

Agenda

Access and Inclusion Advisory Committee Meeting

I hereby give notice that an Access and Inclusion Advisory Committee Meeting will be held on:

Date: Thursday, 5 February 2026

Time: 1:30 PM

Location: Meeting Room Guyugwa (Casuarina Library Meeting Room)
17 Bradshaw Terrace, Casuarina

Simone Saunders

Chief Executive Officer



ACCESS AND INCLUSION ADVISORY COMMITTEE MEMBERS

Building Advisory Services Alison Warwick

Community Member Tiffany Brown

Community Member Kim Caudwell

Council on the Ageing NT Cecilia Chiolero

Community Member Bryony Crowe

National Disability Services NT Mick Fallon

Community Member Florence Henaway

Department of Infrastructure, Planning and Logistic Bernie Ingram

Councillor Sylvia Klonaris

Community Member Ella McGugan-Wevill

Community Member Lynne Strathie

Community Member Rajeev Thayil

OFFICERS

Executive Manager Community and Cultural Services, Angela O'Donnell

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1 ACKNOWLEDGEMENT OF COUNTRY

2 MEETING DECLARED OPEN

3 APOLOGIES AND LEAVE OF ABSENCE

3.1 Apologies

3.2 Leave of Absence Granted

3.3 Leave of Absence Notified

4 ELECTRONIC MEETING ATTENDANCE

4.1 Electronic Attendance Granted

4.2 Electronic Attendance Requested

5 DECLARATION OF INTEREST OF MEMBERS AND STAFF

6 CONFIRMATION OF PREVIOUS MINUTES

Access and Inclusion Advisory Committee Meeting - 6 November 2025

7 MOVING OF ITEMS

7.1 Moving Open Items into Confidential

7.2 Moving of Confidential Items into Open

8 DEPUTATIONS AND BRIEFINGS

9 OFFICER REPORTS

9.1 RECONCILIATION PROGRAM

Author: Senior Coordinator Community Inclusion
Authoriser: Executive Manager Community and Cultural Services
Attachments: Nil

RECOMMENDATIONS

THAT the report entitled Reconciliation Program be received and noted.

PURPOSE

The purpose of this report is to introduce the new Reconciliation Coordinator for City of Darwin and to provide an overview of recent activity in the Reconciliation program.

KEY ISSUES

- Ineke Wallis was appointed Reconciliation Coordinator for City of Darwin and began in the role part time in July 2025
- City of Darwin have submitted their RAP Impact Reporting and been in contact with Reconciliation Australia about the next steps in our Reconciliation journey
- There are a wide variety of outcomes against City of Darwin's Reconciliation Action Plan August 2023 – July 2025

DISCUSSION

Ineke Wallis was appointed Reconciliation Coordinator for City of Darwin and began in the role part time in July 2025. Ineke is a committed advocate for First Nations people. Ineke spent seven years with East Arnhem Regional Council, leading reconciliation efforts with Yolngu Traditional Owners and others. Ineke also represented First Nations Australians at the UN, promoting human rights through Maslow's Hierarchy of Needs.

City of Darwin's Innovate Reconciliation Action Plan August 2023 – July 2025 has now ended.

City of Darwin is now in the process of consolidating the reporting and commencing discussion with Reconciliation Australia on registering the new RAP.

In the 2024/25 reporting period the following actions were achieved:

- Delivery of Reconciliation Week program
- Five new grant recipients across NAIDOC and Reconciliation Week funding program
- Delivery of our First Nations Cultural Learning Plan
- Delivery of our First Nations Recruitment Plan
- Draft of our First Nations Career Development Plan

PREVIOUS COUNCIL RESOLUTION

Nil

STRATEGIC PLAN ALIGNMENT	2 A Safe, Liveable and Healthy City 2.1 By 2030, Darwin will be a safer place to live and visit
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Nil
LEGISLATION / POLICY CONTROLS OR IMPACTS	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Nil
DECLARATION OF INTEREST	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>

9.2 ALGA NATIONAL DISABILITY INCLUSION COMMUNITY OF PRACTICE

Author: Executive Manager Community and Cultural Services

Authoriser: General Manager Community

Attachments: Nil

RECOMMENDATIONS

1. THAT the report entitled ALGA National Disability Inclusion Community of Practice be received and noted.

PURPOSE

The purpose of this report is to inform the Committee about City of Darwin's participation in the Association of Local Government (ALGA) National Disability Inclusion Community of Practice.

