

DRAFT

Disability Access and Inclusion Plan

2027 - 2029

Acknowledgement of Country and Council Statement of Commitment to Reconciliation

Acknowledgement of Country

Brimbank City Council respectfully acknowledges and recognises the Wurundjeri and Bunurong peoples as the Traditional Custodians of the land and pays respect to their Elders, past, present and future.

Reconciliation in Brimbank

Council acknowledges the Wurundjeri and Bunurong People as the Traditional Custodians of the lands where our municipality sits. Council recognises the diversity of Aboriginal and Torres Strait Islander peoples who contribute to our community. We pay our respects to the wisdom of Elders past, present, and future. We recognise their continuing spiritual connection to this land and renew our commitment to respect Aboriginal and Torres Strait Islander beliefs, values and customs.

The Country in which Brimbank is located is under the statutory care of its Traditional Custodians, the Bunurong Land Council Aboriginal Corporation to the south and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to the north of the municipality. For the Traditional Custodians, the lands in the City of Brimbank have always been a significant trading and meeting place.

Aboriginal people lived on these lands for over 65,000 years before European settlement. The rich history and continuous culture of our Traditional Custodians are woven throughout Brimbank, in its people, in significant sites and in murals recognising this history. Brimbank has about 440 registered sites of significance. The artefacts found are more than 30,000 years old. Some of these sites are in Brimbank Park, Yaluk Barrington (former Sydenham Park) and Organ Pipes National Park.

Front page image by Rayn, 12 years old from Sunshine North

Executive Summary

Brimbank City Council's commitment to access, inclusion and equity is fundamental to how we serve our community. This Disability Access and Inclusion Plan (DAIP) 2027–2029 builds on a strong foundation of previous work and reflects Council's ongoing journey towards a more inclusive, accessible and connected Brimbank. Over time, Council has strengthened its approach to disability inclusion, moving from individual actions to a more coordinated, whole-of-Council focus. Important progress has been made, however we recognise there is more to do to ensure people with disability can participate fully, independently and with dignity in all aspects of community life.

This plan has been shaped by the voices and lived experience of people with disability, carers, community organisations and Council staff. Their insights make clear that inclusion is not achieved through one initiative alone, but through consistent, everyday decisions in how we plan, design and deliver services, spaces and information.

Looking ahead, this plan focuses on embedding access and inclusion across all areas of Council. This will be achieved by using key levers such as procurement, workforce capability, inclusive design, and policy integration to drive systemic and sustainable change.

At its core, this plan is guided by a commitment to co-design. Ensuring lived experience remains central to decision-making will strengthen outcomes, build trust and support more meaningful and lasting change.

Together, this plan sets a clear direction for the next stage of Brimbank's journey. One where inclusion is embedded as standard, and where people with disability are recognised, valued and supported to participate fully in community life.

Our Vision for an Inclusive Brimbank

We are committed to creating a Brimbank where all people can participate fully in community life, with independence, dignity and respect.

An inclusive Brimbank is a place where:

- People with disability feel valued, included and safe
- Environments, services and information are accessible to everyone
- Barriers are recognised and actively removed
- Diversity is respected and celebrated
- People with disability are involved in decisions that affect their lives
- Inclusion is not a program, it is part of how Council works, plans and delivers for the community.

About This Plan

This Disability Access and Inclusion Plan (DAIP) sets the strategic direction for how Brimbank City Council will improve accessibility and inclusion across the municipality over the next three years.

The plan builds on the achievements of previous Disability Action Plans and reflects a continued commitment to reducing barriers and improving outcomes for people with disability, their families and carers.

This plan represents an important shift. Rather than focusing only on individual actions, it sets clear outcomes and priorities that guide a whole-of-Council approach. Accessibility and inclusion are embedded across Council's services, infrastructure, planning and decision-making.

An internal implementation plan will support delivery of this DAIP, outlining specific actions, responsibilities and timeframes. Progress will be monitored and reported annually.

What We Mean by Disability, Access and Inclusion

This plan is guided by the social model of disability, which recognises that disability is not about a person's condition, but about how environments, systems and attitudes create barriers.

