

YOUR SAY

COMMUNITY
ENGAGEMENT
OUTCOMES REPORT

Access and Inclusion Plan 2026-2030

Consultation dates:

19 January – 16 February 2026

Report prepared February/March 2026 by:

Community Engagement Team
City of Tea Tree Gully

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Background

The City of Tea Tree Gully has a long-standing commitment to access and inclusion, ensuring the City is welcoming, inclusive and accessible to the diverse community members who live, work and play here.

Under the *Disability Inclusion Act (SA) 2018* (the Act) each local government in South Australia is required to have their own Disability Access and Inclusion Plan, align their plans with the State Disability Inclusion Plan 2025–2029 domains and measures and report annually against this plan. All Councils must submit their new plans by 14 February 2026 to the Minister of Human Services, Seniors and Ageing Well for endorsement. Extensions can be sought from 14 February and granted no later than 30 June 2026 for plan completion. The new plan will reflect the commitment to a whole-of-council approach that strengthens access, inclusion and participation for everyone in the community over the next 4 years and beyond.

The current Tea Tree Gully's Disability Access and Inclusion Plan 2020-2024 has been delivered, and commencement of the new plan has begun to meet the above requirements. Councils who are devising a plan for the first time are required to undertake community engagement. While this is not the City of Tea Tree Gully's first plan and community engagement is not required, staff proposed to undertake City-wide community engagement to align with the strategic objectives outlined in *Our Community, Our Places* and *Our Leadership* with the Strategic Plan 2030. Engaging with the community to seek feedback on priorities and ideas for inclusion in the new plan will ensure that diverse perspectives are represented, and that community input is both acknowledged and incorporated into the final document.

Initial information gathering – targeted consultation

Between August – October 2025 targeted consultation took place as part of the initial information gathering stage. Council staff facilitated workshops with targeted community groups and stakeholders, where a total of 90 people in total participated. The key groups consulted were:

- City of Tea Tree Gully Disability Access and Inclusion Community Reference Group
- City of Tea Tree Gully Youth Leadership Group
- Dementia Carers Café
- City of Tea Tree Gully Active Ageing clients
- Feros Care Local Access Coordinators in the Northern region
- Volunteerability
- Talk Out Loud
- Myalgic Encephalomyelitis and Chronic Fatigue Syndrome Committee
- Parkinsons Group
- Augmented Accessible Communication Specialists.

Along with the above, ten separate workshops were held with a total of 46 relevant staff working across various departments and teams within Council. This provided an opportunity to review the previous *Disability and Action Plan 2020–2024*, and input ideas, professional knowledge and future aspirations to assist with the new plan's design.

Development of draft outcomes

Five overarching draft outcomes were developed from common themes put forward from the above consultation phase along with strategic objectives and actions reflecting specific suggestions proposed by consultation participants. The feedback sought was cross-referenced against the new State Disability Inclusion Plan 2025 – 2029 and our own Strategic Plan 2030; ensuring the required strategic alignment is met. These are:

- Outcome 1: Inclusive Participation
- Outcome 2: Accessible Spaces and Places
- Outcome 3: Access to Information
- Outcome 4: Community Engagement and Support
- Outcome 5: Supportive Workplace Environments

Community engagement

Community engagement was undertaken to seek feedback from the broader community on the draft outcomes, objectives and actions collated from the initial consultation phase.

All feedback provided will be presented to Council for consideration along with a draft plan in order to meet the requirements under the Act.

This strategy was developed in line with the City of Tea Tree Gully's [Community Engagement Public Consultation Policy](#).

Key messages

The following strategic key messages and communication points were highlighted throughout the engagement process:

- The City of Tea Tree Gully has a long-standing commitment to access and inclusion, ensuring the City is welcoming, inclusive and accessible to the diverse community members who live, work and play here.
- There is a requirement for each Council under the *Disability Inclusion Act (SA) 2018* is required to have their Access and Inclusion Plan, align their plans with the State Disability Inclusion Plan 2025–2029 domains and measures and report annually against this plan.
- We are seeking community feedback on five draft outcomes, with objectives and actions listed under each outcome to ascertain if these are hitting the mark or not.
- We are seeking community feedback on any new actions community members would like to see included in the plan, if not already fitting under a draft outcome, objective or action.
- All feedback will be presented to Council along with a draft plan, before the endorsement of a final plan.

Overview of community engagement activities

From 19 January to 16 February 2026 the community was invited to provide feedback on the draft outcomes, objectives and actions proposed for Council's Access and Inclusion Plan 2026-2030.

Various marketing and communications methods were undertaken to advise the community of the opportunity to provide feedback including:

- Emails to key stakeholders, community groups previously consulted and other targeted community groups
- Email sent to members of our online community 'Your Say Tea Tree Gully' (sent to approx. 3k subscribers on 21 January 2026)
- An article included in Council's e-newsletter 'Gully Life' (sent to approx. 35k subscribers on 4 February 2026)
- Digital signs in key Council facilities
- Banner on the homepage of the City of Tea Tree Gully website
- 'Your Say' stand in the Tea Tree Gully Library
- Social media posts via Council's Facebook account

All communications referred people to Council's 'Your Say' website where further information could be accessed. This included:

- A copy of the draft outcomes, objectives and actions for the Access and Inclusion Plan 2026-2030, including an Easy Read version (a document which makes information more accessible to people with learning disabilities)
- an online survey, including an 'Easy' survey version which partnered with the Easy Read document (see feedback form questions in Appendices 4 & 5)
- Details for 'drop-in'-sessions at the Tea Tree Gully Library (4 x 2 hour sessions held between 4-11 February)
- Details of other ways to provide feedback (email, writing to Council or by phone)
- a 'Q&A' form where people could ask questions about the proposal. Once answered, these questions and Council's response are publicly available.