KEY ISSUES

- ALGA is working with the Department of Health, Disability and Ageing (DHDA) to increase local government representation in this space. There is a focus on reviewing and refreshing the ALGA *Disability Inclusion Planning – A Guide for Local Government (2016)*.
- ALGA have sought representation across Australia to join a Community of Practice group and City of Darwin's representative is Executive Manager Community and Cultural Services. Meetings are scheduled online every two months with a commitment to two face to face meetings annually. Online meetings began in late 2025 and the first face to face meeting is scheduled for 26 February in Adelaide.
- The Community of Practice has 35 members across Australia with representation of local government across each state and territory.

DISCUSSION

As part of ALGA’s commitment to *Australia’s Disability Strategy 2021–2031*, and in partnership with the Department of Health, Disability and Ageing (DHDA), ALGA has established a national Local Government Community of Practice (CoP) to strengthen disability inclusion across the sector, as well as relationships between federal and local government.

This national project will:

- Refresh the *ALGA Disability Inclusion Planning – A Guide for Local Government (2016)* to reflect contemporary practice and current national policy frameworks.
- Develop a companion document highlighting council-led initiatives and case studies.
- Establish this Community of Practice to share knowledge and inform national policy discussions.
- Deliver a series of webinars and an in-person workshop to build sector capacity.

The Community of Practice exists to strengthen disability inclusion across local government by supporting councils to embed inclusive, evidence-informed and integrated planning practices. The CoP provides a national platform for collaboration, capability-building, and systems alignment, enabling councils to contribute meaningfully to inclusive communities and to the implementation of state/territory and national disability strategies.

Working groups have also been established to drive activity, these are:

- Participation, Community Life and the Built Environment
- Housing, Homelessness and Community Supports
- Safety, Justice, Gender Equality and Emergency Management
- Education, Employment and Community Attitudes

Executive Manager Community and Cultural Services has joined the Participation, Community Life and the Built Environment working group. City of Darwin have submitted potential case studies for review or inclusion in the final documents; these include MLAK video and promotions and Arts Access Public Art Commissions.

This Committee will be kept informed of activity as the work with the Community of Practice continues and an update will be provided post each face to face workshop.

PREVIOUS COUNCIL RESOLUTION

Nil

STRATEGIC PLAN ALIGNMENT	6 Governance Framework 6.3 Decision Making and Management
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Budget/Funding: Funded externally Is Funding identified: Participation in online meetings is covered operationally. ALGA fund interstate travel and accommodation planned for this Community of Practice.
LEGISLATION / POLICY CONTROLS OR IMPACTS	Legislation: Disability Services Act NT 1993 Policy:

	<p>Australia’s Disability Strategy 2021–2031 City of Darwin’s Access Strategy 2025-2030</p>
<p>CONSULTATION, ENGAGEMENT & COMMUNICATION</p>	<p>Engagement Level: Involve</p>
<p>DECLARATION OF INTEREST</p>	<p>The report author does not have a conflict of interest in relation to this matter.</p> <p>The report authoriser does not have a conflict of interest in relation to this matter.</p> <p>If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).</p>

9.3 UPDATE ON ACCESS STRATEGY PROJECTS

Author: Community Development Officer
Authoriser: Executive Manager Community and Cultural Services
Attachments: Nil

RECOMMENDATIONS

THAT the report entitled Update on Access Strategy Projects be received and noted.

PURPOSE

The purpose of this report is to update the Access and Inclusion Committee on projects that align with the City of Darwin Access Strategy 2025-2030.

KEY ISSUES

- Sunflower Accreditation
- Introductory Auslan Classes/workshops for City of Darwin staff
- Beach Access Project
- Mobile Sensory Rooms for Outdoor Events
- Communication Boards at Playgrounds & Pools
- Promote Access and Inclusion Advisory Committee to City of Darwin Departments

DISCUSSION

Sunflower Accreditation - Hidden Disabilities Sunflower Initiative

Access Strategy: Participate — Foster a workplace culture that celebrates and supports diversity

Action: Provide training to Libraries and Customer Service Officers to improve understanding and support for individuals with hidden disabilities.



