



NOTICE OF MEETING

**Notice is hereby given that Hearings for the
Disability Policy to be held in the Victoria Room,
Civic Theatre,
88 Tay Street, Invercargill
on Tuesday 17 September 2024 at 9.00 am**

Cr D J Ludlow
Cr P M Boyle
Cr L F Soper
Rev E Cook
Cr B Stewart (Alternate)

MICHAEL DAY
CHIEF EXECUTIVE

Hearings for the Disability Policy

17 September 2024 09:00 AM

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Hearing Timetable – Equity and Access for People With Disabilities

Hearing	Sub #	Name	Time
	#	Meeting Opened	
1	025	Laura Pope	9.10
5 Minutes Break			
2	017	Victor West	9.25
5 Minutes Break			
3	018	Joanne Sekone-Fraser Requires Sign Language Interpreter (20 Min Hearing)	9.40
10 Minutes Break			
4	030	Carolyn Weston	10.10
5 Minutes Break			
5	003	Tracy Peters	10.25
5 Minutes Break			
6	029	Kathy Obers	10.40
5 Minutes Break			
7	008	Jaime Randhawa Requires Sign Language Interpreter (20 Min Hearing)	10.55
10 Minutes Break			
8	022	Roger Strong Requires Sign Language Interpreter (20 Min Hearing)	11.25
5 Minutes Break			
Deliberations			11.50

EQUITY AND ACCESS POLICY FOR TĀKATA WHAIKAHA, DISABLED PEOPLE HEARINGS AND DELIBERATIONS

To: Hearings Panel

Meeting Date: Tuesday 17 September 2024

From: Rhiannon Suter, Manager – Strategy, Policy and Engagement
and Rebecca Clark- Acting Manager Customer Service

Approved: Patricia Christie - Group Manager - Finance and Assurance

Approved Date: Thursday 12 September 2024

Open Agenda: Yes

Purpose and Summary

This report provides the Hearing Panel with the submissions to the proposed Draft Equity and Access Policy for Tākata Whaikaha, Disabled People and the details of the submitters who wish to be heard. It also includes an analysis of submissions to assist the hearing panel in their deliberations.

Recommendations

That the Hearings panel:

1. Receives the report “Equity and Access Policy for Tākata Whaikaha, Disabled People Hearings and Deliberations”.
2. Receives the submissions.
3. Notes the submitters to be heard.
4. Notes the summary of submissions (A5511184).
5. Agrees/ disagrees with the following proposed changes to the Policy:
 - a. Amendments to the name of the policy to Equity and Access Policy for Tākata Whaikaha, Disabled People.
 - b. Addition of wording to acknowledge the social and medical models of disability.
 - c. Amendments to wording to make the proposed draft policy more concise and improve readability, and
 - d. Any changes to Te Reo terminology as recommended by the Mana Whenua Representatives.

Recommends to Council:

6. To adopt the draft Equity and Access Policy for Tākata Whaikaha, Disabled People with the changes as agreed in resolution 5.
7. To agree/ disagree to request the Mayor to nominate a Councillor lead on disability.
8. To agree/ disagree to request development of an Action Plan on disability inclusion in follow up to implementation of the policy in preparation for the 2027 – 2037 Long-term plan.

Background

The Finance and Policy Committee adopted the Draft Equity and Access for People with Disabilities Policy (*"the proposed policy"*) for consultation on 23 July 2024. The Committee delegated hearings and deliberations to a Hearings Panel made up of Cr Soper, Cr Ludlow, Cr Boyle, and Cr Stewart (alternate) and Rev Cook.

The recommended amendments made to the draft proposed policy encompass the feedback received from early engagement, ongoing engagement with the combined disability groups known to Council and engagement held on 22 August 2024 at the Library during the consultation period of the proposed policy. Further background information on the policy was provided to the Finance and Policy Committee (23 July 2024) at the time of adoption of the draft version of the proposed Policy for consultation.

The proposed policy was open for consultation between 26 July 2024 and 26 August 2024.

Submissions could be made online through letstalk.icc.govt.nz, via email, by post, or dropped into Te Hīnaki Civic Building, the Public Library, and Bluff Service Centre.

There were thirty one submissions received during the consultation period. No submissions were submitted once consultation had closed. Ten submitters have requested to speak to their submission.

Issues and Options

Analysis

Equity and Access for People with Disabilities Policy Submissions

Council received thirty one responses in total following public consultation. Twenty-five were from the general public, and the remainder were from organisations such as the National Public Health Service (NPHS), Halberg Foundation, Koha Kai, Blind Citizens Southland Branch, CCS Disability and Workbridge.

Of the total submissions received, eleven were in support, thirteen submissions agreed with the proposed policy noting the need for further amendments. Seven submissions did not specify their support or opposition to the proposed policy.

Submissions Regarding Inclusive Communication

1. Sign Language Interpreter

Council received nine submissions that spoke to the importance of having a local sign language interpreter for Southland to give effect to the inclusive communication aspirations discussed under the communication section of the proposed draft policy. The consistent message received through these submissions urged Council to appoint a sign language interpreter for at all public facing meetings and events organised by Council and Council controlled organisations.

- **Officer Response**

The limitations in available local sign language interpretation services is well known by Council and has resulted in a number of events having to be supported either over zoom or via travel of sign language interpreters to Invercargill. Sign language interpretation is a skilled role which requires significant training to attain proficiency and the provision of interpretation services requires flexibility of availability. Availability within the community is not an issue that Council can solve. There are a number of options being actively explored including live transcription software. While this is not the ideal solution for users of sign language it has the potential to provide an interim solution and have the added benefit of enabling a wider group with hearing impairments who do not use sign language.

2. Appropriate Terminologies and Overarching Model Considerations

A submission received raised the importance of acknowledging the difference between the social and medical models of disability in the proposed policy.

This submission also raised the importance of using the appropriate language in the proposed policy when addressing people and a community with disabilities. National Public Health Service (NPHS) spoke to the same point and recommended replacing "people with disabilities" with "Tāngata Whaikaha, Disabled people".

NPHS and Blind Citizens Southland Branch recommended strengthening the language used in the proposed policy. NPHS highlights that their recommended wording "Tāngata Whaikaha, Disabled people" is strength based and describes "people striving to have the ability or to be enabled". Blind Citizens Southland Branch in particular noted the terminologies "where appropriate" and "reasonable" are vague and recommended a stronger tone for example using wordings like "Council will strive to provide" to create stronger commitment on Council to deliver on the proposed policy.

- **Officer Response**

The change of "people with disabilities", which was the previously recommended primary term and remains so in some countries to "tāngata whaikaha, disabled people" will be made in the policy, following input with the Mana whenua representatives. It is recommended to make any other further Te Reo terminology changes recommended by the Mana whenua representatives.

Additional description of the social and medical models of disability has been added to the policy in response to feedback.

The use of words such as appropriate and reasonable are not recommended to be removed in recognition that Council is on a maturity journey in relation to disability and that there will be practical issues which will need to be considered on a case by case basis.

Submissions Regarding Accessible Infrastructure

1. Parking and Road Corridor Issues

Council received submissions that spoke to mobility parking and road corridor issues. Some noted the need for more mobility parking to be designated at Don Street, Esk Street and South City and requested mobility parking to be closer to Parking Kiosks in consideration of mobility challenges. Two, in particular, have requested the initial 30 minutes of free parking be changed to one hour without requiring a rate increase, and one in particular requested the mobility parking to be restored to the Library Building Level 2 without triggering any charge.

Criticisms were made to Council for the lack of consultation in the design of mobility parking on Esk and Don Streets. Some submissions note that the new parks are unsuitable for mobility vans with rear offloading. It urged Council to reconsider and review all mobility parking (especially in the CBD) to make them more accessible with proper consultation with the disabled community.

Koha Kai recommends having reasonable measures towards providing equal parking opportunities available in Invercargill City District, especially at Esk Street. Their submission states that in general the carparks available are adequate in Invercargill except the ones on Esk Street. Koha Kai acknowledges that parking is a complex subject and improvements need to be made at a reasonable level, considering cost, time and space factors. Koha Kai also commends Council for its consultation efforts and the improvements made to Council's infrastructure.

Some submissions emphasised the importance of ensuring sidewalks, traffic light pedestrian crossings and other pedestrian crossings are wheelchair accessible and ensure safe travel, one submission in particular raises the need for more Taxi Stands for Mobility Taxis and ramps to ensure measures are in place to enable easier access to shops for wheelchair users.

• Officer Response

The policy itself is an overarching policy intended to guide Council action. Many submissions on specific issues related to building design, roading and parking accessibility have been received. These have been either provided to the appropriate team or added to the Request for Service system depending on the nature of the requests. Many are in line with issues which have been raised during recent engagements and are being considered as part of maintenance and planning projects.

Submissions Regarding Having an FTE Disability Adviser Within Council

Council received submissions that requested that Council have a Disability Adviser role as a full time employee to liaise and support the disabled community.

- **Officer Response**

Council supports the Combined Disability Network through the work of the Community Activator. This includes support for regular meetings and engagement with teams across Council on projects and service issues. It is not the role of staff to advocate to but to make connections and support disabled people to effectively advocate for themselves in line with social model of disability. It is recommended that the current allocation of staff resource to the disability issue is appropriate under the current resourcing structure until such time that Council determines to increase community activation support across the whole community, including young people, ethnic communities, refugees and newcomers, older people and other specific interest groups.

Previous engagements have raised the potential of having a Councillor level lead on the issue of disability. This is an option which is recommended to be considered by Council.

Submissions Regarding Policy Implementation

1. Framework for Action

The submissions made by NPHS, CCS Disability and Blind Citizens, and some members of the public have requested that the policy be supported by a framework for action following its adoption to meet equitable social well-being outcomes for the disabled community.

- **Officer Response**

Council has an active programme with the management team, reviewing disability issues and practice and identifying opportunities for improvement. Following adoption of the policy, this will be followed up by further training on the policy.

A next step could be the development of a Framework for Action. This would require available resource for engagement and development with the disability community and could take place in stages over the next eighteen months in preparation for the next Long-term plan.

It is to be noted that some submissions have requested the policy to be measurable, this issue will be appropriately considered as part of a framework for action.

Equal Employment Opportunities Concerns

The submission made by Workbridge has raised concerns with the level of support offered by Council in relation to working with the agency to create equal employment opportunities for people with disabilities. They noted Council has in the past told them they don't work with Workbridge. The submission also noted that Council recently expressed openness to collaboration, however follow up action is yet to be evident.

- **Officer Response**

Officers have noted the issue, are open to working with Workbridge, and are not aware of Council saying we don't work with Workbridge. A meeting to follow up on Workbridge's request for collaboration has been arranged for September.

Council have had employment applications received from people with disabilities put forward by other agencies and those applications are forwarded to the respective hiring managers to consider.

Others Concerns

Some submissions received have noted that the policy is too long and repetitive

Officers have noted the feedback and where possible without losing meaning have made minor changes to make the policy concise with improved wording and formatting.

All recommended change to the Draft Policy is provided in Resolution 5 of this report.

Next Steps

Following the deliberations of this committee, the policy will be finalised and brought to the Council for adoption.