Paper hard copy forms were available on request, to download from the 'Your Say' website, from Council's Civic Centre and from the Tea Tree Gully Library.

Note: Two forums (online and in-person) that had been scheduled were cancelled due to insufficient numbers. Those who had registered were contacted directly and offered alternative methods for providing feedback including attending a drop-in session at the Library or via a one on one phone call.

Community engagement outcomes

Feedback was provided in a number of ways. The table below shows a breakdown:

Method	Number of responses/conversations
Survey* Includes feedback from service providers: <ul style="list-style-type: none"> Two Way Street SA Rainbow Alliance 	18
Easy survey**	8
Face to face (drop-in sessions at TTG Library)	50
Online meeting with service provider (Purple Orange)	2***
Total	78

* includes one hard copy survey response

** includes one hard copy survey response

*** number of representatives from service provider

**** One member of the group also completed the survey

Council staff also workshopped the draft outcomes, objectives and actions with Council's internal Disability Access & Inclusion Reference Group.

Community engagement statistics

Our online community engagement website 'Your Say' collects statistics on how people engaged with the consultation [online](#).

Activity	Number
Awareness	
Total page views (recorded each time a page is visited)	582
Visits (individual browsing sessions by a visitor)	446
Unique visitors to the page	308
Document downloads	209

Who we heard from

Survey respondents were asked which best describes you from the following options. They could select more than one option (multiple response).

	Number of respondents		
	Survey	Easy survey	Total
Person living with disability	7	1	8
Carer of a person with disability	1	3	4
Helping person living with disability complete this survey	1	-	1
Disability service, provider or support worker	2	1	3
Community member living in the City of Tea Tree Gully	11	6	17
Community member living outside the City of Tea Tree Gully	1	1	2
Other: <ul style="list-style-type: none"> • Architect specialising in access and inclusion • Provide disability support within local R-12 school in TTG 	2	-	2

Where possible, staff noted the background or interest of those who provided suggestions and/or had conversations with at the **library drop-in sessions**. This included:

- Service providers (Talk Out Loud, Grow Mental Health, Feros Care)
- People living with disability
- People caring for people living with disability
- Community centre program instructors (eg yoga)
- Staff from a nearby council
- Disability support workers

High level overview of feedback

The following is a high-level summary of the insights and ideas provided by participants to strengthen inclusion across the City of Tea Tree Gully. Further details and full comments are available in the following section.

Draft Outcome 1: Inclusive participation

Most survey respondents agreed that the objectives proposed would help to achieve the outcome of Inclusive participation. One person disagreed with two objectives; concerns related to their view that disability parking signs were not inclusive as they only show a wheelchair image, excluding those with more hidden or less obvious disabilities.

Other key comments and suggestions related to:

- Understanding and defining priority populations and cohorts facing barriers such as LGBTIQ+ people with disabilities, people with non-permanent injuries or hidden disabilities and people aged 65+
- Having suitable amenities and supports at events and programs for those with disability, including those with neurodiversity, deaf or hard of hearing or immunocompromised
- The importance of co-design and including people with disability in development of programs etc
- Making accessible transport a priority
- Being mindful of using people with disability as ‘inspirational’ and singling them out as being ‘different’

Draft outcome 2: Accessible spaces and places

Most survey respondents agreed that the objectives proposed would help to achieve the outcome of Accessible spaces and places. One person disagreed with the first objective relating to embedding Universal Design and Disability Discrimination Act (DDA) standards saying it wasn't possible to rely on these for a minimum standard of accessibility as they don't provide minimum requirements for the built environment.

Other key comments and suggestions related to:

- Prioritising accessibility for all in public spaces, footpaths, public toilets etc, identifying any barriers or gaps, considering linkages between shared spaces and committing to meaningful action
- Considering inclusive communication, not just physical access and design
- Universal Design principles to be applied for all development within the City, including training for staff and articulating Council's role in supporting and promoting accessibility in this area
- More disability parking in key community areas, eg schools, library, shops and having extra temporary spaces for community events

Draft outcome 3: Access to information

Most survey respondents agreed that the objectives proposed would help to achieve the outcome of Access to information. There was no stated disagreement.

Key comments and suggestions related to:

- Ensuring non-English languages are included in ‘diverse communication needs’
- Using multiple channels and methods for providing information, ensuring information is clear and easy to find, compliance with WCAG 2.0AA standards for digital assets and having signage at venues indicating any accessibility supports available
- Noting the rapid evolution of AI and its potential for accessible communication tools, and consideration of Council’s role in promoting them to people with disability

Draft outcome 4: Community engagement and support

Most survey respondents agreed that the objectives proposed would help to achieve the outcome of Community engagement and support. One person disagreed with all objectives, which appeared to be based on their experience of community sentiment about disability and scepticism there will be positive change.

Key comments and suggestions related to:

- Council being a source of information about disability related matters and working/partnering with specialist disability providers to enhance accessibility and support
- Having representation in Council’s Disability, Access and Inclusion Reference Group of priority populations noted in the State Disability Inclusion Plan
- Developing an inclusive language guide
- Building relationships and trust with priority groups as part of implementing actions that impact them

Draft outcome 5: Supportive workplace environments

Most survey respondents agreed that the objectives proposed would help to achieve the outcome of Supportive workplace environments. One person disagreed with two objectives, with some comments relating to a view that making volunteer roles more inclusive is at the expense of paid work which is already difficult for people with disability to find.

Other key comments and suggestions related to:

- Council leading by example and committing to understanding needs of staff and volunteers by articulating specific actions
- Providing staff and volunteers with certified disability training
- Increasing support for people with hidden disabilities or diverse disability experiences to access the workforce and minimise barriers, as well as support for employees who may acquire a disability during employment
- Building pathways and setting targets for employing more people with disability, ensuring inclusive pathways for leadership roles
- Taking care not to overburden people with disability or from minorities when consulting on initiatives or council facilities, etc

Survey results and comments

The survey contained a series of questions in relation to the draft outcomes, objectives and actions for the Access and Inclusion Plan. The following section presents the feedback received in a series of graphs and tables, as well as the individual verbatim comments and reasons for providing a particular response.

