



ACCESSIBLE DOCUMENT



DISABILITY INCLUSION ACTION PLAN (DIAP)

2025–2029



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Statement of Acknowledgement

The City of Casey proudly acknowledges the Traditional Owners, Casey's Aboriginal communities and their rich culture and pays respect to their Elders past, present and future. We acknowledge Aboriginal people as Australia's first people and as the Traditional Owners and custodians of the land on which we work and live.

Diversity Statement

The City of Casey is also home to a remarkable diversity of cultures, languages, faiths, identities, landscapes, and stories. From our first Australians to our most recent arrivals and every wave between, the City of Casey welcomes and represents all community members and their respective ambitions to live healthy, rewarding, and happy lives.

About this Action Plan

This plan will:

- Help remove barriers for people with disability, their families, and carers.
- Promote fairness, inclusion, and the involvement in the community.

We know that:

- People with disability have different experiences.
- Many people with mild or moderate disability are not always counted.

The plan also supports people from other groups, such as:

- Aboriginal and Torres Strait Islander people.
- People from different cultures, races, or backgrounds.
- People of all genders and sexual orientations.

The plan includes actions to:

- Make buildings, services, and information easier to use.
- Help people with disability join in community activities.
- Support people with disability to feel safe and respected.
- Become a workplace that welcomes people with disability.

We will:

- Work with the community to make these changes happen.
- Create a place where everyone feels included and valued.



Disability in the City of Casey

In the City of Casey, many people need help with daily tasks.

- ⊕ Around 19,000 people need a lot of help.
- ⊕ There are also people with milder disabilities.
- ⊕ It might be 81,000 people.

