are:

- 1** Education, training and employment
- 2** Physical and natural environment
- 3** Health and wellbeing
- 4** Community participation

Council has established an advisory group to support its disability policies and future direction in this area. This Disability Advisory Committee is comprised of Councillors, residents and service providers. This group also contributed to the development of the Plan and will monitor its implementation.



What do we mean by “Disability”

The definition of “disability” used in the Plan is the same as that used in the Victorian State Disability Plan, 2017-2020.

There are more than one million people with a disability living in Victoria. They have a wide range of conditions and impairments. Some conditions and impairments are present from birth. Other people acquire or develop a disability during their lifetime from an accident, condition, illness or injury. For some people, support needs can increase over time. Others can experience fluctuating or episodic disability. This can particularly be the case for some people with mental illness. Some people are said to have a dual disability, such as intellectual disability and mental illness, giving rise to different support needs¹.



¹ Victorian Government Department of Health and Human Services, (2016), *Victorian State Disability Plan 2017-2020*, www.statedisabilityplan.vic.gov.au

What drives us

Our International, National and State Legal Responsibilities

International, national and State legislation and guidelines have been considered when developing the Disability Action Plan.

Absolutely everyone is the state disability plan 2017–2020 for the whole of the Victorian Government, committing to a range of action for achieving greater inclusion, in partnership with the community.

It sets out our priorities and actions for achieving inclusion under four key pillars:

- inclusive communities
- health, housing and wellbeing
- fairness and safety
- contributing lives

The plan focuses on key areas to drive change such as adopting

a universal design approach, changing attitudes, increasing access to affordable housing, public transport, schools and jobs. We are also ensuring that people with a disability are able to make the most of the NDIS through a series of actions. These include working with communities to identify and address barriers to participation.

The plan's priorities and early actions are the first step to achieving the government's long-term vision for inclusion.

The City of Greater Dandenong's Disability Action Plan 2017-2023 is aimed to further this vision and is strongly aligned with the priorities of the state disability plan.

The National Disability Insurance Scheme (NDIS) will be introduced across Australia by 2018 with the City of Greater Dandenong

to commence on 1 September 2018. The NDIS is designed to support people with permanent and significant disability. The NDIS supports people over their lifetime, and focuses on giving people with a disability control over the kind of support they need and when.



Council directions

Directions for Council are determined by a number of plans including the Imagine 2030 Community Plan, Council Plan 2013-2017 and the Community Wellbeing Plan 2013-2017. The Council Plan 2013-17 outlines Council's vision for our community over the next four years.

Greater Dandenong is a safe, vibrant city of opportunity for all - to visit, work, live and play.

The key themes for the Council Plan and the Community Wellbeing Plan 2013-17 provide the foundation for this Plan. These are:

People 
Council Plan Priority <ul style="list-style-type: none">• A healthy, active and safe community• A city that celebrates its diversity with pride
Community Wellbeing Priority <ul style="list-style-type: none">• Collaborative health and wellbeing planning• Physical activity, leisure and recreation
Disability Action Plan Themes <ul style="list-style-type: none">• Health and wellbeing• Community participation

Place 
Council Plan Priority <ul style="list-style-type: none">• An environmentally sustainable city• A city planned for the future
Community Wellbeing Priority <ul style="list-style-type: none">• Safer communities
Disability Action Plan Themes <ul style="list-style-type: none">• Physical and natural environment

Opportunity 
Council Plan Priority <ul style="list-style-type: none">• A thriving and resilient economy• A proactive council that listens and leads
Community Wellbeing Priority <ul style="list-style-type: none">• Education, employment and lifelong learning• Building healthy and sustainable communities
Disability Action Plan Themes <ul style="list-style-type: none">• Education, training and employment

What drives us continued

Basis of approach

Research and experience tells us the most effective programs and strategies are those that engage people with a disability and their carers or advocates. Research also tells us that talking to people with a disability and their carers or advocates about their aspirations, and supporting and empowering them to reach their goals, is the most effective way to build self-esteem and encourage people with a disability to participate in community life.



Our community

Population



Based on local data from the 2011 census approximately 8,400 residents of Greater Dandenong, or 6.6 per cent of the municipal population, have a severe or profound disability (referred to here as 'disability'). This has increased from six per cent in 2006.

The proportion of people who have a disability



1/3

The number of residents with a disability is expected to rise by a third during the next 15 years, due to an ageing population.

57%

Females account for 57 per cent of Greater Dandenong residents with a disability, due to their greater average lifespan.

Living circumstances

Over four-fifths (82 per cent) of residents with a disability live in private dwellings, with the rest in non-private settings, such as nursing homes or other age accommodation.



Among people with a disability living at home, one in six (16 per cent or 1,072) live alone.



Rates of home ownership among residents with a disability are much the same as for people without a disability.

Education, employment & income



Young adults with a disability are more likely to have left school before completing Year 11 than people without a disability of the same age. Among residents aged 20 to 24, 42 per cent of those with a disability left school early, compared with nine per cent of others of this age.

\$242

In 2011, the average income among residents with a disability was \$242 – about half (56 per cent) the income of residents without a disability.



Fewer than one in twenty (4.5 per cent) of people with a disability are in paid work, compared with 56 per cent of others.

What our community wants

During 2015 an extensive consultation process was undertaken. Council spoke with people with a disability, parents, carers, Council staff, local service providers and other people in our community. Consultation included face to face interviews and focus groups, online surveys and interactive forums, workshops and events. The consultation took into account what people considered was working well, any obstacles and ideas on how participation rates could be improved.



