

# ACCESS AND INCLUSION ADVISORY PANEL MINUTES

Wednesday 26 March 2025  
6.00 pm – 7.15 pm  
Hybrid meeting



<b>Present</b>	
<b>Community Members</b> Riley Dunn, Rachel Lazarov, Sheron Eagar, Astrida Grigulis, Debbie Goddard, Jessica Tattersall, Kanae Yamamoto, Sara Chesterman	<b>Guests</b> Mandy, Captioner
<b>Council Officers</b> Sharon Cassidy, Director, Assets and Operations Chris Bath, Manager, Older People and Disability Services Annabelle Hayter, Community Development Officer, Access and Inclusion – Minutes	<b>Councillors</b> Clr Joshua Spicer, Chair Clr Lauren Townsend, Deputy Chair Clr Keri Spooner, Deputy Mayor Clr Ludovico Fabiano
<b>Apologies</b>	
Suzanna Kertesz, Community Member Clr Will Nemesh, Mayor Clr Kathryn Westwood Clr Michelle Stephenson Clr Paula Masselos Clr Dov Frazer Clr Dominic Wy Kanak Clr Margaret Merten Ben Thompson, Director, Community, Culture and Customer Experience Annette Trubenbach, Executive Manager, Community Programs	

Item	Summary	Action officer
1. <b>Acknowledgement of Country</b>	Clr Spicer gave Acknowledgement of Country.	
2. <b>Welcome to new Panel</b>	Clr Spicer welcomed everyone.	
3. <b>Introductions</b>	Panel members and staff introduced themselves and talked about their interests and experience.  Responsibility for the Access Panel at the executive level is shared by: Sharon Cassidy, Director Assets and Operations, and Ben Thompson, Director Community, Culture and	

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WAVERLEY  
COUNCIL

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	<p>Customer Experience The Panel is resourced by Annabelle Hayter and Chris Bath</p>	
<p><b>4. Advisory Panel Role and Objectives</b></p> <p>Sharon Cassidy</p>	<p>The objective of the panel is to promote an inclusive community and enhance the inclusion and participation of people with disability in community life.</p> <p>The role is to:</p> <ul style="list-style-type: none"> <li>Provide lived experience advice.</li> <li>Help Council to enhance inclusion and accessibility of infrastructure, facilities, services, programs.</li> <li>Provide suggestions about how to progress DIAP actions and input into the next DIAP.</li> <li>Participate and contribute to meetings.</li> </ul>	
<p><b>6. Disability Inclusion Action Plan</b></p> <p>Chris Bath, Annabelle Hayter</p> <ul style="list-style-type: none"> <li>• Achievements under each focus area</li> <li>• proposed topics for future meetings</li> </ul>	<p>An overview of the Disability Inclusion Action Plan was provided with key achievements. The four areas include:</p> <ol style="list-style-type: none"> <li><b>1. INCLUSIVE ATTITUDES AND BEHAVIOURS</b> Council staff and community awareness</li> <li><b>2. LIVEABLE COMMUNITY</b> Inclusive built and natural environment such as venues, streets, parks, and beaches.</li> <li><b>3. MEANINGFUL EMPLOYMENT</b> Opportunities for people with disability in Council and in the community.</li> <li><b>4. ENGAGEMENT AND ACCESSIBLE SYSTEMS</b> Council systems need to be accessible to people with disability.</li> </ol> <p>See attached presentation for more information.</p> <p><b>Action:</b> The presentation to be sent to panel members.</p> <p><b>Community panel member comment:</b> How does the community know about progress on implementation of the plan?</p>	<p>Annabelle Hayter</p>

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	<p><b>Council officer response:</b> Annual progress reports detailing implementation are reported to the NSW Disability Council and included in Council's Annual Report. Progress reports are sent to the Panel biannually.</p> <p><b>Action:</b> Community Programs to send a copy of the 23/24 DIAP report.</p> <p><b>Key topics</b> Discussion about key topics of interest identified by panel members:</p> <ul style="list-style-type: none"> <li>• More focus on an inclusive built environment, including accessible paths of travel, better footpaths, kerb ramps, visual cues, wayfinding and lighting so that people with disability can move independently around the area. This is not only about physical access for wheelchairs users. Consideration of accessibility for older people and people who are vision impaired, or blind is equally important.</li> <li>• Barriers on footpaths and hazards, such as share bikes blocking footpaths and driveways. Note: A motion went to the March 2025 Council to address the management of share bikes in the area.</li> <li>• Poor bike rider behaviour. Some bike riders lack consideration for people with disability when community members are using or crossing shared paths. A member was almost hit by a rider recently.</li> <li>• Improved beach, pool and coastal access. There are no accessible pools open to the public in the area. It is difficult to use the children's pool at North Bondi as it is very busy during summer. An option could be to ask for a hoist at Bondi Icebergs. More information on Council's websites about accessible coastal areas, facilities, pathways would benefit locals and tourists.</li> <li>• Discrimination on the basis of disability or cultural background is regularly experienced. More community awareness is required so that people</li> </ul>	<p>Annabelle Hayter</p>