The Hidden Disabilities Sunflower is a globally recognised symbol designed to discreetly indicate that an individual has a non-visible disability. This initiative aims to foster understanding and support in public spaces without the need for verbal disclosure. Individuals can voluntarily wear a sunflower-branded item, such as a lanyard, pin, or ID card, to signal that they may require additional assistance, patience, or time.

Community Inclusion and Learning and Development will roll out this initiative to all City of Darwin staff on 2 April, in recognition of World Autism Day.

Once staff training reaches an 80% completion rate, City of Darwin facilities can be recognised as accredited. This will allow for the installation of sunflower signage at entry points, reception areas, and other high-traffic locations, along with clear instructions for customers on how to request lanyards, wristbands, and other supports.

Introductory Deafness Awareness Auslan Classes/workshops for City of Darwin staff

Access Strategy: Participate –. Foster a workplace culture that celebrates and supports diversity.

Action Provide accessibility awareness training tailored to specific roles, supporting professional development and expertise.

Planned Training Initiatives for short to medium term

Introductory Deafness Awareness Auslan classes and workshops commenced on 21 January 2026 and will run for 10 weeks. The training is being delivered to customer service-focused staff including Regulatory Services, Community and Cultural Services, Library and Family Services and Customer Service staff at the Civic Centre.

Beach Access Project

Access Strategy: Participate - Support and promote participation in recreation.

Action: Work in partnership with external provider to operate and cross promote an accessible beach precinct

Casuarina Beach and Nightcliff Beach Access audit was conducted on 25 November 2025 by Accessible Beaches Australia.

Expected timeframe for delivery of the audit report is mid-February 2026, the report will review existing accessible features such as parking, pathways, bathrooms, ramps, signage, shade, water, and beach mats. This report will be used to develop a detailed project plan, finalise budget estimates, and prepare a grant application for submission under Tranche 3 of the

Department of Social Services funding program, scheduled for the July 2026– June 2027 timeframe.

Mobile Sensory Rooms for Outdoor Events

Access Strategy: Participate - Increase resources to support events and programs.

Action: Resource designated quiet spaces, places for sensory seeking, and places for respite as far as practically possible in City of Darwin facilities and events

Darwin's outdoor public events are vibrant and well-attended by a diverse demographic, including families with young children, older adults, people with disability, neurodivergent individuals, and visitors from remote communities. While these events foster social inclusion, they can also present significant sensory challenges due to:

- Extreme heat and humidity all year around
- High noise levels from crowds, live music, generators, and traffic
- Visual overstimulation and unpredictable movement
- Extended walking and standing, leading to fatigue

A pop-up sensory space provides a quiet, regulated environment where attendees can rest, self-regulate, and recover before re-engaging with the event. This improves event accessibility, aligns with universal design principles, and supports the City of Darwin's commitment to inclusive community participation.

Carpentaria Disability Services has provided several recommendations for the development of a pop-up sensory space. We are currently in the early stages of identifying suitable organisations that can deliver a mobile or pop-up sensory space.