Health and wellbeing

Examples of programs/ activities that are working well:

- Range of inclusive programs are offered at Council gyms, pools, neighbourhood houses and sporting facilities focusing on the needs of participants
- Pictorial communication with the community about health messages and programs
- Use of social media to communicate
- Variety of support networks for carers in the local community
- Partnerships with service providers and Council programs

Some of the key challenges:

- Availability and access to programs suitable to the needs of people with a disability

- Access to health services that understand the needs of people with a disability
- Support for the families and carers of people with a disability – access to appropriate and timely information

Priorities for action:

- Improving information available to the community about services and health information in accessible formats including social media
- Increasing availability and capacity of programs available for people with a disability
- Increasing the capacity of services and businesses to respond to the needs of people with a disability
- Ensuring people have the skills required to advocate for improvements to funding



What our community wants continued

Education, training and employment

Examples of programs/ activities that are working well:

- Education opportunities for children with a disability including schools and library programs
- Professional development, work experience and internship opportunities through Council

Some of the key challenges:

- Suitable and available employment opportunities across all age groups
- Employer understanding of the needs and abilities of people with a disability
- Balancing care needs for a person with a disability while undertaking suitable employment

- Information about training opportunities
- Navigating the education and employment support systems

Priorities for action:

- Training and employment opportunities for young adults
- Implement policies and programs including internships for Council to maximise employment opportunities for people with a disability
- Review Council disability awareness induction and training program
- Engage local employers to increase knowledge and awareness and support linkage with schools, focusing on the benefit of employing people with a disability



Physical and natural environment

Examples of programs/ activities that are working well:

- Good local connections including schools, shops and recreation facilities
- Accessible facilities including toilets, wheelchair swings and access to community spaces
- Accessible community facilities and programs including the libraries, sporting facilities and community centres
- Council services take the needs of people with a disability into consideration eg. waste collection and Council buses
- Public transport with good connections and accessible features
- Well maintained bike paths
- Tactile and auditory road crossing indicators

Some of the key challenges:

- Maintenance and upgrades of infrastructure
- Access to sensory gardens and all-abilities playgrounds
- Understanding of Disabled Parking Permit program
- Availability of accessible parking in main shopping areas
- Ensuring venues, services, facilities and public spaces are built to appropriate standards and regulations taking into account the needs of people with a disability
- Access to information about the accessibility of parks, streets and public buildings
- Availability and access to reliable public transport and facilities
- Understanding of disability issues of public transport staff and taxi drivers

Priorities for action:

- Ongoing public space improvement and maintenance program
- Planned upgrades of council facilities to meet the needs of people with a disability
- Advocate for reliable and improved accessibility on public transport and at public transport hubs
- Advocate for improved traffic solutions that take into account the needs of people with a disability
- Ensure that new housing developments meet the building standards for disability access

What our community wants continued

Community participation

Examples of programs/ activities that are working well:

- Opportunities for interaction through programs, community facilities and community spaces
- Neighbourhood house programs
- Accessible sports programs
- Advisory and reference groups
- Opportunities for input into council plans

Some of the key challenges:

- Community understanding of the needs and abilities of people with a disability
- Availability of information in accessible formats
- Stigma within some CALD communities about people with a disability

- Programs that meet the needs of all participants
- Definition of “all abilities”
- Affordability of programs and services
- Staff skills and training

Priorities for action:

- Disability awareness training focusing on community attitudes, communication, access and inclusion
- Ongoing opportunities for community to have input into Council planning processes and decision making
- Programs that meet the need of young people with a disability ie. teenage holiday programs, younger children, siblings
- Investigate the definition of “all abilities” programs to ensure they meet the needs of all participants

- Establish stronger links with community leaders from different communities to develop dialogue about disability
- Promotion of community grants program to disability groups and organisations
- Simple pictorial information about all services through community leaders, meeting places, connection points and service providers
- Consultation with the community about policies is inclusive of people with a disability

Our directions for the future

The Plan aims to improve the lives of people with a disability through focusing on what enables people to participate in and belong to our community. These are:

	<p>People</p> <ul style="list-style-type: none"> • Health and wellbeing • Community participation
	<p>Place</p> <ul style="list-style-type: none"> • Physical and natural environment
	<p>Opportunity</p> <ul style="list-style-type: none"> • Education, training and employment

Our Vision

The City of Greater Dandenong will be a place where all people living with a disability and their parents, families and carers are able to participate and be included

Our Values

Everyone is important	Everyone can communicate
Everyone can learn	Everyone can contribute and be heard
Everyone needs support	Our differences make us strong
Everyone can participate	Everyone is respected and included

The role of Council

Our vision for a community, where people living with a disability can participate and belong, can only be achieved by working together with our community, local businesses, service providers, carers and people living with a disability. Council commits to undertake the following in achieving a shared vision:

1. Lead

Council will lead the development of the Disability Action Plan and undertake annual reviews. This is consistent with Council's clearly defined legislative role and also reflects Council's commitment to developing a fair and equal community for all.

Council will lead by example in regards to services, employment, access and participation for people living with a disability.

2. Partner and facilitate

Council will work in partnership with identified service providers, people living with a disability and their carers as well as the broader community to ensure the views of people living with a disability are taken into account and the barriers and challenges in the way of us achieving our vision are addressed.

Importantly, Council will build on, and strengthen, existing partnerships and facilitate the development of new partnerships when the NDIS is implemented in 2018.

3. Influence and advocate

Council will advocate for people living with a disability to ensure they have the same access and opportunities as people living without a disability. In line with best practice approaches this advocacy will form a core part of the Disability Action Plan.

4. A community development approach

Council will focus on building and strengthening communities to make them safe, inclusive and sustainable for people living with a disability within the Community Development Framework. To achieve this, Council will work with people living with a disability and their carers. It will empower and support them to advocate for themselves and help them to develop the skills required to do this. Council will also work with communities to educate, inform and strengthen their capacity to be more inclusive of people living with a disability.

5. Plan, inform and link

Council will work with staff across the organisation to ensure that its plans, strategies, actions and behaviours support us in the vision outlined in this Plan.

The Community Care Department of Council will take a lead role in relation to this in order to ensure that all areas of Council understand and are committed to achieving this vision.

The actions of this plan will be integrated into relevant plans and strategies that Council develops, both now and in the future.



Our priorities and actions

A man in a wheelchair is smiling and helping two children play on a rope climbing structure at a playground. The man is wearing a dark hoodie and blue jeans. The children are wearing a denim jacket and a striped shirt. The background shows other playground equipment and a bright, sunny day.

Timelines

Short term actions

Completed within years 1 and 2

Medium term actions

Completed within years 3 to 5

Ongoing

Is an ongoing activity

Objective 1

Health and wellbeing

People with a disability are likely to have poorer health than the general population. Strategies to work with our local community include supporting the health and wellbeing of people with a disability in our community by improving access to health services and health information, supporting business and services to respond to needs and increasing the capacity of our community to advocate for change.

