

CITY OF DARWIN

ACCESS STRATEGY

2025 - 2030





Image: Larrakia Smoking Ceremony

Cover Image: Participant from Helping People Achieve (HPA) at the Casuarina Aquatic and Leisure Centre

ACKNOWLEDGEMENT OF LARRAKIA COUNTRY

City of Darwin acknowledges the Larrakia people as the Traditional Owners of all the land and waters of the Greater Darwin region.

To the Larrakia, Darwin is known as Garramilla. The original language of the Larrakia is Gulumirrgin (pronounced Goo-loo-midgin).

Often referred to as “Saltwater People”, the Larrakia lived, loved, birthed, hunted, and survived on pristine coastal and inland areas. Established songlines connecting

Larrakia people to Country penetrate throughout their land and sea, allowing stories and histories to be told and retold for future generations.

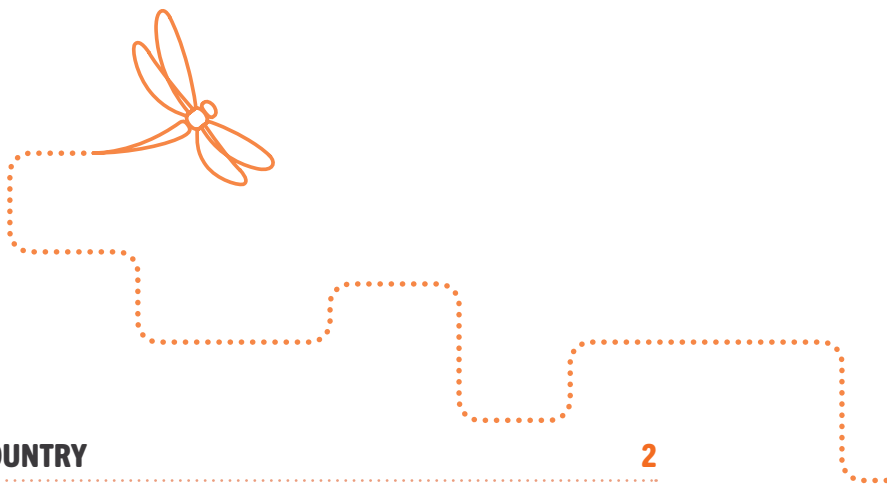
The Larrakia culture and identity is rich and vibrant. In the footsteps of the Larrakia people, City of Darwin will continue to foster this culture and identity by creating a vibrant community together.

ACKNOWLEDGEMENT OF PEOPLE WITH DISABILITY

City of Darwin acknowledges the lived experience and human rights of all people with disability, those who are living full and complete lives and those who have needs that are not yet being met. Every individual has a different experience of disability. City of Darwin acknowledges and

thanks the people with disability who told their stories and contributed their feedback and ideas as part of the development of this strategy.

CONTENTS



ACKNOWLEDGEMENT OF LARRAKIA COUNTRY	2
ACKNOWLEDGEMENT OF PEOPLE WITH DISABILITY	2
LORD MAYOR AND CHIEF EXECUTIVE OFFICER FOREWORD	4
ACCESS AND INCLUSION ADVISORY COMMITTEE FOREWORD	6
ABOUT THIS STRATEGY	7
GLOSSARY	8
CITY OF DARWIN'S ROLE IN SUPPORTING ACCESS	10
A SNAPSHOT OF DARWIN	11
EXISTING INVESTMENTS	12
DEVELOPMENT OF THIS STRATEGY	13
WHAT YOU TOLD US	14
OUR STRATEGY	15
PARTICIPATE	16
NAVIGATE	19
COMMUNICATE	20
RECOGNISE	21
IMPLEMENTATION AND MONITORING	22

Image: Artists from Arts Access Program



LORD MAYOR AND CHIEF EXECUTIVE OFFICER FOREWORD

We believe that a great city is one where everyone can access, participate in and feel connected to all aspects of community life.

We are proud to present the Access Strategy 2025–2030, which sets out a clear and actionable path toward that vision.