Disability is understood as the interaction between people and the barriers they experience in everyday life. When environments, information and services are designed to be inclusive, these barriers can be reduced or removed.

Disability can be visible or invisible, and may be temporary, permanent or fluctuate over time. Many people acquire disability through illness, injury or ageing, meaning it is an experience that many people will have at different stages of life.

People with disability are diverse, and disability intersects with other aspects of a person's identity, circumstances and life experience. Factors such as age, gender, culture, language, Aboriginality, sexuality, socioeconomic circumstances and where people live can influence how people experience disability, barriers and access. An

inclusive approach recognises this diversity and seeks to understand and respond to people's individual needs and experiences.

Access means ensuring that people can use spaces, services and information in ways that meet their needs.

Inclusion means that people with disability feel welcomed, valued and able to participate fully in community life.

Understanding Ableism and Barriers

Ableism refers to attitudes, assumptions and practices that prioritise or favour people without disability and can exclude or disadvantage people with disability.

Barriers to inclusion can take different forms:

- Physical barriers – such as inaccessible buildings, footpaths or public spaces
- Information barriers – including complex, hard-to-find or inaccessible communication
- Attitudinal barriers – such as stigma, low expectations or lack of understanding
- Systemic barriers – including policies, processes or systems that do not consider disability from the outset

Through consultation, participants described experiences of stigma, judgement and “silent discrimination”, particularly for people with non-visible disability. These barriers can have a significant impact on independence, participation and wellbeing.

Reducing these barriers requires a shift in how environments, systems and communities are designed, so that inclusion becomes standard, not an afterthought.

Council's Role

Council has an important role to play in improving access and inclusion across Brimbank. This includes:

- Deliver – providing accessible services, programs, infrastructure and information
- Partner – working with community organisations, businesses and other stakeholders
- Advocate – influencing broader systems such as transport, employment and policy

These roles recognise that meaningful inclusion requires collaboration, leadership and long-term commitment.

About Our Community

Understanding disability in Brimbank requires both data and lived experience. Statistics provide helpful insight into the community and can identify broad trends, but they do not capture the full diversity of disability or people's individual experiences.

Local disability data remains limited and is widely recognised as underrepresenting the disability community, as it often focuses on people who need assistance with core activities. More recent local data was not available at the time this Plan was developed. The infographic below includes data from Brimbank's previous Disability Action Plan and other available sources to provide important context about disability in the municipality.

While data helps us understand who lives in our community, lived experience helps us understand how people experience it. Through engagement with people with disability, carers and community members, Council heard directly about the barriers people face, the changes they want to see, and the opportunities to improve inclusion. Together, this evidence and community insight have informed the priorities and actions in this Plan.

IMAGE: ABS statistics table, demographics of people in Brimbank

People with disability in Brimbank

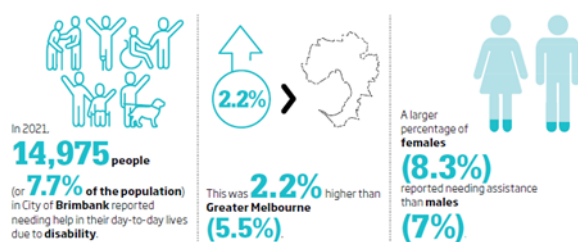
An increasing number of people who require assistance

The numbers of people with disability living in Brimbank is increasing. Chart 1 summarises projected growth across all age cohorts from 2016 to 2031. Growth in most age groups is expected, with the largest being people aged over 70 years.

WITH DISABILITY IN BRIMBANK 2016-2031



In Brimbank, how many people need assistance in their day-to-day lives due to a disability?



Source: Australian Bureau of Statistics

08 Disability Action Plan 2022-2025

The statistics presented above are based on the best available data at the time of Plan development, including information used in Brimbank's previous Disability Action Plan. Updated local disability data was not available at the time of publication.

