

DISABILITY INCLUSION ACTION PLAN (DIAP)

2025–2029



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.



Contents

Message from the Mayor	3
Executive Summary	4
Purpose of the Action Plan	5
Disability in the City of Casey	6
Development of the Action Plan	7
Disability planning in Australia	7
Planning at the City of Casey	8
Guiding principles	9
Making Change Happen	10
Role of Council	10
Driving meaningful change	11
Outcomes Framework	12
How will we implement the action plan?	14

Action Plan	15
Whole-of-Council approach	15
Strategic objectives and key directions	17
Priority Actions	18
Outcome area 1: Community services and leadership	18
Outcome area 2: Communication and engagement	22
Outcome area 3: Education, employment and businesses	25
Outcome area 4: Health, recreation and public spaces	29
Outcome area 5: Inclusion, safety and fairness	33
Priority Actions by Strategic Objective	38



Message from the Mayor

It is my great pleasure to present the City of Casey's Disability Inclusion Action Plan 2025–2029. This plan reaffirms our commitment to creating a more inclusive and accessible community where people with disability can fully participate in all aspects of life.

Over the next four years, this plan will guide our efforts to remove barriers, increase awareness, and embed accessibility and inclusion into everything we do—from our policies and programs to our services and facilities. We recognise the importance of leading by example and ensuring that people with disability have a strong voice in shaping our city.

Beyond Council's own responsibilities, we also want to inspire and support local businesses, organisations, and community groups to embrace inclusion in their everyday operations. A truly inclusive city is one where everyone feels valued, connected, and empowered.

I extend my sincere thanks to the community members, advocates, disability service providers, and organisations who contributed their insights and experiences to the development of this plan. Your voices have been instrumental in shaping a strategy that reflects the needs and aspirations of our diverse community.

I look forward to working together to make the City of Casey a place where accessibility and inclusion are at the heart of everything we do.



Cr. Stefan Koomen
Mayor, City of Casey



Executive Summary

The Disability Inclusion Action Plan (DIAP) reflects Council's commitment to upholding the rights of people with disability and ensuring equitable access within the City of Casey.

This action plan is a way for us to systematically review and address the barriers faced by people with disability, their families, and carers. These barriers can include direct barriers like inaccessible Council buildings and facilities, or indirect barriers like negative attitudes or lack of access to civic processes. By removing these barriers, we aim to promote equity and inclusion for people with disability, while promoting their contribution within the community and to civic life.

At Council, we understand that people with disability have very different experiences. For this reason, while we will continue to promote Universal Design, we will also incorporate tailored approaches to activities and initiatives where possible. We will also advocate for an accurate estimate of the number

of people with disability in the City of Casey. While Census data can tell us the number of people with severe limitations, we will think broadly and recognise there are more people with moderate to mild disability within our community who are often not counted. Within this action plan, Council will also seek to understand the needs of people with disability from intersecting and marginalised groups, considering gender diversity, sexual orientation, race, ethnicity, and Aboriginal and Torres Strait Islander people.

When developing this action plan, we have deliberately taken a comprehensive approach. This is because we recognise the breadth of the barriers faced by people with disability and that disability access and inclusion intersects with almost all services offered by Council. We have divided the priority actions within the action plan into five (5) Outcome Areas based on services, which allows people with disability to ask: "what's in it for me"?

Within these Outcome Areas we will address the four main questions that form the foundation of this action plan:

- ⊕ How can we make buildings, services, and information more inclusive and accessible?
- ⊕ How can we promote community participation and well-being of people with disability?
- ⊕ How can we empower people with disability and foster a safe and respectful environment?
- ⊕ How can we become an employer of choice for people with disability?

Over the next four years, Council will work closely with people with lived experience of disability, carers, families, and disability service providers, to undertake the priority actions set out in this plan. Our progress will be closely monitored so that we can be adaptable, ensure success, and to be accountable to the commitment we have made within this plan. We invite the City of Casey community to join in this important work. By supporting and participating in these initiatives we can create an inclusive and accessible community where people with disability feel valued and included.



Purpose of the Action Plan

This Action Plan is an important tool to help the City of Casey foster a more inclusive community and address barriers experienced by people with disability, their families, and carers.

Everyone deserves the opportunity to participate fully in society, regardless of their abilities. Yet barriers continue to persist, including inaccessible services and facilities, impacting the lives of people with disability. This plan signifies Council's dedication to systematically removing these barriers, upholding the rights of people disability, and ensuring equitable access to everyday resources and opportunities.



Disability in the City of Casey

What is disability?

Disability is an umbrella term for impairments of body function or structure, activity limitations or restrictions on participation. Under the Disability Discrimination Act 1992, disability can be physical, intellectual, psychiatric, sensory, neurological, or about learning, which can exist presently, have existed previously, may exist in the future, or be perceived to exist.

SOURCE: Commonwealth of Australia Disability Discrimination Act 1992 and World Health Organisation (WHO) international Classification of Functioning (2001).



Disability Profile

In Australia, disability is measured through various means, including Census counts, surveys, or by the National Disability Insurance Scheme (NDIS). However, these data sources often underestimate the true prevalence of disability. According to the Australian Bureau of Statistics (ABS) 2021 Census, 18,994 people require assistance with daily living due to disability in the City of Casey. While Census data suggests around 4.7% of Casey residents face severe limitations, the actual number of people with any form of disability may be substantially higher, possibly around 20% or 81,083 people. Understanding the true number of people impacted by disability is essential to effectively plan services, programs, and initiatives.

