



AGENDA

A meeting of the Access and Inclusion Committee
will be held on Cammeraygal Land
in the Ros Crichton Pavilion, 200 Miller Street North Sydney
at 5.30pm Tuesday 6 August 2024.
The agenda is as follows.

Therese Cole
CHIEF EXECUTIVE OFFICER



North Sydney Council is an Open Government Council. The records of Council are available for public viewing in accordance with this policy, with the only exception being made for certain confidential documents such as legal advice, matters required by legislation not to be divulged, and staff matters.

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1. Confirmation of Minutes

The Minutes of the previous meeting held on 21 May 2024 were taken as read and confirmed.

2. Disclosures of Interest

3. Committee Reports

3.1. UserWay Widget Consultation

AUTHOR	George Carrick, Access and Inclusion Coordinator
ENDORSED BY	Marcelo Occhiuzzi, Director Community, Planning and Environment
ATTACHMENTS	Nil
CSP LINK	4. Our Social Vitality 4.1 North Sydney is connected, inclusive, healthy and safe 5. Our Civic Leadership 5.2 Strong civic leadership and customer focussed services 5.3 Community is engaged in what Council does 5.4 Council services are efficient and easy to access

PURPOSE:

The purpose of this report is to brief the Access and Inclusion Committee (AIC) on the UserWay Accessibility Widget that Council has recently implemented on the YourSay website.

EXECUTIVE SUMMARY:

- The UserWay Accessibility Widget is a program that adds additional features to a website, to improve digital accessibility.
- Council has commenced a one-year subscription of the widget on our YourSay website to ensure that more members of our community can engage in current and upcoming consultations.
- The program allows visitors to the YourSay website to alter the display of information at the click of a button. Features include live translations into 50+ languages, screen reader capability, alteration of text size and text spacing, and various other options.

RECOMMENDATION:

- 1. THAT** the Access and Inclusion Committee note Council's subscription to the UserWay Accessibility Widget, to enhance digital accessibility to the YourSay community engagement pages on Council's website.
- 2. THAT** the Access and Inclusion Committee provide feedback on how Council may most effectively use the UserWay Accessibility Widget to maximise accessibility features.

Background

Council has implemented the UserWay Accessibility Widget to make it easier and more accessible for community members to provide input into Council projects and initiatives high affect the community.

Council is seeking input from the Access and Inclusion Committee as to how the widget can be most effectively used to maximise its accessibility features. The Committee will be provided with an interactive presentation by Council staff at the August 2024 meeting on the features of the program. This will highlight benefits, any issues, and possibly points of discussion for the mutual benefit of both Council staff and Committee members.

The UserWay website can be viewed here: [UserWay's Accessibility Widget: ADA compliance made easy](#), and the YourSay website here: [Your Say North Sydney \(nsw.gov.au\)](#).

The images below are examples of how the widget looks in situ.

