

Draft Accessibility and Inclusion Plan

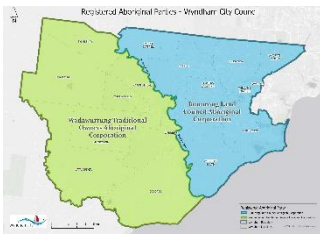
2023-2025 (Easy English Version)



Acknowledgement



Wyndham City Council knows that the Aboriginal and Torres Straite Islander people were the first people to live in Australia. The council would like to thank the Bunurong and Wadawurrung People who were the first people to live in the Wyndham City area.



The Wadawurrung and Bunurong People are part of the Werribee Yalook (river), creeks, stars, hills and red clay of this country.



We say thank you to their elders who will always care for country and community.

Word Word



Glossary of Terms

A Glossary of Terms tells you what words mean. We will make a word **bold** so you know what it means. Below is a list of bolded words we have put in our Glossary of Terms.

Accessibility

Accessibility means making things easy to get or get into, like a building, or making information easy to understand like:

- Ramps
- lifts
- braille

Inclusion

Inclusion means being treated the same as everyone else and not being left out because of your disability. We will do this by having information in ways that is easy for people to understand, like:

- easy English
- other languages

Intersectionality

Intersectionality is when a person has more than one thing about them that could make them be treated different than others, like:



- race - where they were born
- gender – male, female or something else
- sexuality - who they like, love or want to have sex with

LGBTIQA+

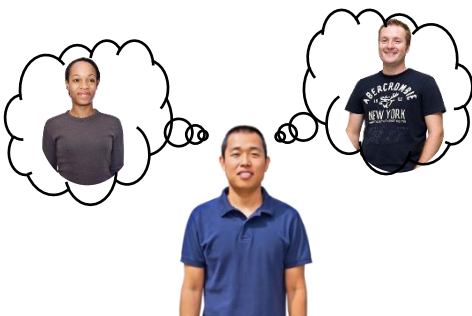
LGBTIQA+ means people who identify as:



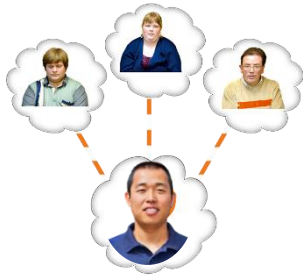
- **Lesbian** - a women who has sexual or romantic feelings for other women



- **Gay** – a man who has sexual or romantic feelings for other men



- **Bisexual** – a person who has sexual feelings for both men and women



- **Transgender** – a person who does not feel like the gender they were born as



- **Intersex** - Most females are born with a vagina. Most males are born with a penis. Some people are born with private parts that are different. This is called Intersex



- **Queer** – is a word used by people whose gender is not male or female (non-binary)



- **Asexual** - people who do not feel sexual attraction towards other people



- The + in LGBTIQ+ is for all other sexualities and identities



Mental Health

Mental health is how we think and feel about ourselves and the world.

Our mental health helps us to:

- know when we are worried about things
- get better at things
- learn
- work well
- give back to the community



Neglect

Neglect is an abuse. It is when a person who needs support does not get the support they need. Like from a parent, family member or carer. Neglect can happen one time or lots of times.

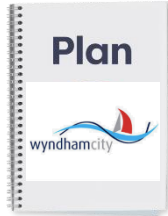


Outcomes framework

The Outcomes Framework tells us if the things we say we will do in the plan are better for people with disability.

Introduction

What the plan says



The plan says what the Wyndham Community want to see happen in their community.

Like being a place where people:

- feel safe
- meet and/or become friends with people
- are part of things



The plan says by 2040, the Wyndham Council will do these things to make life better for people living with disability and their carers.



The Plan is to make sure people with disability are part of the community like everyone else, and not left out because of their disability.



The plan talks about lots of the same things that the State and Federal Governments say are good things to do to have a good life.

These things also help to support the plan:



- Wyndham 2040 Community Vision
- Wyndham City’s Council Plan
- Municipal Public Health and Wellbeing Plan



The job of the Council



The Council works to make things better for people living with disability in Wyndham city.

They are:



- **Service Providers** – give support about:
 - How parents can look after their children
 - Libraries
 - How young people can get help
 - Other services in the community





- **Planner** – This is how the Wyndham council knows what people in the community need. It helps them to know what they need to do and by when.