Attachments

1. Summary of Submissions (A5511184)
2. Submissions in full
 - a. To be heard
 - Submission 003 - Tracy Peters (A5529328)
 - Submission 008 - Jaime Elizabeth Randhawa (A5529338)
 - Submission 017 - Victor (Vic) West (A5529294)
 - Submission 018 - Joanne Sekone- Fraser (A5529300)
 - Submission 022 - Roger Strong (A5529306)
 - Submission 023 - Philippa Strong (A5529308)
 - Submission 025 - Laura Pope (NPHS) (A5529312)
 - Submission 027 - Michael John Peters (A5529316)
 - Submission 029 - Kathy Obers (CCS Disability) (A5529320)
 - Submission 030 - Carolyn Weston (Blind Citizens) (A5529322)
 - b. To not be heard
 - Submission 001 - Dot Wilson (A5529324)
 - Submission 002 - Brian Robert Nicholson (A5529326)
 - Submission 004 - Raewyn Barclay (A5529340)
 - Submission 005 - Julie Stewart- Berkett (A5529330)
 - Submission 006 - Irene Mae Halford (A5529336)
 - Submission 007 - Yvonne McEwan (A5529346)
 - Submission 009 - Desmond George Collins (A5529332)
 - Submission 010 - Karroll Nullan (A5529334)
 - Submission 011 - Jessie Lindsay (A5529342)
 - Submission 012 - Gracie Dill (A5529344)
 - Submission 013 - Helen Mulqueen (A5529348)
 - Submission 014 - Laura Fraser (A5529290)
 - Submission 015 - Zoe Curteis Tully (A5529292)
 - Submission 016 - Zara Erskine (Koha Kai) (A5529296)
 - Submission 019 - Eliza Butcher (A5529302)
 - Submission 020 - Lorraine Davoren (A5529298)
 - Submission 021 - Nicky Ricky Pollock (A5529304)
 - Submission 024 - Janice Lee (Koha Kai) (A5529310)
 - Submission 026 - Carol Paulette Howden (A5529314)

- Submission 028 - Sara Grindell (A5529318)
- Submission 031 - Averill Butson (Workbridge)(A5534026)

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

A5511184

Submission No.	Full Name	Organisation	Do you want to stay up to date on other Council consultation and engagements?	I would like to speak on my submission	Do you support the Equity and Access for People with Disabilities Policy?	What is your submission on the Equity and Access for People with Disabilities Policy?	Submission Summary	Officer Response (If required)
001	Dot Wilson					Recommendations were made to acknowledge the difference between the social and Health models of disabilities in the proposed policy. The submission also spoke about the importance of using the most appropriate language when addressing an individual or a community with disabilities.	Recommendations were made to acknowledge the difference between the social and Health models of disabilities in the proposed policy. The submission also spoke about the importance of using the most appropriate language when addressing an individual or a community with disabilities.	Further information on the difference between the health and social model of disability can be added to the policy in response to this submission
002	Brian Robert Nicholson		Yes	No	Yes	It should be an operational policy 24/7.	It should be an operational policy 24/7.	The policy is supported by a current programme of engagement with managers to support implementation.
003	Tracy Peters		Yes	Yes		The submitter requests Council's Community Activator officer to be Council's official disability advocate.	The submitter requests Council's Community Activator officer to be Council's official disability advocate.	Previous submitters have requested a Council level representative and this would be more appropriate as it is not a staff role to advocate.
004	Raewyn Barclay		No	No	Yes	The submission brings attention to the uneven footpath at the corner of Princes Street	The submission brings attention to the uneven footpath at the corner of Princes Street	This issue has been added as a Request for Service.
005	Julie Stewart - Berkett		Yes	No	Yes	The submitter raises the need for more disability parks, especially at Dee Street and Esk Street. They also suggest the disability parking be closer to parking kiosks and allocate 1-hour free parking.	More disability carparks	Officers note this for investigation. Council will during 24/25, review parking and develop a Parking strategy. How we approach mobility parking will be a feature of this development.
006	Irene Mae Halford					The submission requests to have more disability car parks in town and to make parking time longer without increasing parking fees as people with mobility challenges make take longer to shop.	More disability carparks	Council is working through the provision of disability parking, including location, time limits and feasibility.
007	Yvonne McEwan		Yes	No	Yes with amendments	The submitter raises the need for more disability parks, especially at Dee Street, Esk Street and at South Invercargill	More disability carparks	Council has mobility parking available in a variety of areas in the CBD. As part of reviewing this provision, actual and latent demand and use will be a feature of any investigation. This is noted.

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

008	Jaime Elizabeth Randhawa		Yes	Yes	Yes with amendments	The submissions raise the need to have sign language interpreters for the deaf community in Invercargill.	The submissions raise the need to have sign language interpreters for the deaf community in Invercargill.	Council has been informed by both local disability providers and Deaf NZ that there are no local sign language interpreters available. This is not something Council is in a position to directly influence.
009	Desmond George Collins		Yes	No		The submitter would like the disabled parking to be restored to level 2 without charging, ensuring inclusive accessibility for all council buildings and ensuring pavement prepares are promptly completed.	The submitter would like the disabled parking to be restored to level 2 without charging, ensuring inclusive accessibility for all council buildings and ensuring pavement prepares are promptly completed.	Noted and will be investigated.
010	Karroll Nullan		Yes	No	Yes	The submitter is expressing concern for the safety of their 7-year-old child, who has Autism Spectrum Disorder and ADHD, particularly when visiting playgrounds near busy roads in Invercargill. The child lacks awareness of danger, so the parent is always on high alert. The submitter suggests adding fencing around certain playgrounds, including Queen's Park Playground, to improve safety. They believe that other parents of children with similar conditions would also appreciate these safety measures.	The submitter suggests adding fencing around certain playgrounds, including Queen's Park Playground, to improve safety to ensure safety for people with neurodivergent struggles.	This feedback will be considered as part of the Queens Park Masterplan process and play strategy.
011	Jessie Lindsay		Yes	No	Yes with amendments	The submitter expresses concerns about the current policy on equitable access for people with disabilities, noting that it lacks measurable outcomes and does not address past issues or specify areas needing improvement. They highlight a significant need for more interpreters for the Deaf community in Invercargill, as there are currently no interpreters available for essential services and public events. Additionally, they point out that many public buildings do not have flashing light systems as part of their fire alarm systems, which was recently highlighted at a civil defense meeting. The submitter suggests that businesses should implement such systems and allow individuals to register for assistance during evacuations to improve safety and accessibility.	Recommended that the policy to be supported by measurable outcomes.	Development of an action plan is a potential next step.

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

012	Gracie Dill				Yes with amendments	The submitter suggests that disability parking spaces should be monitored with CCTV cameras to improve enforcement. They recommend clear signage indicating that the parks are CCTV monitored and displaying the infringement cost to inform road users. They also emphasize the need for consultation with community groups, stakeholders, and parking planners to ensure that the location and number of disability parking spaces are appropriate and meet the needs of the community.	The submitter recommends monitoring disability parking with CCTV and clear signage about enforcement and fines. They also stress the importance of consulting community groups and stakeholders to ensure parking locations and numbers are suitable.	This is not in the scope of the CCTV project. The CCTV project is also only in the CBD and does not cover all areas where there are mobility parks. This would also depend on an appetite from council to utilise CCTV for monitoring and enforcement. Officers are currently working on additional signage for mobility parks reinforcing they are for mobility permit holders only and a fine may be incurred if you do not have a permit.
013	Helen Mulqueen		Yes	No	Yes with amendments	The submitter advocates for new builds to include fully accessible features and suggests hiring a percentage of disabled council staff to promote inclusivity, emphasizing their valuable contributions in fostering acceptance and community values.	The submitter advocates for new builds to include fully accessible features and suggests hiring a percentage of disabled council staff to promote inclusivity.	People with disabilities are regularly engaged with as part of project development. There is the opportunity to make this process more consistent however there remains a significant challenge that NZ building standards on accessibility can be different to specific individuals needs.
014	Laura Fraser		Yes	No	Yes with amendments	The submitter criticizes the lack of consultation in the design of mobility parking on Esk and Don Streets, stating that the new parks are unsuitable for mobility vans with rear offloading. They urge the council to uphold their policy on accessible mobility parking, consult with disability groups, and review all mobility parking in Invercargill's CBD to ensure it is both accessible and safe.	The submitter criticizes the lack of consultation in the design of mobility parking on Esk and Don Streets, stating that the new parks are unsuitable for mobility vans with rear offloading. They urge the council to uphold their policy on accessible mobility parking, consult with disability groups, and review all mobility parking in Invercargill's CBD to ensure it is both accessible and safe.	There remains a significant challenge that NZ building standards on accessibility can be different to specific individuals needs. There is the opportunity to provide some larger parks than the standard and this is being considered by the roading team as part of the maintenance programme.
015	Zoe Curteis Tully	Halberg Foundation	Yes	No	Yes with amendments	The Halberg Foundation and its Youth Council express interest in participating in future consultations with the Invercargill City Council, highlighting that their Southland members could bridge disability education, advocacy, and the voices of people with disabilities in the region.	The Halberg Foundation and its Youth Council express interest in participating in future consultations with the Invercargill City Council, highlighting that their Southland members could bridge disability education, advocacy, and the voices of people with disabilities in the region.	This offer is noted with thanks and this group will be added to the stakeholder database.

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

016	Zara Erskine	Koha Kai	Yes	No	Yes	The submitter would like to see reasonable measures towards equal parking opportunities. The submitter believes Invercargill's current parking, excluding Esk Street, is generally adequate and acknowledges the challenges of addressing all disability-related parking issues. They emphasize the need for cost-effective solutions and appreciate the council's efforts to improve inclusivity despite budget constraints. The submitter, who has a son with disabilities and works in the disability sector, commends the council for its consultation and infrastructure improvements.	The submitter believes Invercargill's parking is generally adequate (excluding Esk Street) and supports reasonable measures for equal parking opportunities. They stress cost-effective solutions and appreciate the council's efforts to improve inclusivity, acknowledging budget constraints. The submitter, who has a son with disabilities and works in the disability sector, commends the council for its consultation and infrastructure improvements.	Comments are noted. The issue of roading and parking accessibility is under active consideration.
017	Victor (Vic) West		Yes	Yes	Yes with amendm	The submitter emphasizes the importance of involving disabled people in decision-making to leverage their lived experience. They highlight issues with unsafe road crossings, inadequate telephone services for the blind, and venue choices that often fail to accommodate blind and deaf people, citing problems like echoes, lack of hearing loops, poor microphone use, and absence of sign language interpreters.	The submitter stresses the need for disabled people to influence decisions and raises concerns about unsafe road crossings, inadequate blind services, and venues that don't accommodate blind and deaf individuals, including issues with hearing loops, microphones, and sign language interpreters.	Comments are noted. The issue of roading and parking accessibility is under active consideration. Challenges with sign language interpretation are noted.
018	Joanne Sekone- Fraser	Southland Deaf Community	Yes	Yes	Yes	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland.	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland.	Challenges with sign language interpretation are noted.
019	Eliza Butcher		Yes	No	Yes	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding.	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding.	Challenges with sign language interpretation are noted.
020	Lorraine Davoren		Yes	No	Yes	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding.	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding.	Challenges with sign language interpretation are noted.
021	Nicky Ricky Pollock		Yes	No		The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding.	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding.	Challenges with sign language interpretation are noted.
022	Roger Strong	Southland Deaf Community	Yes	Yes	Yes	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding. The submission requested Council's Community activator be Council's in house disability liaison.	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding. The submission requested Council's Community activator be Council's in house disability liaison.	Challenges with sign language interpretation are noted. A Councilor level lead is a possible option to explore as it is not the role of staff to advocate but to provide the opportunity for disabled people to advocate effectively.