Disability Profile in the City of Casey

53%

Women with disability

12%

Providers of unpaid care

11%

Of Aboriginal and Torres Strait Islander People have disability

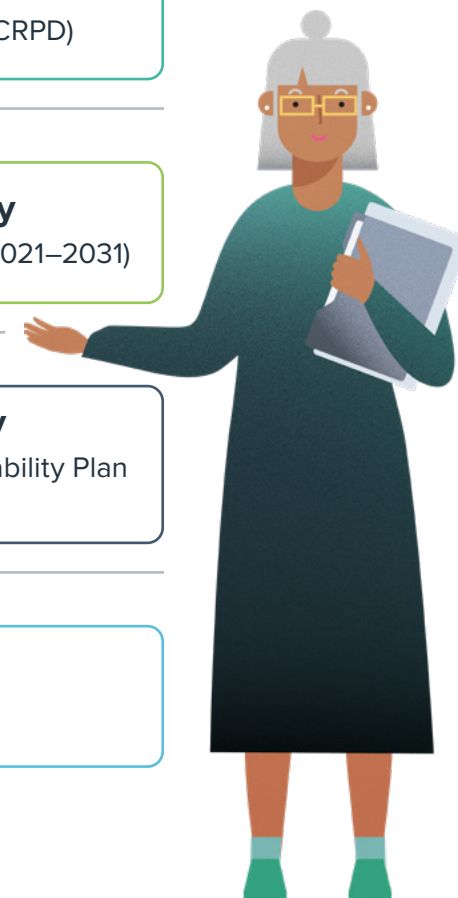
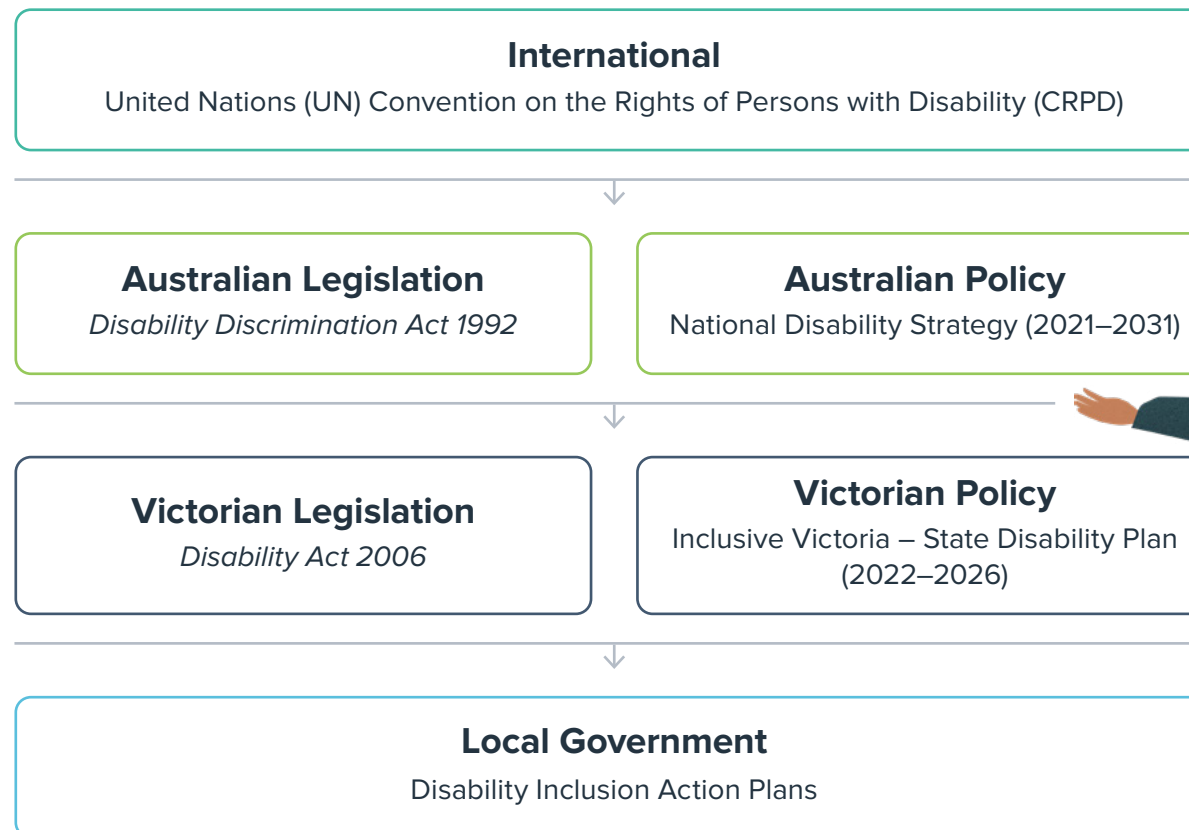
Source: Australian Bureau of Statistics 2021 Census

Development of the Action Plan

DISABILITY PLANNING IN AUSTRALIA

Local government disability inclusion action plans (DIAPs) are positioned within Australian and Victorian disability policy and legislative framework, which is an integrated approach to building a more inclusive society. Over recent decades, heightened awareness of the challenges faced by people with disability has brought disability issues to the forefront of political reform, both within Australia and internationally. This shift towards a human rights approach, catalysed by the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD), underscores the importance of addressing discrimination and promoting equality. Within this framework, local government DIAPs offer localised strategies tailored to the needs and aspirations of communities.

Australian disability legislative and policy framework



PLANNING AT THE CITY OF CASEY

Effective planning and reporting are crucial for ensuring transparency and accountability.

This plan will be integrated into Council's broader planning framework, fulfilling Council's obligations under the *Local Government Act 2020*, which mandates an integrated approach to planning, monitoring, and performance reporting to maximise limited resources for community benefit. Council's Integrated Planning Framework is community-driven, ensuring that strategies and resources are aligned with community aspirations. This transparent framework is regularly monitored to ensure progress towards agreed goals while adapting to evolving community needs and expectations.

City of Casey Integrated Planning Framework



GUIDING PRINCIPLES

Guiding principles provide a structured framework to ensure the Action Plan is equitable and effective.

These principles help maintain focus on core values such as inclusivity, respect, and empowerment, and ensure that the diverse needs and rights of people with disability are recognised and addressed.



Commitment to inclusion

We aim to make disability inclusion a core value in everything we do, from policies to services.



Fair decision-making

We strive to ensure marginalised voices are heard and everyone can participate in decision-making processes.



Respecting rights

We believe in the equal rights and dignity of people with disability, advocating for their full participation in society.



Promotion of the social model of disability

We promote the idea that it's the environment, not the individual, that creates disability, and strive to make our surroundings more inclusive.



Community inclusion

We work closely with diverse communities, valuing their strengths and involving them in shaping programs and services to meet their needs.



Understanding differences

We recognise that people have different identities and may face discrimination based on various factors like age, gender, and race, in addition to disability.



Tailored support

We understand that each person's experience with disability is unique and offer support accordingly.



Using evidence and experience

We make decisions based on both research evidence and the real-life experiences of people with disability and the community.

What is the social model of disability?

The social model of disability sees a person with impairment becoming 'disabled' only when they interact with environmental, attitudinal, and institutional barriers that stop them from participating. These barriers must be removed to enable people living with impairments to participate within the community on an equal basis with others.



Source: People with Disability Australia

Making Change Happen

ROLE OF COUNCIL

The City of Casey offers an extensive range of services, programs, and initiatives, spanning the physical, community and support environments.

Council areas of influence



Physical Environment

Footpaths, streetscapes, buildings, recreation and community facilities



Community Environment

Programs and initiatives which increase a sense of belonging and wellbeing



Services and Support

Personal support services

Within these environments, Council plays several roles which can actively contribute to inclusive environments, including as a leader, service provider, provider of information and connector. Council also plays two additional roles in relation to disadvantaged or marginalised groups, including people with disability. The City of Casey serves as a significant employer, leading by example providing employment opportunities for people from diverse backgrounds. Council also acts as an empowerer, striving to address inequalities and dismantle barriers to everyday resources and opportunities.



Role of Council

Leader

Advocating on behalf of the community to other levels of government to improve health and wellbeing outcomes

Provider of Information

Providing accessible information to the community

Employer

Leading by example and employing and retaining people from diverse backgrounds

Service Provider

Planning and managing community services and facilities to ensure they are inclusive and accessible

Connector

Creating partnerships and networks to support service delivery

Empowerer

Addressing power imbalances experienced by disadvantaged or marginalised groups

DRIVING MEANINGFUL CHANGE

Local government plays an important role in reshaping health and wellbeing within communities. Recent research has shown how this occurs through key enablers for change. Key enablers are essential elements or factors that facilitate or support successful change within an organisation, community, or system.

Key enablers for change in local government include:

- Equity-centric culture
- Integrated planning
- Equitable environment
- Partnerships and collaboration
- Equitable representation

These key enablers are similar to drivers for changing community attitudes identified by the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, illustrating the strong link between community attitudes and inclusive communities.

