

CITY OF BALLARAT

# Disability Access and Inclusion Plan 2022–2026



The City of Ballarat recognises that people with disability are more likely to face barriers to participation and to experience discrimination, disadvantage and inequality that leads to poorer health and social outcomes.

This plan commits us to do better by taking a whole-of-organisation approach to removing the barriers to access and inclusion for people with disability. This includes ensuring that people with disability are heard, represented and able to participate in community life as they choose.

## What our community told us

*"We live in a world designed for able bodied people – we need to be a world designed for everyone."*

Interactive message board

*"Inclusion means feeling part of the community and not an 'add on' or 'burden'. It should be common practice."*

Community survey

*"By embedding inclusion from the beginning it can be embodied, part of the DNA of how we do things. This is when we will know that it is inclusive."*

Community-led conversation



# We heard...

People with disability are diverse.

Staff awareness and capacity to understand and respond to different needs was highlighted as an area for improvement.






Many people find accessing City of Ballarat information difficult.

Most people don't know if the City of Ballarat is a good place for people with disability to work or volunteer.

Physical access to facilities is a major concern.

## What we will do

### 2-year action plan

Priority areas		We will achieve this by:
	<b>Priority 1: Leadership</b> "The City of Ballarat is making access and inclusion a priority"	<ul style="list-style-type: none"><li>• Building the capacity of our staff to support disability inclusion</li><li>• Embedding access and inclusion as business as usual</li><li>• Recognising and celebrating initiatives that support access and inclusion</li></ul>
	<b>Priority 2: Engagement</b> "I can influence decisions that affect me."	<ul style="list-style-type: none"><li>• Engaging people with disability in our planning and decision-making processes</li></ul>
	<b>Priority 3: Information and communication</b> "I can find the information I need and can see myself represented in my community."	<ul style="list-style-type: none"><li>• Improving the quality and accessibility of information we provide</li><li>• Improving our communication</li></ul>
	<b>Priority 4: Employment</b> "I can work or volunteer with the City of Ballarat."	<ul style="list-style-type: none"><li>• Building our knowledge about and promoting staff diversity</li><li>• Creating an increasingly accessible and inclusive workplace</li><li>• Exploring new work and volunteer opportunities for people with disability</li></ul>
	<b>Priority 5: Community participation</b> "I can participate in activities and connect with others in my community."	<ul style="list-style-type: none"><li>• Making City of Ballarat events accessible and inclusive</li><li>• Supporting others to consider and embed access and inclusion in their activities</li><li>• Making our facilities accessible and inclusive</li><li>• Making our community spaces accessible and inclusive</li><li>• Recognising and celebrating people with disability</li><li>• Advocating for improvements to access and inclusion for people with disability</li></ul>

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***"There are no losers in this. Everybody will benefit."***

Community-led conversation

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