







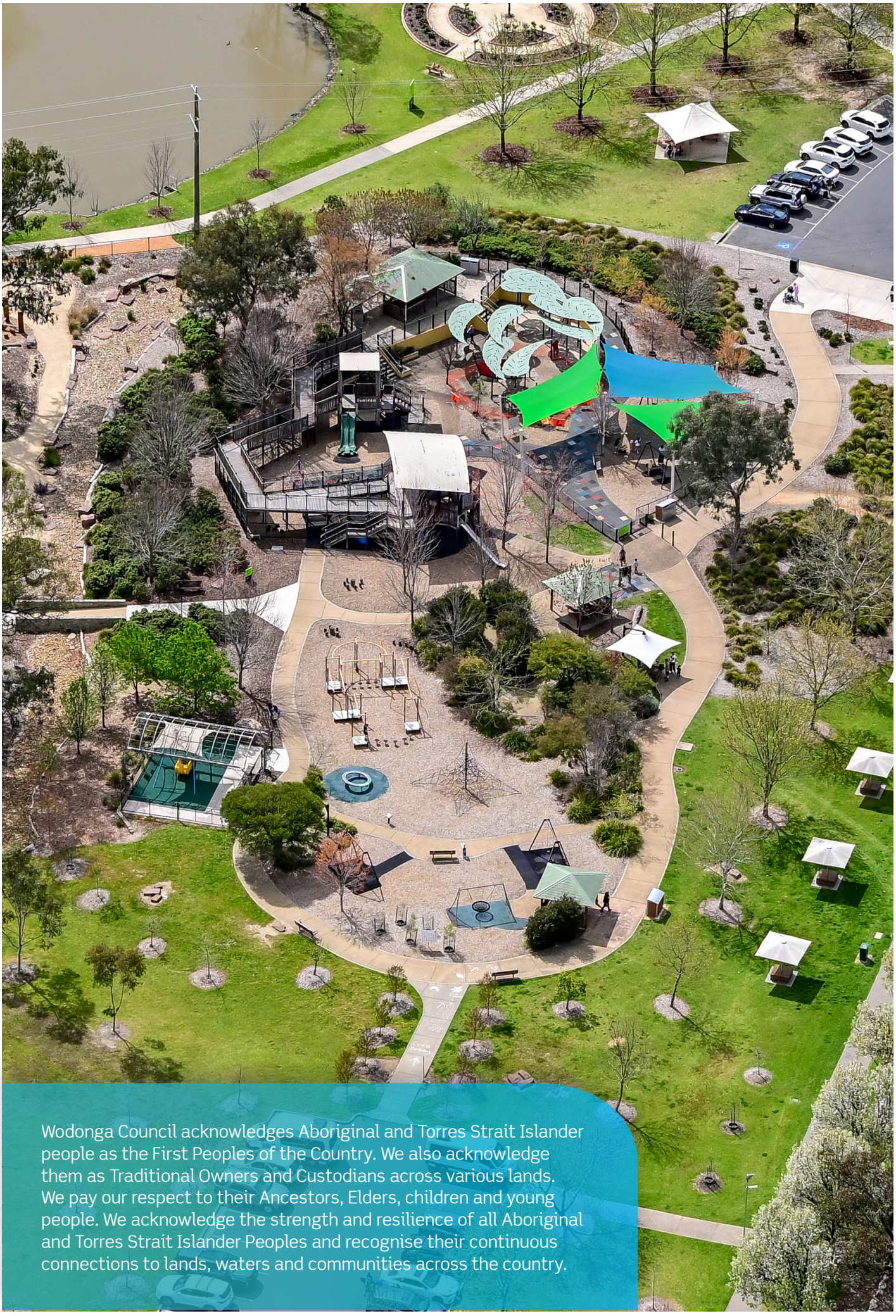




Draft Disability Action Plan

Creating an inclusive Wodonga

2026 - 2030



Wodonga Council acknowledges Aboriginal and Torres Strait Islander people as the First Peoples of the Country. We also acknowledge them as Traditional Owners and Custodians across various lands. We pay our respect to their Ancestors, Elders, children and young people. We acknowledge the strength and resilience of all Aboriginal and Torres Strait Islander Peoples and recognise their continuous connections to lands, waters and communities across the country.

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The Wodonga Access Group brings together people with disability, carers and organisations with broad and diverse knowledge and experience of disability and provides the council with strategic advice on access-related issues that can be responded to at a council level.