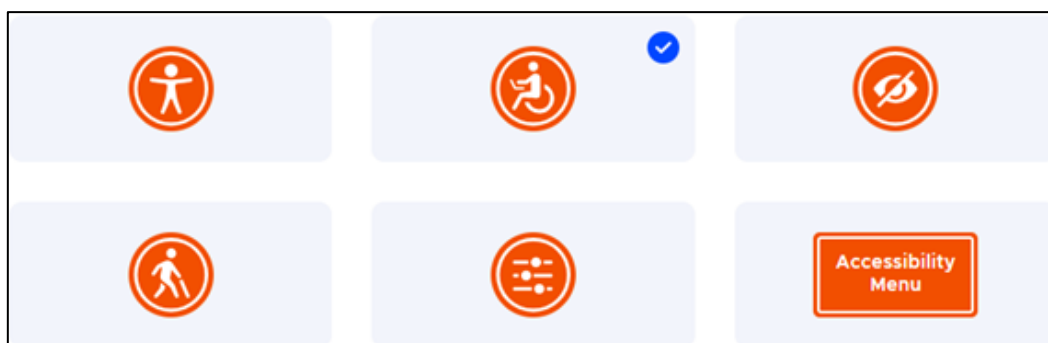


Figure 1- Icon options, to access the accessibility menu

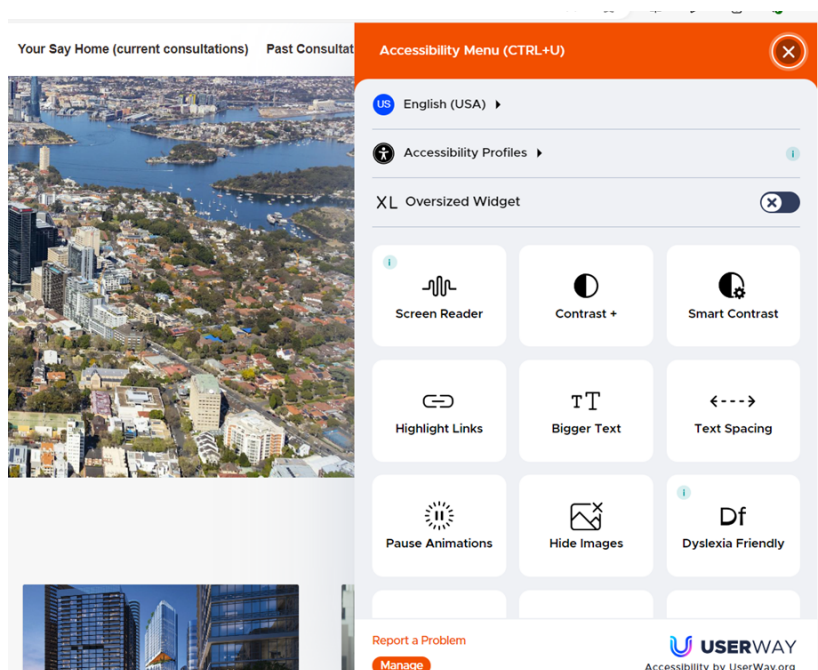


Figure 2 - the Accessibility Menu, displaying options once the icon (Figure 1) is clicked

3.2. Crows Nest/St Leonards Transport Oriented Development

AUTHOR	George Carrick, Access and Inclusions Coordinator
ENDORSED BY	Marcelo Occhiuzzi, Director Community, Planning and Environment
ATTACHMENTS	Nil
CSP LINK	<ol style="list-style-type: none"> 1. Our Living Environment <ol style="list-style-type: none"> 1.4 Well utilised open space and recreational facilities 2. Our Built Infrastructure <ol style="list-style-type: none"> 2.1 Infrastructure and assets meet diverse community needs 2.2 Vibrant public domains and villages 2.3 Prioritise sustainable and active transport 2.4 Efficient traffic mobility and parking 3. Our Innovative City <ol style="list-style-type: none"> 3.1 Our commercial centres are prosperous and vibrant 3.2 North Sydney is smart and innovative 3.3 Distinctive sense of place and design excellence 4. Our Social Vitality <ol style="list-style-type: none"> 4.1 North Sydney is connected, inclusive, healthy and safe 4.2 A centre for creativity and learning 5. Our Civic Leadership <ol style="list-style-type: none"> 5.1 Lead North Sydney’s strategic direction 5.2 Strong civic leadership and customer focussed services

PURPOSE:

The purpose of this report is to brief the Access and Inclusion Committee on the State Government’s Transport Oriented Development (TOD) proposal currently on exhibition for the Crows Nest / St Leonards Precinct.

EXECUTIVE SUMMARY

- The Crows Nest/St Leonards [Transport Oriented Development Program](#) (TOD) rezoning proposal is now on exhibition until 5pm Friday 16 August 2024.
- Crows Nest/St Leonards has been identified as an “accelerated precinct” under the program, to deliver up to 3,255 new homes (over and above the existing capacity of the “2036 Plan” which is discussed below), 2600 new jobs, and a mandatory affordable housing contribution of 10-15 per cent.
- The plans consider the built form, environment, movement, and land use. The plans appear to be silent on social infrastructure.