Communication Boards at Parks, Playgrounds & Pools

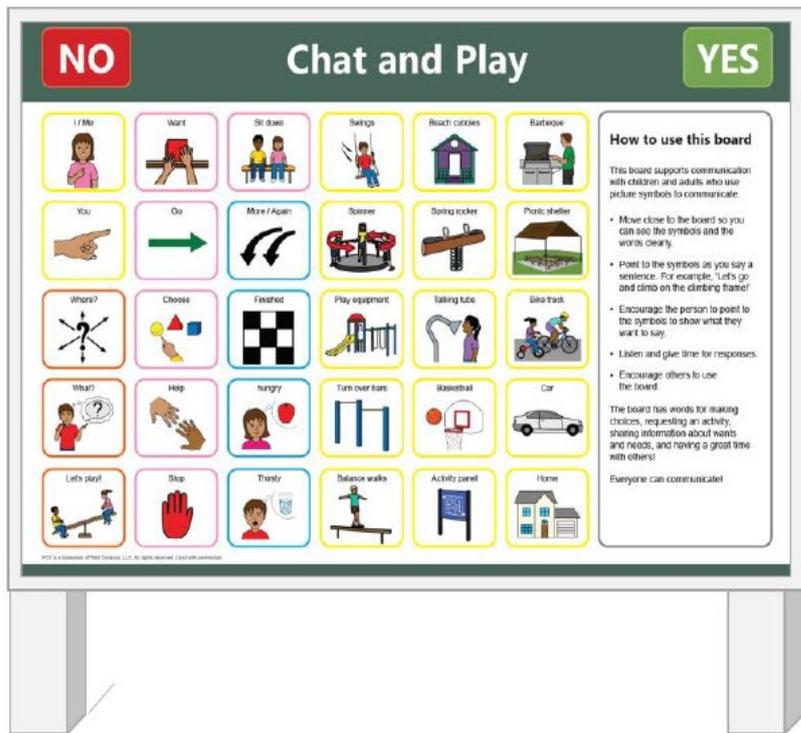
Access Strategy: Participate – Support and promote participation in recreation.

Navigate – Design and develop new infrastructure and public spaces in line with best practice universal design principles.

Action: Continue to design and install accessible recreational facilities for people with disabilities

What are communication boards?

Communication Boards are tools designed with carefully chosen images and words to help people communicate. They support children and adults with communication access needs, including those who are Autistic, have communication disabilities, or come from culturally and linguistically diverse (CALD) backgrounds.



Officers have identified priority locations for the installation of communication boards at playgrounds. The initial focus is to ensure one regional playground in each Ward is equipped with a communication board. The proposed priority playgrounds are:

1. Jingili Water Gardens – Chan Ward
2. Bicentennial Park – Lyons Ward
3. Yanyula Park – Waters Ward
4. James Mallett Bennett Park (also known as Colin Street Parkland) – Richardson Ward

It is also noted that the new regional Waters Ward Multigenerational Recreation Space in Malak could incorporate a communication board as part of the project upon completion.

In addition, the following aquatic facilities have been identified as priorities for the installation of communication boards, in the order listed:

1. Casuarina Aquatic and Leisure Centre (CAALC)
2. Parap Pool
3. Nightcliff Pool

Promote Access and Inclusion Advisory Committee to City of Darwin Departments

Access Strategy: Participate – People with disability exercise influence.

Action: Promote Access and Inclusion Advisory Committee role and responsibilities to City of Darwin departments

Community Inclusion recommends scheduling filming at CAALC (Casuarina Aquatic and Leisure Centre) facilities to coincide with an upcoming Access and Inclusion Advisory Committee meeting in either 2nd April or 4th June. The Community Inclusion team will support the Committee by assisting with script development, if required, to ensure consistency and clarity of messaging for Committee members.

Based on available evidence, the previous MLAK video was well received by the community. Following its release in July 2025, 35 requests for MLAK keys were received from individuals with disabilities and organisations, indicating that video-based communication has been an effective engagement and awareness tool.

PREVIOUS COUNCIL RESOLUTION

Nil

STRATEGIC PLAN ALIGNMENT	1 A capital city with best practice and sustainable infrastructure 1.1 By 2030, a number of strategic infrastructure projects will be developed and delivered
BUDGET / FINANCIAL / RESOURCE IMPLICATIONS	Nil
LEGISLATION / POLICY CONTROLS OR IMPACTS	Nil
CONSULTATION, ENGAGEMENT & COMMUNICATION	Engagement Level: Inform
DECLARATION OF INTEREST	The report author does not have a conflict of interest in relation to this matter. The report authoriser does not have a conflict of interest in relation to this matter. If a conflict of interest exists, staff will not act in the matter, except as authorised by the CEO or Council (as the case requires).

10 MEMBER REPORTS**11 GENERAL BUSINESS****12 DATE, TIME AND PLACE OF NEXT COMMITTEE MEETING**

THAT the next Access and Inclusion Advisory Committee Meeting be held on Thursday, 2 April 2026, at Meeting Room Guyugwa (Casuarina Library Meeting Room), 17 Bradshaw Terrace, Casuarina (Open Section followed by the Confidential Section).