In the interests of transparency, comments have been provided verbatim so some spelling and/or grammatical errors may exist. Some minimal editing has been done where the same comment was repeated in different parts of the survey by the same person.

The Easy survey had different options to choose from when indicating views on the objectives. In addition for simplicity, this survey asked for views on the objectives overall for each draft outcome. Given this difference in approach, results from the Easy survey are summarised for each outcome. Any comments provided are collated with the other survey comments where relevant.

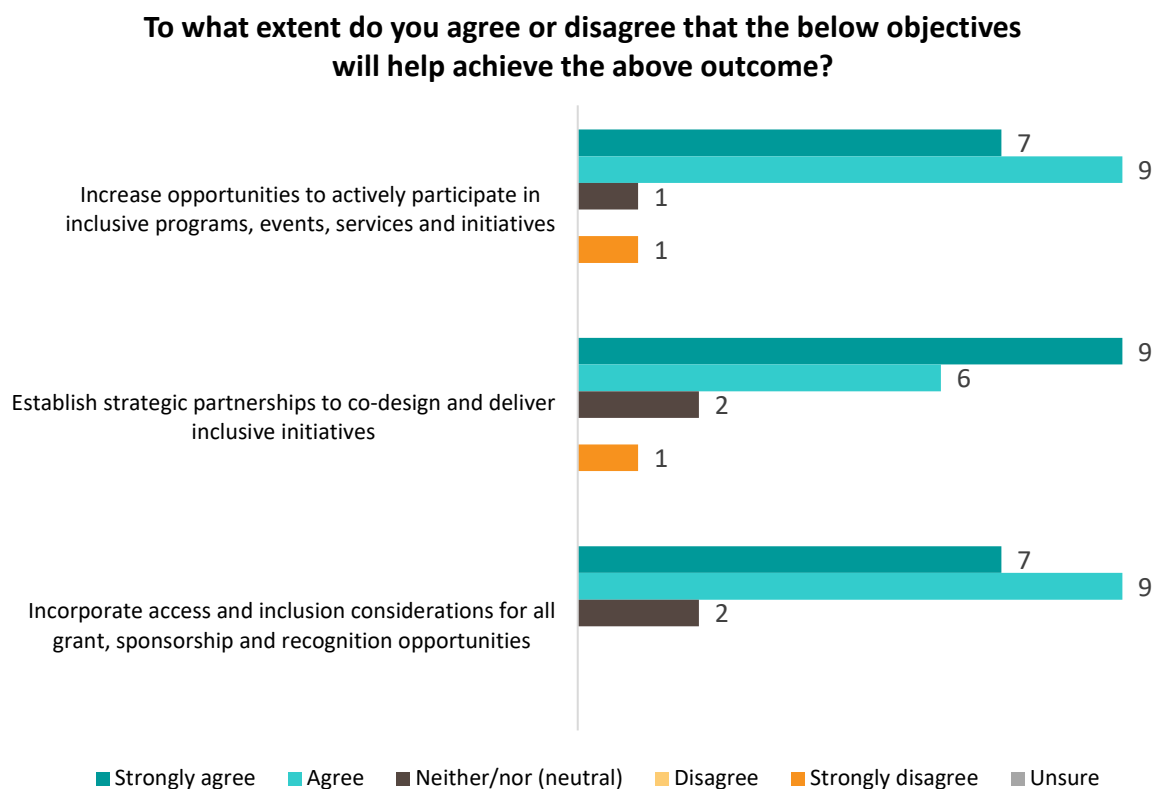
Draft Outcome 1: Inclusive participation

Participation in diverse programs, events, services and initiatives that strengthen community inclusion, wellbeing and learning.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

	Number of responses (n=18)		
	Increase opportunities to actively participate in inclusive programs, events, services and initiatives	Establish strategic partnerships to co-design and deliver inclusive initiatives	Incorporate access and inclusion considerations for all grant, sponsorship and recognition opportunities
Strongly agree	7	9	7
Agree	9	6	9
AGREE OVERALL	16	15	16
Neither/nor (neutral)	1	2	2
Disagree	-	-	-
Strongly disagree	1	1	-
DISAGREE OVERALL	1	1	-
Unsure	-	-	-

The graph below depicts the number of responses for each objective for ‘**Inclusive participation**’.



Easy survey results

All eight (8) respondents from the Easy survey said “These tasks are OK’ for all tasks (objectives) proposed for this outcome.

Do you think there is anything missing from the above objectives?

	Number of respondents
Yes	7
No	3
Unsure	8
TOTAL	18

What do you think is missing/any comments about the Inclusive participation outcome and its objectives?

- The wording is strong as a high-level objective to increase inclusive participation, however it would be strengthened with more details about priority populations. People with disability who identify as LGBTIQ+ can experience exclusion from supports and services and their specific needs are often overlooked in policy and program development, leading to further marginalisation. Inclusive approaches must recognise and address the unique barriers faced by LGBTIQ+ people with disability to promote their full participation and wellbeing. The City of Tee Tree Gully website has no references to LGBTIQ+ inclusion on any page, which may cause LGBTIQ+ people with disabilities to question the inclusivity of services in the City of Tea Tree Gully. The

Disability Inclusion (Review Recommendations) Amendment Act 2024 requires that LGBTIQ+ people with disability are considered as a priority population in the development of DAIP. This ensures that local governments recognise the additional barriers experienced by LGBTIQ+ people living with disability. While this may be embedded across the actions, explicitly mentioning LGBTIQ+ communities or a reference to the multiple priority populations can improve levels of inclusion. This could be in the introduction to the document or within the actions. For example, a strategic action in outcome 1 could be to review programs for people with people with disability who identify as LGBTIQ+

