



CUMBERLAND
CITY COUNCIL

Disability Inclusion Action Plan

2022 to 2026



Easy Read

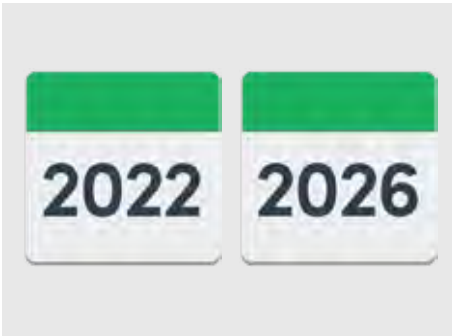
www.cumberland.nsw.gov.au

About this plan



This is the Disability Inclusion Action Plan for Cumberland City Council.

We will say **plan** for short.



This plan is for 4 years.

It goes from 2022 to 2026.



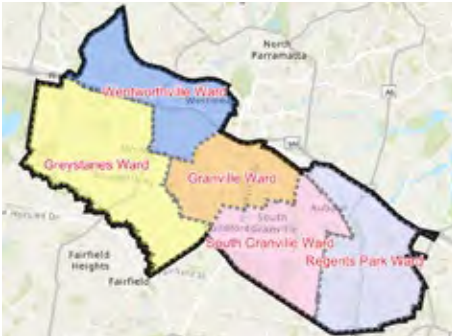
It says what we want to do to make life better for people with disability in Cumberland City.



We want everyone in Cumberland City to be able to

- Be part of the community
- Do the same things as everyone else.

People in the Cumberland City Council



Lots of different people live in Cumberland City.



Many come from other countries and speak other languages.



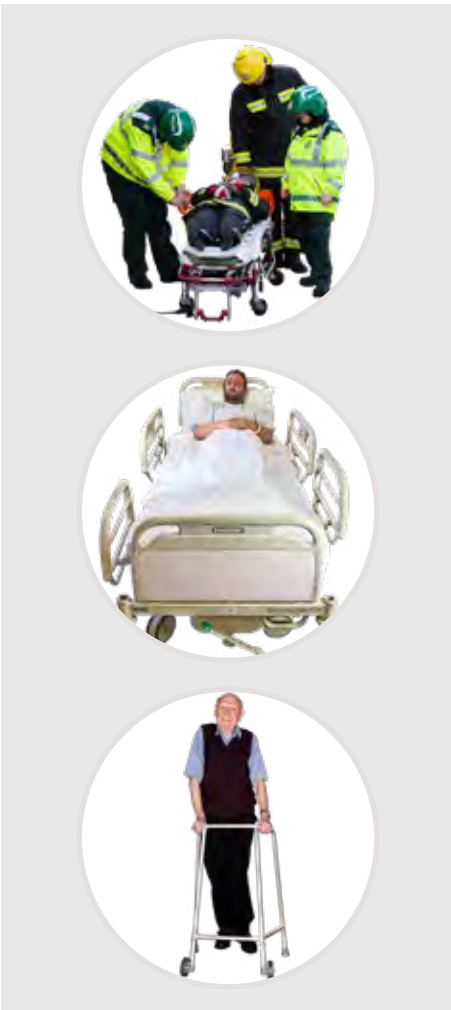
There are many people with disability living in Cumberland City.



People can have different kinds of disabilities.



Some people are born with a disability.



Others got their disability because of

- An accident
- A bad illness
- Getting older.

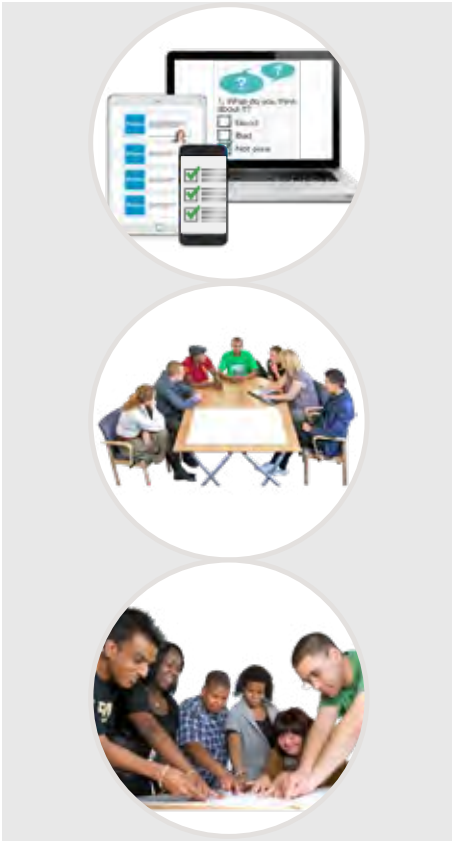


There are also many people in Cumberland City that care for people with disability or older people.

How we made this plan



We wanted to hear from many different people about what could be better in Cumberland City.

