



## **Disability Policy and Action Plan (2004)**

**Minute Number: 1100/04**

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COUNCIL MINUTES - 24 JUNE 2004

MINUTE NO. CL/JUNE/1100/04 Cr Anne Candy/Cr Sua William Sio POLICY

That the Disability Policy and Action Plan 2004/05 for Manukau City Council as attached in Appendix "B" be adopted subject to the production of an implementation plan including funding requirement for consideration through the Annual Plan.

MINUTE NO. CL/SEP/1625/06 – CR COLLEEN BROWN/CR SU'A WILLIAM SIO

That the undermentioned recommendation (Minute No. 1603/06) made at a meeting of the Strategic Directions Committee held on 19 September 2006 be adopted:

Minute No. 1603/06

MANUKAU CITY COUNCIL DISABILITY POLICY AND ACTION PLAN 2005/06 AND 2006/07

That Council endorse the report on the Disability Action Plan 2005/06 (attached as Appendix "D"), to be sent from His Worship the Mayor to the Minister for Disability Issues.

## **Manukau Disability Policy and Action Plan 2004/2005**

**“An inclusive Manukau where we can all participate”**

*THIS IS THE VISION DISABLED PEOPLE HAVE FOR THE MANUKAU DISABILITY POLICY*

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### **Introduction**

The Disability Policy is a framework and a process for disabled people to voice their aspirations, needs and priorities, and for Council to develop responsive policies and services. By adopting the Policy, Council recognises disabled people as part of Manukau’s diverse community; and makes a commitment to show leadership and be pro-active in supporting disabled people to participate fully in democratic processes and community life.

The Policy was developed with the Disability Steering Group, community forums, fono and hui of disabled people, Government agencies and the general public.

The Policy has a vision, set of values and principles that guide the policy, identifies roles for Council and presents an annual Plan of Action for Council.

### **Scope of the Policy**

The Policy:

- Covers the entire range of impairments - physical, sensory, neurological, psychiatric and intellectual and other impairments
- Includes families/whanau, friends and people providing on-going support to disabled people
- Recognises that a city where disabled people can participate, contribute and is “barrier-free”, benefits everyone

### **Vision**

“An inclusive Manukau where we can all participate” – this is the vision disabled people have for the Manukau Disability Policy.

### **Values**

#### ***Inclusiveness***

- The Policy covers all forms of impairment and experiences of disability.
- An inclusive Manukau means that all disabled people are valued as part of the community, recognised as stakeholders and partners, and encouraged and supported to participate - not just tolerated or accommodated.

#### ***Equality***

- Disabled people are acknowledged and treated as equal citizens regardless of the nature, cause or level of their impairment, their gender, age or cultural background.

#### ***Recognition and Respect***

- The perspectives, talents and abilities of disabled people are recognised and respected. They are seen as adding value and contributing to the economic, social and cultural development of Manukau.

- The role of family/whanau, friends and people providing on-going support is valued and recognised, and they are supported and encouraged to participate in the full range of community activities and services.

### **Diversity**

The Policy acknowledges that:

- Disabled people are part of Manukau's diversity, and should be celebrated and acknowledged as important in building a vibrant and strong community
- Disabled people share many common issues, but there is also great diversity between disabled people. This may be due to type and level of impairment, age, ethnicity, or gender. Council services must be flexible enough to respond to that diversity.

### **Principles**

The following principles will guide the development of future action plans.

The Policy will be:

- Owned by disabled people
- Carried out in partnership between Council and disabled people
- Focused on building the capacity of disabled people to advocate and provide leadership for themselves
- Achievable
- Practical - will make a real difference for disabled people

### **Priority Areas**

Disabled people said the priority areas for action by Council were:

- Participation in democratic processes and decision making
- Inclusive communication
- A barrier-free environment
- Equal access to Council services and programmes
- Education, employment and training
- Recognising the diverse needs of disabled people; including-
  - Maori
  - Pacific People
  - Ethnic, migrant and refugee
  - Young people
  - Women
- Family, friends and people providing on-going support
- Advocacy and leadership

### **Roles for Council**

The Disability Policy identifies the following roles for Council:

- Leader
- Advocate
- Partner
- Service provider
- Planner
- Regulator
- Employer

## **Monitoring and Review**

The Disability Policy is a new policy and will develop over time. Issues and priorities may change. However, it is important that Council is accountable to disabled people and their organisations for the actions it has committed to.