- I am a chronically ill and disabled parent in the community. People seem to have forgotten that anyone with a compromised immune system exists since Covid so this community is somewhere I've actively avoided since 2020. I barely leave my home because events are crowded and if they are outside I have no way to stay out the sun which is necessary for my condition and can't regulate my body temperature well in extreme heat or in the cold. Streets and paths are often blocked or dangerous for mobility equipment. Improving airflow in community buildings, using air purifiers, limiting numbers at events or having a space for the immune compromised to social distance and encouraging correct hygiene and not attending while sick would be a huge help but people just don't seem to care anymore and so I feel incredibly unsafe. I've seen pushback when people have simply tried to suggest that parking on sidewalks is blocking community access and making those with mobility aids unsafe (anyone pointing out issues for access gets called a Karen for pointing out it's illegal for a reason) If people like me are completely isolated from the community, community inclusion isn't really something you can achieve except on paper to make yourselves feel good
- Creating a proactive approach to inclusion rather than just catering to it. ie. Actively inviting and encouraging people with disability in varied methods of communication using welcoming language, formats and imagery. Rather than saying, we are including you because we have to be accessible, you are saying "we welcome you". It's a slight difference but makes people feel valued and motivated to participate
- Ensure inclusion is across a balance of all ages of the life span as often people 65 years and over are no longer valued in a community with younger people believing older people add no value to society (from what's missing)
- Do you have a snapshot of the targeted group in the Tea Tree Gully area, ie age disability ageing?
- Ability to access in person (face to face) or online
- Access and inclusion must also include elderly, non-permanent injury, pregnant woman as well as those with disability/access to place
- What do you mean by inclusive participation how will you evaluate its success and areas of weakness to improve outcomes?
- So the focus is on disability only? With an ageing population will they have separate initiatives?
- Actually include a variety of disabled people in the consultation and listen to them instead of just doing what you think is best which is what usually happens
- Have hidden disabilities included in programs such as further collaboration with the sunflower program
- I think overall it's good

Proposed actions

We have come up with some possible actions to achieve these objectives.

- Review and enhance existing programs, events, services and initiatives to maximise accessibility and inclusion
- Incorporate inclusive design principles and considerations into new Council programs and events
- Explore different technology to improve participation in Council meetings, programs, events and services
- Explore accessible transport options to increase attendance and participation
- Identify and partner with relevant organisations to co-design and deliver sustainable initiatives
- Seek external funding to deliver initiatives that increase participation
- Review existing grant and sponsorship opportunities available to be more inclusive
- Recognise individuals and groups championing inclusion through categories at award events
- Promote positive stories and achievements of people with disability via various communication channels.

Do you have any comments about these, or ideas for any other actions we should consider for Inclusive participation?

Enhancing existing and new Council programs and events/incorporating inclusive design/explore different technology

- I support the review of existing programs etc, providing the timeframe is adequate and sufficient resources are allocated to do the job well
- Explore opportunities to increase number of events with Auslan interpreters (for example the interpreters at Civic Park carols were fantastic)
- Explore opportunities to have quiet / recharge spaces or quiet versions of events or gathering - for example quiet versions of baby bounce / story time at the library for little ones who may be neurodivergent
- Ensure that events have suitable amenities / toilets to support participation. For example the Civic park carols only had one accessible toilet available and there was a big queue including people with disability and parents with young children who needed nappy changes or more space to assist toddlers
- Incorporating inclusive design is excellent. It should certainly be part of how all transport, mobility, and urban planning is done
- I like the first two actions, and then the third, but may have to include partners
- Information stations near study area for teens/uni students to list what they can access

Accessible transport/parking

- I would move accessible transport from the "possible actions" to "priority" list: participation needs to consider how people can get to venues. Not everyone has a private vehicle, not everyone drives a car. An hour and a half to travel on a circuitous public transport route, to (for example) a one-hour event, is a strong barrier to participation - so much more if a person is mobility-impaired. Inclusive needs to mean including all residents, regardless of how they choose to / are able to travel
- Accessible transport is essential (see above); if things remain biased towards people who travel using a privately owned car, that inherently excludes those who rely on public transport, walking or cycling (etc); it's also not sustainable from environmental or urban growth perspectives.

- Disabled parking signs are NOT INCLUSIVE. They only show a wheelchair sign. My unpaid carer has had significant damage done to his vehicle. People say it is only for those with a wheelchair. Not so. 70 percent approximately of people with a disability often had hidden disabilities. The sign is definitely not an inclusive sign. It should just say something like DISABILITY PARKING ONLY. A significant number of councils interstate are now doing this because they want everything to be INCLUSIVE. Please progress and change the Disability Parking Signs to include all people who sadly suffer a disability. Look beyond the wheelchair. The sign needs to be inclusive of all those with a disability. The sign needs to reflect this. Inclusive means inclusive (*disagreed with first two objectives*)

Partnerships/external funding

- In principle, I support partnerships to co-design and help deliver initiatives, but I am wary that the private sector often profits a great deal from government partnerships, and it may work out more economical and sustainable to employ specialists directly
- Seeking external funding is great, but should not take the place of adequate budgets being allocated and funds raised. It's also important to note that any funding for which CTTG is eligible will be contested by many other councils (at least). It's worth weighing up the time and effort invested in pursuing the funding against the likelihood of securing it.
- I like the idea of partnering with other groups. This enhances connectivity and expertise

Promoting positive stories

- Celebrating inclusion champions is good. I am a little wary of promoting good-news stories and achievements of people with disabilities; it's a fine line between encouraging participation and mitigating the "dis" part of "disability" and putting a spotlight on people who are perhaps tired of being singled out as different. Worth discussing with both people with disabilities and those who directly support them
- On the last point, don't use disabled people as inspirational content for the able bodied. Celebrating disabled individuals is awesome but not when it's being used in that manner. That's something a lot of us don't like and we tend to refer to it as inspo pron (swap the letters a little and look up the video on YouTube about that. The woman who spoke on it has passed now but her words live on with us and she does a much better job than I at explaining it and why it's often meant well but disadvantages us further)

Other comments

- Again, make sure it is people across the life span of ages (balanced proportion) that is included in any especially grants, as these are often to the exclusion of community aged 65 years and older who are now living longer and still contributing to society, including volunteering and spending their hard earned money and savings locally
- These are great. It would be interesting to know age, gender, NDIS participants residing in greater TTG. Their participation in this process would be beneficial

Additional comment

- There needs to be more options available for young children in school during the school holidays. The complete lack of activities available for school aged children during the school holidays is absolutely disappointing.

