

## 8.1. Access and Inclusion Committee Minutes - 10 March 2026

<b>AUTHOR</b>	Peita Rose, Governance Officer
<b>ENDORSED BY</b>	Marcelo Occhiuzzi, Director Planning and Environment
<b>ATTACHMENTS</b>	1. Access and Inclusion Minutes 10 March 2026 [8.1.1 - 7 pages]
<b>CSP LINK</b>	<p>2. Our Built Infrastructure</p> <p>2.1 Infrastructure and assets meet diverse community needs</p> <p><b>Outcome 2 – A connected and socially inclusive community where everyone is valued</b></p> <p>S3. Nurture a shared sense of belonging where everyone’s voice is heard and people feel they are valued</p> <p><b>Outcome 3 – An active community with space for everyone to exercise and enjoy the outdoors</b></p> <p>O3. Provide new and upgraded facilities within existing public spaces to increase amenity, accessibility and diversity</p> <p><b>Outcome 8 – An effective, accountable and sustainable Council that serves the community</b></p> <p>G2. Put community needs at the core of everything we do and deliver excellent customer service</p>

### PURPOSE:

The purpose of this report is to outline the proceedings of the Access and Inclusion Committee meeting of 10 March 2026, and for Council to consider any recommendations from the Committee.

The Terms of Reference of the Access and Inclusion Committee state:

*8.1 The Access and Inclusion Committee is not a decision-making body. The Committee is an advisory body to Council. Council may adopt or reject the Committee’s advice.*

*8.2 The Committee has no delegated powers from Council.*

### EXECUTIVE SUMMARY:

- This report presents the discussions and recommendations of the last meeting of the Access and Inclusion Committee, held 10 March 2026.
- The Minutes are attached for the information of Council.

### RECOMMENDATION:

**1. THAT** the Minutes of the Access and Inclusion Committee meeting held 10 March 2026 be received and noted by Council.

## **Background / Report**

The Terms of Reference of the Access and Inclusion Committee state:

*8.1 The Access and Inclusion Committee is not a decision-making body. The Committee is an advisory body to Council. Council may adopt or reject the Committee's advice.*

*8.2 The Committee has no delegated powers from Council.*

No recommendations were made by the Access and Inclusion Committee that require adoption or consideration by Council.

A full copy of the meeting Minutes forms Attachment 1 to this report.



## MINUTES

The Minutes of the **Access and Inclusion Committee** meeting held in the Ros Crichton Pavilion, 200 Miller Street, North Sydney on Tuesday 10 March 2026.



**Table of Contents**

**1. Opening of Meeting .....3**

**2. Apologies .....3**

**3. Confirmation of Minutes .....3**

**4. Disclosures of Interest .....3**

**5. Reports .....4**

*5.1. Draft Disability Inclusion Action Plan 2026-2030.....4*

**6. General Business .....6**

**7. Closure .....6**

## 1. Opening of Meeting

The meeting opened at 5.35pm.

### In Attendance

Chair:	Councillor Beregi
Councillors:	Councillor Beregi
Committee Members:	Jaci Armstrong, Community Member Lynnette Dowd, Community Member Laura Osweiler, Community Member Jillian Christie, Community Member Kate Hooke, Community Member Amanda Reston, Community Member (remote)
Council staff:	George Carrick, Access and Inclusion Coordinator Peita Rose, Minutes Secretary

## 2. Apologies

Mayor Zoe Baker  
Councillor Shannon Welch  
Therese Cole, Chief Executive Officer  
Marcelo Occhiuzzi, Director Planning & Environment  
Gary Parsons, Director Open Space & Infrastructure  
Olena Tulubinska, Director Corporate Services  
Gabrielle Rennard, Service Unit Manager Community Resilience and Sustainability  
Alistair Lee, Community Member  
Kate Wilson, Community Member

## 3. Confirmation of Minutes

The Minutes of the previous meeting held on Tuesday 25 November 2025, copies of which had been previously circulated, were taken as read and confirmed.

## 4. Disclosures of Interest

Nil

## 5. Reports

### 5.1. Draft Disability Inclusion Action Plan 2026-2030

**AUTHOR:** George Carrick, Access and Inclusion Coordinator

#### **PURPOSE**

The purpose of this report is to seek the Access and Inclusion Committee's feedback and input on the draft Disability Inclusion Action Plan 2026-2030 (DIAP).

#### **EXECUTIVE SUMMARY**

- Council is required under the NSW Disability Inclusion Act 2014 to have a current Disability Inclusion Action Plan (DIAP) that outlines how access and inclusion for people with disability will be advanced.
- The draft DIAP has been developed following a review of the current plan, analysis of completed and outstanding actions, and consideration of emerging priorities and best practice.
- People with disability have been prioritised throughout the development of the draft Plan, including ongoing consultation with the Access and Inclusion Committee and targeted engagement activities.
- The draft DIAP sets out clear focus areas, actions, and governance arrangements to support practical implementation and accountability across Council.
- The draft DIAP has been developed to align with Council's broader strategic framework and integrate with actions and resourcing in the *Delivery Plan* and *Operational Plan*.
- Council staff were engaged throughout the development of the draft DIAP, and actions have been developed and assigned in consultation with the identified action owners.
- Feedback and input into the draft DIAP by the Access and Inclusion Committee is being sought to ensure the draft DIAP reflects the lived experiences, needs, and priorities of people with disability in the North Sydney LGA.

