

Title	Access & Equity
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## Policy Type

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Council

## Policy Purpose

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To ensure the City of Cockburn is an inclusive, equitable and accessible local government for its diverse population.

Access, cultural diversity, and equity requirements will be considered and incorporated into all of the City's information provision, facility and service planning and delivery and decision-making processes, in accordance with relevant legislations, including the federal *Australian Human Rights Commission, Age, Disability, Racial and Sex Discrimination Acts*; the *Western Australian Equal Opportunity Act (1984)*; *National Disability Insurance Scheme Act (2013)* and the *Disability Services Act (1993)* which inform the City's Disability Access and Inclusion Plan.

## Policy Statement

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The City of Cockburn aims to maintain and improve the quality of life of its residents by creating an accessible and inclusive community in which information, services, resources, facilities, decision-making processes and other activities are equitably accessible, welcoming and inclusive to all residents.

Access needs are diverse and may include physical, cognitive, psychological, sensory, communication (including language), cultural, socio-economic and literacy considerations. They encompass the range of human diversity including abilities, disabilities, age, family structure, language, sexual identity, gender, cultural, religious and socio-economic background.

The City acknowledges its leadership role in the community and is committed to upholding the social justice principles of access, equity, participation and rights.

### (1) Planning and Development

1. Support the inclusion of social justice principles, equity and access needs into its Strategic Community Plan and all other planning and development processes and activities, including demographic representation.
2. Support City planning, project management systems and service design to consider access needs and adequately budget for universal design and best practice, wherever possible.
3. Ensure adequate resourcing is provided for the provision of facilities, equipment, activities and services that assist people with specific access and/or cultural requirements.

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(2) Participation and Citizenship

1. Ensure residents have an equitable opportunity to participate in City events, decision- making processes, services, activities and opportunities.
2. Ensure residents have access to community education on the role of Local Government and electoral processes and that all residents are encouraged to participate in elections as voters and candidates. Recognise that a demographically representative diversity of candidates in elections is valued.
3. Recognise that a demographically representative diversity for candidates in elections is valued.
4. Provide information to residents about their rights and mechanisms to complain, with any grievances and concerns addressed through fair, accessible and equitable processes, in a timely manner.
5. Provide systemic advocacy and support where inequality, gaps, vulnerability and other access needs and barriers are identified that prevent participation by individuals and groups in community life.

(3) Information and Communication

1. Ensure information created and provided by the City is universally accessible for people with disability and access needs and is available in a variety of formats and languages on request.
2. Require a Language Services Procedure be developed and implemented across the organisation.

(4) Social and Cultural Inclusion

1. Recognise that respect for the local Nyungar traditional custodians of this land and for other Aboriginal and Torres Strait Islanders is the foundation for meaningful relationships and participation.
2. Support social cohesion and commit to the elimination of racism and all other discrimination within the community.
3. Support cultural and linguistic maintenance and development as a means of enhancing personal growth, quality of life and community diversity.

(5) Training and Development

1. Provide competency training and professional development to staff (including use of translation and interpreting services), to ensure a sound understanding of culturally and/or linguistically diverse communities, people of Aboriginal and Torres Strait Islander backgrounds and people with disability.
2. Support Elected Members to attend disability access and inclusion training and cultural awareness, and Aboriginal cultural competency training to enhance understanding of the value of community diversity.

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Strategic Link:	Cultural Diversity Strategy; Disability Access and Inclusion Plan; Reconciliation Action Plan; Age Friendly Strategy
Category	Community Support & Development
Lead Business Unit:	Community Development and Services
Public Consultation: <b>(Yes or No)</b>	Yes
Adoption Date: (Governance Purpose Only)	11 March 2021
Next Review Due: (Governance Purpose Only)	March 2023
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