Draft Outcome 2: Accessible spaces and places

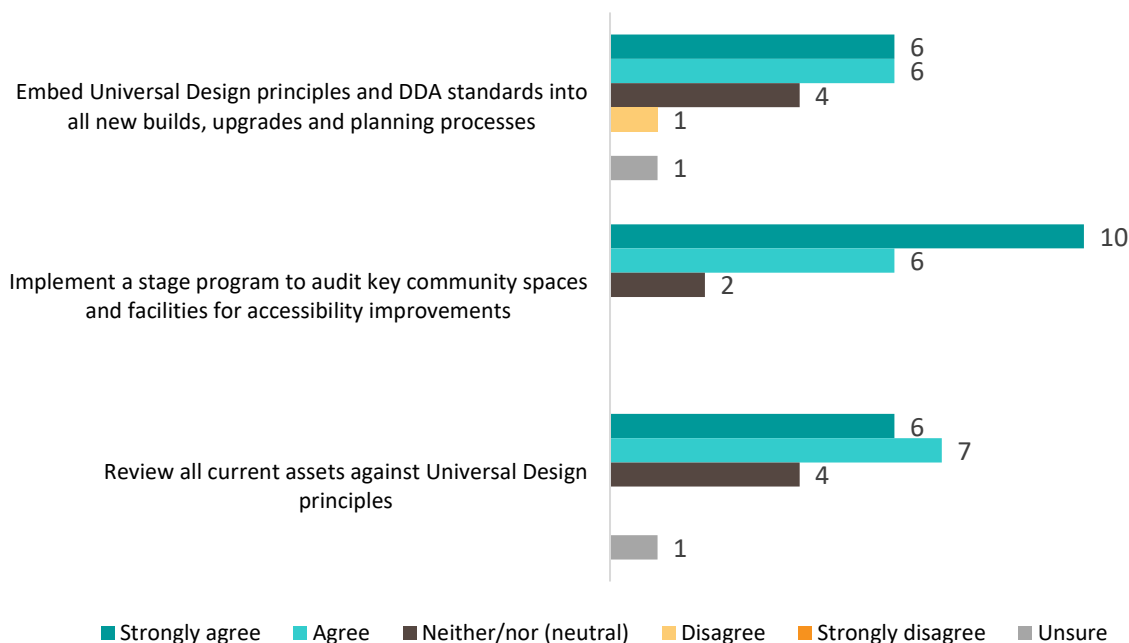
A City where everyone can access and enjoy our range of facilities and public spaces.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

	Number of responses (n=18)		
	Embed Universal Design principles and DDA standards into all new builds, upgrades and planning processes	Implement a stage program to audit key community spaces and facilities for accessibility improvements	Review all current assets against Universal Design principles
Strongly agree	6	10	6
Agree	6	6	7
AGREE OVERALL	12	16	13
Neither/nor (neutral)	4	2	4
Disagree	1	-	-
Strongly disagree	-	-	-
DISAGREE OVERALL	1	-	-
Unsure	1	-	1

The graph below depicts the number of responses for each objective for ‘**Accessible spaces and places**’.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?



Easy survey results

All eight (8) respondents from the Easy survey said “These tasks are OK’ for all tasks (objectives) proposed for this outcome.

Do you think there is anything missing from the above objectives?

	Number of respondents
Yes	6
No	4
Unsure	8
TOTAL	18

What do you think is missing/any comments about the Accessible spaces and places outcome and its objectives?

- 1. Agree on / develop a minimum commitment for all council assets to meet which may be above current minimum legislated standards. For example, this may include carparking, amenities (i.e. accessible toilets to align with current standards, changing places facilities to be provided, all gender toilets to be provided), quiet spaces, access to shelter, shade, drinking fountains, pathways etc. For example many other institutions are developing minimum agreed standards that are above and beyond minimum compliance. For examples see:
 - o [TAFE NSW Accessibility and Dignity Design standard](#)
 - o [Architecture and Access reset rooms design guide](#)

2. Implement a staged program to upgrade existing assets in accordance with agreed minimum standards.

3. It is not possible to rely on "DDA standards" to agree on a minimum standard of accessibility to be delivered. The Disability Discrimination Act (DDA) sets out that it is illegal to discriminate against a person on the basis of disability, but does not provide any minimum requirements for the built environment. Similarly Universal Design principals are a nice goal, but does not set out achievable or agreed minimum standards. It would be better to re-word this objectives to clarify which legislative pieces are being relied on (i.e. AS1428... or better... see notes above about developing agreed standards) (*disagreed with first objective*)