This strategy recognises that disability affects many of us, whether personally or through the lives of loved ones, and it may be visible or invisible, permanent or temporary.

This strategy also builds on the strong foundation laid by our previous access and inclusion plans, including the Community Access Plan 2012–2017 and the Disability Action Plan 2006–2010.

These earlier plans enabled tangible improvements to the way people engage with Darwin, including upgrading public facilities such as paths, playgrounds and transport infrastructure as well as enhancing inclusive programming and community events.

Today, our strategy goes further. It is informed by the social model of disability, which recognises that disability is not defined by individual impairments but by the barriers created within our environments, including physical, social and attitudinal.

Through extensive engagement and co-design with people with disability, we have developed a place-based strategy that reflects lived experiences and shared aspirations.

The Access Strategy 2025–2030 outlines our commitment over the next five years across four focus areas, with clear short, medium and long-term outcomes.

It identifies barriers to participation in community life, including how to remove or reduce them, as well as mapping out a plan for better access and inclusion across the municipality, including physically and socially, online and in person.

Together, these actions will help shape a city where the skills, achievements and contributions of people with disability are recognised, celebrated and supported.

We have worked closely with members of City of Darwin's Access and Inclusion Advisory Committee, whose insights, contributions and lived experiences have been invaluable in developing the Access Strategy 2025–2030.

The Access and Inclusion Advisory Committee was established to advocate, inform, and guide Council on improved access and inclusion for all people with disabilities, living, working, studying, or visiting Darwin. We thank them for their ongoing leadership and commitment to advancing access and inclusion in Darwin.

**“ TOGETHER, THESE ACTIONS WILL HELP
SHAPE A CITY WHERE THE SKILLS,
ACHIEVEMENTS AND CONTRIBUTIONS OF
PEOPLE WITH DISABILITY ARE RECOGNISED,
CELEBRATED AND SUPPORTED. ”**



Image: The Honorable Lord Mayor Kon Vatskalis
Chief Executive Officer Simone Saunders, Civic Centre.

Our vision is to be a capital city where people with disability can access, participate, and connect across all aspects of life.

Five guiding principles underpin this strategy:

- Strengths-Based Approach – We centre the abilities, resilience, and potential of people with disability.
- Nothing About Us Without Us – We commit to ensuring the voices of people with disability remain central to decision-making.
- Informed Decision Making – Our policies will be guided by lived experience, data, and future-focused thinking.
- Accountability, Improvement, and Sustainability – We will measure progress, gather feedback, and continuously improve.
- Advocacy – We will lead by example and work collaboratively to champion inclusion and equity.

This strategy supports our obligations under the Disability Discrimination Act 1992 and related legislation, but more importantly, it represents our dedication to fostering a city that works for everyone.

It sets a course for delivering services, infrastructure, and communications that are equitable, dignified and accessible.

Together, we can create a Darwin that is welcoming, accessible and inclusive for all.

**The Hon. Lord Mayor
Kon Vatskalis**

**Chief Executive Officer
Simone Saunders**

ACCESS AND INCLUSION ADVISORY COMMITTEE FOREWORD

The Access and Inclusion Advisory Committee is proud to have contributed to the development of this strategy, which represents an important step toward a more inclusive and accessible Darwin.

The Committee is a longstanding and well-respected advisory body for Council, bringing together people with lived experience of disability and expertise in access and inclusion. As a key stakeholder in the consultation, we are pleased to have contributed to the focus areas and directions of this strategy.

The five-year plan reflects a strong collaboration between Council, community, local organisations and lived experience with disability—a partnership that will be key to its success.

City of Darwin has already shown leadership through its inclusive public facilities and community programs, shaped by input from the Committee. This strategy demonstrates City of Darwin's commitment to prioritising access and inclusion in all its operations.

We look forward to continued progress and to a future where all people with disability are welcomed, valued, and empowered to fully participate in Darwin's community life.



ALTERNATIVE FORMATS

This document is available in electronic and hard copy formats, as well as in an Easy Read version, on our website or by email via accessibility@darwin.nt.gov.au.