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

023	Philippa Strong	Southland Deaf Community	Yes	Yes	Yes	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding. The submission requested Council's Community activator be Council's in house disability liaison.	The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events to enable better communication and understanding. The submission requested Council's Community activator be Council's in house disability liaison.	Challenges with sign language interpretation are noted. A Councilor level lead is a possible option to explore as it is not the role of staff to advocate but to provide the opportunity for disabled people to advocate effectively.
024	Janice Lee	Koha Kai				The submission thanks the Council for the feedback opportunity and emphasizes the importance of regular interactions with Koha Kai, an advocacy group for people with disabilities. It acknowledges the complexity of issues and the limits of addressing every concern immediately but appreciates the Council's efforts to improve accessibility. Notable points include the Council's ongoing work to enhance website accessibility and the need for better adaptation of social housing flats for those with significant mobility challenges. Additionally, the submission supports the Council's efforts to make infrastructure more accessible and suggests using an accessible space for after-school care for disabled children, addressing a significant gap in Invercargill.	The submission thanks the Council for the feedback opportunity and emphasizes the importance of regular interactions with Koha Kai, an advocacy group for people with disabilities. It acknowledges the complexity of issues and the limits of addressing every concern immediately but appreciates the Council's efforts to improve accessibility. Notable points include the Council's ongoing work to enhance website accessibility and the need for better adaptation of social housing flats for those with significant mobility challenges. Additionally, the submission supports the Council's efforts to make infrastructure more accessible and suggests using an accessible space for after-school care for disabled children, addressing a significant gap in Invercargill.	Comments are noted.

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

025	Laura Pope	NPHS	Yes	Yes	Yes with amendments	<p>NPHS is supportive of the intent of the proposed policy and has specific recommendations and wording amendments for improvement. The specific recommendations encompass:</p> <ul style="list-style-type: none"> • Creating a framework for action to anticipate the steps undertaken by ICC to improve outcomes for disabled people. • Using appropriate terminology- tāngata whaikaha, disabled people and "people striving 'to have ability' or 'to be enabled'". • Addition of a Te Reo Māori glossary to enable accessibility for understanding. • Utilising the Enabling Good Lives, and • Council to demonstrate it as being a Accessibility Tick employer. <p>Wording improvements were made to better encapsulate and give more clarity to the individual policy points to consider disability needs at all times by Council, establish meaningful partnerships and work with agencies and communities and widen the scope of different nodes of consideration within the an implementation context of the proposed policy. More engagement with the disabled community is recommended as NPHS see the consultation undertaken by Council as insufficient.</p>	<p>NPHS is supportive of the intent of the proposed policy and has specific recommendations and wording amendments for improvement. The specific recommendations encompass:</p> <ul style="list-style-type: none"> • Creating a framework for action to anticipate the steps undertaken by ICC to improve outcomes for disabled people. • Using appropriate terminology- tāngata whaikaha, disabled people and "people striving 'to have ability' or 'to be enabled'". • Addition of a Te Reo Māori glossary to enable accessibility for understanding. • Utilising the Enabling Good Lives, and • Council to demonstrate it as being a Accessibility Tick employer. <p>Wording improvements were made to better encapsulate and give more clarity to the individual policy points to consider disability needs at all times by Council, establish meaningful partnerships and work with agencies and communities and widen the scope of different nodes of consideration within the an implementation context of the proposed policy. More engagement with the disabled community is recommended as NPHS see the consultation undertaken by Council as insufficient.</p>	<p>There is the option to develop an action plan to support the policy - this can be explored. Further feedback will be sought from the mana whenua representatives on whether further updates to terminology are preferred.</p>
026	Carol Paulette Howden		No	No	Yes with amendments	<p>The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events and emphasised its importance during medical appointments.</p>	<p>The submission expressed the importance of having a local sign language interpreter to support the deaf community of Southland. Requested an interpreter to be present at all meetings and events and emphasised its importance during medical appointments.</p>	<p>Council has been informed by both local disability providers and Deaf NZ that there are no local sign language interpreters available. Interpreters are provided for events where there is a known requirement, however there is a significant cost of between \$500 - \$1000 per event. Disability advocates have informed Council there are approximately 35 sign language users locally. There are other people with hearing impairments who do not use sign language but whom could benefit from captioning. There is no clear technical solution to this at present but Council is working on this issue.</p>

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

027	Michael John Peters		Yes	Yes	Yes with amendments	The submitter wants Council to use the lived experience of Invercargill's disabled community members as a main factor that drives Council's projects and workstreams. They recommend having a dedicated/official Community Liaison role within Council for disabled people to contact and recommend Council's Community Activator for this role (the officer who is currently working with Invercargill's Combined Disability Network). The submission also emphasised the need for a sign language interpreter at all Council meetings to enable more inclusive communication. They also recommend considering measures to ensure appropriate venue acoustics for Invercargill's blind and deaf community. they also requested to improve Council's telephone service to facilitate better communication with the blind and low vision community.	The submitter urges Council to prioritize the disabled community's experiences in projects, appoint a Community Liaison, provide a sign language interpreter at meetings, improve venue acoustics for the blind and deaf, and enhance telephone services for better communication with the blind and low vision community.	Council supports the Combined Disability Network through the work of the community activator. This includes regular support for meetings and arranging engagement with different teams within Council as part of projects and on the request of people with disabilities.
028	Sara Grindell		Yes	No	Yes with amendments	The submission speaks to the importance of the need to ensure sidewalks, traffic light pedestrian crossings and other pedestrian crossings to be wheelchair accessible, and ensure safe travel. The submission also raises the need for more Taxi Stands for Mobility Taxis and ramps and measures to enable easier access to shops for wheelchair users.	the submission raises the need for accessible walkways and more Mobility Taxi stands.	Council has engaged with people with disabilities on both these matters in depth recently and as a result work is being included within the maintenance programme.
029	Kathy Obers (Kathleen Eleanor Obers)	CCS Disability	Yes	Yes	Yes	The submission emphasizes the need for a Framework for Action to ensure the policy remains a dynamic and living document. It suggests appointing a Councillor to hold a Disability Portfolio to ensure that disability issues are consistently considered in Council decisions. Clear communication is also highlighted, particularly regarding current issues like the accessibility of Tuatara Island and updates on the proposed Mobility Parking Trial in the CBD. The submission questions whether the Building Act 2004 and the Building Code (U Design for Access and Mobility) need updating, advocating for the inclusion of Universal Design and Lifemark principles in future projects, such as the museum and the Grace Street Project. Additionally, it commends the involvement of Combined Disability Groups and other relevant organizations in Council consultations, fostering meaningful partnerships.	The submission calls for a Framework for Action to keep the policy dynamic and suggests appointing a Councillor with a Disability Portfolio to ensure disability issues are considered in Council decisions. It highlights the need for clear communication on accessibility updates, questions whether the Building Act 2004 needs updating, and advocates for incorporating Universal Design in future projects. The submission also praises the involvement of disability groups in Council consultations.	A Framework for Action is a potential next step. A Councillor lead for disability is also an option for Council to consider

Hearings for the Disability Policy - Equity and Access Policy for T?kata Whaikaha, Disabled People Hearings and Deliberations (A5531011)

030	Carolyn Weston	Blind Citizens Southland Branch		Yes	Yes with amendments	<p>The submission offers several key comments and suggestions on the draft policy. It praises the draft for being more comprehensive than previous versions but suggests it could be more concise and avoid vague terms like "where appropriate" or "reasonable." The submission recommends that after policy approval, Council should collaborate with the disability community to develop an Action Plan with measurable goals. It also advocates for employing a Disability Community Liaison Person to enhance communication and partnership with the disabled community. The submission highlights the importance of including Māori disabled people in the policy and stresses that accessibility, especially in housing and the built environment, should be prioritized. The submission calls for clearer communication during the consultation process and suggests numbering bullet points for easier reference. The submission emphasizes safety concerns, particularly for blind and vision-impaired individuals, and recommends incorporating strong Disability Awareness training within Council. Finally, while acknowledging that the policy is comprehensive, the submission urges Council to continue improving and treating disabled citizens with respect and equality.</p>	<p>The submission appreciates the draft policy's comprehensiveness but suggests it be more concise and avoid vague terms like " where appropriate." It recommends creating an Action Plan with measurable goals in partnership with the disability community and proposes hiring a Disability Community Liaison Person. The submission stresses the importance of including Māori disabled people and prioritizing accessibility in housing and the built environment. It also calls for clearer consultation processes, safety measures for disabled individuals, and stronger Disability Awareness training. Lastly, it urges the Council to continue improving and treating disabled citizens with respect and equality.</p>	<p>Disability inclusion is a maturity journey for any organisation. The policy is felt to be at an appropriate level for the stage Council is at - more specific standards would not be possible to implement at this stage given the significant diversity of experience disability people and the range of adjustments which are useful. There is an active programme with managers in support of the disability policy and inclusion. Disability Awareness Training could be a next step.</p>
031	Averill Butson	Workbridge				<p>The submission highlights concerns about the lack of support from Council in connecting with Workbridge, a service that helps people with disabilities find employment. It mentions that Council has previously refused to work with Workbridge clients, stating that they "don't work with 'our people'." Although Council recently expressed openness to collaboration, they have not followed up or responded to Workbridge's attempts to engage with them.</p>	<p>The submission criticizes Council for not supporting Workbridge, which helps people with disabilities find jobs. Despite recent openness to collaboration, Council hasn't followed up or responded to Workbridge's outreach.</p>	<p>Council's P&C team is unaware of where the "our people" comment came from and does not recall any request coming through from Workbridge but highlights the possibilities of receiving something. Council have had people with disabilities put forward by other agencies and would usually put applications through to the hiring manager to consider. It is possible the loop hasn't been closed on one of these, as it won't have gone through Talent Propeller which is where applicants apply for roles and where we track applicants and provide responses.</p>

A5529312

21 August 2024

Invercargill City Council
101 Esk Street,
Invercargill 9810

Tēnā koutou katoa

Submission on Equity and Access for People with Disabilities Policy

1. Thank you for the opportunity to submit on the Equity and Access for People with Disabilities Policy. This submission has been compiled by the National Public Health Service (NPHS) Te Waipounamu region, Health New Zealand – Te Whatu Ora. NPHS Te Waipounamu services the South Island including Invercargill City.
2. NPHS recognises its responsibilities to improve, promote and protect the health of people and communities of Aotearoa New Zealand under the Pae Ora (Healthy Futures) Act 2022 and the Health Act 1956.
3. Pae Ora requires the health sector to protect and promote healthy communities and health equity across different population groups by working together with multiple sectors to address the determinants of health.
4. NPHS is focused on the achievement of equitable health outcomes. We use the Ministry of Health's definition of equity:

*In Aotearoa New Zealand people have differences in health that are not only avoidable, but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes.*¹

5. This submission sets out matters of interest and concern to NPHS Te Waipounamu, and information included is based on evidence about public health and equity.