- The TOD builds on the recommendations and targets established in the previously completed '[St Leonards and Crows Nest 2036 Plan](#)', which was finalised in 2020. Together with the targets established in the 2036 Plan, forecasts estimate that total population growth in the precinct by 2036 will be 16,000 people.

RECOMMENDATION:

- 1. THAT** the Access and Inclusion Committee note the State Government's Transport Oriented Development proposal currently on exhibition for the Crows Nest / St Leonards Precinct.
- 2. THAT** the Access and Inclusion Committee provide input and feedback on the TOD proposal to help further inform Council's submission.

Report

The Crows Nest/St Leonards precinct has long been considered an area of potential growth and development by the State Government to capitalise on the existing health, education, and commercial services already available in the area, supplemented by the delivery of the Crows Nest Metro which will be operational in August 2024. The precinct includes areas from Lane Cove, Willoughby, and North Sydney Local Government Areas.

Significant development has already occurred, including the construction of the Crows Nest Metro Station, and several significant commercial and residential developments in St Leonards CBD.

What the TOD Proposal Includes

The rezoning proposal and supporting documents for the Crows Nest/St Leonards TOD can be accessed via the Department's website here: [Crows Nest TOD rezoning proposal | Planning Portal - Department of Planning and Environment \(nsw.gov.au\)](#).

The final planning package and supporting documents for the Crows Nest and St Leonards 2036 Plan can be accessed via the Department's website here: [St Leonards and Crows Nest - Planning Package | Planning Portal - Department of Planning and Environment \(nsw.gov.au\)](#).

Below is a summary of the proposed changes included in the TOD which build on the 2036 Plan.

Proposed changes to the Pacific Highway corridor:

- significant rezoning of Pacific Highway to allow capacity for higher and denser mixed use and residential development (e.g., 32 and 27 storeys on Oxley Street, tapering down to 16 and 12 storeys on Shirley Road.);
- increase in height to six-eight storeys on Nicholson and Sinclair Streets.

Increased height and density for affordable housing:

- the TOD proposal includes a mandatory affordable housing contribution of 10-15% in perpetuity to be managed by a community housing provider;
- there are bonus provisions in place for increased height and floor space in certain sites. For example, the buildings on Oxley Street could increase to 40 and 35 storeys respectively should the increase in storeys be designated as affordable housing.

Infrastructure funding:

- \$520 million will be contributed by the NSW Government across all eight accelerated precincts, with this funding specifically allocated for active transport links and good quality public open spaces. It remains unclear as to how these funds will be allocated /distributed;
- Local and State development contributions will continue to apply, and the State Government has expressed its intent to collaborate with Council on contributions plans.

Urban amenity and social infrastructure:

- The State Government will be looking to build on open space that has been delivered since the 2036 Plan was implemented, by seeking opportunities for improved open space and connectivity;
- there will be a focus on active transport opportunities, particularly linking the Metro with the wider precinct;
- new and/or expanded schools are being considered in the broader region.

What the proposal is missing

The Crows Nest and St Leonards 2036 Plan was developed between 2016 and 2020 and forms the foundation of the current Transport Oriented Development Proposal. The report and supplementary documentation that was exhibited for the 2036 Plan was noticeably more comprehensive than the current TOD proposal. A series of technical studies were completed to support the Plan, including a social infrastructure and open spaces study, and (limited) consultation with Councils and community was conducted. The following is a summary of some of the items that are missing from the proposal.

