

# Disability Inclusion Action Plan

## 2022–2026

Easy Read version



## How to use this plan



City of Ryde wrote this plan. When you see the word 'we', it means City of Ryde.



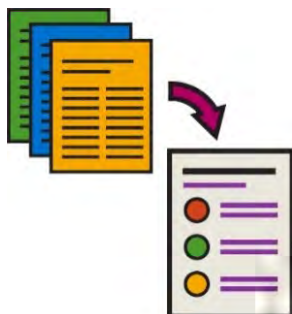
We wrote this information in an easy to read way.  
We use pictures to explain some ideas.

Not bold  
**bold**

We wrote some important words in **bold**.  
This means the letters are thicker and darker.



We explain what these bold words mean.  
There is a list of these words on page 36.



This Easy Read plan is a summary of another plan.  
This means it only includes the most important ideas.



You can find the other plan on our website.  
[www.ryde.nsw.gov.au/DIAP](http://www.ryde.nsw.gov.au/DIAP)

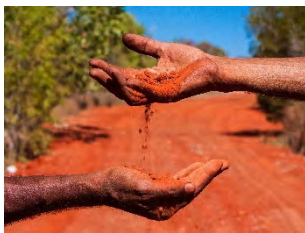




You can ask for help to read this plan.  
A friend, family member or support person  
may be able to help you.



**First Nations peoples** are also known as  
Aboriginal and Torres Strait Islander peoples.



We recognise First Nations peoples are the  
traditional owners of our land – Australia.

They were the first people to live on and use the:



- land



- rivers



- seas.

## What's in this plan?

What we want for City of Ryde	5
What did we do over the last 4 years?	7
The laws that apply	10
What did people tell us?	12
Our Disability Inclusion Action Plan	14
1. Our attitudes	16
2. Accessible communities	21
3. Helping people get good jobs	27
4. Services and communication	29
Making sure our plan works	34
Word list	36
Contact us	38

## What we want for City of Ryde



We want to make City of Ryde more **accessible**.



When the community is accessible, it is easy to:

- find and use things
- travel around.



We want to make City of Ryde more **inclusive**.



When the community is inclusive, everyone:

- can take part
- feels like they belong.

We want City of Ryde to be a place where everyone:



- feels welcomed and supported



- is treated with respect



- gets an equal chance.

## What did we do over the last 4 years?



Over the last 4 years we reached some of our goals to make the City of Ryde more:

- accessible
- inclusive.



We made an award that celebrates inclusive businesses.



We shared stories about people with disability in our community.



We had lots of inclusive:

- events, like our All Abilities Disco
- celebrations, like Carers Week.



We made some of our public spaces more accessible.



We worked out how we can make travelling in the City of Ryde more accessible.

We wrote plans about:



- our public spaces



- how we will support the community to grow.



We had an inclusive event about jobs for young people.



We looked at how we hire people.

We wanted to find out:

- what needs to change
- how it can be more inclusive.





We supported everyone in the community to take part in a project to make our natural areas better.



We trained our staff about being inclusive.



When organisations wanted to use our public spaces, we made them cheaper to hire.

This helped those organisations provide disability supports.

## The laws that apply



We have a law in New South Wales called the *Disability Inclusion Act 2014* (the Act).



The Act explains the rules that everyone must follow.



The Act makes sure people with disability in New South Wales are treated fairly.



The Act says we must have a Disability Inclusion Action Plan.

We call it a Plan.



We also follow the Australian Disability Strategy.

The Australian Disability Strategy is a plan about supporting people with disability in all areas of their lives.



We also follow the *United Nations Convention on the Rights of Persons with Disabilities* (UN Convention).



The UN Convention is an agreement between different countries.



It sets out the **rights** of people with disability around the world.



Rights are rules about how everyone should be treated:

- fairly
- equally.

## What did people tell us?



We asked people to share their ideas about how we can be more:

- accessible
- inclusive.



People told us we need to make parts of the City of Ryde more accessible.



People said we need better ways to share information.



They also told us we need more events that:

- connect the community
- let the community share information.





People said we need to do a good job of sharing information with disability services.



They also told us we should keep running our free bus service that takes you to local shopping centres.