¹ Ministry of Health – Manatū Hauora (2024, July 2). Achieving equity. <https://www.health.govt.nz/about-ministry/what-we-do/achieving-equity>

General Comments

6. We welcome the opportunity to comment on the Equity and Access for People with Disabilities Policy.
7. Health and wellbeing are influenced by a wide range of factors beyond the health sector. These factors are often referred to as the ‘social determinants of health’, and can be described as the environmental, economic and social conditions in which people are born, grow, live, work and age.²
8. The diagram³ below shows how these determinants of health are complex and interlinked. Initiatives to improve health outcomes and overall quality of life must involve organisations and groups beyond the health sector, such as local government, if they are to have a collective impact.⁴

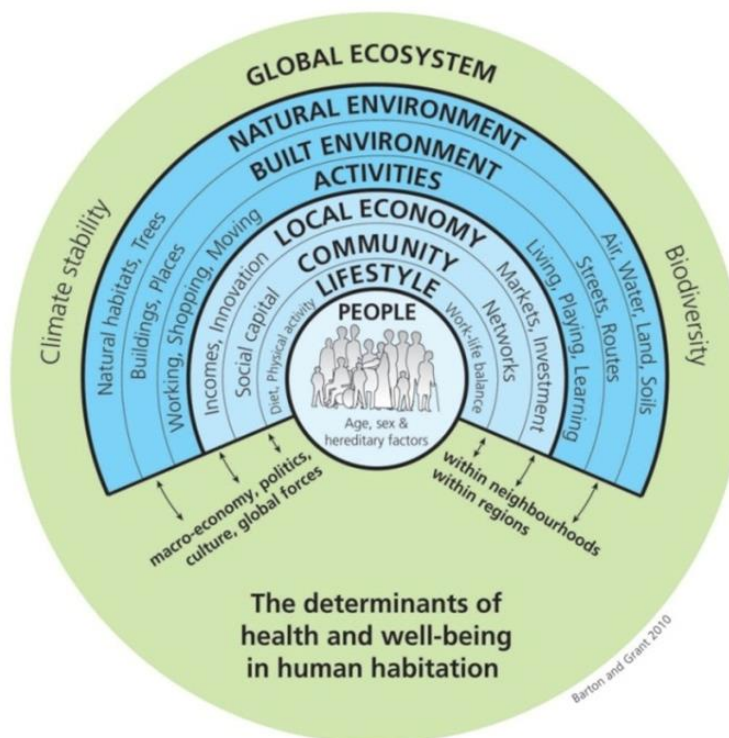


Figure 1: Social determinants of health

² Public Health Advisory Committee. (2004). *The Health of People and Communities. A Way Forward: Public Policy and the Economic Determinants of Health*. Public Health Advisory Committee.

https://mohlibrary.softinhosting.co.nz:443/liberty/OpacLogin?mode=BASIC&openDetail=true&corporation=default_corp&action=search&queryTerm=uid%3D%225e0914be0a5a01e27fdf294000051624%22&editionUid=5e0914be0a5a01e27fdf294000051624&operator=OR&url=%2Fopac%2Fsearch.do

³ Barton, H. & Grant, M. (2006). A health map for the local human habitat. *The Journal of the Royal Society for the Promotion of Health*, 126(6), 252-253.

<https://journals.sagepub.com/doi/10.1177/1466424006070466>

⁴ McGinnis J.M., Williams-Russo P. & Knickman JR. (2002). The case for more active policy attention to health promotion. *Health Affairs*, 21(2), 78-93.

<https://www.healthaffairs.org/doi/abs/10.1377/hlthaff.21.2.78>

9. The inequities can be demonstrated through Figure 1 and the social determinants of health. While individual characteristics (such as age, sex, gender) can influence wellbeing, the greater impact is found at the macro-level through both natural, built, and social environment. Further, for Indigenous populations, the social determinants (and cultural determinants) strongly influence health and wellbeing. Overall, these environmental impacts on wellbeing are largely controlled by decision makers (such as local government) and therefore can be improved in this space. As a result, policy's, plans and bylaws have significant influence on the wellbeing of individuals and population groups such as tāngata whaikaha, disabled people. We therefore emphasise the importance a policy like *Equity and Access for People with Disabilities* can have to contribute to improved and enhanced wellbeing.

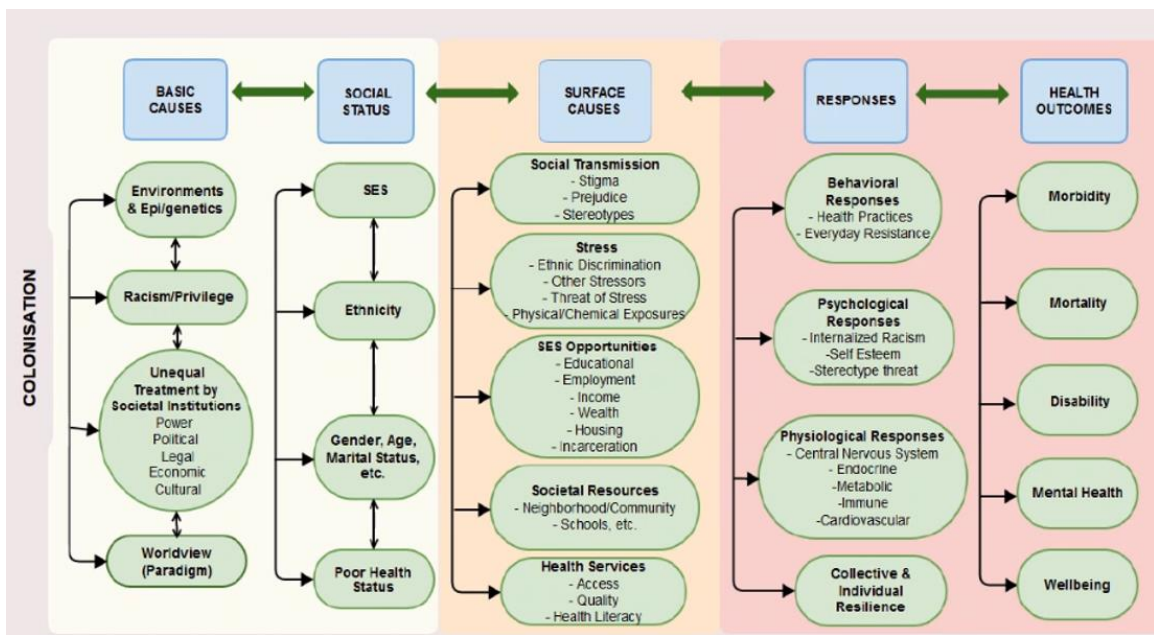


Figure 2: Te Kupenga Hauora Māori modified model for explaining Indigenous/ethnic determinants of health⁵

10. Te Kupenga Hauora Māori modified model (TKHM) outlines the indigenous/ethnic determinants of health. TKHM highlights “the importance of distinguishing *basic* causes from *surface* (or intervening causes).” When basic causes change, they create significant changes to health outcomes.


11. “*Social status* categories are created, and reinforced, by *basic* causes.” *Social status* categories relevant to Māori health outcomes include: “*ethnicity, socio-economic status, gender, age, and poor health status.*” The TKHM highlights that “*surface causes* represent a number of intervening mechanisms that link *social status* categories such as *ethnicity*, to *health*

⁵ Curtis, Jones et al 2023 in Te Tauraki Health Profile Vol 2, 2024. (Adapted from Williams and Mohammed 2013)

outcomes. Important intervening mechanisms include: *stress, socio-economic opportunities, societal resources, health services and social transmission.* Health *outcomes* reflect the mechanisms by which differences in health status and therefore health inequities are observed or measured.” An example is the variable of health (and wellbeing) related to “ill health, mortality, presence or absence of disability, and overall wellbeing.”⁶

12. The TKHM modified model frames colonisation as a key determinant of health inequities underpinning all levels from *basic* to *surface* causes. Subsequently, the historical trauma of colonisation is acknowledged alongside the ongoing contemporary effects of colonisation in society. Worldviews and positioning are also a basic cause, and privilege alongside racism plays a causative role in Māori health inequities. Understanding the dynamic causes of Māori health inequities enables informed and considered responses via upstream interventions.⁶

13. Well-designed policies lead to greater health equity and wellbeing outcomes for all. Actions to address inequity and improve outcomes for tāngata whaikaha, disabled people, Māori and whānau, Pacific peoples, and people living in rural communities or with socioeconomic disadvantage is a collective responsibility.⁷

14. Understanding the population - tāngata whaikaha, disabled people, face more health inequities than those that do not have . And as outlined in TKMH the inequities for Māori are compounded significantly. The 2013 New Zealand Disability Survey identified:

- Higher rates of disability exist in families living in high-deprivation communities
- People aged 65 or over are much more likely to have disabilities (59%) than adults under 65 years (21 %) or children under 15 years (11%).

Of the people receiving Ministry funded disability support services in 2020:

- More than half reported an intellectual disability as their principal disability
- Many may also have had a physical disability
- Just under one-quarter (23%) reported Autism Spectrum Disorder (ASD) as their principal disability.
- Just under one-quarter (23%) reported a physical disability as their principal disability

15. The Youth 19 survey identified that “rangatahi who are tāngata whaikaha Māori (disabled people who identify as Māori) were more likely to report food insecurity and housing instability (at 51% and 29% respectively, compared to 23% and 9% of tāngata whaikaha, disabled people who identify as Pākeha).”⁹

⁶ Te Tauraki Māori Health Profile Vo 2, 2024

⁷ NZHDSR 2020:99

⁸ Lollar DJ, Andresen E. Public health perspectives on disability. Springer New York; 2010.

⁹ Tāngata Whaikaha Māori Data. Available at: [Tāngata whaikaha Māori Data - Office for Disability Issues \(odi.govt.nz\)](https://odi.govt.nz/tangata-whaikaha-maori-data/)

Specific Comments

16. Please note we have made several suggestions for improvements as we feel that this is a particularly vulnerable group in the community. The intention of these comments is to inform and strengthen the Equity and Access for People with Disabilities Policy.
17. NPHS Te Waipounamu is supportive of the intention and desire for ICC to retain an Equity and Disability Policy.
18. NPHS Te Waipoinamu recommends making the following changes:
- i. Creating a framework for action to anticipate the steps undertaken by ICC to improve outcomes for disabled people.
 - ii. Including an effective evaluation process to understand the effectiveness of this policy.
 - iii. Improving the language in the policy so that it is inclusive and supportive. Language can be either enabling or disabling¹⁰The term t?ngata whaikaha, disabled people, are the current accepted terminology, therefore we suggest changing “people with disabilities” to t?ngata whaikaha, disabled people. And to also include t?ngata whaikaha M?ori, an umbrella term for disabled M?ori or M?ori with lived experience of disability. “This term is strengths-based and describes “people striving ‘to have ability’ or ‘to be enabled’.”¹¹ This includes technical aspects of writing such as grammar, page numbers, and utilising macrons with Te Reo M?ori. The addition of a Te Reo M?ori glossary would promote accessibility of understanding for all.
 - iv. Communicating clearly the engagement processes that have been undertaken to ensure all voices are heard, and to understand who is not being heard.
 - v. Utilising the Enabling Good Lives¹² documents and strategies which are supported by Whaikaha, Ministry of Disabled People.
 - vi. Accessibility Tick – This would demonstrate that ICC is actively inclusive both as an employer, and service provider. ICC should aim to achieve the Accessibility Tick.¹³
 - vii. Include a link to the ICC Complaints policy. And ensure this policy is accessible, and the processes are timely, respectful and rights-based.

¹⁰ (see 9.3 The Rights Model of Disability (Donald Beasley Institute. (2022). My Experiences, My Rights: A Monitoring Report on Disabled People’s Experiences of Health and Wellbeing in Aotearoa New Zealand.

¹¹ Ingham TR, Jones B, Perry M, King PT, Baker G, Hickey H, Pouwhare R, Nikora LW. The multidimensional impacts of inequities for T?ngata Whaikaha M?ori (Indigenous M?ori with lived experience of disability) in Aotearoa, New Zealand. International Journal of Environmental Research and Public Health. 2022 Oct 19;19(20):13558.

¹² [About enabling good lives New Zealand](#)

¹³ [Accessibility Tick – Committed to Accessibility](#)

Engagement

19. NPHS Te Waipounamu seeks clarity about engagement with iwi Māori in accordance with the ICC Significance and Engagement Policy. Firstly, it is not well defined in either the agenda to ICC or in the policy itself where or when Māori have been engaged other than the Mana whenua representatives on ICC. Secondly, aspects within the policy do not align with the current tikanga especially with respect to the level of Te Reo Māori within the policy and also the understanding of Te Tiriti o Waitangi.
20. It is recommended that ICC look to create specific engagement for the Equity and Disability Policy prior to the draft document is released. NPHS Te Waipounamu have reached out to disability groups and understand that appropriate engagement prior to the draft has not been conducted to a sufficient standard. This policy needs to have specific engagement rather than relying on other processes like the Long Term Plan.
21. NPHS Te Waipounamu therefore recommends that ICC look to either implement a second phase of engagement on this policy, or alternatively (and preferably) looks to start again with this policy and considers a ground up approach (community engagement first).
22. A detailed review of the target audience for this policy is required. The Minister of Health used the following description in the Provisional Health of Disabled People Strategy: 2023: The policy “is for all who identify as, or provide support to, disabled people. in Aotearoa New Zealand. It is also for those who may not identify as disabled but can see their lived experiences reflected in the strategy”¹⁴ (policy). This incorporates a whānau ora approach and is inclusive of close supporters and advocates of tāngata whaikaha. For example, it is acknowledged that many Deaf people identify as being part of the Deaf community and do not always identify as being disabled. Likewise, people with disabling mental health conditions may identify with the mental health community and not the disability community.¹⁵

Purpose

23. In general, the purpose is well defined and highlights some important key areas for ICC to maintain and improve.
24. We suggest ICC consider rewording dot-point four to include more appropriate wording. We believe safe is the bare minimum of service that disabled people should experience and therefore we suggest the sentence to say: “*ensure appropriate actions are taken for disabled people to access Council service and events in a safe and dignified manner.*”
25. We recommend that dot-point five includes and acknowledges the full range of of disability by rewording the point to state “*acknowledge and respect the diversity within the disabled*”

¹⁴ Provisional Health of Disabled People Strategy: 2023:6.