Image: City of Darwin Staff and members of the Access and Inclusion Advisory Committee





Image: Participants at Carnival of Fun



ABOUT THIS STRATEGY

City of Darwin's Access Strategy 2025-2030 builds on previous work and provides a framework for how City of Darwin supports, enables and advocates for people with disability to:

- **move around the city**
- **fully participate in all the city has to offer**
- **communicate with and receive information from City of Darwin**
- **have a voice.**

The strategy will also support Council to deliver on obligations under the Commonwealth Disability Discrimination Act 1992 (DDA) and other relevant legislation.

The strategy has been developed through co-design engagement with people with disability. It is informed by the **social model of disability** and based on the premise that disability is part of the human experience.

Most people will experience physical, intellectual, psychiatric, sensory, neurological, and/or cognitive disability at some stage in our lives – either personally, or in caring for a loved one. Disability can be visible or invisible, permanent, or temporary. The model sees disability as the result of interactions between people and the environment and asserts that disability is not based on impairment or difference, but on barriers within the environment.

Barriers can be:

Attitudinal. For example, making assumptions about what activities or jobs people with disability can or cannot participate in.

Physical. For example, buildings, footpaths, parks, and open spaces that have not been designed or built to be accessible.

Social. For example, information not provided in an accessible format and communication systems that exclude some people from activities, events, programs, or services.



GLOSSARY

The strategy uses person-first language (i.e. people with disability) to ensure inclusivity and person-centred outcomes. Definitions of the key words used in the strategy are provided below:

Access

Access is when people have permission, choice, and the ability to enter, get to, interact with, or use a thing, place, or person.

Accessibility

Accessibility is whether a product, service, process, or design can be used and/or understood by everyone who interacts with it.

Access and Inclusion Advisory Committee (AIAC)

The Access and Inclusion Advisory Committee is an advisory committee to Council. Its purpose is to advocate, inform, and guide Council on improved access and inclusion for all people with disability, living, working, studying, or visiting Darwin.

Convention on the Rights of Persons with Disabilities (CRPD)

The Convention on the Rights of Persons with Disabilities (CRPD) is an international human rights convention which sets out the fundamental human rights of people with disability. There are eight guiding principles of the Convention:

1. Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons.
2. Non-discrimination
3. Full and effective participation and inclusion in society
4. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
5. Equality of opportunity
6. Accessibility
7. Equality between men and women
8. Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.



Image: Participant from Helping People Achieve (HPA) at the Casuarina Aquatic and Leisure Centre

Intersectionality

People with disability may face multiple barriers to access and inclusion in everyday life, shaped by their lived experiences. People with disability may face more than one type of barrier at the same time. This can include ableism, racism, and other forms of prejudice based on gender, sexuality, age, religion, cultural and linguistic diversity, and other kinds of identity. This is known as intersectionality.

People with disability

People with disability includes those who have long-term 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. (UN Convention on the Rights of Persons with Disabilities (CRPD))

Universal design principles

The design of products and environments to be usable by all people, to the greatest extent possible, without adaptation or specialised design. These principles may be applied to evaluate existing designs, guide the design process, and educate both designers and consumers about the characteristics of more usable products and environments.





Image: Participant at DiversAbility Fun Day

CITY OF DARWIN'S ROLE IN SUPPORTING ACCESS

City of Darwin has a unique function in supporting access and fulfilling the six distinct roles specified in City of Darwin's Strategic Plan Darwin 2030 — City for People, City of Colour: provider, funder, regulator, partner, facilitator, advocate as outlined in the following table.

This strategy intersects with City of Darwin strategies, including Reconciliation Action Plan, Movement Strategy and Play Space Strategy. Through our Access Strategy, City of Darwin takes on these roles to ensure that people with disability across the municipality have equitable access to the facilities, programs, services, events, and other opportunities provided by City of Darwin.