Key Enablers for change in local government

Key Enabler	Enabler
 Developing an equity-centric culture Fostering a clear understanding of equity and building organisation-wide competence.	• Clear conception of equity • Developing organisation-wide competency
 Integrated planning approach Coordinating with other government levels and having an integrated approach to Council planning.	• Linking with other levels of government • Integrated planning approach within Council planning and reporting
 Restructuring the environment Ensuring fair regulations, services, facilities, and accessible information.	• Ensuring regulation and policy are equitable • Ensuring services and facilities are equitable • Providing accessible information
 Partnerships and collaboration Gaining community support, building networks, and engaging with people with disability.	• Fostering strong support from the community • Building supportive and collaborative partnerships and networks • Ensuring contact and interaction with people with disability
 Equitable representation Promoting fair leadership and media representation.	• Modelling and leadership • Ensuring equitable media representation

This Action Plan aligns each priority action with key enablers for change to ensure our goals are reached. By fostering an equity-centric culture, coordinated planning, equitable environments, strong partnerships, and fair representation, we are set to achieve meaningful and sustained outcomes.

OUTCOMES FRAMEWORK

The Outcomes Framework is a structured approach to plan, implement, monitor, and evaluate the effectiveness of the Action Plan.

It outlines a logical sequence linking inputs and activities to desired outcomes and impacts, ensuring that all aspects of the plan are aligned towards achieving specific goals. The Outcomes Framework includes a Program Logic, which maps out the connections between resources, actions, and

expected results; an Implementation Plan, which specifies the steps, timelines, responsibilities, and resources required; and monitoring and evaluation processes, which provide continuous assessment and feedback to inform necessary adjustments and ensure success.

Outcomes framework

Program Logic	Key Enablers for change	Implementation Plan	Monitoring and Evaluation	OUTCOMES
Inputs, Activities, Outputs	Outcomes, Impacts	Steps, Timelines, Responsibilities, Resources	Continuous Assessment, Feedback, Refinement, Reporting, Evaluation	



Program Logic

Program logic

Key Enablers	Program logic			Outcomes		
	Inputs	Activities	Outputs	Short-Term	Medium-Term	Long-Term
Equity-centric culture	- Resources - Training materials	Capacity building activities and awareness campaigns	Training sessions, workshops and community awareness campaign	Increased awareness of disability, equity and inclusion	Equity-focused behaviour	Equitable and accessible community
Integrated planning	- Policy resources - Planning tools - Expertise in disability policy	- Track Australian and Victorian disability policy - Develop inclusive policies programs and initiatives	- Policies, programs and initiatives aligned with Australian and Victorian disability policy - Inclusive policies, programs and initiatives	Awareness of Victorian and National Disability policy	Integration with Victorian and National Disability policy	Driving change at the community level
Restructuring the environment	Accessibility resources and expertise	- Accessibility audits - Implement improvements	Accessible services, facilities and information	Initial improvements to environment	Broad improvements to the environment	Sustainable and fully accessible environment
Partnerships and collaboration	- Partnership agreements - Collaboration tools - Community outreach	- Build relationships - Host collaborative events	- Partnerships formed - Collaboration events held	Initial partnerships	Active partnerships	Long-term collaboration
Equitable representation	- Recruitment resources - Advocacy tools - Community engagement	- Recruit diverse candidates - Promote diverse representation in decision-making	- Diverse committees - Diverse candidates recruited	Representation improved	Equitable representation and decision-making	Diverse leadership

HOW WILL WE IMPLEMENT THE ACTION PLAN?

Council will implement the Action Plan using an outcomes framework, which is like a roadmap to reach a desired destination. It helps us plan, put things into action, keep track of progress, and see how well the Action Plan is working. This framework provides a clear link between our actions and the results we want to achieve.

Here's how we will keep track of things:



1. Foundation Checkpoint (Formative Evaluation):

This is like checking the ground before building a house. Done at the beginning of the plan, we will look at the starting conditions and make sure we have everything we need to get going.



2. Progress Pulse Check (Developmental Evaluation):

This is like checking your pulse to see how you're doing. Throughout the next four years, we will continue to check how things are going, find any areas that need changes, and make sure important actions are on the right track to reach our goals.



3. Impact Spotlight (Outcome Evaluation):

This is like turning on a spotlight to see what our efforts have achieved. Towards the end of the Action Plan, we will check the results and make any last changes to ensure we are successful.



4. Transformation Check (Impact Evaluation):

This is like stepping back to see the bigger picture. At the end of the Action Plan, we will look at the wider effects of the plan on the community, understanding the lasting changes it has brought about. We will then use this information to think about how we can keep improving into the future.

Action Plan

WHOLE-OF-COUNCIL APPROACH

In Victoria, local government is committed to dismantling barriers to equal participation for people with disability by systematically addressing the attitudes, practices, and structures that impede full integration into community life. Recognising the multifaceted nature of these barriers, Disability Inclusion Action Plans (DIAPs) need to adopt a comprehensive, whole-of-council approach.



The City of Casey provides a wide range of services, almost all of which interact in some way in the lives of people with disability.

This plan has reimagined these services into five overarching outcome-oriented goals or Outcome Areas, which align with Council services, health determinants, and best practice in local government disability inclusion planning.

Outcome Areas

Outcome Area	Description
 Council Services and Leadership	• Community services and facilities • Governance and leadership
 Communication and Engagement	• Information and communication • Consultation and engagement
 Education, Employment and Businesses	• Local shops and businesses • Early education • Employment
 Health, Recreation and Public Spaces	• Health and recreation • Public and open spaces • Events and activities
 Inclusion, Safety and Fairness	• Inclusion and fairness • Respect and safety



STRATEGIC OBJECTIVES AND KEY DIRECTIONS

The Action Plan focuses on four strategic objectives that will foster a community where people with disability have a sense of belonging, and can actively participate, and enjoy a higher standard of living.

These objectives include: improving accessibility of services, buildings, and infrastructure, and making Council information and programs more inclusive; promoting community participation and wellbeing and advocating for better living standards; empowering people with disability and fostering a safe and respectful environment; and leading by example and being an employer of choice for people with disability.



Priority Actions



OUTCOME AREA 1: COMMUNITY SERVICES AND LEADERSHIP

- Community services and facilities
- Governance and leadership

Council plays an important role in providing accessible services and facilities to foster inclusion for people with disability within the community. As a community leader, we also play a role in addressing discriminatory policies and processes and advocating for better health and wellbeing outcomes at higher levels of government.

What does the research say?

Community services and facilities

The National Disability Strategy (NDS) emphasises the important role local government plays in providing accessible facilities and services and promoting community participation. Access to inclusive services and infrastructure is essential for the well-being people with disability. Research indicates that accessible facilities can enhance social functioning and overall health outcomes, while lack of access can lead to isolation and reduced autonomy.

Governance and leadership

Councils play an important role in systemic advocacy, which aims to address power imbalances by changing policies and practices that may create barriers. By promoting civic participation for people with disability, local government fulfils obligations outlined in the United Nations (UN) Convention on the Rights of Persons with Disability (CRPD), empowering individuals, and fostering inclusive decision-making processes.