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	<p>with disability feel they are part of the Waverley community.</p> <ul style="list-style-type: none"> <li>• Employment of people with disability in Council and in the community needs to be a priority.</li> <li>• More accessible housing so people with disability can live in their local community. People want to live in this area as it has good access to public transport, shopping, health facilities and the coast. Council should require commitment to improving disability access when considering DAs. For new housing, NSW and WA are the only states that have not adopted the Liveable Housing Design Standards. NSW should agree to adopting this standard.</li> </ul> <p>Planning</p> <ul style="list-style-type: none"> <li>• Projects are often complex, with different stages, and can take a long time to implement. It is important to have short and long-term goals to progress disability inclusion.</li> <li>• Based on the Panel discussion, staff to propose topics for each meeting and provide information about how best to raise matters, so the meetings are effective.</li> </ul>	
<p><b>7.General Business</b></p>	<p><b>7.1Waverley Park - Pick-Up and Drop-Off Zones (PUDO)</b> Installation of a PUDO point to access Waverley Park proposed for discussion at April Council meeting.</p> <p><b>7.2 Charing Cross</b> What is happening with the Charing Cross streetscape upgrade. How long will it take?</p> <p><b>Council officer response:</b> Extensive work is occurring in Charing Cross. It is a very large infrastructure project and will go to November. It is challenging to keep access pathways clear, however if there are problems, please let Council know and we will address them.</p> <p><b>Action:</b> Council officers to report back to the Panel about plans that are in place to address access issues for</p>	<p>Assets and Operations</p>

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	<p>people with disability and older people with mobility issues during the construction.</p> <p><b>7.3 Inclusive design of built environment and street scapes</b></p> <p><b>Community panel member comment:</b> There needs to be more consideration of inclusive design when redeveloping built environment and streetscapes to consider the needs of as many people as possible, including the needs of people who are vision impaired or blind. Raised crossings in Bondi Junction and Bondi are good for wheelchair users, but no kerb ramps and a lack of visual cues make them challenging for people who are vision impaired or blind. People who are blind can feel safer crossing at kerb ramps.</p> <p>Guide Dogs NSW provided advice to Council about three years ago, and it was agreed that Council and Guide Dogs would work together, however the advice has not been implemented with recent upgrades including at Charing Cross which raises serious concerns.</p> <p>Guide Dogs NSW has been advocating for research into more effective designs, instead of the current "flush finish design." In the meantime, they are urging Councils and designers not to install new ones.</p> <p><b>Council officer response:</b> These concerns are acknowledged, and the issues are complex. Council is looking at tactile ground surface indicators at identified crossings.</p> <p><b>Action:</b> Council officers to report back to the Panel about how Council is addressing accessibility needs of people who are visually impaired or blind when carrying out footpath and intersection upgrades in commercial centres, including concerns related to flush finishes.</p> <p><b>7.4 Administration of the Panel</b></p> <p>The main contact for community panel members is Annabelle Hayter via the Access and Inclusion Panel</p>	<p>Assets and Operations</p>

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	<p>email <a href="mailto:AIAP@waverley.nsw.gov.au">AIAP@waverley.nsw.gov.au</a> or her individual email.</p> <p>Councillors on the panel said they can also be contacted about disability access issues.</p> <p><b>Action:</b> Community programs to send out contact emails for Councillors on the Access and Inclusion Advisory Panel</p> <p>Meeting duration When councillors and directors have back-to-back meetings, panel meetings need to finish at 7.15pm. On days where there are no other meetings, the meetings can go to 7.30 pm.</p>	Annabelle Hayter
<b>8.Next Meeting</b>	<b>14 May 2025 6.00 pm</b>	
<b>9. Meeting Closed</b>	7.30 pm	