CITY OF DARWIN	DARWIN 2030	ACCESS STRATEGY 2025-2030 EXAMPLES
 PROVIDER	Directly delivering services	Provide accessibility initiatives in Council facilities such as MLAK, Changing Places, accessibility toilets and carparks, quiet spaces in the libraries, etc.
 FUNDER	Funding other organisations to deliver services	Develop a grant program to support grassroots accessibility initiatives. Ensure accessibility requirements on sponsorship and tenders are met.
 REGULATOR	Regulating some public activities through legislation	Develop and provide event / activity permits to partnering organisations which include accessibility requirements.
 PARTNER	Forming partnerships and strategic alliances with other parties in the interests of the community	Partnering on the delivery and promotion of accessibility initiatives such as Sport4All, NTG Transport Subsidy scheme (TSS), the lift incentive scheme (LIS) and staff training initiatives.
 FACILITATOR	Assisting others to be involved in activities by bringing groups and interested parties together	Supporting key stakeholders to come together such as the DiversAbility Collective and DiversAbility Fun Day. The Community Development Officers work to connect people with disability, their carers', and related organisations to City of Darwin resources, services, and opportunities.
 ADVOCATE	Promoting the interests of the community to decision makers and influencers	Advocate to other parties for accessibility initiatives which are out of scope for City of Darwin such as public transport, taxis, commercial developments, and private businesses.



A SNAPSHOT OF DARWIN



9.3%

OF THE POPULATION
IN DARWIN HAVE
A DISABILITY¹



28.8%

OF THE PEOPLE WITH
A DISABILITY IN THE NT
ARE FIRST NATIONS³



11.6%

OF THE POPULATION
IN THE NT HAVE
A DISABILITY²



51.1%

OF NDIS PARTICIPANTS
IN THE NT IDENTIFY
AS FIRST NATIONS⁴



21.4%

OF THE POPULATION
IN AUSTRALIA
HAVE A DISABILITY²



17%

OF DOMESTIC VISITORS TO THE NT WHO
STATED THAT THEY HAD A DISABILITY
OR LONG-TERM HEALTH CONDITION⁶



9.1%

OF THE POPULATION IN DARWIN
ARE PROVIDING UNPAID ASSISTANCE
TO A PERSON WITH A DISABILITY⁵



9.5%

OF THE POPULATION IN THE NT ARE
PROVIDING UNPAID ASSISTANCE
TO A PERSON WITH A DISABILITY⁵

Sources

¹ABS Regional Summary: Darwin ²ABS Disability, Ageing and Carers, Australia: 2022 & 2018 ³ABS National Aboriginal and Torres Strait Islander Health Survey, 2022–23 ⁴NDIS Quarterly Report to disability ministers, page 679. (31 March 2022) ⁵id community demographic resources ⁶Accessible Tourism in the NT PDF, Tourism NT.

Image: Participants at Disability Expo



EXISTING INVESTMENTS

City of Darwin currently delivers several important accessibility initiatives.

THESE INCLUDE:

Disability Capital Works Budget

City of Darwin has a dedicated Disability Capital Works Budget. The Access and Inclusion Advisory Committee (AIAC) recommends budget expenditure priorities and key initiatives, drawing on both their lived experience and knowledge of the Darwin community.

Master Locksmiths Access Key (MLAK)

The MLAK is a unique system that uses a universal lock and key allowing people with disability to access dedicated public facilities. This key can be used to access facilities such as the public changing facility at Jingili Water Gardens and other locations, the Liberty Swing at East Point Reserve, and the Peter Mahony Fishing Platform at Rapid Creek.

Adult Change Facility (Changing Places)

Darwin's first publicly accessible adult change facility is at Jingili Water Gardens alongside an all-abilities play space. The change facility provides security and privacy for people with complex support needs, and an adult-size, height adjustable change table hoist. The facility is accessible using the MLAK. Additional facilities are being developed across the municipality. City of Darwin's Play Space Strategy commits to all Regional Level Play Spaces including a Changing Place facility.