What did the community say?

Community services and facilities

"People with disability encourage Council to think beyond compliance and consider practical use in the early stages of planning."

Community consultation highlighted the importance of accessible community services and facilities for people with disability. Suggestions included conducting accessibility audits on communication channels and infrastructure, and providing automatic doors, accessible parking, footpaths, and inclusive playgrounds. There was emphasis on considering accessibility early in planning and design stages, including increasing awareness among Council employees about the needs of people with disability.

Governance and leadership

"Bus stops are not raised so it is difficult for wheelchairs to use public transport buses without driver getting a ramp up and holding up other passengers."

Community feedback focused the role of Council advocating for people with disability for accessible public transport, housing, and healthcare. There were questions about the Council's role in supporting people not covered by the National Disability Insurance Scheme (NDIS), and a call to fill gaps in community services and support.



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
Strategic Objective: Council services and facilities are inclusive and accessible					
Key Direction: Council buildings, facilities and infrastructure are accessible to people with disability					
1.1.1	Review accessibility of key Council buildings and facilities for people with disability and other intersectional identities.	Connected Communities	Years 1–2		Service Provider
1.1.2	Develop and implement Casey Access Keys for Council buildings and facilities.	Connected Communities	Years 1–2		Service Provider
1.1.3	Investigate ways to include feedback from people with disability and other intersectional identities when developing project proposals for major new infrastructure builds.	City and Asset Planning	Year 2		Service Provider
Key Direction: Council services, programs and initiatives are accessible to people with disability					
1.1.4	Investigate opportunities to work across Council to ensure service planning considers the needs of people with disability and other intersectional identities.	Connected Communities	Year 3		Service Provider
Strategic Objective: Council promotes participation and wellbeing					
Key Direction: Council is a community leader that advocates for improved standard of living for people with disability					
1.2.1	Review Council policies and processes to ensure they are inclusive for people with disability and other intersectional identities.	Customer and Corporate Services	Year 1		Leader
1.2.2	Review the Child, Youth and Family Guidelines to ensure they reflect access and inclusion for children with disability.	Child Youth and Family	Years 1–4		Service Provider
1.2.3	Promote and track outcomes of Council grants supporting people with disability and distribute information about external funding opportunities supporting disability groups and accessibility and inclusion programs.	Active Communities	Years 1–4		Provider of Information



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
1.2.4	Monitor changes to the Australian and Victorian government legislation and policy frameworks and implement changes across Council and within the community as they arise.	Connected Communities	Years 1–4		Leader
1.2.5	Monitor changes to the National Disability Insurance Scheme (NDIS) and inform the community of changes to the disability services ecosystem as they arise.	Connected Communities	Years 1–4		Provider of information
1.2.6	Partner with Monash Health to inform the community and improve experiences of people with disability accessing primary health care.	Connected Communities	Years 1–4		Connector
1.2.7	Continue to facilitate the Southern Region Disability Alliance (SRDA) in partnership with Cardinia Shire and Greater Dandenong Councils to connect disability service providers across the Southern Region.	Connected Communities	Years 1–4		Connector
1.2.8	Partner with other councils to improve data collection across the local government sector.	Connected Communities	Years 1–2		Leader
1.2.9	Advocate other levels of government for more accessible Public Transport in Casey.	City and Asset Planning	Year 3		Leader
1.2.10	Partner with appropriate landowners to enforce disabled parking regulations on non-Council land.	Connected Communities	Year 2		Connector
1.2.11	Advocate for, and where possible partner and facilitate, accessible housing options for people with disability.	Connected Communities	Years 1–2		Leader



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
Strategic Objective: Council empowers people with disability					
Key Direction: Council civic life is inclusive and accessible					
1.2.12	Promote the contributions of people with disability within the community and provide leadership opportunities on Council Advisory Groups, external committees, and the Community Leadership Program.	Connected Communities	Years 1–4		Empowerer
1.2.13	Support people with a disability, carers, and disability service representatives to continue to participate in Council's Disability Access and Inclusion Advisory Group (DAIAG).	Connected Communities	Years 1–4		Empowerer
1.2.14	Review livestreaming of Council meetings to ensure people with disability can access them.	Communications and Corporate Governance	Year 1		Provider of information
1.2.15	Review Council meeting agendas, minutes, and papers to ensure they are accessible to people with disability.	Communications and Corporate Governance	Year 1		Provider of information



OUTCOME AREA 2: COMMUNICATION AND ENGAGEMENT

- Information and communication
- Consultation and engagement

Council plays an important role in ensuring that information about policies, programs, services, and initiatives is accessible to everyone, including people with disability. Additionally, Council ensures that people with disability are able to participate in decision-making processes by providing feedback on issues which impact them. This inclusive approach helps better serve the community and ensures that the everyone is informed, and all voices are heard and considered.

What does the research say?

Information and communication

Despite obligations set out in the National Disability Strategy (NDS), many sources of information remain inaccessible for people with disability, hindering informed decision-making and contributing to isolation and exclusion. Accessible information empowers people with disability to navigate the community independently and be recognised as full citizens.

Consultation and engagement

Recognising the value of local knowledge in tailoring solutions, local government frequently engages with the community to inform various aspects such as public infrastructure, services, and policies. According to research, engaging people with disability in decision-making processes results in improved health outcomes and ensures more transparent, democratic, and fair processes.

What did the community say?

Information and communication

“People with disability need a central hub where they can access all the information they need to participate and be included in the community.”

Community feedback emphasised the need for a more accessible information relevant to people with disability, and specific groups such as multicultural communities. This included ensuring that the Council website has a range of accessibility features and a place to find information relevant to people with disability.

Consultation and engagement

“If you don’t provide accessible engagement opportunities Council will never make decisions which reflect the true diversity of the community.”

Community feedback highlighted the importance of capturing the needs of people with disability more effectively through feedback mechanisms or community consultation processes and suggested new ways to participate be explored. The establishment of the City of Casey Disability Access and Inclusion Advisory Group (DAIAG) was commended, with respondents emphasising the importance of continuing to promote its work in consultation and engagement activities.



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
Strategic Objective: Council services and facilities are inclusive and accessible					
Key Direction: Council information is inclusive and accessible					
2.1.1	Develop a webpage providing information about accessibility across Council services and facilities.	Connected Communities	Year 3		Provider of Information
2.1.2	Review Council's website to ensure accessibility for people with disability.	Customer and Digital	Year 2		Provider of Information
2.1.3	Review communications policies and guidelines to ensure they meet accessibility requirements for people with disability.	Communications and Corporate Governance	Year 1		Provider of Information
2.1.4	Review and update Style Guides and guidelines for creating accessible documents.	Communications and Corporate Governance	Year 1		Provider of Information
2.1.5	Provide training for employees involved in communications to build their knowledge on accessible formats and inclusive practices.	Communications and Corporate Governance	Year 2		Provider of Information
2.1.6	Review customer service processes to ensure people with disability have access to Council information.	Customer and Digital	Year 3		Service Provider