People said we should have meetings where people with disability can tell us what they think.

# Our Disability Inclusion Action Plan



Our Plan talks about how we will make the City of Ryde more:

- accessible
- inclusive.



**Themes** are important ideas that come up in different areas of our work and lives.



Our plan has 4 main themes.

## 1. Our **attitudes**

Attitudes are what you:

- think
- feel
- believe.





## 2. Accessible communities



## 3. Helping people get good jobs



## 4. Services and communication



Each theme has a list of things we must do to reach our goals.

We talk more about each theme on the following pages.

# 1. Our attitudes

## Celebrating people with disability in the community



We will make a program that tells the community which businesses are inclusive.



We will talk about the experiences of people with disability in our information.



We will also share our new Plan.

This includes the goals we reached in our last Plan.



We will celebrate International Day of People with Disability.



## Connecting with the community

We will help the community learn how to:



- talk about disability



- act towards people with disability.



When you want to hire our public spaces, we will include information about how the space is:

- accessible
- inclusive.



We will connect with people from different backgrounds.

This will help us make sure we include everyone in our community.

## Programs that make the community more inclusive



We will make a list about how to be inclusive.

We will share it with businesses to follow.



We will support community groups when they:

- need to hire our public spaces
- use disability supports.



We will include information in our event guide about how to make events:

- accessible
- inclusive.



We will also tell the community when events are:

- accessible
- inclusive.



When we plan our events, we will connect with performers with disability.



We will support people to apply for money to pay for inclusive projects.

We will help organisations plan:



- inclusive activities



- programs to help people with disability take part in the community.



We will keep running sports programs for people with disability.



We will speak up about tools to help the community in an emergency.

## Making our events welcoming



**Volunteers** are people who work but don't get paid.

Volunteers usually do work that help other people.



We will train volunteers about how they can support people with disability at our events.



We will also support people with disability to be volunteers at our events.

## Understanding disability in the Council



We will train our staff about:

- working with people with disability
- being inclusive.



When we have new people working at the council, we will share our Plan with them.



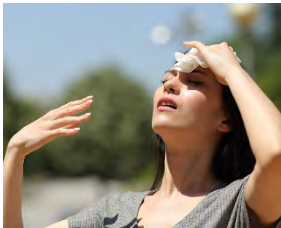
## 2. Accessible communities

### Travelling around the City of Ryde

We will write a plan about being ready for:



- things that might go wrong, like an accident



- bad weather, like a heatwave.

We will create programs to support people in bad weather, including:



- people with disability



- older people.



We will work out how to make travelling around the City of Ryde more accessible.



When we do road works, we will make sure our footpaths are still accessible.



When we decide how to spend our money, we will focus on making travel more accessible.

We will make our:



- signs more accessible



- public transport more accessible.



We will also work with the NSW Government on a parking app that shows which accessible car parks are available.

## Public spaces that are accessible



When we plan events, we will make sure our services are accessible.

For example, having an accessible toilet at a public space.



We will look at how we can make our parks and playgrounds:

- more accessible
- last a long time.



We will also make some of our public spaces more accessible.

This includes our public:



- libraries



- pools.

## Making council buildings more accessible



When we start new building projects, we will look at what we learnt in the past about making spaces accessible.



We will make a list of things we must do to make our council buildings more accessible.



We will look at plans for making our public spaces more accessible to check what:

- works well
- can be better.

This includes plans for our:



- council buildings



- bus stops.





We will also make our public toilets:

- better
- more accessible.



We will support community places people go to for fun, including disability sports groups.

### **Making our town centres more accessible**



We will work out ways to make local businesses accessible.



We will also make sure all elections are accessible.



We will work with people who own large blocks of land to make their land more:

- accessible
- inclusive.



We will support builders to think about being accessible when they plan new buildings.

## Homes that meet the communities needs



We will look for chances to create new homes that support people with disability to do things on their own.

We will keep making Waterloo Road Linear Park more:



- accessible
- inclusive.



We will support new, accessible buildings in our town centres.

For example, making older buildings more accessible.

### 3. Helping people get good jobs

#### Being leaders in employment



**Employment** means you:

- have a job
- do work
- get paid.