- Whilst this focuses on Council infrastructure it would be good when it comes to way finding that linkages between shared spaces, car parks etc of non-council buildings, facilities etc (especially within the Modbury Retail, Civic Park and other surrounding business areas) can partner with council to make it possible for safe movements between those locations
- Include a balance of all age groups across the life span
- I'd like to see a definition of what constitutes a "key" space/facility. I would bring the mobility audits from "possible" to "essential". I would like to see every street audited for accessibility, ultimately, and any barriers removed. It is certainly not just access problems at the destination that prevent people from participating. There are many examples of private properties blocking city-owned footpaths. I am an enthusiastic supporter of planting verges with gardens (water-wise and shady), but these should never block access, either for pedestrians or those with mobility aids
- I think it's important to consider inclusive communication within these universal design principles - they are sometimes focused only on physical access and design. Access to places and spaces includes not just when you are there but before and after you visit. It should also include education of the community around the different ways people communicate to enable acceptance and inclusion. Two Way Street could provide support to your marketing team around information to share with your community to build acceptance, understanding and connection
- Look at the local Redwood Park shops opposite the school. Compared to any set of shops since 1987 they do not regularly upgrade the buildings or gardens and even leave right now a massive dead dried tree log and dried leaves ready to catch on Fire. The dirt and garbage is rarely cleaned up. Even when the Fire unit has asked for this to be cleared due to the fire risk- prams, wheelchairs cannot walk on the undercover area of shops due to the steep, wide none WHS compliance stairs. They keep installing more and more roof appliances that are often not well maintained especially the laundry mat that has loud continuous dryer sounds from the roof echoing across the neighborhood area from early am till late. There should be a regulation about shops equipment noise with housing so close by and some fence put up to cover up the dirty mops and garbage back of the shops. They still have no outside security-
- The City of Tea Tree Gully is one of a small number of councils with by-laws which restrict use of public facilities "set aside for use by the opposite sex" without relevant exceptions for people who are gender diverse. The CoTTG by-law prompted an inquiry by the Legislative Review Committee of South Australian Parliament because "the use of the language 'the opposite sex' or 'the opposite gender' may unduly trespass on personal rights and liberties if the person that is seeking to use a public convenience in the City of Tea Tree Gully does not identify as either male or female." In evidence provided before the Committee in relation to the By-law, Jodeen Carney, Commissioner for Equal Opportunity, stated: "The language of these by-laws refers to sex in binary terms: opposite sex and that other sex. It is not inclusive, and it is likely to be discriminatory if a transgender or non-binary and/or intersex person is unable to

comply with the requirement not to enter a toilet set aside for use by the opposite sex. I have no doubt that that falls within discrimination within the wording of our Act. Simply put, people who do not fit into the male and female binary of sex and gender identity could be left without a public toilet which they are permitted to enter under this by-law." The outcome of a city where everyone can access and enjoy our range of facilities and public spaces simply cannot be achieved when discriminatory by-laws remain. The DAIP could address this by committing to ensure by-laws and facilities are inclusive people with disabilities who are transgender and gender diverse, as required by Equal Opportunity Legislation

- This is good, will cost money from the budget so long term planning and budget allocations will need to be considered
- It's worth considering also where design decisions CREATE disability. For example, bright lighting can easily blind pedestrians and cyclists - either if poorly aimed or when the person leaves the brightly-lit area
- I think for things to be truly accessible you need a variety of people with a variety of mobility equipment to attempt to navigate it, if even one of them can't manage independently with their own equipment then it's not accessible. Too much is labelled as accessible when it's truly not. If someone in a wheelchair has to kill themselves going up a steep ramp that some can't manage to get to the top of without being pushed then it's not accessible. Accessible means you can access it and shouldn't need assistance. I think accessible locations should have to advertise if their location isn't actually accessible to everyone. Having a ramp and being accessible is not the same
- Accessible spaces including further sensory regulation spaces. Having further accessible spaces in outdoor settings would be needed such as parks in the community
- Designated spaces for specific purposes
- I can't answer this to the best of my ability as I don't know what those things are. Do not use acronyms when consulting with the community this excludes people from being well informed ie DDA standards what is Universal design. At least have a description of these things. Without understanding what universal design is I can't comment, you have excluded most people from this survey because of this. I have been a special education teacher for over 45 years and I don't even understand this... simply I realise this survey and the proposal has good intentions but this survey is not inclusive... here's a tip always get a few local people not involved with creating the survey to read it prior to posting it ... the same goes with the draft proposal... I've always find this is useful

Proposed actions

We have come up with some possible actions to achieve these objectives:

- Apply Universal Design and DDA standards to guide the design and implementation of all new and upgraded facilities and open spaces
- Provide guidance to developers and designers on applying Universal Design principles
- Conduct accessibility audits of key sites including buildings, facilities, open spaces, playgrounds etc
- Undertake mobility audits to improve access around key community areas including safe pool access, car parks, ramps, kerbs, footpaths, parking, signage and furniture
- Conduct feasibility studies on all current facilities, infrastructure and spaces against Universal Design principles and make recommendations to consolidate assets.

Do you have any comments about these, or ideas for any other actions we should consider for Accessible spaces and places?

Applying Universal Design and Disability Discrimination Act (DDA) standards/feasibility studies on current facilities, infrastructure and spaces

- No not at the moment, but think the first action is good
- When undertaking feasibility studies on current facilities this should include accessible egress provisions and an accessible path of travel to a refuge / evacuation muster point. Also: Ensure funding applications / business cases include sufficient funding to implement agreed accessibility initiatives
- I would go further and require that developers need to apply UD principles for any public spaces in any multi-building development, including footpaths and parks (and parks/common spaces should be part of any major development). I support the audits and feasibility studies, but again advocate for constraining the costs of using external consultancies, possibly to produce a report that then gets buried
- There needs to be more available spaces for young adults who have neuro-diversities and support for them