PRIORITY ACTIONS

COMMUNICATIONS AND ENGAGEMENT

- 2.1 Information and communication
- 2.2 Consultation and engagement



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
Strategic Objective: Council promotes participation and wellbeing					
Key Direction: Council promotes opportunities for people with disability to participate in the community					
2.2.1	Develop inclusive and accessible community consultation processes and information to promote participation of people with disability.	Communications and Corporate Governance	Year 2		Empowerer
2.2.2	Support Council staff to consult and engage with children and young people, including children and young people with disability, on matters which directly affect them through Voice of Children and Young People Framework/Tool Kit.	Child Youth and Family	Years 1–4		Empowerer
2.2.3	Engage with children and young people with disability to identify and address barriers and issues specific to this group and develop and implement capacity building initiatives.	Child Youth and Family	Years 1–4		Empowerer
Strategic Objective: Council empowers people with disability					
Key Direction: Council seeks to change community attitudes and address negative stereotypes					
2.1.7	Review media images to ensure they are representational of diverse intersectional experiences of people with disability.	Communications and Corporate Governance	Year 3		Empowerer



OUTCOME AREA 3: EDUCATION, EMPLOYMENT AND BUSINESSES

- Early education
- Employment
- Local shops and businesses

Council plays an important role in fostering economic participation and addressing the structural determinants of health, including education and employment, which directly impacts standard of living. Council provides opportunities for early education for children with disability through Victorian-funded kindergarten programs, providing them with the best possible start to life. As a major employer within the community, Council also provides employment opportunities for people with disability and other disadvantaged and marginalised groups. Additionally, Council promotes inclusive practices among local shops and businesses, significantly impacting the local economy.

What does the research say?

Early education

Both the United Nations (UN) Convention on the Rights of Persons with Disability (CRPD) and the Commonwealth Disability Discrimination Act 1992 protect the right of people with disability to access education. Studies consistently show that inclusive education has a significant impact on social, emotional, and economic well-being across the lifespan. Local government plays a vital role in ensuring equitable access to high-quality early education through Victorian government funded kindergarten services, providing children with disability a strong foundation for their future.

Employment

People with disability in Australia face significant economic disadvantages, with an unemployment rate twice that of the general population with a declining employment trend since 2015. Research indicates that employer attitudes are the primary barrier to employment of people with disability. Enhancing disability confidence among employers has been identified as the most effective strategy to increase employment opportunities and reduce workplace discrimination. Councils play an important role as community employers, leading by example, challenging negative stereotypes, and promoting inclusive employment practices.

Local shops and businesses

Research indicates that removing barriers to accessing local shops and businesses benefits both people with disability and entire communities, expanding customer bases, improving the economic vitality of local businesses, and fostering a more inclusive and welcoming environment for all community members.





- 3.1 Early education
- 3.2 Employment
- 3.3 Local shops and businesses

What did the community say?

Early education

“Children with disability don’t receive enough support in early education.”

Community consultation highlighted the importance of accessible early education for children with disability. Feedback focused on providing support to families of children with disability, building the capacity of educators, and providing accessible facilities and playspaces to accommodate the needs of neurodiverse children and children with disability.

Employment

“Make employment positions available for people with disability and understand that people with disability want to feel valued and empowered.”

Community consultation highlighted the importance of employment and emphasised that Council employees should reflect the diversity of the communities they serve. Participants stressed the need for accessible and inclusive recruitment processes and employment opportunities for people with disability, ensuring they have equal opportunities and a sense of belonging in the workplace.

Local shops and businesses

“See the world through our eyes every time you go somewhere, even just for a week. Simple things, like entering, doorways to businesses, buildings, and shops can be difficult.”

Community consultation highlighted the significant difficulties faced by people with disability accessing local businesses, buildings, and shops. These challenges are pervasive and impact daily living, making even routine activities difficult. Addressing these concerns requires a collaborative effort to improve infrastructure and ensure that all public and commercial spaces are accessible to everyone.



- 3.1 Early education
- 3.2 Employment
- 3.3 Local shops and businesses



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
Strategic Objective: Council promotes participation and wellbeing					
Key Direction: Council promotes opportunities for people with disability to participate in the community					
3.1.1	Support the inclusion of children with disability in State funded kindergarten programs, including accessible website information and registration.	Child, Youth and Family	Years 1–4		Service Provider
3.1.2	Support educators to be inclusive of children with disability in kindergarten programs.	Child, Youth and Family	Years 1–4		Service Provider
3.2.1	Partner with local organisations, including clubs and community organisations to increase opportunities for people with a disability to volunteer.	Active Communities	Years 1–3		Connector
3.3.1	Implement access and inclusion criteria within the Casey Business Awards to recognise local businesses who excel in providing exceptional service and access to people with a disability.	Growth and Investment	Year 1		Leader
3.3.2	Raise awareness of accessibility and inclusion for people with a disability and the benefits of inclusive employment to Casey business groups and employment networks.	Growth and Investment	Year 1		Provider of Information
Strategic Objective: Council employs and retains people with disability					
Key Direction: Council is a disability confident employer that recruits and retains people with disability					
3.2.1	Review recruitment and induction processes to ensure they are inclusive and to attract more candidates with disability.	People and Culture	Year 1		Employer
3.2.2	Develop and implement a workplace accommodations policy and process, and training for managers to support the provision of accommodations.	People and Culture	Year 2		Employer
3.2.3	Review policies and processes which impact employees including job design and performance management, to ensure they are inclusive for people with disability.	People and Culture	Year 1		Employer

PRIORITY ACTIONS

EDUCATION, EMPLOYMENT AND BUSINESSES

- 3.1 Early education
- 3.2 Employment
- 3.3 Local shops and businesses



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
3.2.4	Review training practices and delivery and make recommendations around accessibility and adjustments.	People and Culture	Year 3		Employer
3.2.5	Provide leadership opportunities for employees with disability and access to mentorship to develop career opportunities and pathways.	People and Culture	Year 4		Employer
3.2.6	Provide training for employees and managers on disability awareness in the workplace to foster a culture of equity and inclusion.	People and culture	Year 3		Employer
3.2.7	Establish an internal employee network to provide ongoing feedback to Council on issues related to disability within the workplace.	Connected Communities	Years 1–4		Employer
3.2.8	Promote the 'Future You' program to increase the participation of people with disability.	People and Culture	Year 2		Employer
3.2.9	Review mental health programs and initiatives across Council to include a disability perspective.	People and Culture	Year 2		Empowerer
3.2.10	Develop the City of Casey Disability Confident Employer Program.	People and Culture	Year 4		Employer



OUTCOME AREA 4: HEALTH, RECREATION AND PUBLIC SPACES

- Health and recreation
- Events and activities
- Public and open spaces

Council plays an important role in fostering a vibrant, inclusive community. Being able to participate in sports and recreational activities promotes physical health and social connection. Inclusive arts and cultural events and welcoming public spaces, encourages full and active participation in the community, building a strong sense of belonging among residents.

What does the research say?

Health and recreation

Research highlights the importance of inclusive participation in recreational, leisure, and sporting activities for people with disability. The United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD) emphasises the right of people with disability to participate equally in these activities. Similarly, the National Disability Strategy (NDS) advocates for the inclusion of people with disability in social, recreational, sporting, religious, and cultural life. Studies have shown that community-wide access to recreation enhances both physical and psychological quality of life. However, people with disability are significantly less likely to be involved in leisure activities compared to the general public.