Objective	Action	Timeframe	Responsibility	Expected outcome
1.1 Collaborate with stakeholders to improve access to information and health services for people with a disability	1.1.1 Work with local networks to identify issues and promote opportunities for improved access to health services and health information	Medium term	City of Greater Dandenong (Community Services Directorate) Primary Health Network	Increased access to health services for people with a disability
	1.1.2 Increase information in appropriate forms including Council website and via social media	Short term	City of Greater Dandenong (Community Services Directorate)	Information provided in accessible formats
	1.1.3 Partner with research program focusing on barriers to primary care for vulnerable members of our community	Short term	City of Greater Dandenong (Community Services Directorate) IMPACT Research program	Increased access to health services by people with a disability
	1.1.4 Advocate for services and businesses to better identify and promote their location	Short Term	City of Greater Dandenong (Community Services Directorate)	Improved identification of service locations
1.2 Advocate and support advocacy efforts of service providers and businesses to increase program options available to people with a disability	1.2.1 Advocate for clear and appropriate information about the NDIS for the community and work with local networks to support the distribution of the information	Short Term	City of Greater Dandenong (Community Services Directorate)	Information about the NDIS is understood by the community
	1.2.2 Utilise local networks and businesses to identify gaps in service and opportunities for funding and develop plan to address	Medium term	City of Greater Dandenong (Community Services Directorate; Greater Dandenong Business Directorate)	Plan developed and implemented
	1.2.3 Advocate for improved respite options for people with a disability including people aged 25 and over	Short term	City of Greater Dandenong (Community Services Directorate)	Improved respite options available for people of all ages

Objective 1

Health and wellbeing (continued)

Objective	Action	Timeframe	Responsibility	Expected outcome
1.3 Support services and businesses to respond to the needs of people with a disability	1.3.1 Work with local services to understand the needs of people with a disability and build capacity	Medium term	City of Greater Dandenong (Community Services Directorate)	Increased opportunities for participation in services and businesses
	1.3.2 Promote access rights and compliance issues to local businesses	Short term	City of Greater Dandenong (Greater Dandenong Business Directorate; Community Services Directorate)	Increased understanding of local businesses about the access rights and needs of people with a disability
	1.3.3 Develop a guide for local businesses to understand the benefits of creating accessible environments for customers	Short term	City of Greater Dandenong (Community Services Directorate) Vision Australia	Increased access to local businesses and increased business opportunities
	1.3.4 Ensure community events are accessible through promotion of resources	Short term	City of Greater Dandenong (Community Services Directorate)	Increased participation by people with a disability at Council supported events
1.4 Support the capacity building of people in our community to advocate for the needs of the local community	1.4.1 Promote opportunities for leadership and training through the Community Grants program and other community and state-wide programs	Medium term	City of Greater Dandenong (Community Services Directorate)	Increased advocacy from community members
1.5 Support sporting opportunities across the municipality	1.5.1 Promote sporting opportunities that meet the needs of all participants	Medium term	City of Greater Dandenong (Community Services Directorate)	Increased participation in sport and leisure
	1.5.2 Promote established all abilities sporting clubs and programs to our community to increase participation and improve accessibility of clubs	Medium term	City of Greater Dandenong (Community Services Directorate)	Increased participation in all abilities sporting clubs
	1.5.3 Support sporting clubs with education and training to increase inclusiveness	Medium term	City of Greater Dandenong (Community Services Directorate)	Increased inclusive programming at sporting clubs

Objective 2

Education, training and employment

People with a disability tend to have lower levels of education than those without a disability and may also have more difficulty bridging the gap between education and employment. Strategies to improve education and employment outcomes include supporting education, training and employment opportunities for people with a disability through Council programs, business education and networking.

Objective	Actions	Timeline	Responsibility	Expected outcome
2.1 Support the increase of employment and training options for people with a disability, particularly youth	2.1.1 Work with local businesses to promote the benefits and requirements of employing a person with a disability	Short term	City of Greater Dandenong (Greater Dandenong Business Directorate; Community Services Directorate)	Employment and training opportunities increased
	2.1.2 Advocate with the state and federal governments for specific, locally-based employment opportunities to be developed within the municipality, particularly youth	Medium term	City of Greater Dandenong (Community Services Directorate)	Increased local employment opportunities
2.2 Support employment and training opportunities across Council for people with a disability	2.2.1 Continue to provide internship and employment opportunities through Council	Ongoing	City of Greater Dandenong (Corporate Services Directorate; Community Services Directorate)	Internship and employment opportunities promoted
	2.2.2 Review human resources policies and address barriers	Ongoing	City of Greater Dandenong (Corporate Services Directorate)	Policies reviewed and barriers reduced
2.3 Promote understanding of the needs and capacities of people with a disability by Council staff through training and induction	2.3.1 Review induction and training program including disability awareness and reasonable adjustments	Short term	City of Greater Dandenong (Corporate Services Directorate; Community Services Directorate)	Induction program reviewed and implemented
	2.3.2 Provide training and support to Council staff to increase understanding of the needs of people with a disability in their roles	Short term	City of Greater Dandenong (Community Services Directorate)	The needs of people with a disability are considered as part of service provision and Council planning
2.4 Support the engagement of local employers to increase employment opportunities through increased awareness	2.4.1 Work with local businesses to implement technology and reasonable adjustment options to increase employment opportunities	Medium term	City of Greater Dandenong (Greater Dandenong Business Directorate)	Local businesses informed of options to support employing people with a disability
	2.4.2 Work through business networks to develop linkages with schools	Medium term	City of Greater Dandenong (Greater Dandenong Business Directorate)	Linkages with schools developed

Objective 3

Physical and natural environment

The National Disability Discrimination Act and the Victorian Disability Act are supplemented by a range of standards and guidelines that provide details on rights and responsibilities about equal access and opportunity for people with disabilities. These form a critical part of Council planning standards and policies. Despite these standards being in place for many years, people with disabilities continue to report difficulty accessing many services and facilities. Strategies to address this include supporting a well maintained and accessible physical and natural environment through ongoing upgrade and maintenance programs and advocating for improved access to reliable public transport and traffic management solutions.