13 CLOSURE OF MEETING TO THE PUBLIC

THAT pursuant to Section 99 (2) of the *Local Government Act 2019* and Regulation 51 of the *Local Government (General) Regulations 2021* the meeting be closed to the public to consider the Confidential Items of the Agenda.

14 CLOSURE OF MEETING

Minutes

Access and Inclusion Advisory Committee Meeting

Thursday, 6 November 2025

Unconfirmed

**MINUTES OF CITY OF DARWIN
ACCESS AND INCLUSION ADVISORY COMMITTEE MEETING
HELD AT CASUARINA AQUATIC AND LEISURE CENTRE COMMUNITY ROOM
ON THURSDAY, 6 NOVEMBER 2025 AT 1:30 PM**

PRESENT:

Building Advisory Services Alison Warwick
Community Member Tiffany Brown
Community Member Kim Caudwell
Community Member Lynne Strathie
Community Member Rajeev Thayil
Department of Infrastructure, Planning and Logistic Simon Gillam
Community Member Ella McGugan-Wevill
Community Member Bryony Crowe
Councillor Sylvia Klonaris

OFFICERS:

Community Development Officer, Chloe Armitage
Senior Coordinator Community Inclusion, Andrew Aragala
Executive Manager Community and Cultural Services, Angela O'Donnell

APOLOGY:

Nil

GUESTS:

Sport4All, Alex Woodward and Jenny Crandell
City of Darwin Project Administration Officer, Sita Roka

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11	General Business	8
12	Date, Time and Place of Next Committee Meeting	8
13	Closure Of Meeting	8

Chairperson Alison Warwick was not present at the commencement of the meeting.

Community Member Tiffany Brown was not present at the commencement of the meeting.

The committee members agreed for Councillor Sylvia Klonaris to chair the meeting.

1 ACKNOWLEDGEMENT OF COUNTRY

City of Darwin acknowledges that we are living and working on Larrakia Country. We acknowledge the Larrakia people as the Traditional Owners of the Darwin region. We pay our respects to the Larrakia elders past and present and support emerging Larrakia leaders now and into the future. City of Darwin is committed to working together with all Larrakia to care for this land and sea for our shared future.

2 MEETING DECLARED OPEN

COMMITTEE RESOLUTION AAIAC013/25

Moved: Community Member Rajeev Thayil

Seconded: Community Member Bryony Crowe

The Chair declared the meeting open at 1:57 pm.

CARRIED 7/0

3 APOLOGIES AND LEAVE OF ABSENCE

3.1 APOLOGIES

Nil

3.2 LEAVE OF ABSENCE GRANTED

Nil

3.3 LEAVE OF ABSENCE REQUESTED

Nil

4 ELECTRONIC MEETING ATTENDANCE

4.1 ELECTRONIC ATTENDANCE GRANTED

COMMITTEE RESOLUTION AAIAC014/25

Moved: Community Member Kim Caudwell

Seconded: Community Member Tiffany Brown

THAT the Committee note that pursuant to Section 95 (43) of the *Local Government Act 2019*, the following member(s) was granted permission for Electronic Meeting Attendance:

- Department of Infrastructure, Planning and Logistic Simon Gillam

CARRIED 7/0

4.2 ELECTRONIC ATTENDANCE REQUESTED

Nil

5 DECLARATION OF INTEREST OF MEMBERS AND STAFF

5.1 DECLARATION OF INTEREST BY MEMBERS

Nil

5.2 DECLARATION OF INTEREST BY STAFF

Nil

6 CONFIRMATION OF PREVIOUS MINUTES

COMMITTEE RESOLUTION AAIAC015/25

Moved: Community Member Lynne Strathie

Seconded: Councillor Sylvia Klonaris

THAT the minutes of the Access and Inclusion Advisory Committee Meeting held on 3 July 2025 be confirmed.