How We Engaged

A comprehensive and inclusive consultation process was undertaken to inform the development of this Disability Access and Inclusion Plan. Engagement was designed to ensure that people with disability, carers, community members, service providers and Council staff had meaningful opportunities to contribute their experiences, ideas and priorities.

Consultation was delivered through a mix of engagement methods, including:

- Community workshops and stakeholder sessions
- Internal workshops with Council staff
- Online engagement through the Your Say Brimbank platform, including surveys and interactive activities
- Targeted engagement with children and young people, including the Next Generation drawing activity

These approaches enabled both broad participation and in-depth feedback, capturing a diverse range of perspectives across the community.

Accessibility and inclusion were central to the consultation design. Participants were supported to contribute in ways that suited their needs, including the use of plain language, flexible formats and participant-led discussions. This ensured that lived experience was captured authentically and respectfully.

The diagram below summarises the range of engagement methods used and reflects the central role of community voice in shaping this plan.

IMAGE: diagram of engagement methods, diagram of how we consulted.

What We Heard

Through consultation, people with disability, carers and community and staff members shared their experiences, challenges and priorities for Brimbank.

A number of consistent themes emerged:

- Independence and dignity matter most
- People want to live independently and participate on their own terms. Barriers that create reliance on others were described as disempowering
- The built environment continues to limit participation
- Unsafe or inaccessible footpaths, buildings and transport systems make it difficult to move around and access everyday places
- Information is difficult to find and not always accessible
- Services exist, but people often don't know where to find them or cannot access them in usable formats
- Social attitudes and stigma remain a barrier
- Participants described experiences of judgement and "silent discrimination", particularly for people with non-visible disability
- Employment pathways are limited
- Access to meaningful employment, volunteering and training opportunities remains a key challenge.
- Small changes can make a big difference
- Practical improvements such as seating, accessible parking and safe crossings can significantly improve independence and participation
- There is a strong call for co-design
- People want to be involved early and meaningfully in decisions, not just consulted after the fact
- Trust and engagement can be strengthened

Some participants were not aware of consultation opportunities, highlighting the need to improve communication and community reach.

Guiding Principles

Council's approach to this plan is guided by the following principles:

- Access, equity and human rights

Everyone has the right to participate fully in community life.

- Inclusion as standard, not an add-on

Accessibility is embedded in all planning, design and delivery.

- Lived experience leadership and co-design

People with disability are involved in decisions that affect them.

- Respect for diversity and intersectionality

Recognising that experiences of disability are shaped by culture, age, gender and other factors.

- Universal design

Designing environments and services that work for as many people as possible.

- Whole-of-Council responsibility

Inclusion is everyone's responsibility across Council.

- Continuous improvement and accountability

Listening, learning and improving over time.

Legislative Requirements and Strategic Alignment

This Plan is guided by a strong legislative, policy and strategic framework that promotes the rights, inclusion and participation of people with disability. Together, these local, state, national and international frameworks inform Council's role in creating a more accessible and inclusive Brimbank.

Legislation and policy context

In the development of Council's Disability Access and Inclusion Plan we are guided and informed by current international, federal and state legislation and policy in respect to people with disability in Brimbank.

International

- United Nations Convention on the Rights of Persons with Disabilities
- World Health Organisation

Federal Government

- National Disability Insurance Scheme Act 2013
- Disability Discrimination Act 1992
- Australia's Disability Strategy 2021-2031

Victorian State Government

- The Disability Act Victoria 2006
- Equal Opportunity Act 2010
- The Charter of Human Rights and Responsibilities Act 2006
- The Victorian State Disability Plan 2022-2026 (extended to 2027)
- The Local Government Act 2020

This Plan supports and is supported by Council's broader strategic framework, ensuring a coordinated and consistent approach to inclusion across all areas of Council business.

IMAGE: Alignment of Council Plan and Council Plan yearly Actions to DAIP focus areas.

