

1. RATIONALE

The City of Marion has a responsibility to ensure its strategic directions and their delivery strengthen and value our diverse community.

The Equity, Access and Social Inclusion Policy demonstrates Council's aspiration to:

- Welcome, respect, include and value contributions and participation of all citizens regardless of their abilities, age or background
- Consider equity, access and inclusion in business operations, including planning and development of services, programs, information, facilities and public spaces

2. POLICY STATEMENT

The Policy demonstrates Council's commitment to planning, decision making processes, and service delivery aspiring to:

- Recognise the rights for all members of our community to have dignity and autonomy
- Be non-discriminatory and inclusive
- Encourage full and effective opportunities for participation in, and contribution towards, community life
- Respect, foster and value a sense of belonging amongst a diverse community
- Respect diversity
- Value contributions made by community members to community life
- Have a strong focus on equity of opportunity

3. OBJECTIVES

The City of Marion aspires to:

- Promote equity, access and social inclusion through leadership by example
- Apply seven principles of 'universal design' in project planning processes
- Provide accessibility through development and maintenance of its streets, open spaces, and facilities
- Apply procurement processes that support equity, access and social inclusion
- Provide inclusive and accessible services and events
- Communicate in accessible formats and be responsive to specific needs
- Provide opportunities for contribution towards Council's decision-making
- Promote individual rights to freedom of expression, self-determination and decision-making
- Provide workplaces that are accessible and inclusive for staff and others working for the City of Marion
- Provide equal opportunity for workforce and volunteer participation at the City of Marion

4. POLICY SCOPE AND IMPLEMENTATION

This policy will be delivered through:

- The Disability Access and Inclusion Plan
- Planning and provision of a built environment, streetscapes, open spaces, facilities and services for which Council has responsibility for delivery

5. DEFINITIONS

Access: Refers to equitable access to Council's services, information, programs, facilities, built environments and employment opportunities. Access also encompasses disability, defined as those who have physical, mental, intellectual or sensory impairments, which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

Equity: Equity is about fairness and social justice. Equity aims to prevent certain kinds of discrimination based on gender, cultural background, disability, age, beliefs or various other grounds, and to facilitate the participation of citizens in the economic and social life of the community. Everyone should have the opportunity to access education, employment and health care, so they can achieve the best possible health and wellbeing outcomes throughout their lives.

Social Inclusion: A socially inclusive community is one where differences are respected and basic needs met; people feel they belong and are valued; can live in dignity; and participate as they choose in line with their rights as a full and equal member of society free from discrimination and disadvantage.

Universal design: Universal Design is the design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability or disability. (*Source: National Disability Authority, Centre for Excellence in Universal Design*)

6. ROLES AND RESPONSIBILITIES

This Policy applies to all City of Marion Elected Members, staff, contractors and volunteers.

7. REFERENCES AND RELATED DOCUMENTS

City of Marion

- Asset Management Plans
- Community Vision – Towards 2040
- Disability, Access and Inclusion Plan (future)
- Diversity and Inclusion Plan (workforce)
- Equal Opportunity, Discrimination, Harassment and Workplace Bullying Policy
- Plans and policies relating to development for the City of Marion
- Procurement and Contractor Management Policy
- Public Consultation Policy
- Social Media Policy
- Strategic and Business Plans

State Government

- Disability Inclusion Act, 2018
- Equal Opportunity Act, 1984
- Local Government Act, 1999
- Planning, Development and Infrastructure Act, 2016

Federal Government

- Age Discrimination Act, 2004
- Disability Discrimination Act, 1992
- Disability Services Act, 1986
- Equal Employment Opportunity (Commonwealth Authorities) Act, 1987
- National Disability Insurance Scheme Act, 2013
- National Disability Strategy 2010-2020
- National Standards for Disability Services, 2013
- Racial Discrimination Act, 1975
- Sex Discrimination Act, 1984, and Amendment 2013
- Workplace Gender Equality Act, 2012

International

- United Nations Convention on the Rights of Persons with Disabilities (2006) which affirms that persons with disabilities must enjoy all human rights and fundamental freedoms, regardless of their ability level.

8. REVIEW AND EVALUATION

This Policy will be reviewed once per Council term.