Commitment to social infrastructure funding:

- the current TOD proposal does not include specific mention of any social infrastructure projects or funds (outside the \$520 million pool allocated to all accelerated precincts).
- the Crows Nest precinct will need to compete with the seven other identified precincts (many of which have considerably more development occurring) for funds.
- previously in the 2036 Plan, \$110-120 million worth of Social Infrastructure Contributions (SIC) had been carved out specifically for the Crows Nest Precinct.
- changes to the way that Local Councils can seek social infrastructure contributions from developers have also been made including: -
 - where previously Councils were able to create voluntary planning agreements (VPAs) for local infrastructure projects, the new Housing and Planning Contribution (HPA) centralises these funds from across the state and reallocates them.
 - Council would have to lobby for funds to be allocated to Crows Nest.

Commitment to social infrastructure projects: -

- The 2018 Social Infrastructure and Open Spaces study conducted by ARUP identified a need for significant investment in social infrastructure to support the forecasted population growth in the precinct, such as:
 - the need to build two primary schools and one secondary school.
 - a critical need for an increase in provision of childcare centres.
 - a need for additional youth centres.
 - a need for additional communal spaces such as libraries, arts centres and community centres.
- In the 2036 Plan, commitments to specific social infrastructure projects were made (e.g. Hume St and Holterman St parks).
- The current TOD proposal contains no specific commitments, only a general interest.

Commitment to making the Crows Nest Precinct an accessible and inclusive space: -

- The TOD proposal makes broad reference to promoting accessibility through the precinct:
 - it identifies transition between character areas as one of its design principles.
 - it establishes the following as objectives in its design guide:
 - prioritise pedestrian and active transport orientated movement with safe and inviting connections.
 - promote legibility between key public spaces and infrastructure with key sightlines and corridors.
 - However, there are some key accessibility issues that are not adequately addressed in the proposal, such as:
 - ensuring new developments are designed with accessibility as a core design principle:
 - For example, the NSW Disability Inclusion Plan states that “where public authorities have a role in planning for, assessing or providing housing for NSW communities, universal housing design principles could be outlined. The principles should signal commitment to ensuring equitable housing supply and access for NSW households and refer to the livable housing design guide.”
 - There is no mention of the livable housing design guide in the proposal.
 - ensuring residents in new developments on the western side of the Pacific Highway will be able to move to key transport and health hubs safely and easily on the eastern side of the highway (e.g., Crows Nest Metro, St Leonards Station, Royal North Shore Hospital).

Seeking the Access and Inclusion Committee’s input on the TOD proposal

The above represents a broad overview of some issues to be addressed in Council’s submission to the proposal. The proposal is dense and complex, and the exhibition window provided by the Department is narrow.

Council staff are in the process of preparing a report to be considered by Council at its meeting of 26 August 2024, in response to the current exhibition of the proposals. Feedback from the Committee to inform this submission would be very beneficial.

Links to the documents most likely to be pertinent to the Access and Inclusion Committee are provided below:

St Leonards and Crows Nest 2036 Plan: [St Leonards and Crows Nest 2036 Plan](#).

Explanation of Intended Effect: [Crows+Nest+Explanation+of+Intended+Effect+\(EIE\).pdf \(shared-drupal-s3fs.s3.ap-southeast-2.amazonaws.com\)](#)

Crows Nest Design Guide: [shared-drupal-s3fs.s3.ap-southeast-2.amazonaws.com/master-test/fapub_pdf/NSW+Planning+Portal+Documents/Crows+Nest+Design+Guide.pdf](#)

Urban Design Report: [Crows+Nest+Urban+Design+Report.pdf \(shared-drupal-s3fs.s3.ap-southeast-2.amazonaws.com\)](#)

Supplementary Transport Technical Note: [Crows Nest Transport Orientated Development Precinct \(shared-drupal-s3fs.s3.ap-southeast-2.amazonaws.com\)](https://shared-drupal-s3fs.s3.ap-southeast-2.amazonaws.com)

Social Infrastructure Report: [Social Infrastructure .pdf](#)

3.3. Australian Disability Network membership hour allocation

AUTHOR	George Carrick, Access and Inclusions Coordinator
ENDORSED BY	Marcelo Occhiuzzi, Director Community, Planning and Environment
ATTACHMENTS	1. 2024-2025 Membership Plan [3.3.1 - 9 pages]
CSP LINK	4. Our Social Vitality 4.1 North Sydney is connected, inclusive, healthy and safe

PURPOSE:

The purpose of this report is to present an overview of how North Sydney Council's membership hours with the Australian Disability Network (ADN) can be utilised, and to seek feedback from the Access and Inclusion Committee on the prioritisation of proposed projects.