- We Are Brimbank: Integrated Community Vision 2050, Council Plan and Health and Wellbeing Plan 2025–2029
- Social Justice Framework 2025
- Disability Access and Inclusion Plan 2027–2029
- Life Stages Framework
- Annual Action Plan and Budget 2026–2027
- Community Services and Infrastructure Plan 2026–2040
- Moving Brimbank – Integrated Transport Strategy
- Housing and Neighbourhood Character Strategy
- Arts and Culture Strategy 2024–2028
- Reconciliation Action Plan 2024–2026
- LGBTQIA+ Action Plan 2024–2028
- Asset Plan 2025–2035
- Climate Emergency Strategy 2026–2036
- Statement of Commitment for a Safe and Inclusive Brimbank

What We've Achieved

Over the life of the Disability Action Plan, Council has made significant progress in strengthening access and inclusion across Brimbank. This work shows a clear progression from establishing strong foundations through co-design and accessible engagement, to expanding participation and improving infrastructure, and ultimately to embedding inclusion across Council systems, services and partnerships. Together, these achievements reflect a shift toward a more coordinated, whole-of-Council approach to accessibility, underpinned by ongoing engagement with people with disability, carers and the broader community.

2022–2023 (Year 1 – Foundations and Co-design)

- Disability Advisory Committee (DAC) established with lived experience representation
- Accessible engagement approaches introduced, including Easy English workshops
- Website accessibility improvements implemented (Userway tools)
- Auslan training delivered to 35 library staff to improve communication access
- Changing Places facility delivered at Brimbank Aquatic & Wellness Centre
- Inclusive programs expanded (sensory storytime, leisure participation support)

2023–2024 (Year 2 – Expanding Access and Participation)

- DAC and Disability Network strengthened to support ongoing engagement and advice
- Accessibility improvements across Council facilities (signage, adult change facility access)
- Communication boards introduced in leisure centres to support inclusive communication
- Wheelchair and scooter charging points rolled out in libraries and leisure centres
- Inclusive events and programs delivered, including International Day of People with Disability
- Recognition for co-design approach (LGPro Awards commendation)

2024–2025 (Year 3 – Embedding and System Change)

- Accessibility embedded across libraries, digital platforms and facilities (adaptive equipment, accessible web tools)
- Community Connector program supported access to services and supports for residents and carers
- Employment and skills pathways expanded, including job expos, workshops and placements
- Inclusive community events and programs scaled, supporting participation and wellbeing
- Policy and planning strengthened, embedding inclusion into engagement frameworks and Council systems

- Infrastructure improvements progressed (footpaths, parks, accessibility upgrades)
- Ongoing advocacy and partnerships across health, employment and community sectors
- Consistent engagement with carers, advisory groups and community networks

Focus Areas for Action

Guided by consultation findings and recognising the work already underway, the following focus areas identify where Council will strengthen, expand and improve its approach to disability inclusion.

People – Inclusive Communities and Participation

Focuses on ensuring people with disability can access services, information and supports in ways that enable independence, participation and inclusion in everyday life, consistent with the principles of equitable access and participation.

	Detail
Outcome Statement	People with disability and carers are connected, informed and empowered to participate in community life, with equitable access to opportunities, information, supports and decision-making that promote independence, belonging, dignity and choice.
Success Indicators	• Participation rates in inclusive programs and events. • Community satisfaction with accessibility of information and services. • Number and diversity of people with disability engaged in co-design and consultation activities. • Survey results measuring community connection and inclusion.
Why This Matters	Consultation highlighted that independence, dignity and belonging are critical, with social isolation, gaps in supports and inaccessible information limiting participation.
What We Will Focus On	• Expanding inclusive, flexible and accessible community participation opportunities across Brimbank (including programs delivered in different locations, formats and times). • Building stronger local connections and reducing social isolation through community-

	Detail
	based and peer-led approaches (including targeted initiatives for people experiencing isolation and carers). • Making it easier to find, understand and access information, services and supports (through clear, centralised and accessible information and stronger navigation pathways). • Strengthening inclusion of diverse communities and lived experience in programs, services and decision-making (including culturally diverse communities, young people, carers and other priority groups).
Our Role	Deliver: Inclusive programs, accessible information and supports Partner: Work with people with disability, community organisations and service providers Advocate: Promote inclusive community systems beyond Council

Places – Accessible and Inclusive Environments

Focuses on reducing physical and environmental barriers by ensuring buildings, public spaces, transport and infrastructure are designed to be accessible, safe and usable for everyone.