¹⁵ Office for Disability Issues 2016

community and recognise the value it adds to our community, acknowledge age related, physical, mental, intellectual, sensory and other disability challenges within the community”

Scope

26. The scope is appropriate and well defined.

Definitions

27. NPHS Te Waipounamu strongly recommends the following changes in the definitions section:

- i. That ICC re-evaluate a number of definitions to ensure that they encapsulate the needs of disabled people accurately. For example, we recommend that partnerships, prevention and programme are redefined. We believe that partnerships need to be more explicit as to who is involved i.e. if there is a specific disability group (like CCS Disability), it should be specified. How these partnerships have influenced this policy is also important as there is a difference between advice, partnership, and collaboration.
- ii. Improving the definition of Programme to expand beyond “planned series of events” as this is a very narrow definition.

Include a definition of the relevant Te Tiriti partners in consultation with them. For example, the Rūnanga with mana whenua status in the area. This consultation will ensure that views and beliefs are appropriate and well incorporated.

- iii. Clearly define equity. Using the Ministry of Health definition of equity which is *“In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes.”*¹⁶ This definition both fits within the New Zealand context and also aligns with Te Tiriti o Waitangi.

28. Guiding Principles. Within the guiding principles it is positive to see ICC have aligned with the UN convention on the rights of persons with disabilities. We suggest formatting the guiding principles in chronological order e.g. Te Tiriti o Waitangi 1840. And, include: Declaration on the Rights of Indigenous Peoples (UN, 2007). “Māori hold a distinct and special status as the indigenous people, or tāngata whenua, of New Zealand. Indigenous rights and indigenous culture are of profound importance to New Zealand and fundamental to our identity as a nation. The Declaration contains principles that are consistent with the duties and principles inherent in the Treaty, such as operating in the spirit of partnership and mutual respect.”¹⁷

¹⁶ [Achieving equity | Ministry of Health NZ](#)

¹⁷ Ministerial Statements — UN Declaration on the Rights of Indigenous Peoples—Government Support: Sitting Date - 20 April 2010).

Te Tiriti o Waitangi

29. Consult with tangata whenua in partnership to articulate a statement about Te Tiriti o Waitangi (TToW) The three 'Ps' is an outdated articulation of TToW. The Articles of Te Tiriti o Waitangi are applied through a range of dynamic principles. The following principles as articulated by the Courts and the Waitangi Tribunal for the health and disability sector are:

Tino Rangatiratanga: To provide for Māori self-determination and mana Motuhake

Active protection: To commit to achieve equitable health outcomes for Māori

Partnership: To work in partnership with Māori in governance, design, delivery, and monitoring of projects and services.

Options: To provide for, and properly resource kaupapa Māori including disability services. Ensuring all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of te ao Māori.

Equity: To be committed to achieve equitable health outcomes for Māori

30. Our commitment to activating Te Tiriti o Waitangi is:

- i. To partner in good faith with Māori communities
- ii. To enable Tino Rangatiratanga by empowering and enabling community activation that is guided by our Te Tiriti partners (Māori).
- iii. To support equitable and needs-based approaches towards community activation to reduce inequities for our Te Tiriti partners.
- iv. To actively protect Māori indigeneity as Tangata Whenua in Aotearoa/New Zealand
- v. To support, promote and partner on options that are guided by our Māori communities

Guiding Principles Cont.

31. The following table outlines the guiding principles of the Equity and Access for People with Disabilities Policy.

Guiding Principle	Sentence Re-structure Recommendation	Rationale	Any Further Questions/ Recommendations
Communication	<ul style="list-style-type: none"> Raising awareness amongst Council officers about the need to provide public information, where practicable or on request, in appropriate modes and formats to meet community needs. Providing information, in most circumstances or on request, in alternative formats that are helpful or easier to understand and access., Publicising information about Council services and events through disability groups, such as (specify groups), known to Council., and 	<ul style="list-style-type: none"> Modes encapsulates those that use brail or sign. It should not be a demand from the disabled community to have the bare minimum but rather a need. ICC should aim to provide alternative formats of their documents. It should always be a priority unless there are restrictions to providing this. 	<ul style="list-style-type: none"> Is there a communication plan? If so are tāngata whaikaha considered and consulted in the process? Te Reo Māori is health promoting for tāngata whaikaha Māori. We strongly encourage the use of te reo Māori both in this policy document and when providing and publicising information about ICC Services. As aligned with the ICC Significance and Engagement Policy 2021-2031 Long-term Plan which aims to “support appropriate use of te reo Māori (Māori language) in daily business and engagement tools and practices.” Information should be made available in official languages and accessible formats (plain English, Te Reo Māori, New Zealand Sign Language, Easy Read, Braille, large print, and audio). Social exclusion: significant levels of social exclusion are experienced by disabled people; this leads to lower levels of community participation. The causes are barriers to access such as inaccessible community facilities and transport systems.¹⁸
Consultation	<ul style="list-style-type: none"> Ensuring that consultation will enable the wider disability community to participate, at all times. 	<ul style="list-style-type: none"> Disability should always be considered. 	<ul style="list-style-type: none"> What is the defined consultation approach? How is consultation going to be ensured?

¹⁸ Cockburn and Atkinson 2018; Mirfin-Veitch B, Milner P, McDonald J. 2012. “I am here” The Article 19 Project. Finding a place for the life stories of disabled people. A report prepared for CCS Disability Action. Wellington: CCS Disability Action.

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			<ul style="list-style-type: none"> • How will ICC officers know who to liaise with? • Where is advice taken from? • Is there a way that tāngata whaikaha, disabled people's advice is filtered into every workstream in ICC? • We recommend an ICC staff member designated to supporting this mahi, (even if it is 0.1 FTE of a role). • What entities/organisations who support tāngata whaikaha Māori have been consulted with? This would enable an understanding of how ICC is delivering on equity for tangata whaikaha Māori.
Accessibility	<ul style="list-style-type: none"> • In general, this section is thorough and well-defined. • We recommend creating a point that looks at consistently improving infrastructure to create accessibility i.e. car parking. 		<ul style="list-style-type: none"> • What barriers to access services and events has ICC identified? • What barriers to recruitment and development will ICC address? • How accessible is public transport for tāngata whaikaha, disabled people? An accessible shuttle service to transport tāngata whaikaha, disabled people and whānau/support people to ICC buildings to access services is one option.
Advocacy	<ul style="list-style-type: none"> • Ensuring inclusive portrayal of people with disabilities in Council administered media platforms, publications, and other services council may produce. 	<ul style="list-style-type: none"> • Should not be limited to social media but expand beyond that. 	<ul style="list-style-type: none"> • Advocacy is a key and critical approach to support tāngata whaikaha, disabled people. What are the ways in which ICC can actively advocate? We strongly recommend that ICC consider how they can advocate across the social and cultural determinants of health and wellbeing for collective cross sector impact to improve and enhance the wellbeing of the communities it serves.
Partnerships		<ul style="list-style-type: none"> • There is insufficient evidence about partnerships that ICC have within the disability network who support tāngata whaikaha, and Te Tiriti-based partnerships with Māori, and other entities, groups, and organisations a who support tāngata whaikaha Māori. 	<ul style="list-style-type: none"> • Increased engagement with Rūnanga/iwi, Matawaka, Māori Health Providers e.g., Ngā kete, and other Kaupapa Māori organisations such as the Māori Women's Welfare League, Māori Wardens, Education Settings including Early Childhood Education - Kōhanga Reo; Primary, Intermediate and High School

Health New Zealand
Te Whatu Ora

			<p>Settings - Kura Kaupapa Māori. <i>This will assist to identify tāngata whaikaha Māori whānau, and to understand how to effectively engage in active partnership with them to develop this policy.</i></p> <ul style="list-style-type: none"> • Specify disability organisations and collectives that ICC engage with. i.e. CCS Disability. • Facilitate opportunities for tāngata whaikaha Māori to participate and/or lead in Te Ao Māori events and development, for example: – local Puaka Matariki celebrations, kapa haka or sport events (like waka ama) – leadership training and Te Reo me ona Tikanga Māori courses – national and/ or iwi-specific events such as Te Matatini and,Hui ā-iwi. • Create an internal disability group to help refocus departments and understand the workplace through a lens of disability.
Prevention	<ul style="list-style-type: none"> • Council will work to reduce the prevalence and incidence of injuries causing disability, particularly in preventable situations. • Maintain a civil defence capability to plan for and respond to emergencies. Change to: Plan and respond to emergencies, which takes account of considerations for disabled people. 	<ul style="list-style-type: none"> • Language is important and this version is a lot more enabling. • We believe maintaining is not strong enough for civil defence and response to emergencies for the disabled population. But rather this needs to be well planned and thought out, especially for population groups that are vulnerable. 	
Equal Employment Opportunities	<ul style="list-style-type: none"> • Ensuring that reasonable accommodations are made including job modification, suitable equipment, skills training and on the job training. 		<ul style="list-style-type: none"> • Contract tāngata whaikaha Māori and non-Māori as consultants to co-design organisational policies such as this.

Outcomes

32. NPHS Te Waipounamu recommends that ICC look to implement outcomes or measurable and achievable goals for this policy so that success is well defined and understood. The NZ Disability Strategy 2016-2026 references the following outcomes to be education, employment and economic security, health and wellbeing, rights protection and justice, accessibility, attitudes, choice and control, and leadership. We suggest that ICC consider creating outcomes which align with these.
33. NPHS Te Waipounamu strongly recommends that ICC review the policy sooner than 6 years. The current NZ Disability strategy will expire in 2026 which will likely result in a new strategy being developed. We recommend ICC reconsider reviewing this policy in 3 years' time to ensure that the policy remains relevant.

Conclusion

34. NPHS Te Waipounamu wishes to be heard with respect to this submission.
35. Thank you for the opportunity to submit on the Equity and Access for People with Disabilities Policy.

Ngā mihi.

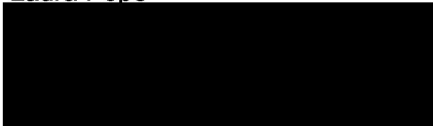


Vince Barry

Regional Director
National Public Health Service
Te Waipounamu Region


Contact details:

Laura Pope



Te Kāwanatanga o Aotearoa
New Zealand Government

A5529294

	Respondent No: [REDACTED]	Responded At: Aug 22, 2024 16:23:33 pm
	Login: Anonymous	Last Seen: Aug 22, 2024 16:23:33 pm
	Email: n/a	IP Address: n/a

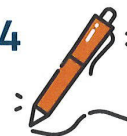
Q1. Full Name	Victor (Vic) West
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	Yes
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	<p>Disabled people need to be in the driving seat to utilise their lived experience to influence operational matters. We have a number of issues with unsafe road crossings, the telephone service for blind people not upkept or meeting expectations. Choice of venues often an issue for blind and deaf people i.e. echos, no longer using hearing loop, poor use of microphones, no sign language interpreter.</p>
Q8. Would you like to receive emails about future consultations?	Yes

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Victor (Vic) West (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: _____ (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?
 Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?
Disabled people need to be in the driving seat to
utilise their lived experience to influence operational matters.
We have a number of issues with unsafe road crossings,
telephone services for blind people not upkept ^{or meeting} expectations.
Choice of venues often an issue for blind and deaf people i.e. echoes,
no longer use hearing loop, poor use of microphones, no sign language
interpreter.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?