EXECUTIVE SUMMARY:

- North Sydney Council has recently renewed its gold membership with the Australian Disability Network, from 1 August 2024 to 1 August 2025.
- Included within the membership are 35 hours of specialized consultancy which can be used to support Council in developing its access and inclusion capacity. In the past, these consultancy hours have been utilised to support Council to develop Disability Inclusion Action Plans (DIAPs) and implement specific action items from DIAPs.
- To ensure this valuable resource is being adequately utilised, Council is seeking input and feedback from the Access and Inclusion Committee on prioritising potential future projects.

RECOMMENDATION:

- 1. THAT** the Access and Inclusion Committee note Council's membership to the Australian Disability Network.
- 2. THAT** the Access and Inclusion Committee provide feedback on prioritisation of projects for resourcing in the current Australian Disability Network membership period.

Report

With Council's current Disability Inclusion Action Plan at its halfway stage, Council has identified two goals for its usage of ADN hours. Those goals are:

- prioritising and implementing items from the current DIAP that are currently outstanding;
and
- undertaking preparatory measures for the development of the next DIAP.

ADN membership hours can be spent on a variety of different items. Council has undertaken discussions with ADN and key staff to identify projects that would achieve the goals. Those projects include:

- accreditation as a Disability Confident Recruiter;
- assessment on ADN's Access and Inclusion Index;
- rRunning a Disability Employee Network Workshop;
- a Dignified Access Review;
- Disability Confidence Training for Executive Leaders and Councillors.

More information regarding each of these items and the associated costs, are contained in the attached document.



Membership Summary

Member: North Sydney Council

Membership: [Gold](#) with 35 membership hours available to use by 31 July 2025, before membership renews and hours reset on 1 August 2025.

Member Charter: Refer to our [Member Charter](#) and [Terms of Engagement](#).

Date: Prepared 12 July 2024 for the membership year beginning 1 August 2024. Information in this document is subject to change.

Your membership includes:

- Access to member [dashboard](#) and [resources](#) on our AusDN website.
- Access to AusDN guides, such as the [Sharing and Monitoring Disability Information in your Workforce](#) guide and [Business Case for Disability Employment Targets](#).
- Access to research, such as our [Workplace Adjustments Report](#).
- Recognition of member status on the AusDN [our members](#) webpage.
- Use of the AusDN member badge.
- Opportunity to connect and learn from members at our [Member Roundtables](#).
- Monthly [newsletters](#).
- Member rates for publications, programs, learning solutions and [consultancy services](#).
- Access to quarterly connections with your Relationship Manager.

Your membership hours may be used for:

- Customised consultancy services.
- Publications, such as the [Disability Employment Essentials Pack](#) with 4 How to Guides.
- Establishment of/guidance for an effective [Employee Resource Group](#).
- Development/review of [Workplace Adjustment](#) Policies and Procedures.
- Participation in Access and Inclusion Plan Master Class.
- Development/review of [Access and Inclusion Plans](#).
- Review of recruitment processes.
- Accreditation through the [Disability Confident Recruiter Program](#).
- Assessment through the [Access and Inclusion Index](#).
- Dignified Access review of premises.
- [Inclusive Design](#) reviews, development, user research and testing.
- Group facilitated training (online or in person).

At an additional cost, you will also have access to:

- [Training for individuals](#) (online).
- Individual licenses or SCORM files for our Disability Confident [eLearn](#) Modules.
- Participation in [Stepping into](#) and [PACE Mentoring](#) programs.