Objective	Actions	Timeline	Responsibility	Expected outcome
3.1 Continue to upgrade public infrastructure and public spaces to improve safety and access for people with a disability	3.1.1 Continue to respond to residents by upgrading public spaces including paths and crossings, Council buildings and facilities and recreation areas to meet standards for disability access	Ongoing	City of Greater Dandenong (Engineering Services Directorate)	Disability access requirements considered as part of upgrades
	3.1.2 Promote relevant local laws to residents and businesses to improve accessibility for people with a disability eg overhanging vegetation and footpath trading	Medium term	City of Greater Dandenong (City Planning Design and Amenity Directorate; Greater Dandenong Business Directorate)	Community and business understanding of relevant local laws increased
	3.1.3 Promote existing accessible sensory experience opportunities in Council parks	Medium term	City of Greater Dandenong (Engineering Services Directorate; Community Services Directorate)	Increased participation in sensory experiences
	3.1.4 Consider all abilities equipment as part of Council's recreation space upgrades	Ongoing	City of Greater Dandenong (Engineering Services Directorate; Community Services Directorate)	All abilities equipment considered as part of park development
	3.1.5 Review the outcomes of the all abilities park feasibility study	Short term	City of Greater Dandenong (Community Services Directorate)	Feasibility study outcomes reviewed
	3.1.6 Promote physical access requirements to local businesses through development of guide	Medium term	City of Greater Dandenong (Greater Dandenong Business Directorate; Engineering Services Directorate; City Planning, Design and Amenity Directorate)	Increased understanding of local businesses about physical access requirements

Objective	Actions	Timeline	Responsibility	Expected outcome
	3.1.7 Develop accessible signage guidelines	Medium term	City of Greater Dandenong (Community Services Directorate)	Accessible signage guidelines developed and implemented
	3.1.8 Work with private shopping centres to provide accessible and inclusive community facilities and services	Medium term	City of Greater Dandenong (Community Services Directorate; Greater Dandenong Business Directorate)	Increased accessibility and inclusion in private shopping centres
3.2 Ensure all Council infrastructure is built to meet accessibility requirements	3.2.1 Review access requirements as routine part of planning process	Ongoing	City of Greater Dandenong (Engineering Services Directorate)	Access requirements reviewed routinely as part of project planning process
	3.2.2 Continue planned upgrade program for existing buildings	Ongoing	City of Greater Dandenong (Engineering Services Directorate)	Building upgrade program implemented
	3.2.3 Continue to provide accessible equipment and facilities for use in Councils sporting clubs and venues to meet the needs of all participants. Ensure all new and upgraded facilities are accessible	Ongoing	City of Greater Dandenong (Community Services Directorate)	Sports Facilities Plan implemented
3.3 Advocate for improved access to reliable, safe and appropriate public transport options	3.3.1 Continue to get feedback from our community about issues and advocate for improvements to public transport	Ongoing	City of Greater Dandenong (Engineering Services Directorate; Community Services Directorate)	Feedback from our community incorporated into advocacy priorities
	3.3.2 Work with public transport and taxi staff to increase understanding of the needs of people with a disability through networks	Short term	City of Greater Dandenong (Community Services Directorate)	Public transport and taxi staff provide better service to people with a disability through increased understanding of needs
	3.3.3 Advocate for better scooter education throughout the community	Medium Term	City of Greater Dandenong (Community Services Directorate)	Improved awareness and safety of scooter users and pedestrians

Objective 3

Physical and natural environment (continued)

Objective	Actions	Timeline	Responsibility	Expected outcome
3.4 Advocate for improved traffic management solutions	3.4.1 Continue to advocate to the State government for improved traffic management including traffic lights and railway level crossings	Short term	City of Greater Dandenong (Engineering Services Directorate)	Improved traffic management solutions
3.5 Continue to implement the Housing Strategy	3.5.1 Ensure that new housing developments meet the building standards for disability access	Medium term	City of Greater Dandenong (City Planning, Design and Amenity Directorate)	Housing strategy implemented
	3.5.2 Support advocacy for increased disability access and universal design standards included in both the Building Regulations and the Victoria Planning Provisions as part of increasing the supply of accessible housing stock across the State	Ongoing	City of Greater Dandenong (City Planning, Design and Amenity Directorate)	Advocacy opportunities identified and implemented
3.6 Continue to implement the Community Safety Plan	3.6.1 Investigate perceptions of safety amongst people with a disability	Medium term	City of Greater Dandenong (Community Services Directorate)	Community Safety Plan implemented

Objective 4 Community participation

People with a disability continue to identify that the attitudes of others are one of the most significant barriers to social inclusion. Socially inclusive communities value everyone, regardless of difference and abilities, create opportunities for everyone to feel valued and have a sense of belonging and respect for their contributions. Strategies to improve these outcomes include supporting increased community participation for people with a disability by continued consultation, accessible programs, accessible communication and increased community disability awareness.

Objective	Actions	Timeline	Responsibility	Expected outcome
4.1 Promote and lead a change in community attitudes towards disability	4.1.1 Develop and implement a disability community awareness campaign	Short term	City of Greater Dandenong (Community Services; Corporate Services Directorate)	Disability community awareness campaign implemented
4.2 Promote community input into Council planning processes and decision making	4.2.1 Develop ongoing consultation framework in order to understand the needs of our community	Short term	City of Greater Dandenong (Community Services Directorate)	Consultation framework developed and implemented
4.3 Promote high levels of participation through Council programs	4.3.1 Continue to offer Council programs that are accessible and consider the needs of diverse participants	Ongoing	City of Greater Dandenong (Community Services Directorate)	Council programs focus on the individual needs of the participants
4.4 Collaborate with stakeholders to ensure all abilities events and programs meet the needs of all participants	4.4.1 Develop framework for all abilities events and programs	Medium term	City of Greater Dandenong (Community Services Directorate)	Framework for all abilities events and programs developed and implemented
4.5 Promote community participation through established community groups	4.5.1 Establish stronger links with community leaders from diverse ethnic and religious communities to develop dialogue about disability	Medium term	City of Greater Dandenong (Community Services Directorate) Interfaith Network	Increased participation in community groups
4.6 Encourage community leadership	4.6.1 Promote the community grants program to disability groups and organisations	Ongoing	City of Greater Dandenong (Community Services Directorate)	Community leadership increased through community grants program

Objective 4

Community participation (continued)