Monitoring and review will be a two-way process where Council reports to disabled people and their organisations, and disabled people report to Council on how they see the impact and effectiveness of the Policy. This process will include:

- A Disability Steering Group and a core team of Council officers to monitor delivery of the Action Plan across Council
- Community forums and other processes for disabled people to give feedback
- Regular reports to Council committees
- Inclusion of information on disability in Council social, economic and human resources monitoring reports
- An annual report to the Minister for Disability Issues on how Council is contributing to the New Zealand Disability Strategy

The Policy as a whole will be reviewed after three years (in 2006/07).

## **Annual Action Plans**

Each year, Council will develop an Action Plan in consultation with the Disability Steering Group, disabled people and other partners. The Action Plan will be realistic and achievable, and resources will be provided through Council's Annual Planning process. Actions to support disabled people will also be delivered through other Council strategies: in particular, the Youth Action Plan, New Settlers' Action Plan, Health Policy and action Plan, Collaborative Action Plan for Child Poverty and Arts Strategy.

## **The Need for a Policy and Plan of Action**

Manukau City Council has developed the Disability Policy in response to the following demographic and strategic drivers:

### **(a) Disabled People in Manukau**

One in five New Zealanders has a long-term impairment and experiences the disabling effect of physical and social barriers (Census 2001). An even greater number of people are affected by disability as families/whanau, friends and people providing on-going support. There are at least 62,000 disabled people in Manukau City. This includes an estimated 22,000 Maori and 10,500 Pacific People residents. The incidence of impairments in Manukau is likely to be higher than in the rest of New Zealand because of the higher incidence amongst Maori and Pacific People communities, the low socio-economic profile of some areas, and the presence of some major education and rehabilitation facilities, and the flatness (accessibility) of the city which attracts disabled people. Disability has an even greater impact on individuals and families on low incomes, because they have fewer resources and options for reducing the effects of disability.

The Disability Policy provides a framework for Council to work in partnership with disabled people, to identify needs, priorities and practical responses from Council.

## ***The Local Government Act 2002***

The Local Government Act 2002 requires Council to involve people in decisions which affect them. Council must identify who will be affected by decisions and encourage them to make their views known. People must be consulted and able to express their views in ways appropriate to their needs and preferences.

Many of Council's responsibilities have a direct impact on the daily lives of disabled people. These responsibilities include urban planning, roading, building control, open spaces and parks, leisure and community facilities, libraries and information services. However, disabled people have had minimal involvement in Council's decision-making processes, or consultation on major facilities and infrastructure developments. The Disability Policy provides a framework and plan for Council to encourage and support the participation of disabled people in the democratic process.

### ***Tomorrow's Manukau / Manukau Apopo***

"Progressive, proud and prosperous" is the vision of Tomorrow's Manukau / Manukau Apopo - the strategy for the City. Disabled people are not specifically mentioned in Tomorrow's Manukau / Manukau Apopo, yet most of the long-term goals and targets are of critical importance to them. These include actions on:

- Education and employment
- Access to information and resources
- Healthy, quality and affordable housing
- Celebrating diversity
- Community safety
- Town centre and neighbourhood design
- Transport
- Access to cultural, leisure and community facilities
- Inclusion in democratic processes

The Disability Policy identifies the strategies and actions in Tomorrow's Manukau / Manukau Apopo of importance to disabled people, and commits Council to include disabled people in its monitoring, review and future development.

### ***New Zealand Disability Strategy***

The New Zealand Disability Strategy is a Government initiative, adopted in 2001. The Strategy is described as "a long-term plan for changing New Zealand from a disabling to an inclusive society". The New Zealand Disability Strategy contains 15 key objectives with 113 detailed actions to achieve the vision.

A large number of disabled people and their organisations contributed to the New Zealand Disability Strategy and there is a strong sense of ownership by them. The Strategy provides a sound framework for the development of Council's Disability Policy. However, the New Zealand Disability Strategy currently does not identify roles, objectives or actions for local government. The Disability Policy identifies how Council can contribute to the Strategy and commits Manukau City Council to working with disabled people, other councils and Government to develop a practical local government response to the Strategy.