This could be looking after and fixing things in the community like:



- Buildings
- Footpaths
- Roads
- or working on new things



- **Advocate** - Work to make sure there is money to do what the council say they will do to make things better for everyone in the Wyndham community.



- **Capacity Builder/Broker** – Makes sure information and support is given in the right way.



- **Partner** - Works with lots of groups to make things better for people living in Wyndham.

Intersectionality



We know that people can be treated different. We look at why something is good and then tell people about it, like making sure we have people with disability included in the plan.



We will keep looking and thinking about intersectionality when we work on doing the things we say we will do in the plan. We will look for things that tell us what helps to make things better for people.

Intersectionality is knowing that not everyone is treated the same, because of things like their:



- Gender
- Colour of their skin
- Race or the country where they were born
- Sexuality (who they are attracted to)
- Physical (what they look like)
- How much money they have
- Disability

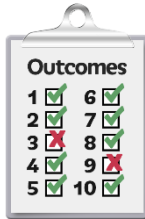


Our plan and what we plan to do



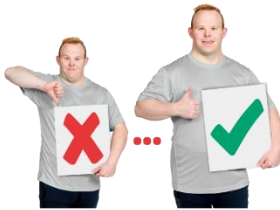
When we say **Pillar** we mean the things that will help us do what we say we want to do.

When we say **Priority**, we mean the things that we need to do first.



When we say **Outcomes** we mean what we learn after we do the things we say we will do.

Pillar 1



Thriving means to grow well

Priority

1. To know what the community think

Outcome

- We want people with disability to feel included and be more in the community





2. Having accessible services – services that are easy to get to, speak with, or use

Outcome

- We want it to be easy for people with disability to get the services they need



3. Accessible information - information that is easy to read, get and know about

Outcome

- People with a disability can get information that they need
- Carers can get information that helps them to speak up



4. Education are things we teach or learn about

Outcome

- Children with a disability get the support they need to start school
- People with a disability can learn things and it should not matter how old they are



5. **Employment** – is having a job they are paid for

Outcome

- People with disability can get and have jobs that make their lives better



Pillar 2

HEALTHY means to feel well in all parts of your body

Priority

1. **Health** is feeling well in your body

Outcome

- We want people with disability to feel good and get to choose healthy food



2. **Mental health** is how you think and feel about yourself

Outcome

- We want people with disability to say their mental health is getting better



3. Accessible housing is a house that is made easy for people with disability to live in

Outcome



- People with disability can get a house that is made for them and that does not cost too much

4. Accessible built & natural environments – are places that are easy to use and access

Outcome



- People with disability can use places in the community like, parks and shops

It should not matter:



- how old they are
- If they have a disability
- How they identify, like male or female
- How they like to celebrate things
- What language they speak
- Or anything else



Pillar 3

Safe - to be free from harm or risk



Priority

1. **Emergency preparedness** – being ready for bad things that might happen

Outcome

- People with disability can get information about what is happening and what to do when really bad things happen, like a fire or a flood



2. **Preventing abuse & neglect** – Stopping people from being hurt or not getting the care they need.

Abuse is when someone hurts your body or feelings. **Neglect** is when you do not get help and support when you need it



Outcome

- People with disability are safe from abuse and neglect



Pillar 4



Opportunity - to have choices about the things you do

Priority



1. **Voice & leadership** is speaking up about things that help you and other people

Outcome

- People with disability have rights and responsibilities in the community and can speak up about them. Responsibilities are the things you need to do when you have rights



3. **Pride & recognition**

Outcome

- People with disability are treated the same as everyone else

It should not matter:

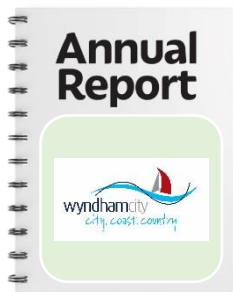
- how old they are
- If they have a disability
- How they identify, like male or female





- How they like to celebrate things
- What language they speak
- Or anything else

Looking at and saying what we have done



Council Departments will give updates to council four times a year about the things they are doing.

The updates will be part of the council's yearly report to the community.

VALID

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