We will be more inclusive when we:



- hire people with disability



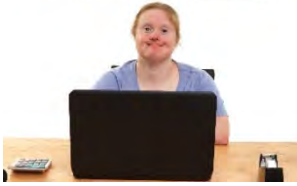
- offer work experience for people with disability.



We will also tell the community about the people with disability who work in the Council.



We will train our staff about employment for people with disability.



We will support people to work in ways they meet their needs.

For example, working some of the time at home and some of the time in the office.



We will work with employment services to find people with disability to work in the Council.

## **Supporting people with disability to find employment**



We will have a meeting with different organisations about how to support people with disability when they move into work.



We have a list for employers to help them hire people with disability.

We will tell organisations about this list.

## **Training people with disability to work**



We will work with different organisations to speak up about the employment goals people with disability want to reach.



## 4. Services and communication

### Accessible information

We will make our information better for:



- people with disability



- people who speak English as a second language.



We will connect with local disability services to share information about our:

- events
- services.



We will share our tools with the community about being ready for emergencies.

We will make sure our:



- call centre workers know how to talk to people with disability



- events have Auslan interpreters if guests need them.



People who are deaf or don't hear well use Auslan to communicate.

An Auslan interpreter is someone who uses Auslan to help you understand what someone says.

We will also make our website:



- is accessible



- has links to disability services



- talks about what's happening in City of Ryde.



We will keep checking the information about disability services in our libraries to see if they:

- are up to date
- can be better.



If our information and services aren't accessible, we will make sure people with disability only need to contact one person.

### **Including people with disability when we make decisions**



We will train our staff about how to connect with the community in ways that are:

- accessible
- inclusive.



When we connect with the community, we will make sure we have lots of ways we can connect with them.

## Making our services more accessible

We will train our staff about how to:



- help people with disability find accessible information



- know when to help people with disability, like if they need support to move around in a building.



We will also support people with disability to tell us when we need to change our buildings. For example, adding an accessible ramp.



We will have spaces in our council buildings where people with disability can get support to use technology.



We will look at how we can have one accessible place for all of our information.

## Making our community more inclusive



We will set goals for our managers about being:

- accessible
- inclusive.



We will keep supporting people with disability to take part in projects that help our natural environment.



When we want to work with different services, we will make sure those services are:

- accessible
- inclusive.



We will tell the community about rubbish collection for people with disability.



We will support services for young carers who look after people with disability.



We will make tools that help people with disability take part in decisions that affect them.



## Making sure our plan works



We will keep track of how well our Plan is going.

We will make sure it:



- includes how we will reach our goals



- stays up to date



- meets the needs of people with disability.



We will write a report about our Plan each year.



Our Plan will last for 4 years.

## Word list

This list explains what the **bold** words in this document mean.

### Accessible



When the community is accessible, it is easy to:

- find and use things
- travel around.

### Attitudes



Attitudes are what you:

- think
- feel
- believe.

### Auslan interpreters



People who are deaf or don't hear well use Auslan to communicate.

An Auslan interpreter is someone who uses Auslan to help you understand what someone says.

### Employment



Employment means you:

- have a job
- do work
- get paid.



## First Nations peoples

First Nations peoples are also known as Aboriginal and Torres Strait Islander peoples.

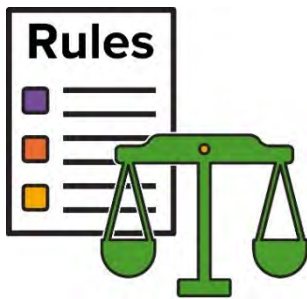
## Inclusive



When the community is inclusive, everyone:

- can take part
- feels like they belong.

## Rights



Rights are rules about how everyone should be treated:

- fairly
- equally.



## Themes

Themes are important ideas that come up in different areas of our work and lives.



## Volunteer

Volunteers are people who work but don't get paid.

Volunteers usually do work that help other people.

## Contact us



You can call us.

**(02) 9952 8222**



You can send us an email.

**[cityofryde@ryde.nsw.gov.au](mailto:cityofryde@ryde.nsw.gov.au)**



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**[www.ryde.nsw.gov.au/DIAP](http://www.ryde.nsw.gov.au/DIAP)**



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