### **(2) Te Tiriti o Waitangi/Treaty of Waitangi**

Manukau City Council is committed to upholding Te Tiriti o Waitangi/Treaty of Waitangi. This commitment has taken the form of developing Te Tiriti/Treaty relationships with Mana Whenua and other Maori in Manukau, and establishing governance arrangements and organisational processes to meet Te Tiriti/Treaty based responsibilities. The commitment includes encouraging and developing the capacity of Maori to contribute to decision making, participation in service delivery and actions to address historical and current factors that contribute to social and economic disparities between Maori and non-Maori in Manukau. For the Disability Policy, this means acknowledging the specific needs and issues for disabled Maori and their whanau, providing support for them to participate in the future development and implementation of the Policy, and ensuring disabled Maori are included in other Council policies and strategies for Maori (in particular the Maori Development Plan).

### **Definition of 'Disability'**

The Disability Policy uses the definition of 'disability' in the New Zealand Disability Strategy. This recognises that individuals have impairments, not disabilities and that "disability" is socially constructed. Disability is "the process which happens when one group of people create barriers by

designing a world only for their way of living, taking no account of the impairments other people have” (NZDS).

Our built environment is designed on the assumption that everyone can move quickly across the road, can see signs and read directions, hear announcements, reach buttons, has the strength to open heavy doors and has stable moods and perceptions.

Disabled people also face social barriers - negative attitudes and discrimination - that can be even bigger obstacles than poor physical access.

The physical and social barriers created for people with impairments prevent them enjoying the range of services and facilities the rest of us take for granted, and from participating in community activities and democratic processes. Families/whanau, friends and people providing on-going support are also 'disabled' by these physical and social barriers. We have created a disabling society of disabled individuals, disabled families and disabled communities.

# **MANUKAU DISABILITY POLICY ACTION PLAN 2004/05**

The Action Plan sets out priority areas identified by disabled people and the actions that Council will take in 2004/05. The actions are realistic and achievable, and are resourced through Council's 2004/05 Annual Plan.

There are 61 actions in the Action Plan: over half (36) build on existing good practice or are new initiatives already underway. The Action Plan identifies who in Council is responsible for each action, key partners in achieving each action, and the resources required. The Plan also identifies actions to support disabled people that will be achieved through other Council policies and strategies.

The priority actions for 2004/5 were selected on the basis that they:

- Were identified as priorities, during the development of the Disability Policy by the Disability Steering Group and community forums
- Clearly contribute to the priorities in Tomorrow's Manukau / Manukau Apopo
- Clearly contribute to the objectives of the New Zealand Disability Strategy
- Are core Council business
- Are achievable
- Will make a difference for disabled people in Manukau
- Will build the capacity of disabled people to advocate and provide leadership for themselves

The Action Plan describes how each action will contribute to the outcome areas and strategies of Tomorrow's Manukau / Manukau Apopo, and to 12 of the 15 objectives of the New Zealand Disability Strategy. However, disabled people were not included as a key stakeholder group in the development of Tomorrow's Manukau / Manukau Apopo, nor identified as part of Manukau's diverse communities. The Action Plan identifies the key areas in Tomorrow's Manukau / Manukau Apopo where disabled people should be included; and this will be addressed as part of the review of Tomorrow's Manukau / Manukau Apopo in 2004/05.

There are two areas of Council's responsibilities - which are not included in the New Zealand Disability Strategy- that have a major impact on disabled residents. These are:

- Council's planning and regulatory roles in environmental management, urban planning and design; open space and parks planning; physical infrastructure and transport planning and community facilities planning.
- Support to ethnic, migrant and refugee people through the New Settlers' policy and other policies and programmes

This Action Plan will begin the process of implementing Council's Disability Policy once it is adopted.