Contact Details for North Sydney Council

Primary Contact:

- George Carrick / Access and Inclusion Coordinator / Email: george.carrick@northsydney.nsw.gov.au

Secondary Contact:

- Helen Connell / Acting Manager, People and Culture / Email: helen.connell@northsydney.nsw.gov.au

Contact Details for Australian Disability Network

Relationship Manager:

- Danielle Smyth / Relationship Manager, Member Experience / Email: danielle.smyth@AusDN.org.au / Phone: 02 8270 9234

Consultancy and Program Leads:

- Lara Bernado / Lead, DCR Program / Email: dcr@AusDN.org.au
- Rosie Lane / Lead, Access and Inclusion Index / Email: index@AusDN.org.au
- Tom Bevan / Lead, Dignified Access Reviews and Training / Email: tom.bevan@AusDN.org.au
- Hayley Brooks / Lead, User Experience / Email: userexperience@AusDN.org.au
- Christopher Strickland / Lead, Facilitated Training / Email: christopher.strickland@AusDN.org.au
- Tia Kwan / Lead, PACE Mentoring Program / Email: tia.kwan@AusDN.org.au

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Member Plan

Disability Confident Recruiter Program

North Sydney Council may like to participate in the Disability Confident Recruiter Program.

During the DCR Program, North Sydney Council will complete a discovery and education phase, with support from DCR Program Lead, to achieve the status of Disability Confident Recruiter.

This status is subject to annual renewal.

For more information, visit our [Become a Disability Confident Recruiter](#) webpage.

- **Cost:**
 - **Discovery Phase** is priced at 20 consulting hours, valued at \$5,900 plus GST.
 - **Education Phase** is priced at \$110 plus GST per eLearn login, or \$20,000 for eLearn SCORM files (DCR modules).
 - **Renewal** is priced at 9 consulting hours, valued at \$2,655 plus GST.
- **Payment Options:** Membership Hours and/or Invoice
- **Next Steps:** If interested, please connect with Dani via danielle.smyth@AusDN.org.au or our DCR Program Lead, Lara via dcr@AusDN.org.au.



Access and Inclusion Index

North Sydney Council may like to submit for the Access and Inclusion Index (2024 round).

The Index is a suite of online tools for Australian organisations to understand, assess, benchmark and improve their disability confidence to meet the needs of their employees, customers and stakeholders with disability.

For more information, visit our [Access and Inclusion Index](#) webpage.

- **Cost:**

- **Summary Report** is priced at 15 consulting hours, valued at \$4,425 plus GST.
- **Comprehensive Report** is priced at 22 consulting hours, valued at \$6,490 plus GST.
- Additional options and support packages are available.

- **Payment Options:** Membership Hours and/or Invoice

Next Steps: If interested, please connect with Dani via danielle.smyth@AusDN.org.au or our Index Lead, Rosie via index@AusDN.org.au. Submissions for the 2024 round are due in December 2024, with your selected report provided in March/April 2025. If NSC kick off in July 2024, you can allocate membership hours from your 1 August 2023 to 31 July 2024 membership year.



Disability Employee Network Workshop

North Sydney Council may like to partner with AusDN to facilitate 1 x Disability Employee Network workshop. This workshop will be a collaborative discussion to support the establishment/reestablishment of your Disability Employee Network.

By completion of the workshop and with access to further resources, the group will understand how to develop their DEN's Terms of Reference and Workplan.

- **Cost:**
 - **1 x 90-minute online workshop** with up to 15 participants is priced at 6 consulting hours, valued at \$1,770 plus GST.
 - **1 x 2-hour online workshop** with up to 15 participants is priced at 8 consulting hours, valued at \$2,360 plus GST.
 - In person facilitation will incur an additional cost, subject to further discussion.
- **Payment Options:** Membership Hours and/or Invoice
- **Next Steps:** If interested, please connect with Dani via danielle.smyth@AusDN.org.au to discuss further.