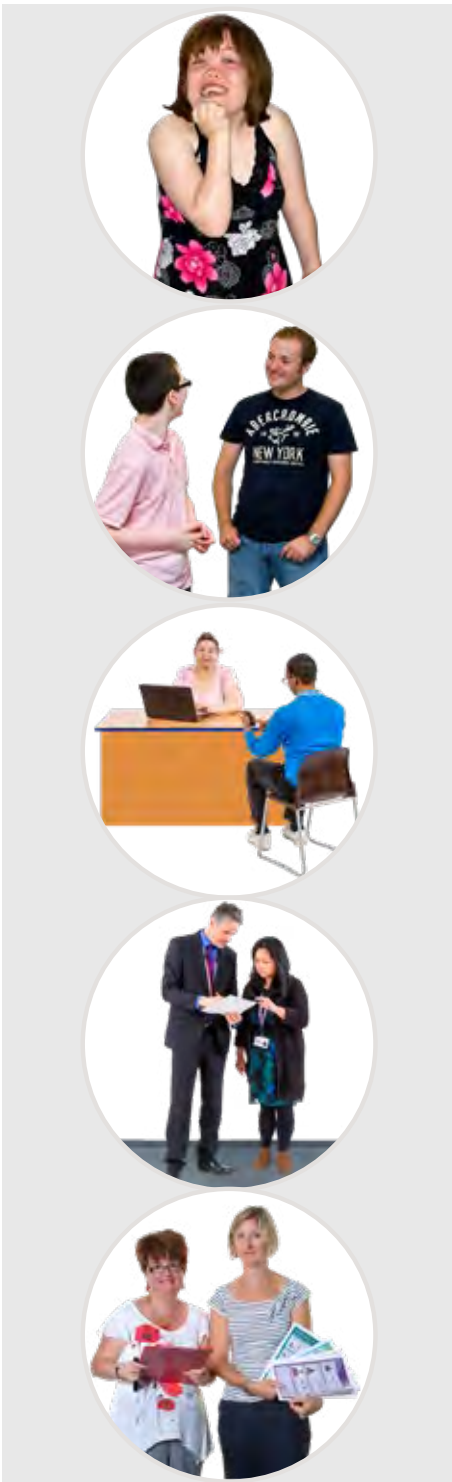


We did

- 3 different surveys
- A big meeting with council staff
- Focus groups.



Focus groups are meetings where people talk about issues and share their ideas.



The people who took part were

- People with disability
- Families and carers
- Disability services
- Council staff
- Advocacy groups

Advocacy groups help make sure people with disability get their rights.



We used what they told us to write this plan.

4 big areas



From what people told us we came up with 4 big areas to work on.



These areas are

1. Change the way people think about people with disability
2. Make Cumberland City a good place to live
3. More work for people with disability
4. Make information and services better.



We will talk about each area and say what we will do about it.

1. Change the way people think about people with disability



Most people in Cumberland City are friendly and look out for people with disability.



But there are also many people that do not know a lot about disability.



They do not know a lot about

- The different kinds of disability

- Disabilities you cannot see like an intellectual disability.



What we will do

We will have more Council projects and programs that people with disability can join.



We will teach the community more about disabilities.



We will share with the community some of the great things people with disability do.



We will tell the community about services and programs for people with disability.

We will train our staff so that they



- Understand what disability means



- Can support people with disability better.



We will have more art shows with people with disability.

2. Make Cumberland City a good place to live



Footpaths and getting into smaller shops are a big issue for many people in Cumberland City.



There is also not enough parking for people with disability.



There needs to be more information about

- Disability
- Supports and services for people with disability.



This information must be in a way everyone can understand like Easy Read or other languages.



The people we talked to were very happy with our **access committee**.

The **access committee** is a group of Council staff.



You can go to the access committee to have your say about what happens in Cumberland City.



People also like that Cumberland City has many

- Parks
- Community Centers
- Programs



We need to make sure everyone knows about them and can use them.



What we will do

We will make better

- Footpaths
- Ramps
- Ways to get into smaller shops.



We will make sure more people know about services and supports for people with disability.



We will keep making it easier to get into

- Places and parks in Cumberland City
- Council buildings.



We will work on ways for everyone to have their say about what happens in Cumberland City.

3. More work for people with disability



When you have a job that you enjoy it makes you feel good about yourself.



It also helps you

- Spend more time with other people
- Do more things by yourself.



The people we talked to said people with disability need more support to get jobs.



There must be more things like

- Training
- Support programs.



Council should work with businesses in the area to support them to hire more people with disability.



Council needs to have more **volunteer work** for people with disability.

Volunteer work is when you do work for free to learn new skills.