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<b>Participation in Democratic Processes and Decision Making</b>	<i>Note: C = action already underway; N = new action</i>	<i>Note: Key of abbreviations at bottom of each page yet to be inserted</i>		<i>Vibrant and strong communities</i>	<i>Objective 5: Foster leadership by disabled people</i>
<p>Council will:</p> <ul style="list-style-type: none"> <li>• Develop the role of the Disability Steering Group (DSG), community forums and other methods to enable disabled people to participate in planning and decision-making</li> <li>• Adopt as policy that the DSG and disability advocacy organisations are considered key stakeholders for participation in policy development and service planning, including Tomorrow's Manukau/Manukau Apopo working groups</li> <li>• Involve disabled people in the review of Tomorrow's Manukau/Manukau Apopo and provide a disability perspective throughout</li> <li>• Assist with the capacity building and resources required to support participation by disabled people</li> <li>• Actively encourage disabled people to identify any special needs or arrangements when participating in democratic processes e.g. presenting to the Annual Plan Committee</li> <li>• Ensure staff who make arrangements for Annual Planning and other consultative processes are aware of and know how to support disabled people</li> <li>• Review procedures to ensure there are no barriers to disabled people being appointed to trusts, management committees and other governing bodies</li> <li>• Ensure disabled people are included in the Citizen Perception and other surveys</li> </ul>	<p>C</p> <p>N</p> <p>N</p> <p>C</p> <p>C</p> <p>C</p> <p>N</p> <p>N</p>	<p>Mayor Councillors</p> <p>Community boards</p> <p>Democratic processes</p> <p>Strategic Development</p> <p>Community Development</p> <p>Community Advisory Services</p> <p>DSG</p>	<p>\$20,000 disability policy budget (CED) to support participation and supplement existing budgets</p>	<p>Empowered people involved in local democratic processes</p>	<p>Encourage disabled people to take part in decision-making</p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p><b><i>Inclusive Communication</i></b> Council is committed to improving access to Council information and communication for everyone.</p>				<i>Vibrant and strong communities</i>	<i>Objective 6: Foster an aware and responsive public service (Council)</i>
<p>Council will do this by:</p> <ul style="list-style-type: none"> <li>• Incorporating different formats and access features in the remodelling of the Council website; and aiming to comply with the State Services Commission's "New Zealand Government Web Guidelines"</li> <li>• Making all key Council communications available in a range of accessible formats</li> <li>• Targeting communication for disabled people to encourage and assist their participation in the Annual Planning and other major consultation processes</li> </ul>	<p>N N N</p>	<p>Communication team  Customer Advice Services  Community Advisory Services</p>	<p>Additional resources may be required</p>	<p>Use improved communication and consultation programmes to engage people in city affairs</p>	<p>Make all information and communication for general public available in formats appropriate to the different needs of disabled people</p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p><b>A 'Barrier-free' Built Environment</b>                      Council will work towards a barrier-free Manukau through its planning, contracting and regulatory roles in the areas of:</p> <ul style="list-style-type: none"> <li>• Urban planning and design</li> <li>• Community facilities development</li> <li>• Open spaces and parks</li> <li>• Public transport</li> <li>• Physical infrastructure</li> </ul>				<p><i>A place that's easy to get around</i></p>	<p><i>Objective 8: Support quality living in the community for disabled people</i></p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p>Council will do so by taking the following actions:</p>		Property Unit			
<ul style="list-style-type: none"> <li>• Incorporating into Council's Environmental Quality Standards and Safety Management System the following codes and guidelines:</li> </ul>	C/N	Customer services	Within existing project consultancy and training budgets	People and businesses linked through an efficient and effective transport system	Encourage the development of accessible routes to connect buildings, public space and transport systems
<ul style="list-style-type: none"> <li>- The NZ Building Act, including the Building Code and its approved documents, particularly NZS 4121</li> </ul>		CCS			
<ul style="list-style-type: none"> <li>- AS/NZS1428.4 <i>Design for Access and Mobility Part 4- Tactile ground-surface Indicators for the orientation of people with vision impairment</i></li> </ul>		Manager Flatbush design and development	Resources required in 2005/06 and beyond		
<ul style="list-style-type: none"> <li>- RTS14 <i>Guidelines for facilities for blind and vision-impaired pedestrians</i></li> </ul>					
<ul style="list-style-type: none"> <li>• Specifying that contractors must use the Barrier Free NZ Trust Checklist (Oct 2002) as a building audit for accessibility</li> </ul>	N	Parks	May require additional resources		
<ul style="list-style-type: none"> <li>• Involving accredited barrier-free auditors (wherever possible, these will be disabled people) in all significant projects, scoping, design, milestone monitoring stages and sign-off</li> </ul>	N	Transport planners			
<ul style="list-style-type: none"> <li>• Including the DSG and disabled residents whenever there is public consultation</li> </ul>	C	Health and Well-being planner			
<ul style="list-style-type: none"> <li>• Continuing a programme of training for planners and regulatory staff</li> </ul>	C				
<ul style="list-style-type: none"> <li>• Adopting universal design principles, including the 'accessible journey', with a commitment to best practice and innovation for the following projects and strategies:</li> </ul>	C/N	City Design and Planning Team			
<ul style="list-style-type: none"> <li>- Flatbush Town Centre</li> </ul>					
<ul style="list-style-type: none"> <li>- Barry Curtis Park</li> </ul>					
<ul style="list-style-type: none"> <li>- Nodal Developments</li> </ul>					
<ul style="list-style-type: none"> <li>- Town Centre Strategy</li> </ul>					
<ul style="list-style-type: none"> <li>- Community Facilities Plan</li> </ul>					
<ul style="list-style-type: none"> <li>- Passenger Transport Strategy</li> </ul>					
<ul style="list-style-type: none"> <li>- Walking and Cycling Strategy</li> </ul>					
<ul style="list-style-type: none"> <li>- Parks Strategy</li> </ul>					
<ul style="list-style-type: none"> <li>- Playground Strategy</li> </ul>	C				
<ul style="list-style-type: none"> <li>• Continuing the programme of audits of Council buildings, making immediate improvements and developing a planned programme of improvements and resources for 2005/06 and beyond</li> </ul>	C	Clean Environment team			
<ul style="list-style-type: none"> <li>• Continuing to audit public toilets and reporting on possibility and cost of access improvements</li> </ul>	N	DSG			
<ul style="list-style-type: none"> <li>• Carrying out an audit of premier parks (to be prioritised), and making recommendations for improvements and</li> </ul>	C	Parking			