Dignified Access Review

North Sydney Council may like to arrange a Dignified Access Review of one or more premises.

During this review, our Dignified Access Lead will visit the premises and conduct a detailed assessment.

After this visit, we will prepare a report with recommendations. Our recommendations will go beyond compliance with Australian Standards, to describe areas where more can be done to provide safe, dignified and equitable access.

- **Cost:** From 17 consulting hours, valued at \$5,015 plus GST, subject to further discussion.
- **Payment Options:** Membership Hours and/or Invoice
- **Next Steps:** If interested, please connect with Dani via danielle.smyth@AusDN.org.au or our Dignified Access Lead via tom.bevan@AusDN.org.au.



Group Facilitated Training

North Sydney Council may like to arrange Disability Confidence training for your Executive Leaders and Councillors (separate sessions).

- **Example Learning Objectives:**

- Understand the importance of disability confidence for individuals, your organisation, and the community.
- Have greater awareness of disability in Australia.
- Have greater awareness of inclusive language, behaviours, and environments.
- Have greater awareness of adjustments in the workplace.
- Understand how to advocate as a Senior Disability Champion.
- Know where to find further information and assistance.

- **Cost:**

- **1 x 60-minute webinar** with up to 50 participants is priced at 10 consulting hours, valued at \$2,950 plus GST.
- **1 x 90-minute online training** with up to 20 participants is priced at 13 consulting hours, valued at \$3,835 plus GST.
- **1 x 2-hour online training** with up to 20 participants is priced at 14 consulting hours, valued at \$4,130 plus GST.
- Development of customised training, and in person facilitation, will incur an additional cost, subject to further discussion.

- **Payment Options:** Membership Hours and/or Invoice

- **Next Steps:** If interested, please connect with Dani via danielle.smyth@AusDN.org.au to discuss further.



Customised Consultancy Services

North Sydney Council may like to request a customised consultancy service.

This could include consultancy to seek best practice advice, or to develop and review policies, procedures, practices, plans and/or learning and development products.

- **Cost:**
 - From 1 consulting hour, valued at \$295 plus GST. Subject to further discussion to determine number of consulting hours.
 - For example,
 - review of an 8-page document is priced at 5 consulting hours, valued at \$1,475 plus GST. This includes our review, written feedback, as well as access to a 30-minute meeting to debrief and clarify the feedback.
 - 45-minute meeting is priced at 1 consulting hour, valued at \$295 plus GST.
 - 2-hour collaborative workshop/presentation is priced at 8 consulting hours, valued at \$2,360 plus GST.
- **Payment Options:** Membership Hours and/or Invoice
- **Next Steps:** If interested, please connect with Dani via danielle.smyth@AusDN.org.au to discuss further.



Member Journey

- Disability Employee Network – established in 2023.**
- Disability Inclusion Committee – established in 2023, launched in 2024.**
- Workplace Adjustment Policy and Procedure – reviewed in 2023, launched in 2024 (to be confirmed).**
- Access and Inclusion Plan Master Class – participated in [Year].
- Disability Inclusion Action Plan – launched in 2022, due for review in 2026.**
- Recruitment Review – completed in 2017.**
- Disability Confident Recruiter – accredited in [Year], last renewed in [Year].
- Access and Inclusion Index – submitted in [Year].
- Dignified Access Review – completed in [Year].
- Inclusive Design Project – completed in [Year].
- Facilitated Training – Inclusive Customer Experiences and Disability Confident Executive Leaders Training provided in 2023. Disability Confident Workforces eLearns also purchased in 2022, downloaded in 2024.**
- PACE Mentoring – participated in [Year].
- Stepping Into – participated in [Year].
- Employment Targets – [Current %], [Target %].
- Member of AusDN Disability Champions Network – Christina Wu inducted in 2023.**

4. General Business

5. Closure