CARRIED 7/0

7 MOVING OF ITEMS

7.1 MOVING OF ITEMS INTO CONFIDENTIAL

Nil

7.2 MOVING OF CONFIDENTIAL ITEMS INTO OPEN

Nil

7.3 MOVING CONFIDENTIAL ITEMS TO OPEN AT THE CONCLUSION OF THE MEETING

Nil

8 DEPUTATIONS AND BRIEFINGS

Nil

Community Member Tiffany Brown arrived at 2:06 pm

Building Advisory Services Alison Warwick arrived electronically at 2:09 pm

9 OFFICER REPORTS

Item 9.1 – Reconciliation Program will be tabled at the next Committee meeting to be held on 5 February 2026.

9.1 RECONCILIATION PROGRAM**RECOMMENDATIONS**

THAT the report entitled Reconciliation Program be received and noted.

9.2 SPORT4ALL**COMMITTEE RESOLUTION AAIAC016/25**

Moved: Community Member Tiffany Brown

Seconded: Community Member Lynne Strathie

THAT the report entitled Sport4All be received and noted.

CARRIED 9/0**9.3 INTRODUCTION TO THE 24TH CITY OF DARWIN COUNCIL****COMMITTEE RESOLUTION AAIAC017/25**

Moved: Community Member Lynne Strathie

Seconded: Community Member Ella McGugan-Wevill

THAT the report entitled Introduction to the 24th City of Darwin Council be received and noted.

CARRIED 9/0

9.4 COMMITTEE MEETING DATES 2026

COMMITTEE RESOLUTION AAIAC018/25

Moved: Councillor Sylvia Klonaris

Seconded: Community Member Bryony Crowe

THAT the Access and Inclusion Advisory Committee adopts the following schedule for the holding of meetings in 2026.

- a. Access and Inclusion Advisory Committee sets its meeting schedule up to 30 June 2026 as follows:
- b. Meetings to be held on Thursdays
- c. Meetings to be held on:
 - (i) 5 February 2026
 - (ii) 2 April 2026
 - (iii) 4 June 2026
- d. Meetings to be held from 1:30pm to 3:00pm
- e. Meetings to be held at either the Casuarina Aquatic and Leisure Centre Community Room or Casuarina Library Meeting room with the option to meet online when needed.

CARRIED 9/0

9.5 UPDATE ON ACCESS STRATEGY PROJECTS

COMMITTEE RESOLUTION AAIAC019/25

Moved: Building Advisory Services Chairperson Alison Warwick

Seconded: Community Member Kim Caudwell

THAT the report entitled Update on Access Strategy Projects be received and noted.

CARRIED 9/0

Community Member Rajeev Thayil left the meeting at 2:45 pm

10 MEMBER REPORTS

COMMITTEE RESOLUTION AAIAC020/25

Moved: Councillor Sylvia Klonaris

Seconded: Building Advisory Services Chairperson Alison Warwick

THAT the following Member Reports be received and noted.

Councillor Sylvia Klonaris

Noted the Halloween Disco had great sensory resources and the Fun Bus was knowledgeable.

Community Member Bryony Crowe

NT literary awards held last week with 200 people attending. Notably people with disability were apart of the nominees in the award categories.

Building Advisory Services Alison Warwick

Thanked Community Members; Lynne Strathie and Tiffany Brown for speaking at the City of Darwin Access Strategy 2025-2030 Launch on behalf the Access and Inclusion Advisory Committee.

CARRIED 8/0

11 GENERAL BUSINESS

Nil

12 DATE, TIME AND PLACE OF NEXT COMMITTEE MEETING

COMMITTEE RESOLUTION AAIAC021/25

Moved: Councillor Sylvia Klonaris

Seconded: Community Member Ella McGugan-Wevill

THAT the next Access and Inclusion Advisory Committee be held on 5 Februry 2026, at 1.30 pm, in the Casuarina Aquatic and Leisure Centre Community Room.

CARRIED 8/0

13 CLOSURE OF MEETING

COMMITTEE RESOLUTION AAIAC022/25

Moved: Building Advisory Services Alison Warwick

Seconded: Councillor Sylvia Klonaris

THAT the open section of the meeting be adjourned at 3:00 pm.

CARRIED 8/0

The minutes of this meeting were confirmed at the Access and Inclusion Advisory Committee Meeting held on 5 February 2026.

.....
CHAIR