Objective	Actions	Timeline	Responsibility	Expected outcome
4.7 Promote accessible communication styles and methods including technology that meets the needs of people with a disability	4.7.1 Promote options about accessible communication to our community through the actions of the CGD Language and Communication Plan	Medium term	City of Greater Dandenong (Community Services Directorate)	Accessible communication styles and methods used in all Council communication
	4.7.2 Support the provision of accessible information on Council website in line with AA principles	Ongoing	City of Greater Dandenong (Corporate Services Directorate)	Information is accessible to members of our community
4.8 Ensure Council policies and strategic plans consult with and are inclusive of people with a disability	4.8.1 Promote methods and consultation opportunities for people with a disability to other Council departments to ensure that the needs of people with a disability are built into policies and plans	Ongoing	City of Greater Dandenong (Community Services Directorate)	The needs and opinions of people with a disability are incorporated into all Council plans and policies

Advocacy summary

Council has a significant role to play in terms of advocating for improved outcomes for people with a disability in the City Greater Dandenong and also supporting the advocacy efforts of our local services and community members.

The following objectives and actions are detailed in the Plan and Actions on the previous pages.

- Advocate to local services and businesses for services and businesses to better identify and promote their location
- Advocate to the State and Commonwealth governments and support the advocacy efforts of service providers and businesses to increase program options available to people with a disability
- Advocate to the State and Commonwealth governments for clear and appropriate information about the NDIS for the community and work with local networks to support the distribution of the information
- Advocate to local service providers and the State and Commonwealth governments for improved respite options for people with a disability including people aged 25 and over
- Advocate to the state and federal governments for specific, locally-based employment opportunities to be developed within the municipality, particularly youth
- Advocate to the State government for improved access to reliable, safe and appropriate public transport options
- Continue to get feedback from our community about issues and advocate to the State government for improvements to public transport
- Advocate to local service providers and local businesses for better scooter education throughout the community
- Advocate to the State government for improved traffic management solutions
- Continue to advocate to the State government for improved traffic management including traffic lights and railway level crossings
- Support advocacy to the State and Commonwealth governments for increased disability access and universal design standards included in both the Building Regulations and the Victoria Planning Provisions as part of increasing the supply of accessible housing stock across the State

Council has committed to undertaking advocacy efforts in response to these identified priorities.



Implementation, monitoring & review

Council will oversee the implementation, monitoring and reporting on the actions of the Disability Action Plan 2017-2023. Implementation of the plan will be a shared responsibility across all departments nominated in the plan, reflecting a whole of Council commitment to improve outcomes for people with a disability. In addition, the Disability Advisory Committee will have a key role in the implementation of the Disability Action Plan providing an ongoing direct connection to the community and services providers. The Committee will also monitor the implementation of the objectives and actions and contribute to the review of the Disability Action Plan.

An annual progress update on actions will be provided to Council and published in the Council Annual Plan. In addition, a more detailed action summary will be published on the Council website. A significant mid-point review will be undertaken to ensure the Disability Action Plan is meeting the needs of the Greater Dandenong community.

As part of the mid-point review Council will ensure consistency with the state disability planning process and actions. Monitoring and review of the implementation plan will also include assessing the ongoing relevance of themes and actions within the Strategy.

A final review of the plan will be undertaken in 2023 with a view to developing a new plan. The review of the plan will consider:

- The extent to which actions have been implemented over the period of the plan
- The extent to which, through the plan and other influencing factors, the inclusion of people with a disability in our community has improved
- Which objectives have been most successful in influencing improved outcomes for people with a disability

The review process will also identify emerging issues, trends and opportunities in order to develop a new plan building on the strengths of the Disability Action Plan 2017-2023.





Glossary

Access – The removal of barriers that restrict a person’s rights to engage in an activity in a manner that is equitable and dignified

Accessible – An outcome where a person is able to enter and utilise an area and its facilities without need for support

Accessible Housing – Housing that incorporates Universal Design Guidelines, Access to Premises Standards and Liveable Housing Design Guidelines

Advocacy – The process whereby an individual or group seek to influence policy decisions, systemic processes or resource allocations within a social system or institution

All Abilities – Events, programs or facilities that are designed to be inclusive of all people in the community

Built Environment – The physical, public environment including commercial and public buildings, toilets, parks, shopping strips and footpaths

Disability – The loss or reduction of a functional ability that may be of a physical, intellectual, psychiatric, neurological or sensory nature

Discrimination – Any action, behaviour, policy, procedure or practice that intentionally or otherwise results in differential treatment of a person or group

Inclusion – The processes that enable peoples’ social, economic, political, cultural and spiritual involvement in community life

NDIS – The NDIS is designed to support people with permanent and significant disability over their lifetime, and focuses on giving people with a disability control over the kind of support they need and when

Reasonable Adjustment – Changes to work processes, schedules, equipment, resources or environments that enable a person with a disability to perform safely and productively in the workplace

Universal Design – Product, environment, building design and construction that accommodates the functional needs of a diverse range of people including youth, adults and older adults with or without disabilities

Appendix 1

Policy context

The Disability Action Plan is underpinned by international, national and state obligations, agreements, legislation and strategies, including:

- United Nations Convention on the Rights of People with Disabilities
- International Covenant on Economic, Social and Cultural Rights
- Australian Human Rights and Equal Opportunity Act, 1986
- Australian Disability Discrimination Act, 1992
- National Disability Strategy 2010–2020
- National Disability Insurance Scheme (NDIS) Act, 2013
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Equal Opportunity Act 2010 (Victoria)
- Disability Act 2006 (Victoria)
- Local Government Act (Victoria) 1989

- Carers Recognition Act 2012 (Victoria)
- Victorian State Disability Plan 2017-2020
- Australian Standards for Access and Mobility AS1428
- National Construction Code (including Building Code Australia)
- Disability (Access to Premises – Buildings) Standards 2010

In 2011, the Census inquired as to whether respondents had a disability requiring them to obtain daily assistance with mobility, communication or personal care. Such individuals were considered to have severe or profound disabilities. Within Greater Dandenong, 8,460 residents, or 6.6% of the population, recorded that they had a severe or profound disability (referred to throughout this summary as 'disability'). This percentage is slightly higher than the level of 6.0%, recorded five years earlier in the 2006 Census.