The council acknowledges the contribution and expertise of the Wodonga Access Group members in developing this framework.

Introduction

Wodonga Council aims to ensure that everyone in the community enjoys the same opportunities, rights and respect. Creating an equitable and inclusive community is critical to the health and wellbeing of individuals, families and the broader community. The *Wodonga Disability Action Plan* (the Plan) continues the council's ongoing work to promote community participation and inclusion, and outlines the priorities of the council in improving access to its services, programs, communications and infrastructure.

Statement of commitment

Diversity within the Wodonga community is recognised as one of our city's greatest strengths. Together, we commit to supporting the growth of a community that builds on the strengths of all people; one that values diversity and tolerance and recognises the fundamental right of all citizens to have equitable access to opportunities and meaningful civic participation.

The council is committed to ensuring that all residents have the opportunity to reach their potential, helping to drive Wodonga's future prosperity and build a stronger, more cohesive community. Council plans and practices will acknowledge and consider that all people have the same right to participate socially, culturally, economically, physically and politically in our community.

Inclusive Wodonga

The *Wodonga 2050 Community Vision* is for a vibrant, well-planned city where people, nature and opportunity thrive through connection, resilience and leadership. To achieve this vision, the *Council Plan 2025 – 2029* and *Municipal Public Health and Wellbeing Plan 2025 – 2029* set the council's strategic direction and outline the key strategies for action across the next four years.

As a secondary tier plan, the *Disability Action Plan* details how we will fulfil strategic commitments to improve access and inclusion and ensure liveable and connected communities. Wodonga Council articulates its commitment to the principles of access, equity and inclusion in all of the council's responsibilities, activities and services.

Council Plan themes

The Council Plan is structured around four key themes that reflect the community feedback received during the engagement process.

These themes are:



Legislative requirements

Section 38 of the *Victorian Disability Act 2006* requires a public sector body to prepare a Disability Action Plan for the purpose of:

- Reducing barriers to persons with disabilities accessing goods, services and facilities;
- Reducing barriers to persons with disabilities obtaining and maintaining employment;
- Promoting inclusion and participation in the community of persons with a disability; and,
- Achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

In addition to meeting the legislative obligations under the *Disability Act 2006*, the Disability Action Plan also aligns with the following legislation and standards.

- *Public Health and Wellbeing Act 2008* Sections 4, 7, 17, 46
- *Equal Opportunity Act 2010* Sections 4, 20, 22A, 23, 33, 34, 40, 45
- *Disability Discrimination Act 1992*, Part 3 Sections 59 to 64
- *Charter of Human Rights and Responsibilities Act 2006*
- *United Nations Convention on the Rights of Persons with Disabilities*
- *National Disability Insurance Scheme Act 2013*
- *Disability Standards for Education 2005*
- *Disability (Access to Premises – Buildings) Standards 2010*
- *Gender Equality Act 2020* Sections 4, 6, 9, 11