Image: Basketball players at Bundilla Beach

Liberty Swing

The Liberty Swing is designed for use by people of all ages and has room for a wheelchair to be strapped into it as well as a pop-up internal seat with a seat belt attached. The swing is locked when not in use for safety reasons. The facility is accessible using the MLAK. The Liberty Swing is located at the Lake Alexander Regional Playground, East Point Reserve, Fannie Bay.

Mobility Charging Stations

The RECHARGE Scheme was developed to support people who use electric mobility scooters or wheelchairs. The Mobility Charging Stations are designated areas for people to safely recharge their electric mobility scooter or wheelchair battery, free of charge. City of Darwin has coordinated RECHARGE outlets across the municipality, with stations located in the CBD, Parap, Nightcliff, Casuarina and Karama.

Peter Mahony Fishing Platform

The Peter Mahony Fishing Platform is located on Casuarina Drive, near the Rapid Creek footbridge. The fishing platform is designed specifically for wheelchair access and is fitted with adjustable panels to allow casting from a low height. The panels are locked for safety reasons and can be accessed using a MLAK key which is available free of charge to people with a disability.

Casuarina Aquatic and Leisure Centre

The new community facility has three pools for all ages and abilities, including an eight-lane, 50-metre pool; a temperature-controlled, six-lane 25-metre pool; and a resort-style lagoon pool featuring an aqua tower, fountains, and water squirts. The centre also features a unique sensory dome which is the first of its kind in the Northern Territory.

Design of the aquatic centre meets recognised best practice in pool design by including maximum accessibility options, including zero-depth access to all pools and equal access to amenities, buildings, playgrounds, and open play and recreation areas. The facility also includes an accessible toilet and accessible adult changing facility which can be accessed via MLAK.

Sport4All

The Sport4All inclusive sports program is a new partnership between Sport4All and City of Darwin. It has been developed to give people with disability the chance to be involved with and participate more fully in sport, at both a club and school level. Sport4All enables City of Darwin to employ their own Inclusion Coach, who is a person with disability or has a family member with disability. The Inclusion Coach works with community sports clubs and schools to build participation in sport by people with disability and promote the employment and management of programs by people with disability.

Image: Participant from Helping People Achieve (HPA) at the Casuarina Aquatic and Leisure Centre



DEVELOPMENT OF THIS STRATEGY

This strategy has been developed following a period of community consultation (September-November 2024) with people with disability, key stakeholders, Council elected members, staff and the wider community.

The Access and Inclusion Advisory Committee has provided advice and guidance on the consultation and engagement process and feedback on the consultation data gathered.

195 people were directly involved in the engagement process which included:

- 8 focus groups
- 1 public survey with 78 responses
- 8 one on one interviews with key stakeholders
- 2 public 'pop up' sessions.

WHAT YOU TOLD US

Consultation feedback highlighted both strengths and areas for improvement in accessibility across the City of Darwin.

WHAT IS WORKING WELL?

Many people appreciated accessible features like the new Casuarina Aquatic and Leisure Centre, inclusive playgrounds, recreational spaces, and library programs.

MOBILITY AND GETTING AROUND.

Feedback frequently described the barriers and challenges faced by people with disability in using footpaths (broken, uneven, poorly marked or absent) and road crossings (poor transitions from footpaths or poorly signposted). More lighting on footpaths and crossings was also requested as was increased signage and wayfinding to better navigate around the city. Several people requested more accessibility parking bays located closer to key venues and activity points.

Managing the impact of heat when moving around the city, particularly in areas like accessibility carparks, footpaths and other gathering areas was identified as an important factor to consider when planning infrastructure to minimise heat exposure for people with disability.

PARTICIPATING IN THE LIFE OF THE CITY

There was strong support for improved access at events and on Darwin's beaches. Feedback included requests for Auslan services at events, consideration for wheelchair users at grassed events and greater accountability for event permit holders who didn't deliver on planned accessibility initiatives. Access to beaches around Darwin featured in the consultation; and requests for accessibility to enjoy the beach.