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<b><i>Equal Access to Council Services and Programmes</i></b>				<i>Vibrant and strong communities</i>	<i>Objective 9: Support lifestyle choices, recreation, culture for disabled people</i>
<p>Council will:</p> <ul style="list-style-type: none"> <li>• Continue to audit physical access to libraries, leisure centres and swimming pools, making immediate improvements where possible and identifying resources required for 2005/06 and beyond</li> <li>• Identify gaps and opportunities in services for disabled people and make recommendations for improvements and resources for 2005/06 and beyond</li> <li>• Provide appropriate training for staff where necessary</li> <li>• Involve disabled people, particularly disabled artists, in the implementation of the Creative Manukau Strategy and Action Plan, and identify specific actions to: <ul style="list-style-type: none"> <li>- Reduce barriers and access to arts and culture</li> <li>- Celebrate diverse cultures</li> <li>- Support organisations for disabled artists</li> </ul> </li> <li>• Aim for barrier-free events by reviewing existing provision, creating an access checklist and specifying disability access in contracts</li> <li>• Make support for disability groups, and their inclusion in existing community networks, a focus of community advisers' work in 2004/05</li> <li>• Investigate introduction of discount scheme for people providing support to disabled people to attend leisure events and activities in Manukau and across the Auckland Region.</li> </ul>	<p>C</p> <p>N</p> <p>C</p> <p>N</p> <p>N</p> <p>N</p> <p>N</p>	<p>Arts and Leisure Services</p> <p>Information Services Events planners</p> <p>City Services staff</p> <p>Property Unit</p> <p>Community Advocacy and Funding</p> <p>Community Advisory Services</p> <p>Events planner</p>	<p>Additional resources may be required in 2005/06 and beyond</p>	<p>Places, spaces and occasions for people to express their culture</p> <p>A proud city that celebrates its diversity and sense of community</p>	<p>Provide opportunities for disabled people to create, perform and develop their own arts, and to access arts activities</p> <p>Assist self-help initiatives, service provision and advocacy organisations run by disabled people for disabled people</p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<b><i>Education, Employment and Training</i></b>				<i>Educated and knowledgeable people</i>	<i>Objective 4: Provide opportunities in employment and economic development for disabled people</i>
Council will: <ul style="list-style-type: none"> <li>• As part of the review of all human resources policies in 2004/05, identify barriers and ways to actively promote the employment of disabled people by Council, and report back on recommendations and resources for 2005/06</li> <li>• Include a specific focus on disabled people in the reviews of Council's education and employment strategies in 2004/05</li> <li>• Aim to include at least one disabled young person in the Manukau Cadet Scheme in 2004/05</li> </ul>	N   N  N	Human Resources  DSG  Education and employment planner  Manager: Economic Development	Additional resources may be required in 2005/06 and beyond	Supportive and responsive training environments	Provide education and training opportunities to increase the individual capacity of disabled people to move into employment  Encourage the development of a range of employment options recognising the diverse needs of disabled people
<b><i>Recognising the Diverse Needs of Disabled People</i></b>					
<i>Maori and the Treaty of Waitangi</i>				<i>Vibrant and strong communities</i>	<i>Objective 11: Promote participation of disabled Maori</i>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p>Council will:</p> <ul style="list-style-type: none"> <li>• Include disabled Maori and their organisations in the development of Council's Maori Development Plan.</li> <li>• Include a barrier-free marae as an objective in Council's Marae Development Policy, and explore funding and other assistance to enable marae to meet the requirements</li> <li>• Continue community-based hui with disabled Maori and develop relationships with Maori advocacy and provider organisations</li> </ul>	<p>N</p> <p>N</p> <p>C</p>	<p>Maori Development planner</p> <p>Treaty Unit</p> <p>Democratic Services</p> <p>Community Advisory Services</p> <p>Te Roopu o Waioira</p> <p>Maori disability advocacy groups</p>	<p>Can be supported through Disability Policy budget</p>	<p>Encourage an increase in representation and participation by Tangata Whenua</p>	<p>Build the capacity through equitable allocation of resources within the context of Maori development</p> <p>Ensure (Council) marae-based initiatives meet access requirements</p>