Appendix 2 Our community in detail

Overview

The table below presents an overview of the number and proportion of people with a disability in Greater Dandenong, by gender, age, birthplace and type of accommodation.

Disabled persons

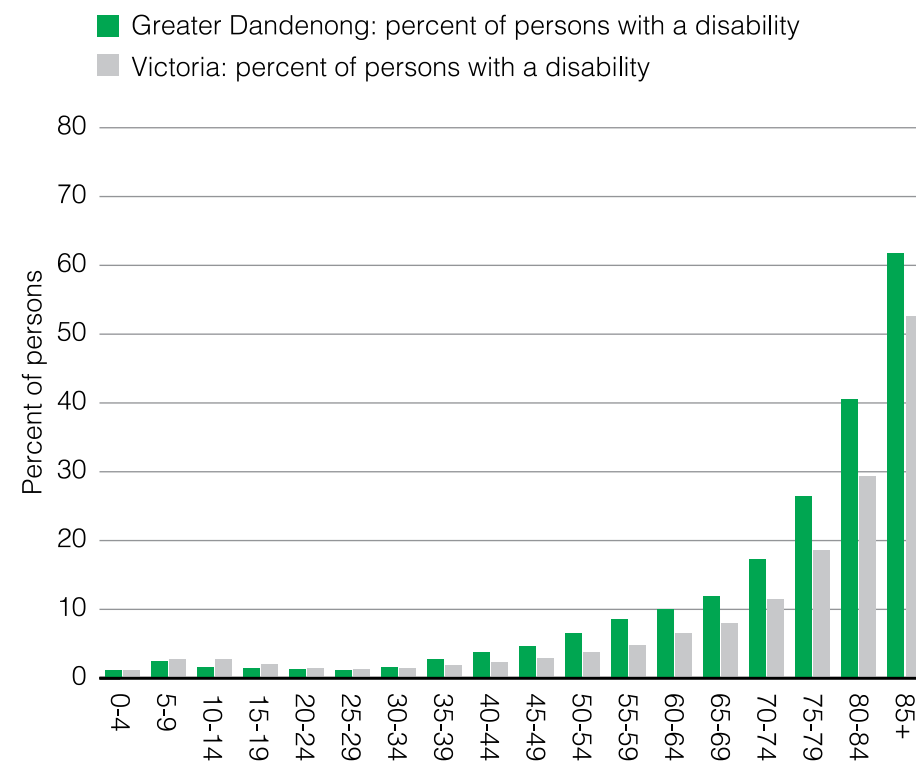
Gender	Male	43%	(3,662)		
	Female	57%	(4,797)		
Age	0 to 14	4.6%	(385)		
	15-21	2.9%	(248)		
	25-64	35.9%	(3,039)		
	65+	56.6%	(4,787)		
Birthplace	Australia	31%	(2,631)		
	Vietnam	7.8%	(662)		
	Italy	5.0%	(498)		
	Greece	3.9%	(329)		
	Cambodia	3.6%	(305)		
	Bosnia	3.2%	(274)		
	China	3.2%	(271)		
Housing	Private	82%	(6,937)	Owned/buying	65% (4,610)
				Rented	33% (1,935)
				Other	1% (157)
	Non-private	18%	(1,522)	Nursing home	63% (932)
				Aged accom.	27% (404)
				Hospital	4% (65)
				Other	6% (80)

Age

The prevalence of disability rises markedly with age, from less than 2% among residents aged up to 24 years, to 4% among those aged 25-64, then to 57% among residents of retirement age. Within the latter age group, the prevalence of disability surges from 12% of those aged 65, to 41% of 80-84 year-olds and 70% or more among people aged over 90 years.

Prevalence of disability by age:

Greater Dandenong and metropolitan Melbourne, 2011



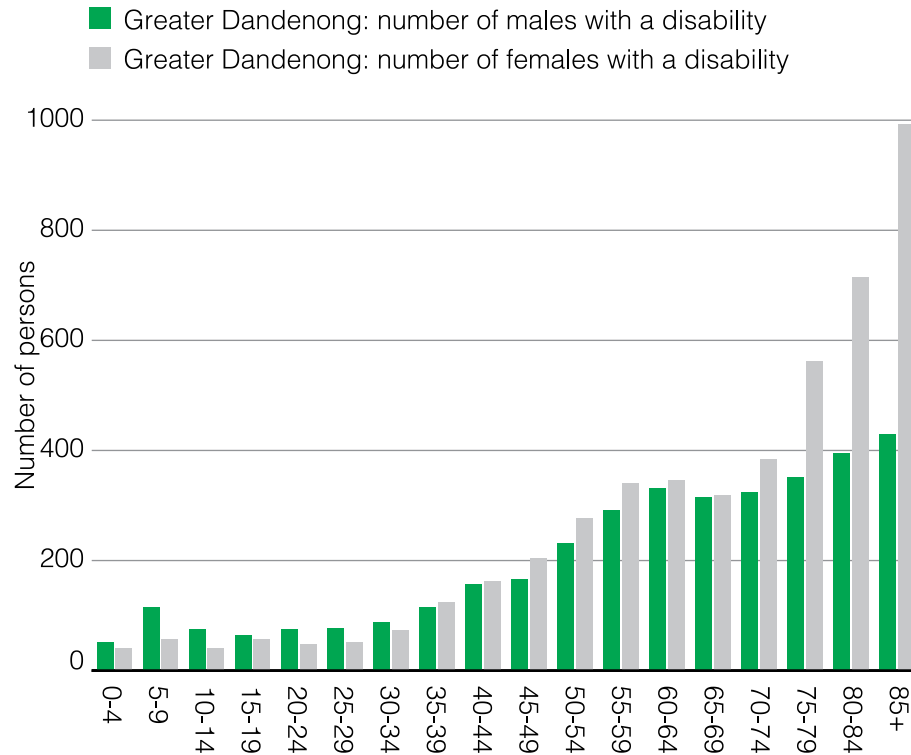
Appendix 2

Our community in detail (continued)

Gender

Females account for 57% of Greater Dandenong residents with a disability (numbering 4,800) and males for the balance of 43% (3,662 residents). For younger residents, males predominate among those with a disability, while among people aged over 75 years, women form a decisive majority, due to their greater longevity.

