

## 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 making the City of Marion welcoming and inclusive for everyone to participate in and contribute to community life.

## 2. POLICY STATEMENT

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

- Enables people to have dignity and autonomy
- Are non-discriminatory and inclusive
- Enables full and effective opportunities for participation, contribution, a sense of belonging, and being valued by the community
- Respects diversity
- Enables equity of opportunity

## 3. OBJECTIVES

The City of Marion aspires to:

- Promote equity, access and social inclusion through leadership by example
- Apply the principle of 'universal access design' in its policies and 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 planning and provision of a built environment, streetscapes, open spaces, facilities and services for which Council has responsibility.

## 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. (Source: <http://www.dcsi.sa.gov.au/services/disability-sa/disability-access-and-inclusion-plans/disability-access-and-inclusion-context>)

**Equity:** Equity is about fairness and social justice. Equity aims to prevent certain kinds of discrimination based on sex, race, disability, age or various other grounds, and to facilitate the participation of citizens in the economic and social life of the community. Equity can also relate to health equity where everyone should have a fair opportunity to lead healthy 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 to in line with their rights as a full and equal member of society free from discrimination and disadvantage.

**Universal access design:** Process of creating products and environments that are usable by people with the widest possible range of abilities, operating within the widest possible range of situations, to enable accessibility for all.

## 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

- Community Vision – Towards 2040
- 10-Year Strategic Plan 2017-2027
- 3-Year Business Plan 2016-2019
- Annual Business Plan
- Asset Management Plans
- Plans and policies relating to development for the City of Marion
- Procurement and Contractor Management Policy
- Social Media Policy
- Diversity and Inclusion Plan (workforce)
- Disability, Access and Inclusion Plan (future)
- Equal Opportunity, Discrimination, Harassment and Workplace Bullying Policy
- Public Consultation Policy

### 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 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.