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You can also email the Policy team at policy@icc.govt.nz

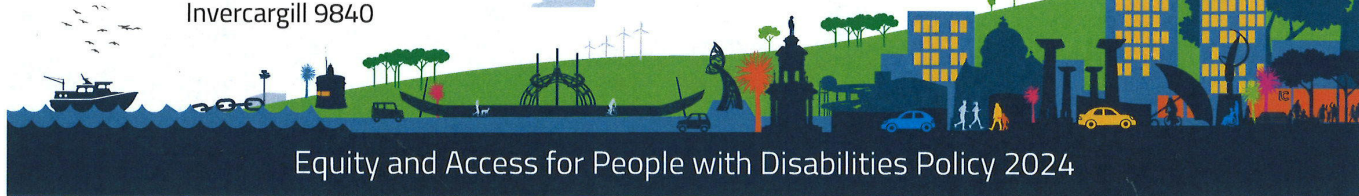


Post: Submission – Equity and Access for People with Disabilities Policy 2024

Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529300

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Jeanne Sekone-Fraser (Required)

Email: [REDACTED] (Required)

Contact Phone: [REDACTED] (Required) Postcode: [REDACTED] (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

I would like to see that the Southland Deaf Community is supported here in Southland. We as the Deaf Community badly need a full time Sign Language Interpreter based here in Southland to be able to cover all of our required needs.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

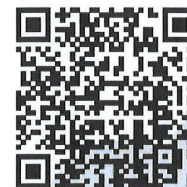
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Post: Submission – Equity and Access for People with Disabilities Policy 2024

Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529322

Submission

Date: 25th August 2024
To: Invercargill City Council
Subject: Submission on ICC's Draft Equity and Access Policy 2024
From: Blind Citizens – Southland Branch

Thank you for giving us this opportunity to comment on this draft policy which is of great interest to our members.

Blind Citizens NZ was formed in 1945 and is now a national organization of blind, vision impaired and deafblind people who speak for ourselves on issues which affect our daily lives. We wish to make the following comments and suggestions about your draft policy:

- Our committee received this draft document and everyone has read it. We agree that this draft policy is more comprehensive than your previous versions although it could be more concise in its wording. We would prefer if you stop using words such as appropriate or reasonable as these words can be used as cop outs. This document would be more positive if you exchanged these words with "we strive to" which indicates where you have not been able to create a more accessible service, venue, event, etc. you would strive to make this better in the future.
- Whilst there are a number of concepts and goals in this policy, there is no mention on how Council intends to fulfil these goals. We suggest that once Council has approved this policy, you should work alongside Invercargill's disability community in developing an Action Plan which sets out long and short-term goals you can work towards to achieve the purpose and objectives within this draft

policy. By doing this, enhances Council's commitment to make Invercargill a more equitable and accessible city for all disabled citizens, their whanau, support people and friends. By having a written action plan will keep Council on track and provide measurements which both Invercargill's disability community and Council can evaluate progress.

- As we would like Council to have a higher commitment to this policy instead of just having a written policy which isn't measured, we believe there needs to be a higher commitment to working in partnership with Invercargill's disabled community. To achieve this, we suggest that Council employs a Disability Community Liaison Person who is able and confident in communicating with disabled people from various walks of life. Many other City Councils employ such people who work either full-time or part-time. This would improve Council's knowledge, understanding and show true commitment to Invercargill's disability community. We hope you will investigate this concept with us and not just leave it in the too hard basket.
- We recognize that you mention Maori and other ethnic groups however you have not mentioned Maori disabled people in this policy. It is important that when Council works with Maori it includes Maori disabled people so their needs under te tiriti o Waitangi are addressed.
- Information, communication and consultation all go hand-in-hand to create a productive partnership where everyone is valued, able to successfully participate and contribute to a decision which will enhance Invercargill's access for all. Access to information, communication and participation is critical to us if Council is sincere in working in partnership with our disability community. I note that it is your usual practice to publish a policy document for a short consultation period then people and organizations can

make a written submission and request for an oral submission to a Council Meeting. My husband and I have checked and we cannot find the usual back page which provides the date consultation closes, who to send submissions to and ask us if we want to make an oral submission. Why isn't this part of a draft consultation document attached to this draft policy? You need to treat disabled citizens the same way as the rest of Invercargill's community. If this is a true consultation document then Blind Citizens Southland Branch wishes to make an oral submission to the next full Council Meeting.

- **Accessibility:** What do you mean by "where appropriate housing care services are available (in terms of criteria)? Obvious there are a number of council housing stock that were built many years ago and access for physically disabled people was not considered. However there will be some council housing stock that maybe suitable for renovation enabling them to be more accessible for the future. Invercargill has an aging population and the need to have more accessible rental housing for older people who do not own their own home, will become more necessary. Council needs to plan now for providing a more accessible housing care service. More renters will be using walking-frames or wheel-chairs so begin planning now.
- It is critical that Invercargill has an accessible built-up environment. This refers to the DBC, business and commercial areas within the city. You should refer to the built-up environment in this policy as it is a recognized phrase to describe inner city facilities such as foot-paths, roads, pedestrian crossings and lights, access into buildings, etc.
- It is important that the disability community works in partnership with Council to ensure that all designs of new buildings and facilities are not only accessible to disabled

people but are also safe. I don't see much mention of health and safety.

- It is difficult to comment on each bullet point because they have not been numbered and there is no number on the page. For easier reference can you please at least number the pages or better still, number each bullet point. On governing boards, I serve or have served on, it is common practice to number each bullet point in policies.
- Paragraph re. Engaging with people with disabilities communities, etc. instead of putting "combined disability groups known to council" which is obvious, the following would be better: "Engage with people with disabilities, their whanau, communities, disability organizations, etc." Most of our disability organizations are incorporated societies or Trusts and should not be referred to as groups which is disrespectful.
- Under Prevention could you also please add safety? Whilst prevention is important, it is more the safety of people within the city such as in the CBD, crossing roads etc. you need to be concerned with. Blind Citizens is extremely interested in the safety of blind, vision impaired and deafblind people crossing roads, walking around the city and within parks, reserves, etc. It is a partnership responsibility to keep safe.
- I see you have bunched all employment issues under Equal Employment Opportunities. Council should already have an EEO Policy so why re-invent the wheel? Can you reference your EEO Policy but in this policy include Disability Awareness which needs to be strong. All councillors, managers and staff should be receiving disability awareness education. There are local and national bodies and individuals who can provide disability awareness training, for instance, Blind Citizens Southland Branch regularly provide blindness awareness training to Otago medical school students.

Conclusion: We know this policy is comprehensive and there are some areas that will be improved over time however we do think council is starting to get things right. We must be treated with respect and given the same rights as all other Invercargill citizens.

We wish to make an oral submission on this draft policy to the next Full Council meeting as is usual practice in policy consultation.

Contact person:

Carolyn Weston

Branch Chair

Blind Citizens Southland Branch

Phone:



Email:



A5529328

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Mary Peters (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9812 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

Community Activator
Make [Redacted] the official Disability Advocate within the
ICC so the disabled have one common person to speak with.
We need consistency - one person who has the knowledge experience
to liaise between icc & the disabled.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?

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Post: Submission – Equity and Access for People with Disabilities Policy 2024
Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529320

	Respondent No: [REDACTED]	Responded At: Aug 26, 2024 12:37:34 pm
	Login: Anonymous	Last Seen: Aug 26, 2024 12:37:34 pm
	Email: n/a	IP Address: n/a

Q1. **Full Name** Kathy Obers (Kathleen Eleanor Obers)

Q2. **Email** [REDACTED]

Q3. **Contact Phone** [REDACTED]

Q4. **Postcode** 9810

Q5. **Do you wish to present your submission to the Mayor and Councillors in person?** Yes

Q6. **Do you support the Equity and Access for People with Disabilities Policy?** Yes

Q7. What is your submission on the Equity and Access for People with Disabilities Policy?

The policy touches on lots of positives and to ensure that action is seen to be taken a Framework for Action and Procedures to follow would greatly benefit this Policy as a living document. (I am aware that this is in the Council's Operational Workspace.) To Have a Councillor hold a Disability Portfolio to ensure that this Policy is referred to in Council Business where decisions are made to ensure people with disabilities have a voice and that their needs are considered. Communication - Ensure that information is shared on current issues giving details of decision made. for example - the inaccessible ground cover at the new Tuatara Island. Has a solution been decided and will changes occur soon. Also the proposed Mobility Parking Trial in four areas in the CBD - is this going to happen soon. Accessibility - Is the current Building Act 2004 Building Code U Design for Access and Mobility in need of an update. Look at involving Universal Design /Lifemark into the equation - there are many benefits for people with disabilities. Looking into the future - would be very important to include this in the museum build as well. the need for lifts in two story buildings is also pertinent as it would be very useful in the Grace Street Project which is an important community development beginning soon. Consultation - While there is the Combined Disability Groups that connect with Council it is also pleasing to note that other relevant disability organisations are able to engage with the Council and share their knowledge and concerns. With the opportunity to be involved in submissions with our council we are working in a meaningful partnership.

Q8. **Would you like to receive emails about future consultations?** Yes

A5529338



Respondent No: [REDACTED]
Login: Anonymous
Email: n/a

Responded At: Aug 17, 2024 14:16:26 pm
Last Seen: Aug 17, 2024 14:16:26 pm
IP Address: n/a

Q1. Full Name	Jaime Elizabeth Randhawa
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	Yes
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	NZSL Interpreters- we need interpreters for Invercargill for Deaf community. We need access to information in our language so we can participate.
Q8. Would you like to receive emails about future consultations?	Yes

A5529306

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Roger Strong (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9810 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

I want to have a NZSL interpreter to be present at all meetings and Events so as it is better for communication and understanding, as an individual we have the rights to attend these meetings + Events Southland needs an NZSL Interpreter

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

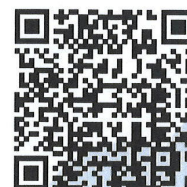
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Post: Submission – Equity and Access for People with Disabilities Policy 2024
Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name:

Roger Strong

(Required)

Email:

[Redacted]

(Required)

Contact Phone:

[Redacted]

(Required)

Postcode:

9800

(Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

*I would like [Redacted] to the
our liason office for Disability United.*

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

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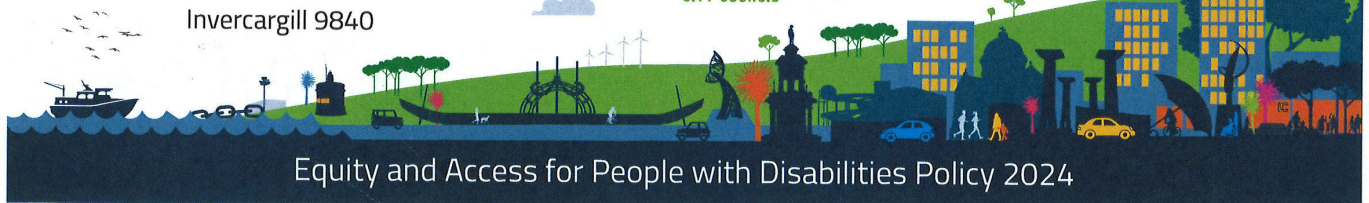
Invercargill City Council

Private Bag 90104

Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529324

Dot Wilson

Recommendations were made to acknowledge the difference between the social and Health models of disabilities in the proposed policy. The submission also spoke about the importance of using the most appropriate language when addressing an individual or a community with disabilities.