Element	Details
Outcome Statement	People with disability experience accessible, safe and inclusive environments that support independence, participation and connection across the places they live, work, learn and visit.
Success Indicators	• Number of accessibility improvements completed across Council-owned assets. • Accessibility audit results showing continuous improvement. • User satisfaction with accessibility of facilities and public spaces. • Percentage of major infrastructure projects applying inclusive design principles.
Why This Matters	Barriers in footpaths, buildings, parks and transport limit independence, movement and participation in everyday life.
What We Will Focus On	• Continuing to Improve the safety, quality and accessibility of footpaths, crossings and pedestrian infrastructure (including addressing uneven surfaces, curb ramps and high-risk locations) • Continuing to design inclusive parks, open spaces and sensory-friendly environments (including accessible play, quiet spaces and environments that support diverse needs) • Increasing the availability, quality and usability of accessible parking, amenities and essential infrastructure (including Changing Places and

Element	Details
	improving compliance with accessible parking) • Providing clear, accessible information and wayfinding about places and facilities (including accessibility features of locations, parks and community spaces) • Embed accessibility and universal design across all Council infrastructure projects, ensuring new, upgraded and renewed infrastructure is accessible, inclusive and responsive to the diverse needs of people with disability.
Our Role	Deliver: Infrastructure upgrades and inclusive design improvements Partner: Work with planners, developers and transport providers Advocate: Influence accessible standards across systems

Prosperity – Inclusive Education, Employment and Economic Participation

Focuses on improving access to education and training, employment and economic opportunities, supporting people with disability to participate fully in the workforce and local economy.

Element	Details
Outcome Statement	People with disability can develop skills, access employment opportunities and participate in the local economy through inclusive pathways, supportive workplaces and equitable opportunities.
Success Indicators	• Workforce representation rates of employees with disability. • Number of participants completing employment and skills programs. • Number of local businesses engaged in disability employment initiatives. • Employment outcomes achieved through Council-supported pathways.
Why This Matters	Barriers to employment, limited pathways and systemic exclusion impact independence, financial security and wellbeing.
What We Will Focus On	• Creating more inclusive employment pathways and opportunities within Council and the local economy (including improving access to jobs and reducing systemic barriers) • Building skills, confidence and readiness for employment and participation (including digital literacy, job readiness and capacity-building programs) • Working with local businesses to build inclusive employment practices and capability (including awareness, training and practical support for employers) • Supporting inclusive economic participation for diverse communities

Element	Details
	(including culturally diverse communities and other priority groups)
Our Role	Deliver: Internal employment programs and inclusive workforce practices Partner: Work with employers, education and training providers Advocate: Promote inclusive education, training and employment practices across Brimbank

Leadership & Governance – Inclusive Systems and Accountability

Focuses on embedding inclusion across policies, systems and decision-making, and driving positive change in attitudes, practices and organisational leadership to reduce discrimination.

Element	Details
Outcome Statement	People with disability see accessibility and inclusion reflected in Council decisions, services, policies and systems, creating greater trust, transparency and participation.
Success Indicators	• Percentage of staff completing disability inclusion training. • Percentage of major projects demonstrating co-design or lived experience involvement. • Number of policies, strategies and procurement processes reviewed through an accessibility lens. • Publication of annual progress and accountability reports.
Why This Matters	Participants identified gaps in communication, co-design and alignment between policy and lived experience, impacting trust and access.
What We Will Focus On	• Embedding co-design and lived experience in decision-making across Council (ensuring people with disability are involved from the beginning) • Building workforce capability and increasing inclusion within Council's workforce and leadership (including training, confidence and representation) • Strengthening governance, accountability and whole-of-Council responsibility for inclusion (including reporting, leadership and decision-making processes)

Element	Details
	• Embedding accessibility into procurement, planning and project delivery systems (ensuring accessibility is considered from the outset) • Advocacy across levels of government on emerging issues, trends and systemic barriers relating to disability, access and inclusion.
Our Role	Deliver: Accessible communication and internal systems improvements Partner: Work with advisory groups and community networks Advocate: Promote inclusive practices, improve accessibility and appropriate funding across sectors that support people with disability

How We Will Deliver This Plan

Delivering the focus areas of this plan requires a coordinated, whole-of-Council approach. Access and inclusion are not standalone initiatives, they must be embedded into how Council plans, designs and delivers services, infrastructure and programs.