Our definition of disability

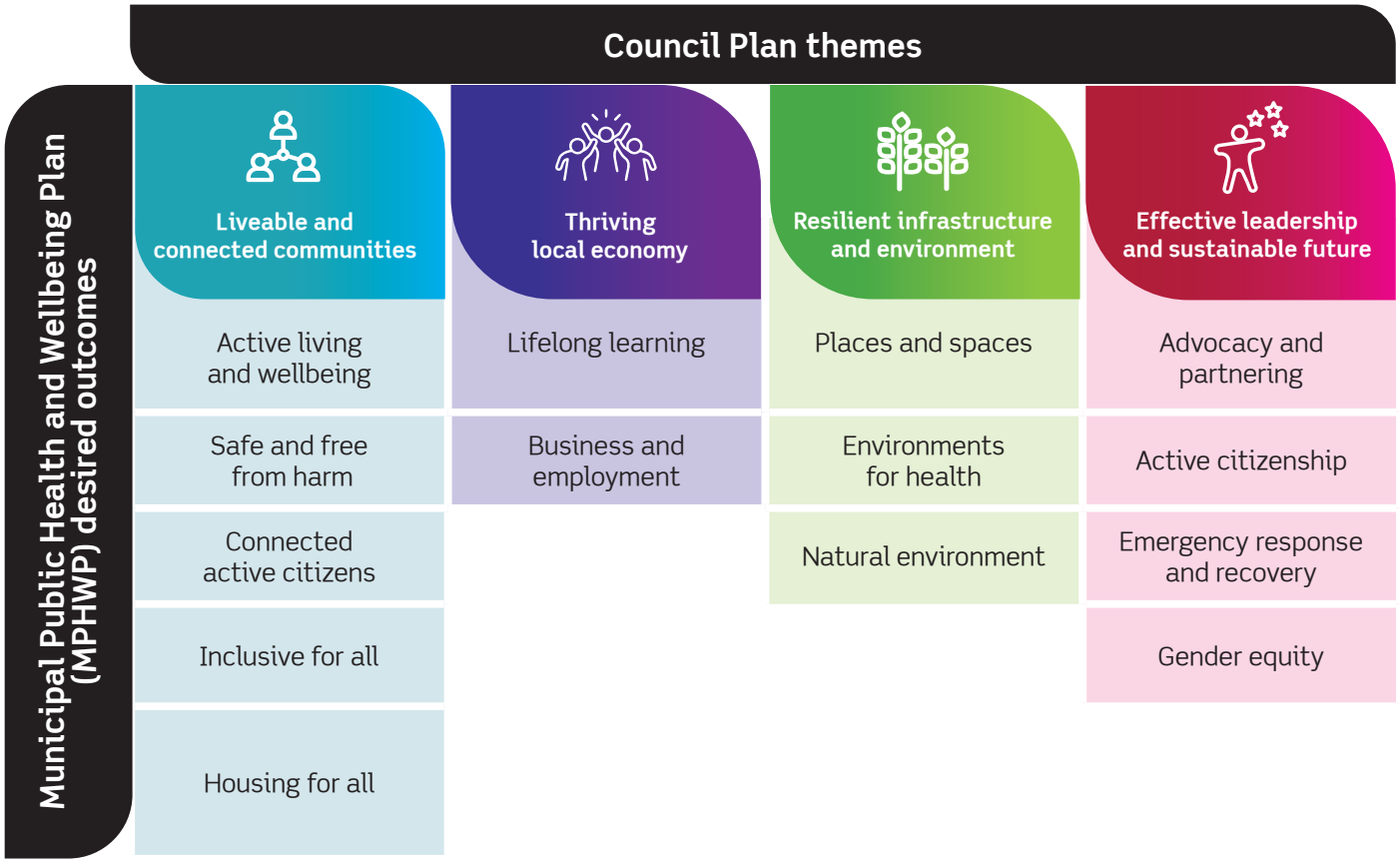
Wodonga Council has used the Social Model of Disability to guide the development of this framework. The Social Model of Disability focuses on the interaction between persons living with an impairment and the environmental and attitudinal barriers they encounter that results in disability. Using the Social Model of Disability directs the council's focus toward addressing barriers created by attitudes, practices and structures which limit the opportunities for people with impairments to fully participate in community life.