81,000

People with disability
in the City of Casey

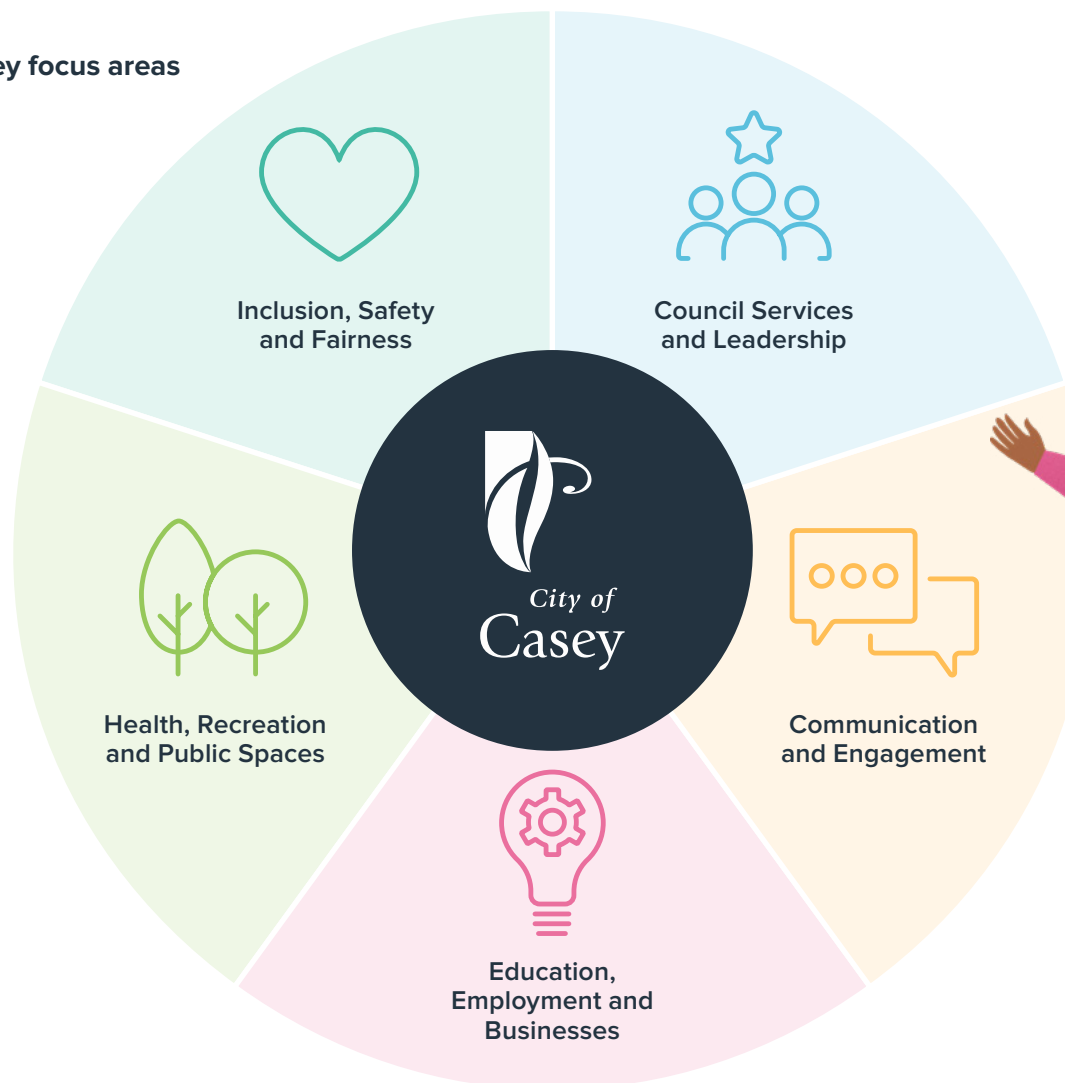


Action Plan

The Action Plan includes actions around:

- ⊕ Council services and leadership
- ⊕ Communication and engagement
- ⊕ Education, employment and businesses
- ⊕ Health, recreation and public places
- ⊕ Inclusion, safety and fairness

Key focus areas



OUR MAIN GOALS

The Action Plan has four main goals:

- ⊕ Making places, information, and programs easy to use.
- ⊕ Supporting people with disability to join the community and stay well.
- ⊕ Standing up for better living conditions.
- ⊕ Creating a safe, respectful, and empowering environment.

Strategic Objectives

Council services, buildings and information are easy to use

Council helps people join in and stay healthy

Council helps people with disability be confident and succeed

Council hires and keeps people with disability





OUTCOME AREA 1: COMMUNITY SERVICES AND LEADERSHIP



Making things accessible and inclusive

- ⊕ Check if existing buildings and places are easy to use for people with disability and others with different needs.
- ⊕ Make special 'access keys' for our buildings to help everyone get around.
- ⊕ Look for ways to make sure new buildings and places are easy to use for people with disability right from the start.
- ⊕ Work together to make sure our services are accessible for everyone, including people with disability.



Promoting participation and well-being

- ⊕ Check our policies and processes to make sure they're fair for people with disability.
- ⊕ Promote external funding opportunities that will support disability groups and accessibility and inclusion programs within the community.
- ⊕ Keep an eye on any new rules from other levels of government about disability and implement or promote them.
- ⊕ Keep track of changes to programs that help people with disability, including the NDIS, and provide information to the community.
- ⊕ Connect with Monash Health to help improve the experiences of people with disability when receiving primary healthcare.
- ⊕ Partner with other councils in the southern region to connect local disability services and collect data.
- ⊕ Help carers and groups that support them with information and events.
- ⊕ Work with landowners to improve disability parking regulations.
- ⊕ Ask higher levels of government to make transportation easier for people with disability and housing more affordable and accessible.
- ⊕ Provide opportunities for people with disability to participate in decision-making and have leadership opportunities.
- ⊕ Make sure Council meetings are online so everyone, including people with disability, can join in easily.



OUTCOME AREA 2: COMMUNICATION AND ENGAGEMENT



Making things accessible and inclusive

- ⊕ Create a webpage that has information about things that impact people with disability.
- ⊕ Review Council's website to make sure it's easy for people with disability to use.
- ⊕ Look at rules and guidelines for how we communicate to make sure information can be understood and accessed easily.
- ⊕ Teach employees to produce accessible communications and information.
- ⊕ Make sure customer service practices are accessible for people with disability.