#### **RECOMMENDATION:**

- 1. THAT** the Access and Inclusion Committee review and provide feedback on the draft Disability Inclusion Action Plan, including its strategic priorities, proposed actions, and expected deliverables.
- 2. THAT** the Committee advise whether the draft DIAP accurately reflects the lived experiences, needs and priorities of people with disability in the North Sydney LGA.
- 3. THAT** the Committee identify any gaps, risks, or potential unintended barriers within the draft DIAP and recommend amendments to strengthen its effectiveness and impact.

**4. THAT** the committee provide advice on the proposed monitoring, evaluation and reporting mechanisms to ensure transparent and accountable implementation.

**5. THAT** the committee endorse the draft DIAP in principle, subject to the incorporation of agreed amendments, for progression to Council for consideration and adoption for the purposes of public exhibition.

#### **Access and Inclusion Committee Feedback and General Comments**

Summary of general discussion and feedback by committee members:

- **Resourcing and Achievability:** Emphasised the importance of realistic resourcing for each action, learning from previous plans where ambitious items lacked sufficient resources, and ensuring that all actions in the new plan are financially and operationally achievable.
- **Monitoring and Reporting Mechanisms:** Emphasised the importance of establishing quarterly reporting lines, with staff responsible for each action providing updates, which are then synthesised and reviewed by the committee to ensure progress and facilitate feedback loops.
- **Feedback and Co-Design:** Suggested that the plan should include mechanisms for committee input and co-design, particularly in operational planning, with the intention that lived experience and committee feedback inform ongoing implementation and evolution of the DIAP.
- **Employment, Data Collection, and Staff Training Initiatives** Suggested that actions related to employment pathways for people with disability consider workforce data collection, privacy, staff training, and the need for measurable targets & sustainable practices within council.
- **Measurable Targets and KPIs:** Highlighted the importance of the inclusion of key performance indicators (KPIs) and measurable targets to provide clear goals and facilitate progress tracking.
- **Staff Training and Experiential Learning:** Commended the plan's commitments to designing and delivering experiential learning opportunities led by people with disability but emphasised that implementation would need to ensure all training takes into account ethical considerations and includes other learning delivery options such as lived experience storytelling.
- **State Government and Advocacy:** Acknowledged limitations of council authority over parking and transport, strongly recommended that Council explore advocacy communication channels with state ministers and Transport for NSW.
- **Education and Awareness Campaigns:** Suggested educational campaigns for council rangers and contractors to raise awareness of the impact of parking practices on accessibility and discussed the potential for liaison roles to facilitate communication and advocacy.
- **Chemical and Fragrance-Free Spaces and Policy Development:** Commended Council's commitment to developing sensory spaces at events and facilities and suggested developing accompanying guidelines to support Council staff.

### Recommended Changes to the DIAP

- **Dedicated Customer Service Support:** Suggested including an action item to implement a dedicated customer service staff and booking systems to assist residents requiring additional support, including private rooms and accessible parking, with committee members supporting the idea and discussing privacy and resourcing considerations.
- **Accessibility and Inclusion Principles:** Suggested including clearer definitions and benchmarks for accessibility and inclusion principles, including the 7 Principles of Inclusive Design in the DIAP.

A Motion was moved by Jaci Armstrong and seconded by Kate Hooke:

1. **THAT** the Access and Inclusion Committee review and provide feedback on the draft Disability Inclusion Action Plan, including its strategic priorities, proposed actions, and expected deliverables.
2. **THAT** the Committee advise whether the draft DIAP accurately reflects the lived experiences, needs and priorities of people with disability in the North Sydney LGA.
3. **THAT** the committee identify any gaps, risks, or potential unintended barriers within the draft DIAP and recommend amendments to strengthen its effectiveness and impact.
4. **THAT** the Committee provide advice on the proposed monitoring, evaluation and reporting mechanisms to ensure transparent and accountable implementation.
5. **THAT** the Committee endorse the draft Disability Inclusion Action Plan (DIAP) in principle for progression to Council for consideration and adoption for the purposes of public exhibition, noting the Committee's suggested amendments to be considered as part of further refinement of the Plan.
6. **THAT** the Committee thank Council's Access and Inclusions Coordinator for all his efforts and hard work in developing the DIAP.

#### Resolved to recommend:

1. **THAT** the Access and Inclusion Committee review and provide feedback on the draft Disability Inclusion Action Plan, including its strategic priorities, proposed actions, and expected deliverables.
2. **THAT** the Committee advise whether the draft DIAP accurately reflects the lived experiences, needs and priorities of people with disability in the North Sydney LGA.
3. **THAT** the committee identify any gaps, risks, or potential unintended barriers within the draft DIAP and recommend amendments to strengthen its effectiveness and impact.
4. **THAT** the Committee provide advice on the proposed monitoring, evaluation and reporting mechanisms to ensure transparent and accountable implementation.
5. **THAT** the Committee endorse the draft Disability Inclusion Action Plan (DIAP) in principle for progression to Council for consideration and adoption for the purposes of public exhibition, noting the Committee's suggested amendments to be considered as part of further refinement of the Plan.
6. **THAT** the Committee thank Council's Access and Inclusions Coordinator for all his efforts and hard work in developing the DIAP.

The Motion was put and **Carried**.

The final draft of the plan will be circulated to the committee before being submitted to Council.

## **6. General Business**

The next committee meeting will focus on budget and operational plan review noting that it is unlikely that the determination of Council's SRV application will be known at that time. Committee members can submit items for consideration on the next agenda to Council's Access and Inclusions Coordinator.

## **7. Closure**

The meeting closed at 7.35pm.

The next meeting is to be held on Tuesday, 26 May 2026.