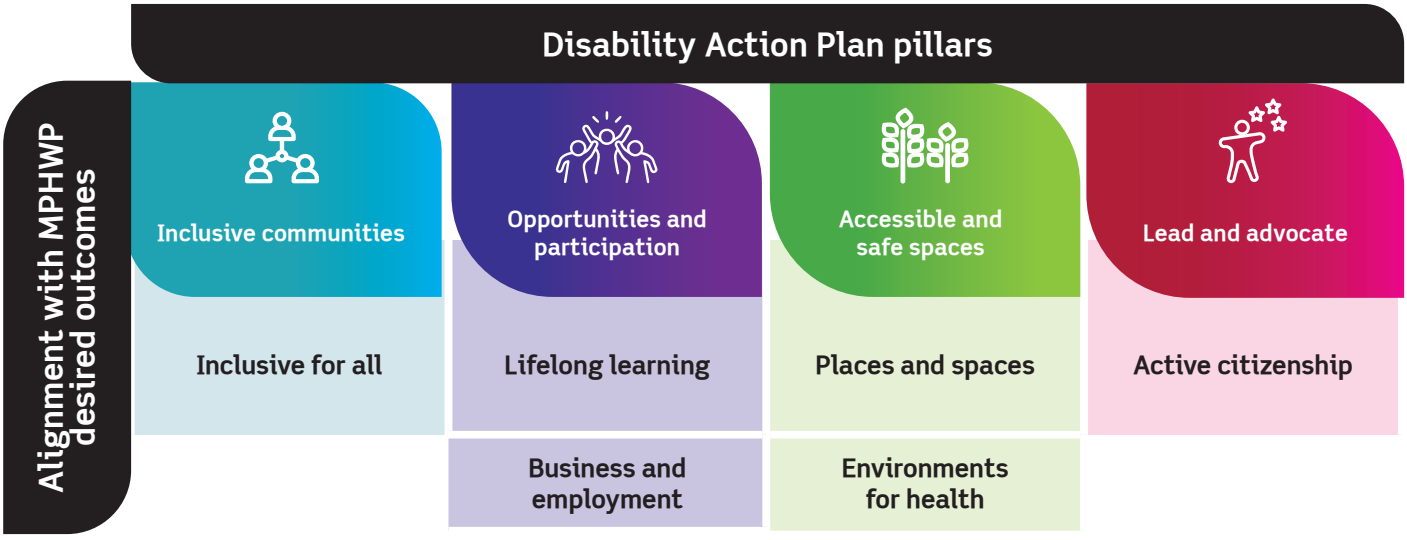
Review and reporting

Review of the Plan will be undertaken annually in correlation with the annual review of *Municipal Public Health and Wellbeing Plan*. The council will report on progress through its annual report.



Disability Action Plan pillar overview






PLAYGROUND CHAT
scan me
How to use this board:
Point to the symbols to share a message with someone
You can talk while you point at the symbols
If someone can not point, you can read out the words as you point and they can say yes or no
Scan the QR code to use this board on your phone or tablet
what
not, don't, can't
play, let's play
measure, how tall
more
What's your name?
I don't know
where
want
help
spin, spinner
finish
let's pretend
like
I, me, mine, me too
do
climb
net, wall
tower
rest, break
don't like
you, your, yours
look, see, watch
talk, chat, yarn
bridge, creek
swing
bbq, picnic
something's wrong
uh oh
go, let's go, explore
stop
flying fox
ninja course, agility trail
toilet
something else
Two Way Street

1.

Inclusive communities



The council fosters an environment where people of all ages, abilities and backgrounds feel part of Wodonga's diverse and growing community.

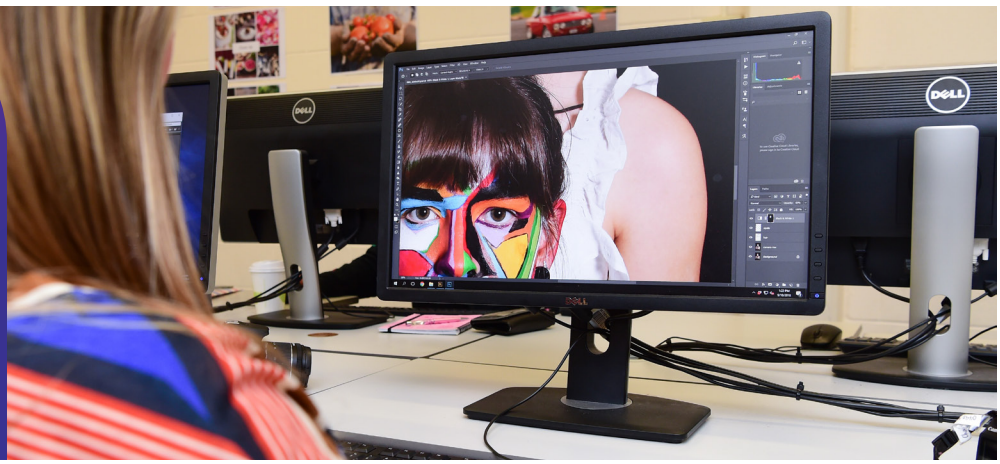
Strategic alignment	
Victorian Disability Act priority	Promote inclusion and participation in the community of persons with disabilities.
Council Plan priority	**Liveable and connected community** The council will foster an environment where people of all ages, abilities and backgrounds can live an active and healthy lifestyle and will feel part of Wodonga's diverse and growing community.
Municipal Public Health and Wellbeing Plan focus area	**Inclusive for all, Focus Area 1.4.1** Work to eliminate barriers to everyday life for people with disability through infrastructure, systems and service improvements.
Municipal Public Health and Wellbeing Plan indicators	• Decrease in proportion of adults experiencing loneliness; • Proportion of adults undertaking sufficient physical activity; and, • Increase in people in Wodonga reporting good to high levels of health and wellbeing.