Events and activities

Research indicates that local government has made considerable efforts to host accessible events and programs, often in collaboration with other organisations to enhance their impact. Ensuring accessibility in these events and programs is fundamental for enabling community participation. However, accessibility remains a primary barrier to participation in arts and cultural events. Key challenges include limited awareness and understanding about accessibility needs.

Public and open spaces

Research indicates that local government plays an important role in providing accessible open spaces through strategic planning, environmental management, and addressing access issues. Urban green spaces significantly enhance health and well-being and quality of life. However, the design of many public and open spaces has generally not prioritised accessibility for people with disability. Common barriers include steep slopes, inappropriate pavements, and a lack of suitable footpaths for both walkability and wheelchair accessibility. Inclusive design, which aims to create environments usable by as many individuals as possible, is essential for ensuring accessibility and participation for all.

- 4.1 Health and recreation
- 4.2 Events and activities
- 4.3 Public and open spaces



What did the community say?

Health and recreation

"I can't play community sport because I don't feel my needs are understood."

The community expressed a strong desire for increased opportunities for people with disability to participate in sports and events, emphasising the need for more affordable recreational options such as wheelchair sports and access to facilities like hydro pools and gyms to enhance mobility and overall well-being. Additionally, the importance of collaborating with local sports clubs was highlighted, encouraging them to provide more inclusive sport options, ensuring broader participation for people with disability.

Events and activities

"As a person living with disability, I am often unable to attend community events due to issues with accessibility."

The community expressed a strong desire for increased opportunities for community participation in community events, highlighting the need for education and targeted approaches to enhance inclusivity and accessibility at events. Suggestions included developing an Accessible Event Guide and providing training and education for employees on making events accessible and inclusive for people with disability.

Public and open spaces

"Council should ensure that all public spaces, parks and playgrounds are accessible for people with disability."

The community emphasised the importance of enhancing inclusivity across all public spaces, stressing the need to create environments that are welcoming and accommodating to people from diverse backgrounds. Additionally, there was consensus on the importance health and safety and maintaining cleanliness in public areas, particularly for people with who may be more susceptible to infections.





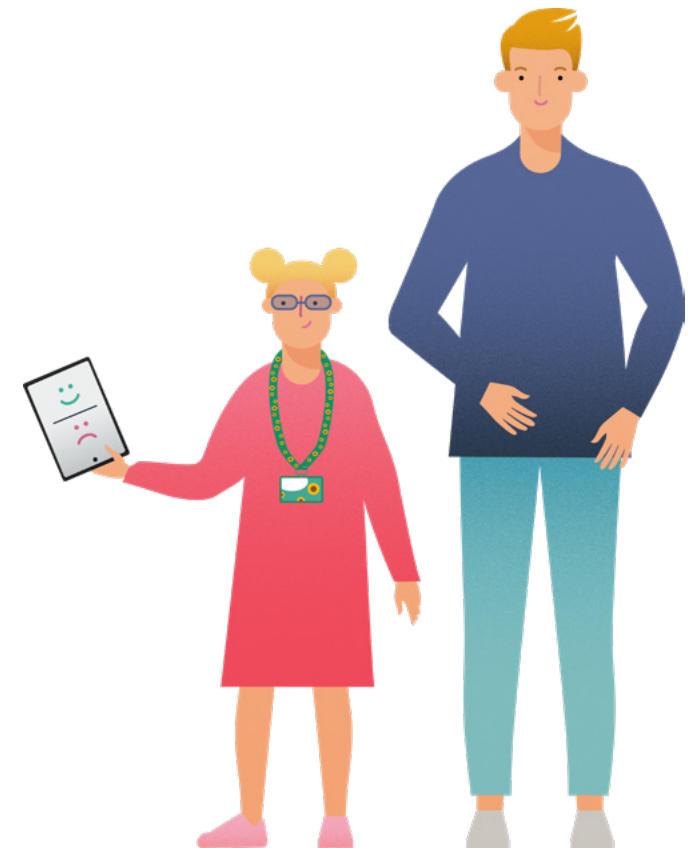
No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
Strategic Objective: Council services and facilities are inclusive and accessible					
Key Direction: Council buildings, facilities and infrastructure are accessible to all people with disability					
4.3.1	Ensure all new, renewed and upgraded play facilities incorporate accessible and sensory equipment to meet the diverse needs of children.	City Design and Construction	Years 1–4		Service Provider
4.3.2	Ensure planned upgrades of public spaces are accessible, safe, and inclusive.	City Design and Construction	Years 1–4		Service Provider
Strategic Objective: Council promotes participation and wellbeing					
Key Direction: Council promotes opportunities for people with disability to participate in the community					
4.1.1	Implement the Sport4All Program to provide disability awareness training to community sports clubs and increase participation for people with disability in sports activities.	Active Communities	Years 1–3		Connector
4.1.2	Partner with key organisations to improve the participation of people with a disability in sport and recreation activities and improve social connection.	Active Communities	Years 1–3		Empowerer
4.2.1	Review event planning processes to ensure that Council run community events are accessible and access information is provided when promoting events.	Creative Communities	Years 1–4		Service Provider
4.2.2	Promote opportunities for people with a disability to participate in recreation, arts, and community programs.	Creative Communities	Years 1–4		Service Provider
4.2.3	Investigate opportunities to promote and showcase the work of artists and performers with disability at Bunjil Place.	Creative Communities	Years 1–4		Empowerer
4.2.4	Develop and promote accessible story time at libraries considering sessions suitable children with disability.	Creative Communities	Years 1–4		Connector

HEALTH, RECREATION AND PUBLIC SPACES

- 4.1 Health and recreation
- 4.2 Events and activities
- 4.3 Public and open spaces



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
4.2.5	Develop a quiet space at Bunjil Place and identify opportunities for other sensory spaces at Council facilities and events.	Creative Communities	Year 1–4		Service Provider
4.2.6	Promote and celebrate International Day of People with Disability (IDPD).	Connected Communities	Years 1–4		Empowerer





OUTCOME AREA 5: INCLUSION, SAFETY AND FAIRNESS

- Inclusion and fairness
- Respect and safety

Creating a community where everyone feels safe and respected is fundamental for fostering active participation and a sense of belonging. This requires concerted effort to challenge prejudice and stigma, while shifting community attitudes towards greater inclusivity. Acknowledging and understanding the diverse and intersecting identities within a community is key to this transformation. As an empowerer, Council endeavours to grasp the varied experiences and perspectives of residents. This ensures that services are not only accessible but also tailored to meet the unique needs of diverse and intersectional populations, providing safe and respectful environments for all.

What does the research say?

Inclusion and fairness

Research shows that community attitudes toward disability have improved, but barriers persist due to limited disability literacy and acceptance. Stigma, unconscious bias, and ableism are major obstacles, often more significant than physical barriers. People with disability report that changing societal attitudes will enhance their independence, support, and respect. The Disability Royal Commission highlighted that limited interaction between people with and without disability fosters negative attitudes and that greater interaction will remove these barriers and promote the contributions of people with disability. Additionally, there is a need to address the compounded discrimination faced by people with disability from diverse backgrounds, including Aboriginal and Torres Strait Islander People, people from multicultural communities, LGBTQI+, diverse gender groups, women, young people, and older people. Implementing actions with an intersectional lens is crucial to tackling multiple forms of discrimination.