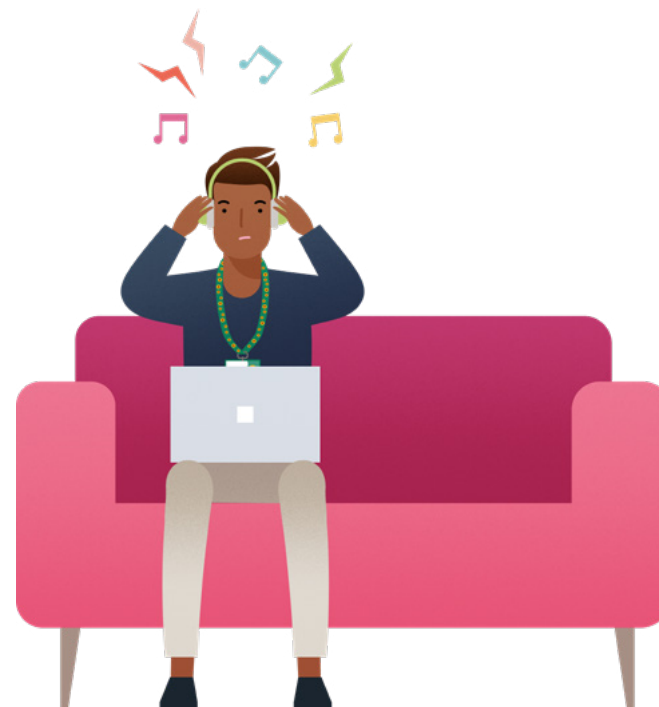
Promoting participation and well-being

- ⊕ Make sure everyone can join in when we ask for opinions from the community, especially people with disability.
- ⊕ Find ways to engage with children and young people with disability to make sure we understand their needs.



Empowering people with disability

- ⊕ Look at the pictures we use to make sure they show all different kinds of people, including people with disability.





OUTCOME AREA 3: **EDUCATION, EMPLOYMENT AND BUSINESSES**



Promoting participation and well-being

- ⊕ Support children with disability and their families to join kindergarten programs by making information and registration easy to access.
- ⊕ Support educators to include children with disability in kindergarten programs.
- ⊕ Work with local groups to give more opportunities for people with disability to volunteer within the community.
- ⊕ Give awards to local businesses that excel at being accessible for people with disability.
- ⊕ Provide information to local businesses and groups about how to make things easier for people with disability.



Promoting fair employment practices for people with disability

- ⊕ Review our hiring process to make sure everyone, including people with disability, has a fair chance.
- ⊕ Create a policy to support employees with disability to do their job, and train managers to help them.
- ⊕ Check our rules and how we manage employees to make sure they're fair for people with disability.
- ⊕ Train employees in a way that's easy for everyone to understand.
- ⊕ Give opportunities for employees with disability to lead and get advice to help them grow in their career.
- ⊕ Provide training for employees and managers about disability in the workplace.
- ⊕ Establish a network of employees with disability to inform us about how we can help people with disability at work.
- ⊕ Promote the 'Future You' program to include more people with disability.
- ⊕ Make a program to show that Council is a disability confident employer.



OUTCOME AREA 4 HEALTH, RECREATION AND PUBLIC SPACES



Making things accessible and inclusive

- ⊕ Ensure all new parks have playgrounds for children with disability.
- ⊕ Ensure that when we fix up parks, they're safe and everyone can use them.



Promoting participation and well-being

- ⊕ Teach community sports clubs about disability and help more people with disability join in sports activities.
- ⊕ Review how events are planned to make sure everyone can join in.
- ⊕ Promote inclusion of people with disability in sports, art, and cultural events.
- ⊕ Showcase art and performances by people with disability at Bunjil Place.
- ⊕ Provide story time events at libraries for children with disability.
- ⊕ Create a quiet space at Bunjil Place for people who need a break.
- ⊕ Celebrate International Day of People with Disability (IDPD).



OUTCOME AREA 5 INCLUSION, SAFETY AND FAIRNESS



Making things accessible and inclusive

- ⊕ Deliver programs and services to help children with disability.
- ⊕ Look for opportunities for more inclusive services like how we collect rubbish or raise awareness about recycling.



Promoting participation and well-being

- ⊕ Support people who care for people with disability through groups, events and by providing information.



Fostering a safe and respectful community

- ⊕ Help people with disability and their families get ready for emergencies.
- ⊕ Check and update our plan for emergencies to make sure people with disability are considered.
- ⊕ Check our Emergency Relief Centres to make sure they have what people with disability need.
- ⊕ Ensure actions to reduce family violence include people with disability.
- ⊕ Identify and solve problems with safety in public places for people with disability, their carers and families.



Empowering people with disability

- ⊕ Talk to multicultural, migrant, and refugee communities, Aboriginal and Torres Strait Islander communities, women and girls, and LGBTQIA+ people with disability to understand their experiences and be guided by them about the help they need.
- ⊕ Promote the Hidden Sunflowers Program in different places like Bunjil Place, customer services, Wilson Botanic Park, and Myuna Farm.
- ⊕ Make the community aware of disability inclusion and help them understand disability discrimination.

Contact the City of Casey:

Web: casey.vic.gov.au

Email: caseycc@casey.vic.gov.au

Phone: 03 9705 5200

Post: PO Box 1000, Narre Warren VIC 3805

NRS: 133 677 (for the deaf, hearing or speech impaired)

Customer Service Centres:

Narre Warren: Bunjil Place, 2 Patrick Northeast Drive

Cranbourne: Cranbourne Park Shopping Centre



TIS: 131450 (Translating and Interpreting Service)

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