Actions		Deliver	Partner	Advocate	Year			
					1	2	3	4
1	Collaborate on the design and delivery of International Day of People with Disability and Social Inclusion Week.	✓	✓		✓	✓	✓	✓
2	Design and develop a printable Wodonga CBA accessible carpark map and a new accessible site map for the heritage site Bonegilla Migrant Experience.	✓			✓			
3	Update and promote the Visit Albury Wodonga website Accessible Guide and maps, and promote the new Accessible Albury Wodonga blog on the Visit Albury Wodonga website.		✓		✓	✓	✓	✓
4	Deliver the Accessible Tourism professional development program for tourism partners and operators.	✓	✓			✓		
5	Continue to ensure that internal and external communications, including imagery, messaging and signage, are appropriate for and representative of diversity within the community.	✓			✓	✓	✓	✓
6	Exercise leadership by championing the value of community inclusion across Wodonga's business community.	✓		✓	✓	✓	✓	✓
7	Support and encourage local sport and recreation organisations and groups to develop inclusive practices and increase participation opportunities for people with a disability.			✓	✓	✓	✓	✓
8	Publicise and promote good news and success stories of inclusion within the community.	✓		✓	✓	✓	✓	✓
9	Continue to offer programs and events across the community that support diverse audiences.	✓	✓		✓	✓	✓	✓



2.

Opportunities and participation



Wodonga Council advocates to improve opportunities for people with disabilities to participate in education, training and employment.

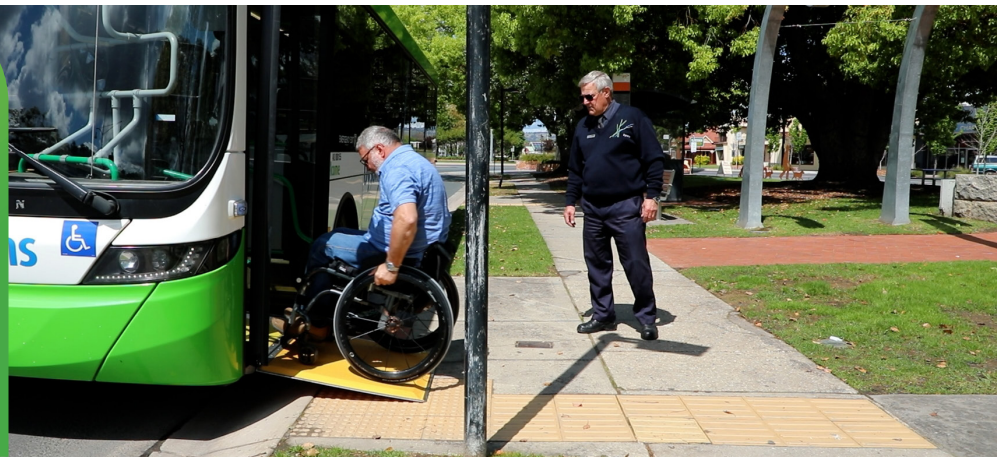
Strategic alignment	
Victorian Disability Act priority	Reduce barriers to persons with disabilities obtaining and maintaining employment.
Council Plan priority	**Thriving Economy** We will promote our city as a vibrant hub for investment, innovation and opportunity. It is a place that supports local jobs, education, tourism and business through strong partnerships and a focus on sustainable, inclusive growth.
Municipal Public Health and Wellbeing Plan focus area	**Thriving local economy** **Lifelong learning - focus area 2.1.2** Support and encourage lifelong learning through the support of community centre and neighbourhood house facilities, the Senior Citizens Community hub and Hyphen library program. **Business and employment - focus area 2.2.2** Facilitate partnerships and connections between education providers and local businesses, operate locally to connect potential employees and local businesses.
Municipal Public Health and Wellbeing Plan indicators	• Increase in the number of individuals engaged within the workforce.

Actions		Deliver	Partner	Advocate	Year			
					1	2	3	4
1	Work in partnership with community organisations to improve opportunities for people with disabilities to participate in education, training and employment.		✓	✓		✓	✓	✓
2	Host Wodonga TAFE students at the council annually to discuss local government and roles and opportunities.	✓			✓	✓	✓	✓
3	Be a role model employer, introducing strategies to increase the representation of people with disabilities across the council's workforce.	✓			✓	✓	✓	✓
4	Enhance volunteering opportunities for people with disabilities within the council.	✓				✓	✓	✓
5	Develop a short video featuring local pathways for training, volunteering and employment in Wodonga.	✓	✓			✓		
6	Support local training and work experience opportunities for people with disabilities.		✓			✓	✓	✓



3.

Inclusive and barrier free environments



Wodonga Council plays a leadership role in identifying and improving the accessibility of services and facilities to promote inclusive and secure environments that are barrier free.