Respect and safety

People with disability are entitled to equal protection under the law but continue to face significant discrimination, violence, and low societal expectations. Despite some improvements in attitudes, discrimination remains pervasive, with discrimination based on disability being the most common complaint to the Australian Human Rights Commission. People with disability are more likely to experience violence, and many Australians are unsure how to interact with them, leading to negative attitudes. Ableism, or discrimination against people with disability, intersects with other forms of discrimination, worsening the situation for marginalised groups. In emergencies, people with disability are disproportionately affected and need targeted support and accessible facilities.



What did the community say?

Inclusion and fairness

“Disability is complex. There needs to be a variety of voices from the full spectrum of lived experience”

The community stressed the importance of providing inclusion training for employees, focusing on addressing multiple layers of disadvantage. They called for prioritising cultural inclusion and diversity and emphasised the need for more education both within Council and the broader community to raise awareness about the needs of marginalised groups.

Respect and safety

“It’s important to recognise that people with disability are like everyone else and need to be treated the same way”

Community consultation highlighted the importance of addressing negative community attitudes, ableism, and unconscious biases through education initiatives targeted at key groups and the broader community. The connection between inclusive, respectful attitudes and perceptions of safety was emphasised, noting that when people with disability feel welcomed and accepted, they are more likely to feel safe as well. Specific concerns were raised about safety hazards in public spaces like parks and streets, as well as the limited availability of accessible public toilets. Overall, the community stressed the need for a multi-faceted approach to foster a culture of respect and create a truly safe, inclusive environment for people with disability.



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
Strategic Objective: Council services and facilities are inclusive and accessible					
Key Direction: Council services, programs and initiatives are accessible to people with disability					
5.1.1	Deliver programs and initiatives for children and young people that are accessible for people with disability.	Child Youth and Family	Years 1–4		Service Provider
5.1.2	Partner with organisations supporting children and young people with disability to support best practice and ensure the service, programs and initiatives are inclusive and accessible.	Child Youth and Family	Years 1–4		Service Provider
5.1.3	Investigate opportunities to make waste collection accessible to people with disability including waste collection and information.	Sustainability and Waste	Year 2		Service Provider
5.1.4	Provide accessible waste educational programs and continue to build the capacity of educators to deliver these programs to people with disability.	Sustainability and Waste	Year 2		Provider of Information
Strategic Objective: Council promotes participation and wellbeing					
Key Direction: Council promotes opportunities for people with disability to participate in the community					
5.1.5	Partner with carer networks to support carers and carer groups through programs, forums, and information.	Connected Communities	Years 1–4		Connector
Key Direction: Council fosters a safe and respectful community					
5.2.1	Support people with a disability and their families to plan and prepare for emergencies.	Active Communities	Year 1		Service Provider
5.2.2	Investigate opportunities for people with disability to be involved in climate change initiatives and education programs.	Sustainability and Waste	Year 1		Provider of Information



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
5.2.3	Review and update the Municipal Emergency Management Plan in consultation with the Disability Access and Inclusion Advisory Group (DAIAG) to ensure that people with a disability are considered in local level emergency planning.	Active Communities	Year 2		Service Provider
5.2.4	Review Council-run Emergency Relief Centres to ensure they are planned to incorporate the access and inclusion needs of people with disability.	Active Communities	Years 1–3		Service Provider
5.2.5	Investigate incorporating the experiences of violence against people with disability into the Free from Violence project and the Gender Equality Strategic Plan and Action Plan.	Connected Communities	Year 3		Empowerer
5.2.6	Investigate, identify, and address the safety concerns of people with disability and carers in public spaces.	Connected Communities	Years 1–4		Empowerer
Strategic Objective: Council empowers people with disability					
Key Direction: Council seeks to understand the diverse intersectional experiences of people with disability					
5.1.6	Investigate opportunities to co-design capacity building initiatives with multicultural, migrant and refugee organisations and groups to identify and address barriers and issues specific to people with disability and develop and implement capacity building initiatives.	Connected Communities	Year 2		Empowerer
5.1.7	Investigate opportunities to co-design capacity building initiatives with Aboriginal and Torres Strait Islander communities to identify how council can improve its delivery of mental health, social and emotional wellbeing programs including people with a disability.	Connected Communities	Year 2		Empowerer
5.1.8	Investigate opportunities to co-design capacity building initiatives with women and girls with disability to identify and address barriers and issues specific to this group and develop and implement capacity building initiatives.	Connected Communities	Year 2		Empowerer
5.1.9	Investigate opportunities to co-design capacity building initiatives with LGBTQIA+ people with disability to identify and address barriers and issues specific to this group and develop and implement capacity building initiatives.	Connected Communities	Year 2		Empowerer

INCLUSION, SAFETY AND FAIRNESS

5.1 Inclusion and fairness

5.2 Respect and safety



No.	Priority Action	Responsibility	Timeframe	Key Enabler	Role
5.1.10	Implement the Hidden Sunflowers Program across Council including Bunjil Place, customer services, Wilson Botanic Park, and Myuna Farm.	Connected Communities	Years 1–2		Empowerer
Key Direction: Council seeks to change community attitudes and address negative stereotypes					
5.1.11	Develop and implement a community focused disability community awareness campaign and proactively engage and inform the community about disability discrimination.	Connected Communities	Year 4		Service Provider



Priority Actions by Strategic Objective

No.	Priority Action	Outcome	No.	Priority Action	Outcome
Strategic Objective: Council services, facilities and information are inclusive and accessible			5.1.1	Deliver programs and initiatives for children and young people that are accessible for people with disability.	
Key Direction: Council buildings, facilities and infrastructure are accessible to people with disability			5.1.2	Partner with organisations supporting children and young people with disability to support best practice and ensure the service, programs and initiatives are inclusive and accessible.	
1.1.1	Review accessibility of key Council buildings and facilities for people with disability and other intersectional identities.		5.1.3	Investigate opportunities to make waste collection accessible to people with disability including waste collection and information.	
1.1.2	Develop and implement Casey Access Keys for Council buildings and facilities.		5.1.4	Provide accessible waste educational programs and continue to build the capacity of educators to deliver these programs to people with disability.	
1.1.3	Investigate ways to include feedback from people with disability and other intersectional identities when developing project proposals for major new infrastructure builds.		Key Direction: Council information is inclusive and accessible		
4.3.1	Ensure all new, renewed and upgraded play facilities incorporate accessible and sensory equipment to meet the diverse needs of children.		2.1.1	Develop a webpage providing information about accessibility across Council services and facilities.	
4.3.2	Ensure planned upgrades of public spaces are accessible, safe, and inclusive.		2.1.2	Review Council's website to ensure accessibility for people with disability.	
Key Direction: Council services, programs and initiatives are accessible to people with disability			2.1.3	Review communications policies and guidelines to ensure they meet accessibility requirements for people with disability.	
1.1.4	Investigate opportunities to work across Council to ensure service planning considers the needs of people with disability and other intersectional identities.		2.1.4	Review and update Style Guides and guidelines for creating accessible documents.	