<p><i>Disabled Pacific People</i></p>				<p><i>Vibrant and strong communities</i></p>	<p><i>Objective 12: Promote participation of disabled Pacific People</i></p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p>Council will:</p> <ul style="list-style-type: none"> <li>• Continue community-based fono with disabled Pacific People</li> <li>• Ensure activities and communication for disabled people is culturally appropriate and accessible, including the use of Pacific languages</li> <li>• Work with PIAC and Pacific Information, Advocacy and Support Service Trust on initiatives to change perceptions of disability, including a video, or other means of promoting positive role models of Pacific disabled people</li> <li>• Continue to integrate a Pacific disability perspective and involve disabled Pacific People in other policies, in particular the following:               <ul style="list-style-type: none"> <li>- Pacific Peoples Action Plan</li> <li>- New Settlers Policy</li> <li>- Regional Settlement Strategy</li> <li>- Health Plan</li> </ul> </li> <li>• Contribute to the development and implementation of the Ministry of Health's Pacific Disability Regional Plan</li> </ul>	<p>C</p> <p>C</p> <p>C</p> <p>C</p>	<p>PIAC</p> <p>Planner Diverse Communities</p> <p>PIASS</p> <p>MPIA</p> <p>MoH</p> <p>CMDHB</p> <p>Community Advisory Services</p>	<p>Supported through Pacific People and Disability Policy budgets</p>	<p>Stimulate Pacific People participation in local government activities</p>	<p>Encourage Pacific communities to consider disability issues and perspectives</p>
<p><i>Disabled Ethnic, Refugee and Migrant People</i></p>				<p><i>Vibrant and strong communities</i></p>	<p><i>No objective for this in the NZDS</i></p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p>Council will:</p> <ul style="list-style-type: none"> <li>• Continue community forums and networking, and encourage the development of groups of disabled people from the ethnic, refugee and migrant communities</li> <li>• Integrate the needs and perspectives of disabled ethnic, refugee and migrant people in policy and service development</li> <li>• Through the Regional Settlement Strategy, advocate for recognition of and services for disabled migrant people</li> </ul>	<p>C C C</p>	<p>Community Advisory Services planner  Diverse Communities  Office of Ethnic Affairs  Refugee and Migrant Service  Refugees as Survivors  Ripple Trust</p>	<p>Supported through New Settlers Policy and Disability Policy budgets</p>	<p>Stimulate participation by ethnic communities in local government activities</p>	
<p><i>Disabled Young People</i></p>				<p><i>Vibrant and strong communities</i></p>	<p><i>Objective 13: Enable disabled children and youth to lead full and active lives</i></p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p>Council will:</p> <ul style="list-style-type: none"> <li>• Recognise the issues and needs of disabled young people in its Youth Policy, and include specific actions for them in its Youth Action Plan</li> <li>• Include disabled young people in all forums and other participation activities for young people</li> <li>• Work with the Manukau Advocates for Children and Youth and partner organisations to the Child Poverty Action Plan to support disabled children and families, and advocate for their needs</li> <li>• Include disabled children in the implementation of its Playground Strategy with the aim of providing at least one inclusive playground in 2005/06</li> <li>• Identify ways it can support holiday programmes for disabled children, and make recommendations for 2005/06</li> </ul>	<p>C</p> <p>C</p> <p>C</p> <p>N</p> <p>N</p>	<p>Child and Youth planner</p> <p>Education and employment planner</p> <p>Community advisers</p> <p>Manukau Child and Youth advocates</p> <p>Te Ora o Manukau/ Manukau the Healthy City</p> <p>Manukau Parks Service</p> <p>Community Advocacy and Funding</p> <p>CCS</p> <p>Taikura Trust, IHC</p>	<p>Within Youth Action Plan budget</p> <p>Additional resources may be required in 2005/06 and beyond</p>		<p>Ensure Council's Youth Policy recognises the needs of disabled children and youth</p> <p>Introduce ways of including disabled children and youth in decision making, and giving them greater control over their lives</p> <p>Provide access for disabled children, youth and their families to family-focused support</p>
<p><i>Disabled Women</i></p>				<p><i>Vibrant and strong communities</i></p>	<p><i>Objective 14: Promote participation of disabled women</i></p>



Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<p>Council will:</p> <ul style="list-style-type: none"> <li>• Ensure family/whanau representation on the DSG and in other appropriate forums</li> <li>• Continue community-meetings with family/whanau, friends and people providing on-going support</li> <li>• With other agencies, explore the possibility of producing a local information pack for family/whanau , friends and people providing on-going support</li> <li>• Recognise the need for family/whanau, friends and people providing on-going support to have opportunities for leisure and educational activities, and include them in service planning</li> </ul>	<p>C C N N</p>	<p>Planner Diverse Communities  Communication team  Community Advisory Services  Community Advocacy and Funding  DISAC  CABX  Disability organisations</p>	<p>Additional resources may be required in 2005/06 and beyond</p>	<p>Develop new ways of involving more people in community affairs</p>	<p>Work actively to ensure that families, whanau and those who support disabled people can be involved in policy and service development</p> <p>Provide families with information that is accurate, accessible and easily found</p>

Priority Areas and Council actions in 2004/05	Status	Who	Resources	Tomorrow's Manukau/ Manukau Apopo	New Zealand Disability Strategy (NZDS)
<b>Advocacy and Leadership by Council</b>				<i>Vibrant and strong communities</i>  <i>A place that's easy to get around</i>	<i>Objective 1: Encourage and educate for a non-disabling society</i>  <i>Objective 10: Collect and use relevant information about disabled people and disability issues</i>
Council will: <ul style="list-style-type: none"> <li>• Use Council communications and other forums to promote awareness of and positive attitudes towards disabled people, across all cultures</li> <li>• Review existing community awards and explore a new award to ensure recognition of disabled people</li> <li>• Take the lead in advocating to Government, Local Government New Zealand and regional forums for the development of objectives and guidelines on how local government can contribute to the NZDS</li> <li>• Through regional forums, advocate to local transport providers for fully accessible public transport</li> <li>• Develop a profile of disabled people in Manukau</li> <li>• Include statistics and other information about disabled people in Council's quarterly social and economic monitoring reports</li> <li>• With other Councils, explore how to include a disability perspective in the Quality of Life in 8 Cities project</li> </ul>	N  N C  C N N N	Mayor Councillors Communication Team  Democratic processes Community Development  Transport Planners Community Advisory Services  Strategic Development	Within existing resources	A proud city that celebrates its diversity and sense of community  Strong governance on transport issues  Information about disability will inform the review of Tomorrow's Manukau/ Manukau Apopo	Recognise and honour the achievements of disabled people  Work with Government to develop ways local authorities can support the NZDS  Use disability research to contribute to policy work, service development and monitoring