Strategic alignment	
Victorian Disability Act priority	Reduce barriers to persons with disabilities accessing goods, services and facilities.
Council Plan priority	**Resilient infrastructure and environment** The council will continue to respect and nurture the natural environment while strengthening the city's resilience and sustainability through infrastructure that supports community wellbeing and growth.
Municipal Public Health and Wellbeing Plan focus area	**Resilient infrastructure and environment** **Places and spaces- Focus Area 3.1.4** Provide a network of high-quality pedestrian and shared pathways connecting people to facilities, services and open space in the development and execution of an Integrated Transport Strategy. **Places and spaces- Focus Area 3.1.5** Advocate for improved public transport options. **Environments for health- Focus Area 3.2.1** Support physical environments for community health and wellbeing in diverse commercial and community settings through education, monitoring, regulating and enforcing legislation.
Municipal Public Health and Wellbeing Plan indicators	• Meet community satisfaction with recreational facilities performance target • Meet satisfaction with appearances of public areas performance target • Meet community satisfaction with the condition of local street and footpaths performance target

Actions		Deliver	Partner	Advocate	Year			
					1	2	3	4
1	Maintain Wodonga's mobility map so people can easily identify accessible facilities, services and amenities such as accessible parking and public toilets.	✓			✓	✓	✓	✓
2	Design and install new accessibility ramps and curb cut outs to support accessibility across Bonegilla Migrant Experience (subject to securing a grant).	✓			✓	✓	✓	✓
3	Ensure provision for accessible spaces at council events and celebrations.	✓			✓	✓	✓	✓
4	Promote MLAK keys across the city to raise awareness and further support accessibility.	✓			✓	✓		
5	Ensure access and inclusion is considered as part of the precinct and infrastructure planning and design phase of council projects.	✓			✓	✓	✓	✓
6	Prioritise footpath works expenditure in collaboration with the Wodonga Access Group to ensure improvements are targeted to areas of need.	✓			✓	✓	✓	✓
7	Continue to commission ephemeral and public art installations adaptive to suit the needs of community.	✓			✓	✓	✓	✓
8	Seniors Festival to partner with Community Accessibility to provide free transport to events around Wodonga.		✓		✓	✓	✓	✓
9	Advocate for and install braille / tactile signage in the Wodonga CBA to assist those with a vision/visual disability.	✓		✓	✓	✓	✓	✓
10	Seek funding and grant opportunities to support all-abilities sport and recreation programs in Wodonga.		✓		✓	✓		





4.

Lead and advocate



Wodonga Council plays a leadership role in improving access and inclusion through partnerships, planning and advocacy, with the community's interests at the centre of everything we do.

Strategic alignment	
Victorian Disability Act priority	Achieve tangible changes in attitudes and practices which discriminate against persons with disabilities.
Council Plan priority	**Effective leadership and sustainable future** The council will proactively lead our growing city by ensuring transparent decision making, proactive planning and positive collaboration. The community's needs will be at the centre of everything we do.
Municipal Public Health and Wellbeing Plan focus area	**Effective leadership and sustainable future** **Active citizenship – Focus Area 4.2.1** Engage and consult with the community around key projects and decisions through appropriate, timely, effective and inclusive practices.
Municipal Public Health and Wellbeing Plan indicators	• Meet community satisfaction with community consultation and engagement performance target • Deliver the *Community Wellbeing Action Plan*

Actions		Deliver	Partner	Advocate	Year			
					1	2	3	4
1	Implement the Hidden Disabilities Sunflower program disability awareness training for new council employees and promote at council venues and services.	✓			✓	✓	✓	✓
2	Coordinate the Wodonga Access Group facilitating community decision making to support the diverse needs, rights and issues affecting people with disability in Wodonga.	✓			✓	✓	✓	✓
3	Produce a business checklist for local businesses to be able to self-assess their venue and/or online presence to enhance accessibility and inclusiveness of local businesses.	✓				✓		
4	Engage with people with disabilities to ensure the council's strategic planning and processes are inclusive of all residents.	✓			✓	✓	✓	
5	Identify housing diversity needs and requirements and develop a fact sheet to support advocacy for adaptable housing in Wodonga.	✓				✓		
6	Advocate for improved public transport systems and support the development of the strategic transport advocacy to improve safety, accessibility and connectivity for all transport modes.			✓	✓	✓	✓	✓
7	Collaborate and advocate to other tiers of government, businesses, organisations and the community to address issues of access and discrimination.		✓	✓	✓	✓	✓	✓





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