A5529326

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Brian Robert Nicholson (Required)

Email: No Email (Required)

Contact Phone: [Redacted] Postcode: 9810 (Required)


1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

This policy should be an operational policy ALL the time 24 hours a day - Seven days a week. day + Night.

4. Would you like to receive  emails about future consultations? Yes No

ONLY by hand copy DX Mail
Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024? →

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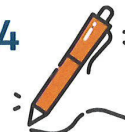
A5529340

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Raeven Barclay (Required)

Email: _____ (Required)

Contact Phone: [REDACTED] (Required) Postcode: _____ (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?
 Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?
uneven footpaths. - walking group Friday 10am South City
hedges growing over footpaths. Can Princess St?

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

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Invercargill 9840



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A5529330

Make a submission

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Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Julie Stewart-Birdett (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9812 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

More Disabilities parks around town specially in Dee st and Esk st. Closer to parking Meters. Allow 1 hr Free disabilities 15min more not enough with walking stick or walker.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

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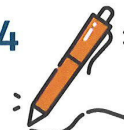
A5529336

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Irene Mae Italford (Required)

Email: N.I (Required)

Contact Phone: [Redacted] (Required) Postcode: 1982 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

More car Parks in the town please
as there is very few parks. Also be able
to park longer as people with disabilities
take longer to stop and walk back to the
park. That being myself.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024? →

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Post: Submission – Equity and Access for People with Disabilities Policy 2024
Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529346

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Yvonne McEwan (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9801 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?
 Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?
Need more disabilities. parks
Esk St Dee @ Don St.
South Invercargill

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024? →

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Invercargill 9840



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A5529332




Respondent No [REDACTED]
Login: Anonymous
Email: n/a

Responded At: Aug 17, 2024 13:45:57 pm
Last Seen: Aug 17, 2024 13:45:57 pm
IP Address: n/a


Q1. Full Name	Desmond George Collins
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9801
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	not answered
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	1. Disabled parking be restored to level 2, without charge, of the Library building. 2. That door access be checked on council buildings to ensure they fit into regulation as some do not. 3. thatpavement repairs are more promptly completed.
Q8. Would you like to receive emails about future consultations?	Yes

A5529334

	Respondent No [REDACTED]	Responded At: Aug 20, 2024 13:51:21 pm
	Login: Anonymous	Last Seen: Aug 20, 2024 13:51:21 pm
	Email: n/a	IP Address: n/a


Q1. Full Name	Karroll Nullan
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	
<p>I have a 7-year old child diagnosed with Autism Spectrum Disorder and ADHD. It's his safety and well-being that concerns me when we are out in the playground that always keep me alert, as he has no sense of danger or awareness with his surroundings. Invercargill has a lot of beautiful and accessible playgrounds that are in close proximity with busy and high-traffic roads. I would like to suggest if we can provide fencing on these selected playgrounds as well as a proposed closed fencing especially within the Queen's Park Playground. I am sure many parents who look after children with similar diagnoses will genuinely appreciate this . Thank you very much.</p>	
Q8. Would you like to receive emails about future consultations?	Yes

A5529342

	Respondent No: [REDACTED]	Responded At: Aug 20, 2024 20:00:34 pm
	Login: Anonymous	Last Seen: Aug 20, 2024 20:00:34 pm
	Email: n/a	IP Address: n/a

Q1. Full Name	Jessie Lindsay
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	
<p>The policy reads well in regards to creating equitable access for people with disabilities but doe not include measurable outcomes - what didn't work from the last policy, what can be improved, how are you going to improve it, are you aware of which areas need improvement? In relation to public events and services more interpreters are needed for the Deaf community in order for them to access and enjoy events the same as hearing participants. Invercargill currently has no interpreters to help the Deaf community access information at council meetings, hospital visits, festivals etc. For public events, efforts should be made to book an interpreter. Also many public buildings don't have a flashing light system as part of there fire emergency alarm systems. This was highlighted at a civil defence meeting recently and FENZ kindly followed up on this for us. It was found that when people enter a building (including public spaces) they should be able to register so building managers know there are people who may need assistance in the event of an evacuation. We would like businesses encouraged to have more measures in place (including flashing lights) for evacuation procedures.</p>	
Q8. Would you like to receive emails about future consultations?	Yes

A5529344

	Respondent No: [REDACTED]	Responded At: Aug 20, 2024 20:34:38 pm
	Login: Anonymous	Last Seen: Aug 20, 2024 20:34:38 pm
	Email: n/a	IP Address: n/a

Q1. Full Name	Gracie Dill
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9304
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	<p>Disability parks should be monitored via CCTV Cameras, so more consistent enforcement can be done. There needs to be clear signage to advices these designated parks are CCTV monitored and the cost of an infringement - to make road users aware. There needs to be consultation with relevant community groups and stakeholders, as well as parking planners about location and number of disability parking to ensure this is fit for purpose. Thank you for the opportunity to provide feedback.</p>
Q8. Would you like to receive emails about future consultations?	No

A5529348




Respondent No: [Redacted]
Login: Anonymous
Email: n/a

Responded At: Aug 20, 2024 22:36:40 pm
Last Seen: Aug 20, 2024 22:36:40 pm
IP Address: n/a


Q1. Full Name	Helen Mulqueen
Q2. Email	[Redacted]
Q3. Contact Phone	[Redacted]
Q4. Postcode	9814
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	All new builds need to have fully accessible entrances, pathways, shelter from weather, adequate disabled toilets, parking & workspaces. We to show our inclusivity should be hiring a percentage of disabled council staff. Disabled are capable in many council roles & have much to teach other members of staff about acceptance, patience, empathy & the true meaning of community.
Q8. Would you like to receive emails about future consultations?	Yes

A5529290

	Respondent No: [REDACTED]	Responded At: Aug 21, 2024 09:13:00 am
	Login: Anonymous	Last Seen: Aug 21, 2024 09:13:00 am
	Email: n/a	IP Address: n/a

Q1. Full Name	Laura Fraser
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	
<p>Up holding the following statement under the Accessibility section - 'ensuring design, provide and monitor the use of mobility parking in the CBD and wider community areas that are physically accessible and appropriately located'. I believe little consultation was completed when the design of the mobility parking on Esk St and Don St was recently done - the parks are near useless to mobility vans that offload from the rear (which most vehicles in Invercargill have), instead standard size parks with gardens behind them were put in place instead. My sister has Cerebral Palsy, is permanently in a wheelchair, her mobility vehicle is a rear offload which requires up to 4 metres behind the vehicle to offload her, which is impossible with the new parks constructed on both streets. The Council need uphold this policy - consult with disability groups and advocates, as errors like these could be avoided. A review of all mobility parking within the Invercargill CBD is required, as the current parks are either not accessible or not safe.</p>	
Q8. Would you like to receive emails about future consultations?	Yes

A5529292

	Respondent No: [REDACTED]	Responded At: Aug 21, 2024 11:29:24 am
	Login: Anonymous	Last Seen: Aug 21, 2024 11:29:24 am
	Email: n/a	IP Address: n/a

Q1. Full Name	Zoe Curteis Tully
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9010
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	<p>On behalf of the Halberg Foundation I am writing to support with the Equity and Access for People with Disabilities Policy. For future the Halberg Foundation, as well as the Halberg Youth Council (a nation wide group including a number of members from Invercargill) would love to be involved in the consultation process through ICC. The Southland Halberg Youth Council members would be a great link between our mahi in disability education and advocacy, ICC, and the voice of people with disabilities in Southland.</p>
Q8. Would you like to receive emails about future consultations?	Yes


A5529296



Respondent No: [REDACTED]
Login: Anonymous
Email: n/a

Responded At: Aug 22, 2024 13:09:48 pm
Last Seen: Aug 22, 2024 13:09:48 pm
IP Address: n/a

Q1. Full Name	Zara Erskine
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	The reasonable measures in the steps towards equal parking opportunities
Q8. Would you like to receive emails about future consultations?	Yes

	Respondent No: [REDACTED]	Responded At: Aug 22, 2024 13:28:42 pm
	Login: Anonymous	Last Seen: Aug 22, 2024 13:28:42 pm
	Email: n/a	IP Address: n/a

Q1. Full Name	Zara Erskine
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	
<p>Sorry - my previous submission was incomplete. I would like to comment on the parking currently within Invercargill. While I can appreciate the concerns pertaining to parking, the current parking (excluding Esk Street) seems adequate, there is always ways to improve parking spaces, however this needs to come at a reasonable, cost effective time/space/request. It is unreasonable to come up for solutions for all the parking spaces challenges that have been raised within the disability community. While I can appreciate the challenges that people face on a daily basis, the implementation of meeting all expectations that have been outlined within the parking space, are unaffordable when all councils are bound by budgeting restrictions and those challenges that are 'urgent (high priority), vs what is a challenge but there is currently ample options to mitigate the need'. I myself have a son with intellectual, sensory and physical disabilities, and have found the parking within the city mostly accommodating for his need. As well as working in the disability sector, I do have an insight of the parking options available and can only applaud the council for the improvements to infrastructure that have supported moving toward a more inclusive Invercargill. I would like to thank the council for the consulting and work that goes on behind the scenes to facilitate a collaborative relationship with those that live with disabilities. I know there must be challenges not being able to facilitate a solution for all challenges, I commend the council for listening to those challenges despite the solution not always being practical, reasonable or feasible.</p>	
Q8. Would you like to receive emails about future consultations?	Yes

A5529302

Make a submission letstalk.icc.govt.nz

Equity and Access for People with Disabilities Policy 2024

Personal details

Full name: Eliza Butcher (Required)

Email: [REDACTED] (Required)

Contact Phone: [REDACTED] (Required) Postcode: [REDACTED] (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

We need a full-time interpreter
based here in Invercargill. Its
about 3-4 years since we had
one

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024? →

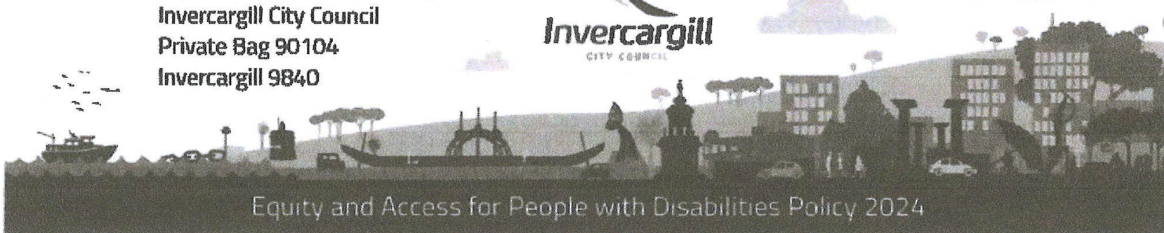
The easiest way is to submit online using the survey form at letstalk.icc.govt.nz

Alternatively, you can pick up a submission form and drop one off at Te Hīnaki Civic Building at 101 Esk St, the Invercargill Public Library or the Bluff Service Centre. You can also email the Policy team at policy@icc.govt.nz



Post: Submission – Equity and Access for People with Disabilities Policy 2024
Invercargill City Council
Private Bag 90104
Invercargill 9840

Submissions are due by 4pm, 26 August 2024.



Equity and Access for People with Disabilities Policy 2024

A5529298

Make a submission

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Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Lorraine Davoren (Required)

Email: [REDACTED] (Required)

Contact Phone: [REDACTED] (Required) Postcode: 9810 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

As members of Stiland Deaf Club we
need full time interpreter to support us
with all of our ongoing needs.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?