INCLUSION AND INTERSECTIONALITY

Several participants feedback highlighted the additional needs of people where their identity and lived experience can result in overlapping forms of discrimination and marginalisation. An example provided was the case of a woman with disability who was also First Nations and for whom English was a second language. The feedback requested that the strategy was able to be inclusive enough to support such intersectionality and minimise ongoing marginalisation.

For people with hidden disabilities, participants asked for more quiet spaces, chill-out zones at public events like festivals, and training for staff on dementia and neurodiversity. Feedback acknowledged and appreciated that the City of Darwin libraries were already providing quiet spaces and chill-out zones.

ENGAGEMENT WITH CITY OF DARWIN SERVICES AND PROGRAM

Participants identified room for improvement in engaging with the City of Darwin website. Some suggestions included enhancing navigation tools for users with disability and more documents in Easy Read format. For Libraries, participants recommended adding more hearing loops to public access computers, allowing audio to be transmitted directly to hearing aids or cochlear implants. Several people also said they knew that City of Darwin had some great accessibility initiatives but that they weren't widely promoted and many people with disability didn't know these things existed. There was a request for increased promotion of existing resources like the accessibility maps (on the website), the MLAK and the NT Companion Card (noting the Companion Card is administered by Integrated Disability Action (IDA)).

EMPLOYMENT AND TRAINING

Participants suggested making the City of Darwin recruitment process more accessible by including disability in diversity statements, offering customised roles, and adapting recruitment processes. They also highlighted the need for ongoing training for staff and contractors on topics like deaf awareness, hidden disabilities, and mental health.

ADVOCACY AND COLLABORATION

There were several matters raised in the consultation which are out of scope for the City of Darwin but provide opportunities for advocacy and collaboration. Feedback included poor accessibility on public transport, primarily Darwin's buses. Suggestions included creating a dedicated transport system for people with mobility issues. Further feedback included collaborating with disability-focused organisations and local businesses to raise the profile and visibility of accessibility initiatives and awareness days.

Image: Staff and members of the Access and Inclusion Advisory Committee



OUR STRATEGY



OUR VISION

We want a capital city where people with disability can access, participate, and connect across all aspects of community life and where their skills, lived experience and achievements are acknowledged.



Image: Participant from Arts Access program at Darwin Community Arts

This is a five-year place-based strategy structured around four focus areas. It outlines our commitment to short, medium and long-term outcomes.

FOCUS AREAS:

1. PARTICIPATE

People with disability participate fully in Darwin's lifestyle, events and economic opportunities.

2. NAVIGATE

People with disability can move more easily and safely around Darwin.

3. COMMUNICATE

Increase accessibility of information to people with disability.

4. RECOGNISE

Recognise and promote the strengths, expertise and achievements of people with disability.

1. PARTICIPATE

People with disability participate fully in Darwin's lifestyle, events and economic opportunities.

PRIORITY	SHORT TERM	MEDIUM TERM	LONG TERM
Increase resources to support events and programs	Embed accessibility checklist in all major events, sponsorship and community grant agreements		
	Continue to develop and provide accessibility resources and support for Community Grants and Sponsorship recipients		
	Resource designated quiet spaces, places for sensory seeking, and places for respite as far as practically possible in City of Darwin facilities and events		
People with disability exercise influence	Promote Access and Inclusion Advisory Committee role and responsibilities to City of Darwin departments		Continue to support, develop and champion the Access and Inclusion Advisory Committee
	Develop community and internal City of Darwin awareness of Access and Inclusion Advisory Committee		
	Maintain and leverage ongoing and long-term partnerships between City of Darwin and disability sector through the DiversAbility Collective		
	Amplify accessibility partner initiatives	Access and Inclusion Advisory Committee guide the development of next strategy with the Accessibility Implementation Group	
Support and promote participation in recreation	Work in partnership with external provider to operate and cross promote an accessible beach precinct	Pilot program in one beach location	Refine program and expand to other locations
	Trial Sport4All Inclusion Coach position with Get Skilled Access		Evaluate and assess the Sport4All inclusion coach to establish ongoing role opportunities
Increase accessibility of events delivered by or supported by City of Darwin	Conduct accessibility audits from external industry specific provider as required	Implement recommendations from audits to improve accessibility	Review and refine as required
	Actively document accessibility feedback at City of Darwin events	Report back and promote improvements Prioritise inclusion of <ul style="list-style-type: none"> Closed captions or Auslan interpreter Drop off zones, early information and accessibility contacts 	Review and refine as required
	Create checklists and guides including communication boards for use across City of Darwin and the broader sector	Provide access guides and/or visual stories for all City of Darwin events 2 weeks prior to event	Provide event marketing in other formats such as Easy Read, visual stories and communication boards