Accessibility/mobility audits

- Footpaths available. I have a double pram for my twins. I try to use the pram over driving and I find walking to certain places near my home quite limiting with lack of footpaths. Especially across shopping centres in the suburbs of TTG
- I live in Fairview Park and there are many missing links in the footpath network, meaning I have to use the road to get around. I use a walker
- Redwood Park shops surrounds and footpaths often have bins left out for days stopping scooters, wheel chairs and prams from using the footpath and have to instead walk on the road. Have to walk prams, scooters and wheelchairs in the busy car park on the sloping cement which is very dangerous as the undercover area has very steep stairs to get to the shops entrance
- This point 3: Conduct accessibility audits of key sites including buildings, facilities, open spaces, playgrounds etc - should be done with someone with appropriate skills and experience
- These are all good however only talking about the audit process - gathering of information. Council must be committed to meaningful action after those Access Audits take place. Any planning process that stops the dog boxes that are being built at the moment on 2 & 3 for 1 land sites will be a winner. People with disability are not getting equal access to these newer homes because they are not suitable for wheelchair access or mobility internally

- Make it easy for those with a disability to access
- Fences around more playgrounds. I have neurodiverse kids & twins, they are just runners ... I can only go to a fenced playground. And even then, Edinburgh Reserve, there was enough space under the fence for my kids to climb under, even while I supervised them, it was just so quick. I really feel a safer gated space is necessary for neurodiverse kids who need physical barriers
- Council needs to think about the accessibility of these places for residents who do not drive. Council resources are not inclusive if residents cannot get to them. The library and Civic Park for example are off the public transport grid
- One thing that would actually help is increased disability parking in key community areas like schools, library, shops, council chambers, and creating extra temporary ones or having a disabled permit parking area for community events so access isn't limited by parking

Other comments/ideas

- Need more changing places especially in shopping centres

Draft Outcome 3: Access to information

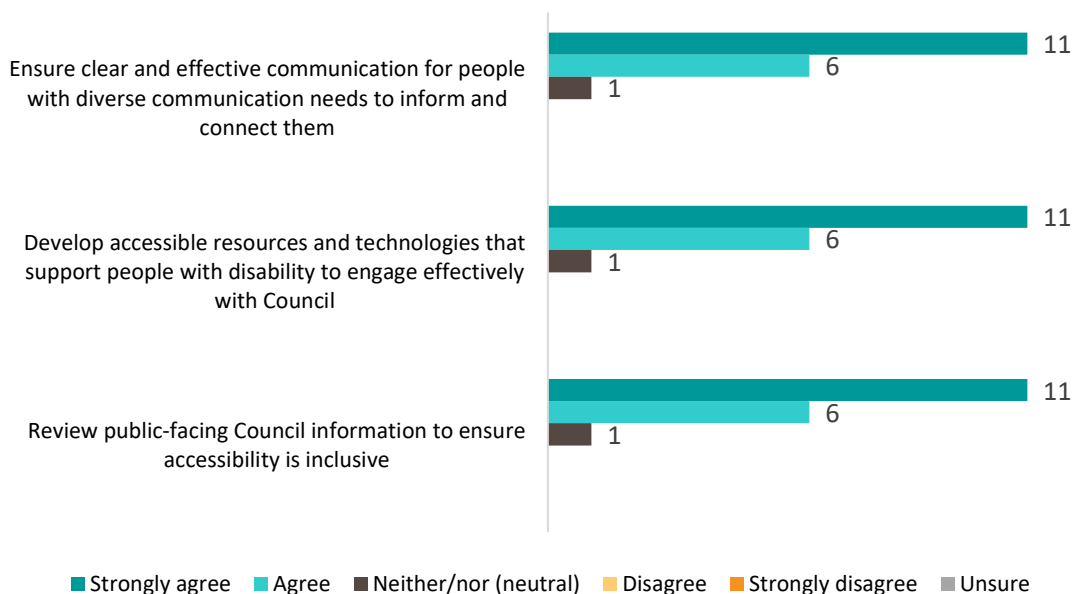
A community where everyone can easily access, understand and use information – supported by clear, inclusive and varied communication methods.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

	Number of responses (n=18)		
	Ensure clear and effective communication for people with diverse communication needs to inform and connect them	Develop accessible resources and technologies that support people with disability to engage effectively with Council	Review public-facing Council information to ensure accessibility is inclusive
Strongly agree	11	11	11
Agree	6	6	6
AGREE OVERALL	17	17	17
Neither/nor (neutral)	1	1	1
Disagree	-	-	-
Strongly disagree	-	-	-
DISAGREE OVERALL	-	-	-
Unsure	-	-	-

The graph below depicts the number of responses for each objective for ‘**Access to information**’.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?



Easy survey results

All eight (8) respondents from the Easy survey said “These tasks are OK’ for all tasks (objectives) proposed for this outcome.

Do you think there is anything missing from the above objectives?

	Number of respondents
Yes	4
No	7
Unsure	7
TOTAL	18

What do you think is missing/any comments about the Access to information outcome and its objectives?

- How are you going to do this? Give explicit examples
- Ensure non-English languages is included in "diverse communication needs". Ensure information is repeated intermittently and via multiple channels - e.g. rules around waste collection and recycling. Never assume everyone has (or wants to use) a smartphone and never assume everyone is online.
- Ensure venues make it clear when advertising if the areas in their facility are disabled and vision accessible.
- How do you know who this group is and how will you engage them
- I’m unsure as this isn’t an area I personally struggle with

Proposed actions

We have come up with some possible actions to achieve these objectives:

- Investigate diverse formats for communication accessibility including face-to-face, digital and paper-based formats that are easy for everyone to access and understand
- Increase presence of diverse communication formats in key community spaces
- Enhance accessibility through using clear and simple language and imagery both online and in public spaces
- Use new inclusive technology and assistive tools to support improved access to Council information in key community spaces
- Develop internal standards to review public-facing Council documents, websites and templates to ensure accessibility is maximised
- Ensure all wayfinding signage meets best-practice standards.

Do you have any comments about these, or ideas for any other actions we should consider for Access to information?