Number of persons with a disability, by gender: Greater Dandenong, 2011

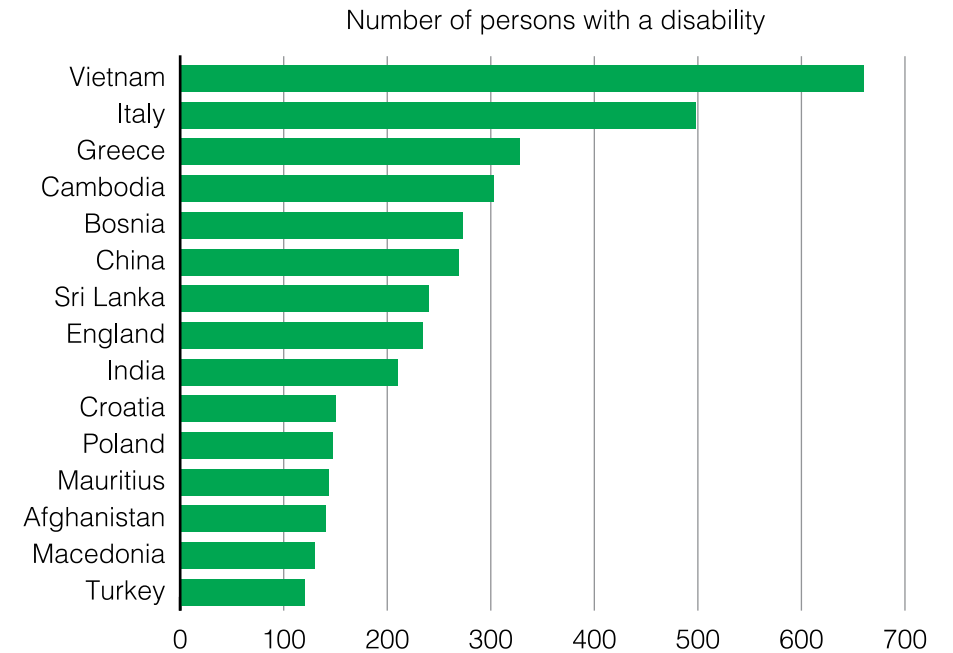


Birthplaces

The number of people of each birthplace who have a disability largely reflects the overall mix of birthplaces in the municipality and the age profile of residents of each birthplace.

Among people with a disability in Greater Dandenong, 2,631 were born in Australia, 662 in Vietnam, 498 in Italy, 329 in Greece and 305 in Cambodia.

Number of persons with a disability, by birthplace: Greater Dandenong, 2011

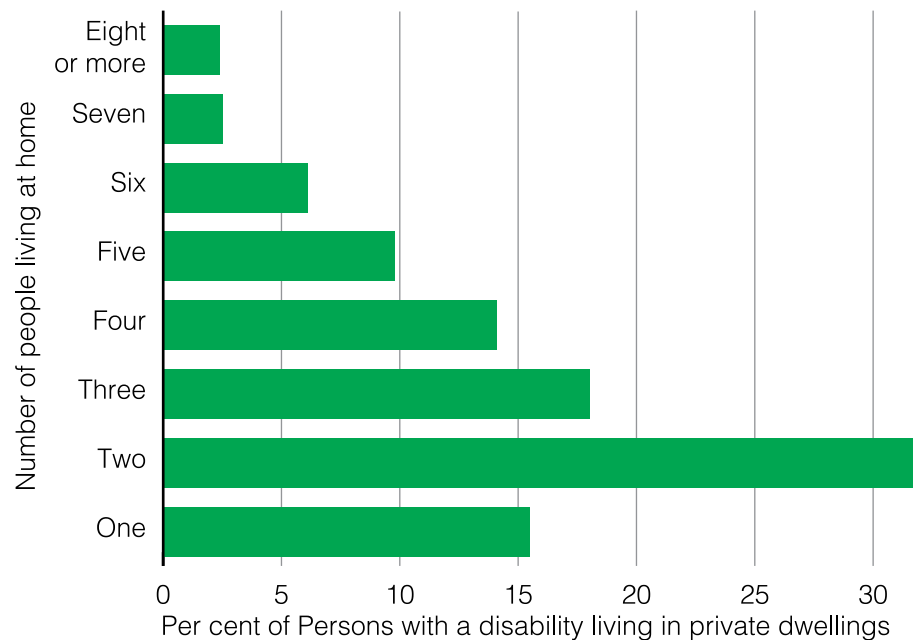


Living at home

Of all persons with a disability in Greater Dandenong, 82% (or 6,972) reside in private dwellings and 18% (1,500) in non-private settings, such as a nursing home or other aged care accommodation.

Of those living at home, 16% or 1,072 live alone.

Number of persons with a disability, by number of persons in their household: Greater Dandenong, 2011



Housing tenure and type

The pattern of private housing tenure among people with a disability in Greater Dandenong is much the same as for the wider population. The 2011 Census recorded that approximately two-thirds (69%) of people with a disability living in private dwellings, owned or were purchasing their home, while a third rented.

The pattern of private housing types occupied by people with a disability is also unremarkable, with a similar proportion of people with a disability and people without a disability living in separate houses, flats and other housing types.

	People with a disability	%	People without a disability	%
Rented	1,935	29	38,178	33
Owned or being purchased	4,610	69	74,369	65
Other private housing	157	2	1,568	1
Total	6,702	100	114,115	100

Housing Tenure by Disability Status: Greater Dandenong, 2011

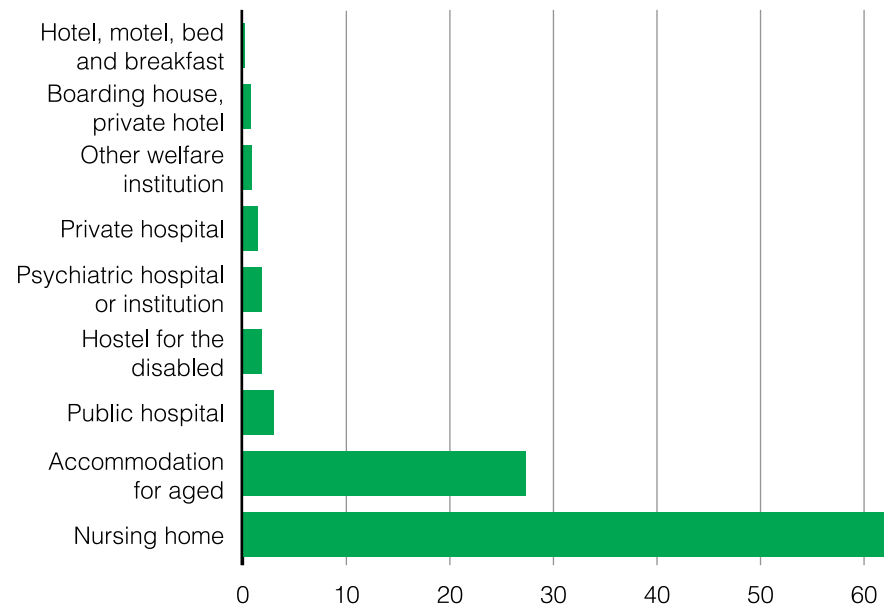
Appendix 2

Our community in detail (continued)