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Post: Submission – Equity and Access for People with Disabilities Policy 2024
Invercargill City Council
Private Bag 90104
Invercargill 9840



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Equity and Access for People with Disabilities Policy 2024

A5529304

Make a submission

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Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Nicky Ricky Pollock (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9810 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

We need a NZSL Interpreter based here in Invercargill full time. You need to fight this for us as is badly required.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?



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Post: Submission – Equity and Access for People with Disabilities Policy 2024
Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529308

Make a submission

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Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Philippa Strong (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9810 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy? Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

I want to have a NZSL interpreter to be present at all meetings & Events so as it is better for communication and understanding, as an individual we have the rights to attend these meetings & Events Southland needs a NZSL Interpreter

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?

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Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



Make a submission

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Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Philippa Stong (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9810 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

I would like [Redacted] to be our liason officer for Disability United.

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?



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Post: Submission – Equity and Access for People with Disabilities Policy 2024

Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529310

From: Janice Lee [REDACTED]
Sent: Friday, 23 August 2024 12:20 pm
To: Policy
Subject: Submission - Lets Talk - Equity & Access for People with Disabilities Policy

Follow Up Flag: Follow up
Flag Status: Flagged

Kia Ora

Firstly, thank you for creating an opportunity to give kanohi ki te kanohi feedback to staff and Cr. Soper at yesterday's hui.

When it comes to specifics, I welcome the regular opportunity to interact with staff and have questions and suggestions submitted via regular meetings, bi-monthly at the Combined Disability Hui.

Koha Kai works with people living with the challenges and various disabilities, and we see our role in that collective as one of advocacy. We value the opportunity not just to engage, but also to learn from the cross section of others who regularly attend.

My experience has been that Council staff have a genuine interest and desire to assist, and have seen this evidenced in the direct actions and followup as a result of those consultations.

There is a lot of complexity across a range of issues in the sector, and being realistic, neither Council nor in fact any disability services provider will ever be able to address every issue that exists. Any actions and activities cannot prioritise one sector of the community over multiple others, however a willingness to consider and where possible to mitigate those significant barriers to accessibility is appreciated.

Sometimes I believe the fact that people are now being acknowledged and having a voice, which can sometimes create an excitement almost in anticipation of change. But at the same time, we have to acknowledge and balance it against the fact that in Invercargill we have a significant amount of aging infrastructure and it is not practical or possible to address every issue immediately. We appreciate Council's willingness to listen, consult with and consider the recommendations by and from the disability sector moving on.

At yesterday's hui, we did suggest a review be made on the Council's website to make it more simple to navigate and therefore more user-friendly to people with disabilities, and was informed this had already been acknowledged and work has already begun.

The other area we have been asked to advocate in is within the housing sector, specifically that Social Housing Flats provided and owned by Council are not always fit for purpose for disabled people or people living in them. Benches and kitchens can be hazardous for residents who are challenged with mobility issues or who are permanent wheelchair users. Our enquiries and research tell us that there are limited opportunities (primarily because they are cost prohibitive) to make any of these flats fit for purpose for people with significant mobility disabilities. Unfortunately, as people age tend to develop greater physical, intellectual and mobility challenges, and as their needs change, what we are seeing, sadly - is within that space it is not possible to adapt people's homes to suit changing needs. We have been informed, that with approval, tenants can facilitate the changes they need themselves, but considering their reason for being tenants in the first place and their lack of resources, that is not helpful information. So while we appreciate that these flats do work well for most low socioeconomic residents, it would be really good to have someone who can provide some effective and constructive advice and advocacy for those residents with diminished capacity - because they do not have an option of alternative accommodation.

I would also acknowledge Council's desire to make Council owned infrastructure more accessible - case in point - Splash Palace. This is a useful and accommodating space for families, but especially for people with disabilities, socially, actively and recreationally.

I also wonder, specifically, if Council would consider contributing the use of an unused and accessible building or space where we could partner with Council to provide some after school care for children with disabilities. Again, this would provide social support, active participation and subsidised respite support for a significant portion of the Invercargill community.

Our consultations and discussions with Parents of Disabled Children aged from 5 to 17 tell us that almost universally, they have limitations around ability to work outside of school hours as there is no such after school care or respite service available for that range of children available in Invercargill.

I'm not sure if this is the space to make this enquiry, but it certainly falls within the partnerships and advocacy focus of this organisation and I would appreciate any opportunity to follow up with this conversation through Council in the future.

Again, thank you for the opportunity to make submissions and to acknowledge the work already being done to address inequities for people within Invercargill living with the challenges of disability.

--
Nga Mihi

Janice Lee

Pouārahi | KOHA KAI
Ngai Tahu, Ngati Porou
Postal: PO Box 13 Invercargill 9840
Phone: [REDACTED]
Accts: [REDACTED]

about KOHA KAI

Timata Meals helping to "Encourage A Life Of Purpose" for people living with disabilities in our community



A5529314

Make a submission

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Equity and Access for People with Disabilities Policy 2024



Personal details

Full name:

Carol Paulette Howden

(Required)

Email:

[Redacted]

(Required)

Contact Phone:

[Redacted]

(Required)

Postcode: 9812

(Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

We need a sign language interpreter in Invercargill so the deaf can attend events and appointments etc. It can be very difficult to understand what is being said in medical appointments and give informed consent and understand what is happening

4. Would you like to receive emails about future consultations? Yes No

Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?

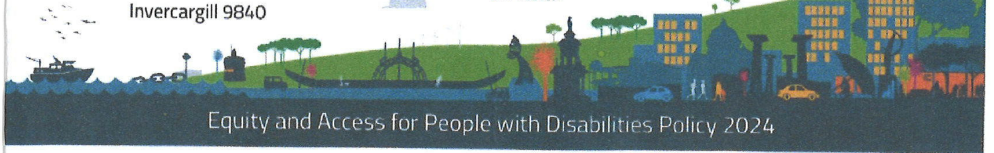
The easiest way is to submit online using the survey form at letstalk.icc.govt.nz

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Post: Submission – Equity and Access for People with Disabilities Policy 2024
Invercargill City Council
Private Bag 90104
Invercargill 9840

Submissions are due by 4pm, 26 August 2024.



Equity and Access for People with Disabilities Policy 2024

A5529316

	Respondent No: [REDACTED]	Responded At: Aug 26, 2024 09:01:54 am
	Login: Anonymous	Last Seen: Aug 26, 2024 09:01:54 am
	Email: n/a	IP Address: n/a

Q1. Full Name	Michael John Peters
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9840
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	Yes
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	
<p>Council should be using the lived experience of our disabled community members to drive what is needed - the disabled community drive what is needed and the Council work to make it happen. I recommend having a dedicated/official Community Liaison role within Council for disabled people to contact. Someone who understand disability needs and can build upon the work currently done by [REDACTED]. I would recommend [REDACTED] for the role. Every Council meeting should have a sign language interpreter and be aware of venue acoustics that cause barriers for our blind and deaf community. The telephone service needs to be improved for communicating with our blind and low vision community, engaging with users and organisations such as the Blind and Low Vision Foundation to ensure it meets users needs.</p>	
Q8. Would you like to receive emails about future consultations?	Yes

** Disabled community drives it + helps make it happen. Councils*

Make a submission

letstalk.icc.govt.nz



Equity and Access for People with Disabilities Policy 2024



Personal details

Full name: Michael John Peters (Required)

Email: [Redacted] (Required)

Contact Phone: [Redacted] (Required) Postcode: 9840 (Required)

1. Do you wish to present your submission to the Mayor and Councillors in person? Yes No

2. Do you support the Equity and Access for People with Disabilities Policy?

Yes Yes with amendments No

3. What is your submission on the Equity and Access for People with Disabilities Policy?

Council should be using our community members with lived experience to drive what is needed. Recommend having a dedicated / official Community Liaison role for disabled people to contact and who understands disability needs. Build on the work [Redacted] does at the moment. Every Council meeting should have a sign language interpreter and be aware of venue acoustics that cause barriers for our blind / deaf community. The telephone service needs to be improved for communicating with our blind community and engage with blind users regularly to create it needs needs.

4. Would you like to receive emails about future consultations? Yes No

blind and low vision

Recommend [Redacted] for [Redacted] this role. Please attach extra sheets of paper if required.

How do I make a submission on the Equity and Access for People with Disabilities Policy 2024?

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Alternatively, you can pick up a submission form and drop one off at Te Hīnaki Civic Building at 101 Esk St, the Invercargill Public Library or the Bluff Service Centre.

You can also email the Policy team at policy@icc.govt.nz




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Invercargill City Council
Private Bag 90104
Invercargill 9840



Submissions are due by 4pm, 26 August 2024.



A5529318

	Respondent No: [REDACTED]	Responded At: Aug 23, 2024 20:40:22 pm
	Login: Anonymous	Last Seen: Aug 23, 2024 20:40:22 pm
	Email: n/a	IP Address: n/a

Q1. Full Name	Sara Grindell
Q2. Email	[REDACTED]
Q3. Contact Phone	[REDACTED]
Q4. Postcode	9810
Q5. Do you wish to present your submission to the Mayor and Councillors in person?	No
Q6. Do you support the Equity and Access for People with Disabilities Policy?	Yes with amendments
Q7. What is your submission on the Equity and Access for People with Disabilities Policy?	Side walks, crossings at Traffic Lights and other pedestrian crossings need to be better for wheelchair access, to ride over smoother and safer. There needs to be more Taxi Stands for Mobility Taxicabs and better ramps and easier access into shops for wheelchairs
Q8. Would you like to receive emails about future consultations?	Yes

A5534026



From: Averill Butson [REDACTED]
Sent: Monday, 19 August 2024 11:38 am
To: Cat Manera <Cat.Manera@icc.govt.nz>
Subject: Re: Drop-in Event Reminder: Invercargill City Council, Equity And Access for People with Disabilities Policy

Hi again Cat,
I have been talking to my colleague Sam who has been here longer than I have in regard to some feedback you seek.

Probably from our perspective, the ICC hasn't been supportive in connecting to Workbridge and when we have attempted to promote our clients for council jobs, they reply that they don't work with "our people". Recently they have said they are open to working with us but then don't respond to us.

I am happy for you to put this feedback forward.

Sorry I can't make the meeting.
Thanks,
Averill

From: Averill Butson [REDACTED]
Sent: Monday, August 19, 2024 9:53 AM
[REDACTED]
Subject: Re: Drop-in Event Reminder: Invercargill City Council, Equity And Access for People with Disabilities Policy

Good morning Cat,
Due to a management meeting I am unable to attend this meeting on Thursday.

One thing I am not understanding is your request for feedback.
Thanks,
Averill

From: Cat Manera [REDACTED]
Sent: Friday, August 16, 2024 5:08 PM
To: Averill Butson <[REDACTED]>
Subject: Drop-in Event Reminder: Invercargill City Council, Equity And Access for People with Disabilities Policy

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Tēnā koe Averil ,

A friendly reminder that we are currently consulting on our Equity and Access for People with Disabilities Policy, and we need your feedback by 26 August

The draft policy highlights seven areas where Council can support those living with disabilities in our district as they access our services and facilities, these include Communication, Consultation, Accessibility, Advocacy, Partnerships, Prevention and Equal Employment Opportunities. Further information, including Council's draft policy, can be found [here](#).

If you have any questions about the proposed policy, we are holding a drop-in event next Thursday. This is a great opportunity for you or someone in your network to drop-in any time between 12 and 2pm prepared with your questions or feedback to speak to Councillors and Staff one-on-one.

Date: 22 August 2024
Time: 12.00 -2.00 pm
Venue: First Floor Meeting Room, Invercargill Public Library

We have arranged for a sign language interpreter to be available online to assist us **between 1.00 – 2.00 pm**, and we will do our best to cater to any other needs on the day. Please let us know in advance if you require any specific arrangements

If you have any questions or wish to discuss this consultation please do get in touch.

Ngā mihi

Rebecca Clark
Acting Manager – Customer Services