The following key approaches are critical to successfully delivering this plan:

- Procurement as a lever - Access and inclusion will be embedded into procurement processes, ensuring that all projects, services and contracts consider accessibility from the outset. This creates long-term change by influencing suppliers, contractors and partners to adopt inclusive practices.
- Workforce capability and leadership - Building staff knowledge, skills and confidence is essential. Council will continue to invest in training, tools and lived experience learning to ensure staff can design and deliver inclusive services. Leading by example as an inclusive employer also strengthens outcomes across the broader community.
- Inclusive design in all projects - Universal design principles will be applied across infrastructure, programs and services to ensure accessibility is built in, rather than retrofitted. This supports consistent, equitable access across the municipality.
- Policy and planning integration - Access and inclusion will be embedded across all Council policies, strategies and planning processes. This ensures that disability inclusion is considered early and consistently across all areas of Council activity.
- Governance, leadership and accountability - Strong leadership and clear accountability will underpin implementation. This includes strengthening the role of advisory mechanisms, ongoing engagement with people with lived experience, and transparent monitoring and reporting of progress.

Together, these approaches ensure that inclusion is embedded across Council systems and practices, enabling the focus areas of this plan to translate into meaningful and lasting change for the Brimbank community.

Governance, Monitoring and Evaluation

The successful delivery of this Disability Access and Inclusion Plan relies on shared responsibility across Council, meaningful and ongoing engagement with people with disability, and a commitment to continuous learning and improvement.

Council recognises that the disability landscape is constantly evolving, with changing community expectations, emerging priorities, legislative developments, and new opportunities to improve access and inclusion. As a result, this Plan is intended to be responsive and adaptable, ensuring Council can continually refine its approach based on community feedback, evidence, and emerging best practice.

A detailed implementation plan will support the delivery of the Plan's priorities. Responsibility for actions will be embedded across all Council departments,

reinforcing that access, inclusion and participation are core considerations in all areas of Council's work and decision-making.

Progress will be monitored and evaluated through annual reviews of the implementation plan. Each year, Council will prepare and publish a progress report outlining achievements, challenges, lessons learned and priorities for the year ahead. These reports will be publicly available and actively shared with the community to promote transparency, accountability and ongoing dialogue.

Council is committed to embedding the principles of access, inclusion and co-design throughout implementation. People with disability, carers, families and representative organisations will continue to be engaged in shaping, reviewing and informing Council's approach. Feedback from the community will help guide updates to the implementation plan and ensure actions remain relevant, effective and responsive to lived experience.

Through strong governance, public reporting, community partnership and a culture of continuous improvement, Council will work to ensure this Plan delivers meaningful and lasting outcomes for people with disability and contributes to a more accessible and inclusive community for all.

The Role of the Disability Advisory Committee

The Brimbank Disability Advisory Committee (DAC) plays a central role in the implementation, monitoring and ongoing success of this Plan. The DAC is a community-based advisory group that brings together people with disability, carers, community representatives and sector stakeholders to provide lived experience and strategic advice to Council on issues affecting people with disability who live, work, study and participate in Brimbank.

Working in partnership with Council, the DAC provides a forum for consultation, feedback and discussion on access, inclusion and participation. The Committee helps ensure that the voices, experiences and priorities of people with disability continue to inform Council's decision-making, planning and service delivery.

The Committee's objectives are to:

- Provide feedback on the development, implementation of and reporting of the Disability Access and Inclusion Plan which is aimed to shape and create an accessible and inclusive community.
- Provide a forum for consultation with people with disability to facilitate community input and discussion.
- Provide Council with advice on all areas of access and inclusion at all levels of government.