Image: Participants at the DiversAbility Fun Day

PRIORITY	SHORT TERM	MEDIUM TERM	LONG TERM
Enhance employment opportunities with City of Darwin	Include accessibility statement on Career's page and in recruitment advertising		
	Review of recruitment process and practices to enhance and highlight City of Darwin as an inclusive and attractive employer for people with a disability and partner with specialised providers		
	Continue to support adjustments programs for applicants and existing staff with disability		
	Encourage people with disability to apply for positions with City of Darwin including traineeships and volunteer positions		
Foster a workplace culture that celebrates and supports diversity	Conduct a review of learning needs regarding accessibility awareness across the organisation	Provide accessibility awareness training tailored to specific roles, supporting professional development and expertise	
		Embed accessibility awareness training in induction process and mandatory training availability in Learning Management System	
	Provide Libraries and Customer contact officers with training for hidden disabilities	Extend Hidden Disability Training to other relevant teams as required	



Image: Participants from Helping People Achieve (HPA) at the Casuarina Aquatic and Leisure Centre

2. NAVIGATE

People with disability can move more easily and safely around Darwin.

PRIORITY	SHORT TERM	MEDIUM TERM	LONG TERM
Improve existing public infrastructure	Review and refine the process for Disability Capital Works budget allocation and approvals	Ensure each project control group has a minimum of one member with relevant expertise and awareness of Accessibility needs	
	Compile and analyse existing audits from community centres and libraries	Equitably prioritise upgrades to high-use community facilities including adding image-based accessible signage across community centres and libraries	
		Schedule regular review and updates of audits	
	Review and develop a framework for accessibility audits	Appoint a local provider to undertake accessibility audits	Create a system to monitor and track accessibility reviews and their findings and recommendations
	Advocate for an increase in fines for unauthorised parking in accessible carparks	Continue to monitor and provide data on unauthorised parking in accessible carparks	
	Develop a priority list where footpaths and crossing require upgrades, or installation of accessibility features such as tactile ground surface indicators using a data informed approach	Action priority locations where footpaths and crossings require upgrades, or installation of accessibility features such as tactile ground surface indicators	
	Ensure ongoing compliance of existing accessible toilets and accessible carparks with Commonwealth Disability (Access to Premises-Buildings) Standards 2010 (Premises Standards) AS 1428 and AS 2890		
Identify and add key access projects to the Strategic Priority Projects Plan	Seek external funding and support for access priority projects		
Design and develop new infrastructure and public spaces in line with best practice universal design principles	Prioritise training on the Disability (Access to Premises—Buildings) Standards 2010 under the Disability Discrimination Act (DDA) for key staff in Operations, Infrastructure, and other relevant areas.		Ensure universal design principles underpin all planning and design of new infrastructure and capital works
	All new building and infrastructure projects have access where required to Accessibility lead in their Project Control Group		
	Continue to design and install accessible recreational facilities for people with disability		



3. COMMUNICATE

Increase accessibility of information to people with disability.