Non private accommodation

Of the 1,500 people with a disability in Greater Dandenong who live in non-private accommodation about two-thirds are in nursing homes and a quarter in aged accommodation.

People with a disability in non-private accommodation, by type of dwelling: Greater Dandenong, 2011

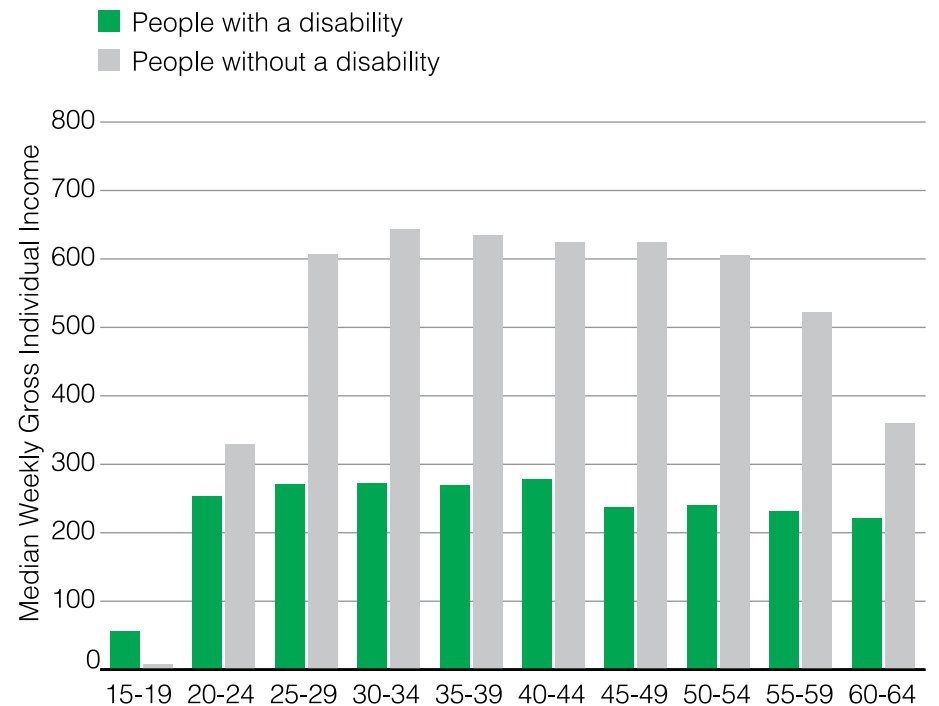


Incomes

The 2011 census recorded median individual weekly gross incomes of \$242 among people with a disability, 56% of the corresponding level for people without a disability.

Among persons aged 25-59 years, income levels among people with a disability decline to less than 50% of incomes of those without a disability.

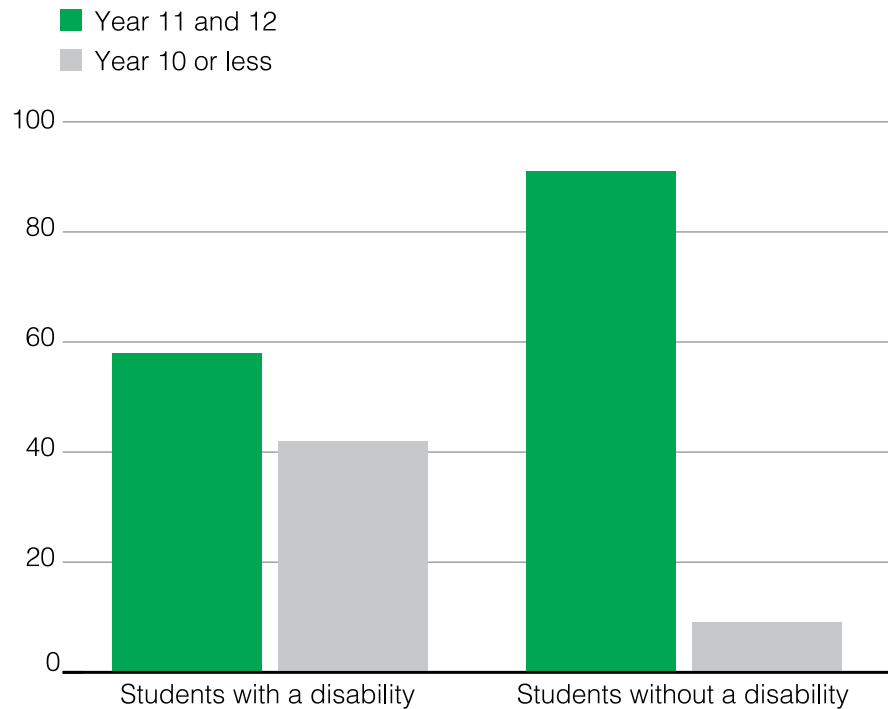
Median Income by disability status: Metro Melbourne, 2011



Education

Young adults with disabilities are more likely to have left school early than others. Among residents of metropolitan Melbourne aged 20 to 24, 42% of those with severe or profound disabilities had left school before completing year 11, compared with 9% of others of their age.

Year of school leaving by disability status: Metro Melbourne, 2011



Employment

The findings of the 2011 Census reveal that 4.5% of people in Greater Dandenong with a severe or profound disability are in paid employment, compared with 56% of residents without a disability.

Employment by disability status: Greater Dandenong and Victoria, 2011

