

Policy Type

Council

Policy Purpose

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

The City of Cockburn aims to maintain and improve the quality of life of its residents, staff and visitors 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.

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 all abilities, 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.

(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 provide feedback, 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.
6. Ensure a workplace culture that embraces diversity, equity, inclusion and belonging to assist in the attraction and retention of people of all abilities in employment at the City of Cockburn.

(3) Information and Communication

1. Ensure information created and provided by the City is universally accessible and is available in a variety of formats and languages on request.

(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 and Elected Members (including use of translation and interpreting services), to ensure a sound understanding of Culturally and/or Linguistically Diverse communities, First Nations people and people with disability.

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: (Yes or No)	Yes
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