- Provide strategic advice and recommendations on the planning, development, and review of Council policies, programs and initiatives, ensuring they are inclusive and accessible.
- Build on the collective knowledge, insights and expertise of members to raise awareness and gain a deeper understanding of issues impacting people with disability.
- Create opportunities to promote the DAC and positive images of disability.

Working alongside the DAC, Council staff will provide leadership and coordination to support the delivery, monitoring and evaluation of the Plan, helping to ensure that access and inclusion remain a priority across the organisation.

Glossary

Accessibility	The design of spaces, services, information, communications and technologies so that people with disability can access and use them independently and with dignity.
Ableism	Attitudes, assumptions, behaviours or systems that favour people without disability and can disadvantage, exclude or discriminate against people with disability.
Access and Inclusion	The removal of barriers and creation of opportunities that enable people with disability to participate equally in all aspects of community life.
Advocacy	Actions taken to influence decisions, systems, services or policies to improve outcomes and uphold the rights of people with disability.
Barrier	Anything that prevents or limits a person from fully participating in community life. Barriers may be physical, communication, attitudinal, technological or systemic.
Brimbank Community Voice (BCV)	Council's community engagement panel that provides opportunities for community members to contribute their views, experiences and feedback to help inform Council decision-making.
Carer	A person who provides unpaid support to a family member, partner, friend or another person with disability, a health condition, mental illness or age-related needs.
Co-design	A collaborative approach where people with lived experience work alongside Council and other stakeholders to help design, develop, implement and evaluate policies, programs, services and projects.
Community Participation	The ability for people to take part in community life, including social, recreational, cultural, educational, civic and economic activities.
Disability	Disability is understood as the interaction between a person and the barriers they experience in society. Disability may be visible or invisible, permanent, temporary or episodic, and can affect people in different ways throughout their lives.
Disability Advisory Committee (DAC)	A community-based advisory group that provides Council with lived experience expertise, feedback and advice on disability access, inclusion and participation in Brimbank.
Disability Access and Inclusion Plan (DAIP)	Brimbank City Council's strategic plan for improving accessibility, inclusion, participation and equitable outcomes for people with disability.
Equity	Providing different levels of support, resources or opportunities based on individual circumstances and needs so that everyone has a fair opportunity to participate.

Inclusion	Creating environments, services and communities where people feel welcomed, respected, valued and able to participate fully.
Intersectionality	The way different aspects of a person's identity and experience, such as disability, age, gender, culture, religion, sexuality or socio-economic background, can combine to create unique experiences of inclusion, exclusion or disadvantage.
Lived Experience	Knowledge, insights and expertise gained through personal experience of disability, caring, advocacy or supporting someone with disability.
Outcome	The change or benefit experienced by people, communities or organisations as a result of actions, programs, services or initiatives.
Participation	Involvement in activities, programs, services, employment, education, decision-making and community life.
Person with Disability	The term used throughout this Plan to describe a person who identifies as having disability. This language was informed by community consultation and recognises that individual language preferences may vary.
Procurement	The process Council uses to purchase goods, services and works. Inclusive procurement considers accessibility and inclusion requirements from the outset.
Social Model of Disability	An approach that recognises disability is created by barriers in the environment, systems and attitudes rather than by a person's impairment or condition. Removing barriers helps create more inclusive communities.
Universal Design	The design of products, environments, services and information so they can be accessed, understood and used by as many people as possible, without the need for adaptation or specialised design.
Wellbeing	A person's overall quality of life, including their physical, mental, emotional, social and economic wellbeing.
Whole-of-Council Approach	An approach where responsibility for accessibility and inclusion is shared across all Council departments, services and business areas, rather than being the responsibility of a single team.

Language Note: Council acknowledges that people use different terms when describing disability and their experiences. The language used in this Plan reflects contemporary practice, community consultation feedback and the principles of dignity, respect and inclusion.

Brimbank City Council

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