PRIORITY	SHORT TERM	MEDIUM TERM	LONG TERM
Accessibility initiatives are visible and accessible	Engage with the disability sector to promote positive community attitudes towards accessibility and people with disability		
	Increase promotion and visibility of existing accessible facilities such as Liberty swing, pool facilities and Changing Places and Master Locksmiths Access Key (MLAK)		
	Develop a model and templates for accessibility guides and walk through videos with Access and Inclusion Advisory Committee	Continue to develop and provide accessibility guides and walk-through videos across all recreation, entertainment and community facilities	Promote the use of accessibility guides and walk through videos to partners and assist their development
Community awareness and support of accessibility is increased	Deliver a public awareness campaign to educate the community on the use and importance of accessible facilities such as accessible parking		
	Provide targeted support for vulnerable people with disabilities through Assertive Outreach, work collaboratively with existing stakeholders to facilitate appropriate referrals		
Public information is accessible	Continue to improve the City of Darwin website to ensure it meets World Wide Web Consortium (W3C) compliance using the most current Web Content Accessibility Guidelines (WCAG)		
	Engage people with disability, service providers, and professionals in providing feedback and consultation to review the accessibility of information and conduct website audits		
	Integrate inclusive language and image descriptions into communication guidelines	Develop accessible versions of municipal and 2030 strategic plans	
	Advocate and work with partners to ensure all information about emergency situations and disaster management is accessible to people with disability		
	Improve the City of Darwin’s feedback and complaints processes to improve accessibility		
Use technology to improve accessibility	Continue to explore and invest in technologies to assist people with disability navigate through the city, locate accessible parking spaces and communicate with customer service staff		
	Continue to improve the on-line interface to City of Darwin services to ensure accessibility		



Image: Group of participants at DiversAbility Funday

4. RECOGNISE

Recognise and promote the strengths, expertise and achievements of people with disability.

PRIORITY	SHORT TERM	MEDIUM TERM	LONG TERM
Develop activities that promote and recognise people with disability	Review DiversAbility Fun Day event with view to clarifying purpose and impact, growing participation and building awareness of the event	Increase sponsorship and support for DiversAbility Fun Day	
	Continue and expand awareness of Lord Mayor Awards Program		
	Promote award winners year-round	Add new category for external community event- exceptional standard of accessibility	
	Identify opportunities within the public art program to commission public art by artists with disability	Secure 2 x copyright or commissioning agreements by artists with disability	Secure 5 x copyright or commissioning agreements by artists with disability
Elevate the voice and perspectives of people with disability	Trial a guest speakers program delivered by people with disability	Review and extend guest speaker program	Embed program in libraries Lifelong Education Program
	Develop a program with advocate/influencer person with disability	Promote and advocate events and programs through the influencer	

IMPLEMENTATION AND MONITORING

Ensuring participation of people with disability in the implementation, monitoring, and evaluation of the strategy is essential to making sure we are headed towards success.



Image: Participants at the DiversAbility Fun Day

The Access and Inclusion Advisory Committee will be actively involved in the annual review of the strategy. Where appropriate and feasible to relevant actions in the strategy, the City of Darwin will also consult with other groups representing people with disability.

Monitoring

We will measure and report against the actions in this strategy every six months. All City of Darwin reporting against strategies are made publicly available online.

This strategy is based on the findings of research and consultation. However, the environment in which we provide services is dynamic and the nature of projects and priorities may change. Identified projects may not be required and new opportunities and priorities may emerge.

To ensure accountability and communication of progress on the strategy, we will:

1. Enable the Access and Inclusion Advisory Committee to have oversight on progress against the strategy through provision of internal City of Darwin strategic reports every six months.
2. Make this six-month report available to the DiversAbility Collective.
3. Provide access for the Access and Inclusion Advisory Committee to (non-publishable) internal audit results.
4. Annually the Access and Inclusion Advisory Committee will dedicate time within one of their meetings to review the strategy and look at:
 - Progress against stated actions
 - Identify emergent actions to add to the strategy.
 - Make any recommended changes to the strategy for the next 12 months.



Image: Participant singing at the DiversAbility Fun Day

Harry Chan Avenue
GPO Box 84 Darwin NT 0801

For enquiries phone us from
8am – 5pm on 8930 0300
or email darwin@darwin.nt.gov.au

DARWIN.NT.GOV.AU