What we will do

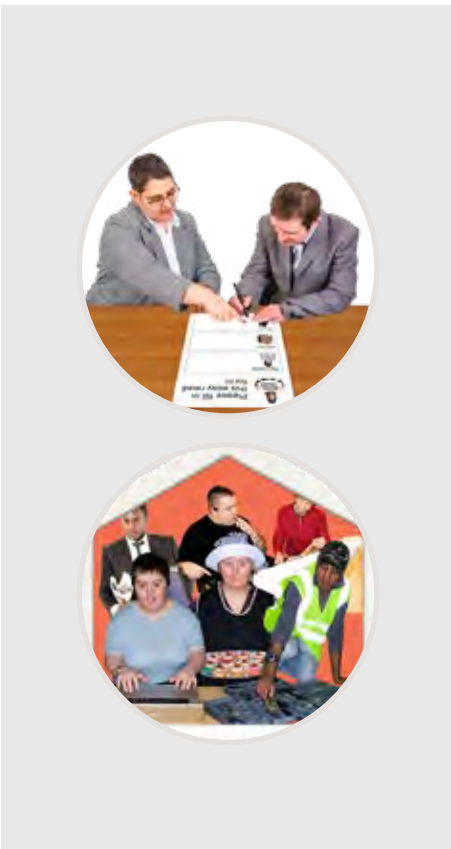
We will make sure that people with disability can get more jobs with the Council.



We will make sure the way we hire new Council staff is fair for everyone.



We will look into ways to have more volunteer work for people with disability.



We will have trainings and support programs to help people with disability to

- Get the skills to do a job they like



- Find a good job.



We will work with businesses in the area to have more jobs and volunteer work for people with disability.

4. Make information and services better



The people we talked to said that it needs to be easier to get Council information.

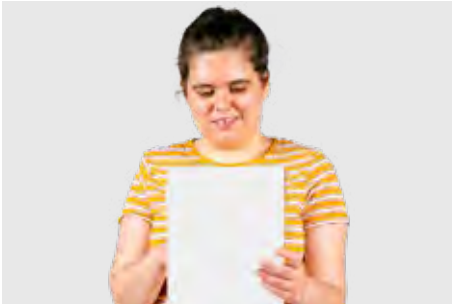


Information must also be easy to understand.



Council should have information in different ways like

- Easy Read
- Other languages
- **Audio** that people can listen to.



What we will do

We will have more ways for people to tell us what they think and share their ideas.



We will come up with ways to talk more with the community.



That will help us understand better what our community needs.



We will make it easier for people to find the information they need.



We will have more information in different ways so that everyone can understand.

Making sure the plan works

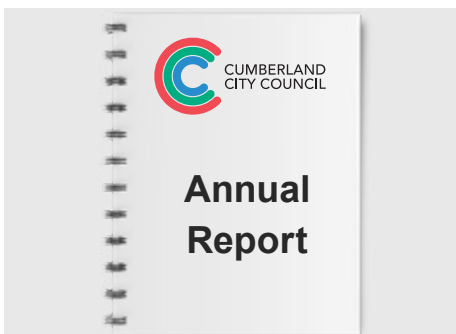


We put together a group of people to help us check how we are going with this plan.

This group is called the **Cumberland Access Group Committee**.



We will write in our **annual report** what we have done so far to make the plan work.



The **Annual Report** talks about all the things we did in the last year.



We will write a short report every year for the Disability Council NSW.



In 2026 we will look into how we went with everything in this plan.



We will write a big report about it.

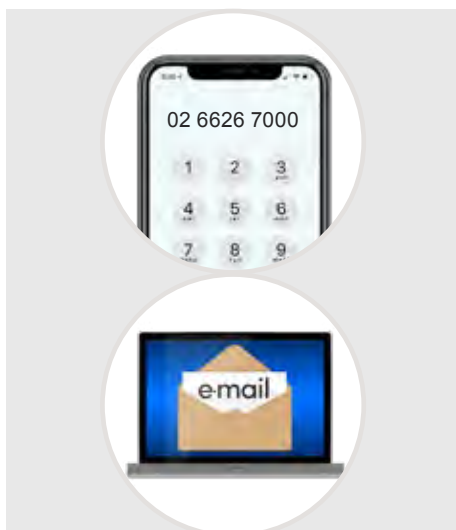


We will show this big report to

- The people living in Cumberland City
- The Disability Council NSW
- The **Australian Human Rights Commission.**

The **Australian Human Rights Commission** makes sure that people get their rights.

Contact



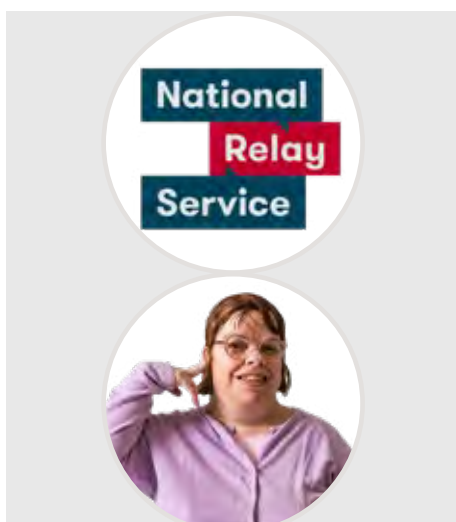
To find out more about this plan

- Call us on **8757 9000**
- Send an email to
council@cumberland.nsw.gov.au



For help in your language call the Translating and Interpreting Service on **131 450**.

It is free to call them.



Call the National Relay Service on **9707 9000** if you

- Are deaf
- Have trouble hearing.

Council for Intellectual Disability made this document Easy Read. **CID** for short. You need to ask CID if you want to use any pictures in this document. You can contact CID at **business@cid.org.au**.