No.	Priority Action	Outcome
2.1.5	Provide training for employees involved in communications to build their knowledge on accessible formats and inclusive practices.	
2.1.6	Review customer service systems and processes to ensure people with disability have access to Council information.	
Strategic Objective: Council promotes participation and wellbeing		
Key Direction: Council promotes opportunities for people with disability to participate in the community		
2.2.1	Develop inclusive and accessible community consultation processes and information to promote participation of people with disability.	
2.2.2	Support Council staff to consult and engage with children and young people, including children and young people with disability, on matters which directly affect them through Voice of Children and Young People Framework/Tool Kit.	
2.2.3	Engage with children and young people with disability to identify and address barriers and issues specific to this group and develop and implement capacity building initiatives.	
3.1.1	Support the inclusion of children with disability in State funded kindergarten programs, including accessible website information and registration.	
3.1.2	Support educators to be inclusive of children with disability in kindergarten programs.	

No.	Priority Action	Outcome
3.2.1	Partner with local organisations, including clubs and community organisations to increase opportunities for people with a disability to volunteer.	
3.3.1	Implement access and inclusion criteria within the Casey Business Awards to recognise local businesses who excel in providing exceptional service and access to people with a disability.	
3.3.2	Raise awareness of accessibility and inclusion for people with a disability and the benefits of inclusive employment to Casey business groups and employment networks.	
4.1.1	Implement the Sport4All Program to provide disability awareness training to community sports clubs and increase participation for people with disability in sports activities.	
4.1.2	Partner with key organisations to improve the participation of people with a disability in sport and recreation activities and improve social connection.	
4.2.1	Review event planning processes to ensure that Council run community events are accessible and access information is provided when promoting events.	
4.2.2	Promote opportunities for people with a disability to participate in recreation, arts and community programs.	
4.2.3	Investigate opportunities to promote and showcase the work of artists and performers with disability at Bunjil Place.	

No.	Priority Action	Outcome
4.2.4	Develop and promote accessible story time at libraries considering sessions suitable for children with disability.	
4.2.5	Develop a quiet space at Bunjil Place and identify opportunities for other sensory spaces at Council facilities and events.	
4.2.6	Promote and celebrate International Day of People with Disability (IDPD).	
5.1.5	Partner with carer networks to support carers and carer groups through programs, forums and information.	
Key Direction: Council is a community leader that advocates for improved standard of living for people with disability		
1.2.1	Review Council policies and processes to ensure they are inclusive for people with disability and other intersectional identities.	
1.2.2	Review the Child, Youth and Family Guidelines to ensure they reflect access and inclusion for children with disability.	
1.2.3	Promote and track outcomes of Council grants supporting people with disability and distribute information about external funding opportunities supporting disability groups, and accessibility and inclusion programs.	
1.2.4	Monitor changes to the Australian and Victorian government legislation and policy frameworks and implement changes across Council and within the community as they arise.	

No.	Priority Action	Outcome
1.2.5	Monitor changes to the NDIS and inform the community of changes to the disability services ecosystem as they arise.	
1.2.6	Partner with Monash Health to inform the community and improve experiences of people with disability accessing primary health care.	
1.2.7	Continue to facilitate the Southern Region Disability Alliance (SRDA) in partnership with Cardinia Shire and Greater Dandenong Councils to connect disability service providers across the Southern Region.	
1.2.8	Partner with other councils to improve data collection across the local government sector.	
1.2.9	Advocate other levels of government for more accessible Public Transport in Casey.	
1.2.10	Partner with appropriate landowners to enforce disabled parking regulations on non-Council land.	
1.2.11	Advocate for, and where possible partner and facilitate, accessible housing options for people with disability	
Key Direction: Council fosters a safe and respectful community		
5.2.1	Support people with a disability and their families to plan and prepare for emergencies.	

No.	Priority Action	Outcome
5.2.2	Investigate opportunities for people with disability to be involved in climate change initiatives and education programs.	
5.2.3	Review and update the Municipal Emergency Management Plan in consultation with the Disability Access and Inclusion Advisory Group (DAIAG) to ensure that people with a disability are considered in local level emergency planning.	
5.2.4	Review Council-run Emergency Relief Centres to ensure they are planned to incorporate the access and inclusion needs of people with disability.	
5.2.5	Investigate opportunities and experiences of violence against people with disability into the Free from Violence project and the Gender Equality Strategic Plan and Action Plan.	
5.2.6	Investigate, identify and address the safety concerns of people with disability and carers in public spaces.	
Strategic Objective: Council empowers people with disability		
Key Direction: Council civic life is inclusive and accessible		
1.2.12	Promote the contributions of people with disability within the community and provide leadership opportunities on Council Advisory Groups, external committees, and the Community Leadership Program.	
1.2.13	Support people with a disability, carers and disability service representatives to continue to participate in Council's Disability Access and Inclusion Advisory Group (DAIAG).	

No.	Priority Action	Outcome
1.2.14	Review livestreaming of Council meetings to ensure people with disability can access them.	
1.2.15	Review Council meeting agendas, minutes and papers to ensure they are accessible to people with disability.	
Key Direction: Council seeks to understand the diverse intersectional experiences of people with disability		
5.1.6	Engage with multicultural, migrant and refugee organisations and communities with disability to identify and address barriers and issues specific to these groups and develop and implement capacity building initiatives.	
5.1.7	Engage with Aboriginal and Torres Strait Islander communities to identify how council can improve its delivery of mental health, social and emotional wellbeing programs including people with a disability.	
5.1.8	Engage with women and girls with disability to identify and address barriers and issues specific to this group and develop and implement capacity building initiatives.	
5.1.9	Engage with LGBTQIA+ people with disability to identify and address barriers and issues specific to this group and develop and implement capacity building initiatives.	
5.1.10	Implement the Hidden Sunflowers Program across Council including Bunjil Place, customer services, Wilson Botanic Park and Myuna Farm.	

No.	Priority Action	Outcome
	Key Direction: Council seeks to change community attitudes and address negative stereotypes	
2.1.7	Review media images to ensure they are representational of diverse intersectional experiences of people with disability.	
5.1.11	Develop and implement a community focused disability community awareness campaign and proactively engage and inform the community about disability discrimination.	
	Strategic Objective: Council employs and retains people with disability	
	Key Direction: Council is a disability confident employer that recruits and retains people with disability	
3.2.1	Review recruitment and induction processes to ensure they are inclusive and to attract more candidates with disability.	
3.2.2	Develop and implement a workplace accommodations policy and process, and training for managers to support the provision of accommodations.	
3.2.3	Review policies and processes which impact employees including job design and performance management, to ensure they are inclusive for people with disability.	
3.2.4	Review training practices and delivery and make recommendations around accessibility and adjustments.	
3.2.5	Provide leadership opportunities for employees with disability and access to mentorship to develop career opportunities and pathways.	

No.	Priority Action	Outcome
3.2.6	Provide training for employees and managers on disability awareness in the workplace to foster a culture of equity and inclusion.	
3.2.7	Establish an internal employee network to provide ongoing feedback to Council on issues related to disability within the workplace.	
3.2.8	Promote the 'Future You' program to increase the participation of people with disability.	
3.2.9	Review mental health initiatives across Council to include a disability perspective.	
3.2.10	Develop the City of Casey Disability Confident Employer Program.	

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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