- Yes I support the first two actions
- Good ideas
- Ensure all digital assets and interfaces are compliant with WGAC 2.0 AA standards and suitable for assistive technologies 2. point 6 above leaves too much room for mis-interpretation. "Best Practice" is a poor descriptor of outcomes. It would be better to list key outcomes or inclusions such as braille, raised lettering, tactile maps, QR code links for assistive technology, pictograms, and be located on accessible pathways for clear access. For a good example of signage requirements see [TAFE NSW signage and wayfinding standards](#)
- It would help if Council's website made it easier to locate information about disability services. Currently this information is buried within many links
- Make sure COTA is involved in picking any font size and colour of information as often the words are on a dark background or inappropriate size and colour font
- Enhance signage. Wheelchair signs are not inclusive of all ppl with a disability. The signs need to reflect this. I cannot stress this enough
- Diverse formats are essential, including multiple languages as appropriate/possible. The latter may need engagement with community groups etc. Some care may be needed to avoid information overload. Not only can that be unpleasant to face; it can also drown out important messages. It helps if there are clear "headlines" or pointers that say, "if you're looking for this, look here; otherwise, ignore it!" Internal standards will take some work initially, but will save time and effort in the long-run. Improved signage would be great. Even as an educated person with no particular disability, I find a lot of public signage ambiguous!
- Just consultation and collaboration with actual disabled people as is usually forgotten when programs are created
- As discussed with Kelly, perhaps digital QR codes on tables and areas for additional information regarding: what to borrow (i.e. electronic charging cables - log on into for internet, iPads / and computer hire. Teletext / or ability to have information in word form (hearing impaired) so adding to existing information. Information stations. Kelly is amazing, open and the right person for this task, thank you for this Kelly
- Offer different forms of communication, eg; electronic, print, telephone/face to face conversation and visual boards / signage

Draft Outcome 4: Community engagement and support

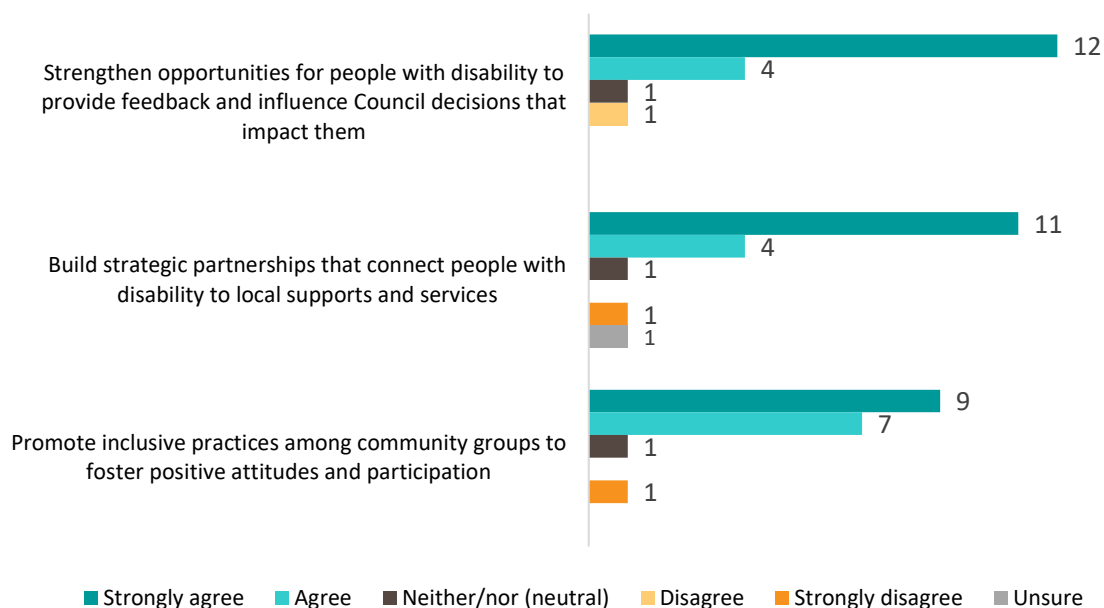
Meaningful collaboration and co-design with everyone, ensuring diverse voices are heard and opportunities created that connect people with appropriate support services.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

	Number of responses (n=18)		
	Strengthen opportunities for people with disability to provide feedback and influence Council decisions that impact them	Build strategic partnerships that connect people with disability to local supports and services	Promote inclusive practices among community groups to foster positive attitudes and participation
Strongly agree	12	11	9
Agree	4	4	7
AGREE OVERALL	16	15	16
Neither/nor (neutral)	1	1	1
Disagree	1	-	-
Strongly disagree	-	1	1
DISAGREE OVERALL	1	1	1
Unsure	-	1	-

The graph below depicts the number of responses for each objective for ‘Community engagement and support’.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?



Easy survey results

All eight (8) respondents from the Easy survey said “These tasks are OK’ for all tasks (objectives) proposed for this outcome.

Do you think there is anything missing from the above objectives?

	Number of respondents
Yes	3
No	7
Unsure	8
TOTAL	18

If yes, what do you think is missing/any comments about the Community engagement and support outcome and its objectives?

- Include a balance of all peoples ages re local population census before changing or making new access rules and areas internal and external
- Question 2 - unsure about this one because strategic partners/local supports can be uncertain as they change frequently due to their own funding mechanisms. This can be a costly exercise for council to set up, manage and update continually especially with the changing NDIS and Aged care landscape. Unless council is able to partner across the region with other councils including hospital, health centre services with a centralised data base it will be difficult to manage effectively by giving people accurate up to date information. I believe connections and referrals will always be helpful but this needs well resourcing
- I would like to know how you will do things and how it will be measured

- As per outcome one, the wording is strong as a high level objective to increase community engagement, however it would be strengthened with more details about priority populations. For example, the Disability Reference Group could have a composition representing the priority populations in the State Disability Inclusion Plan, including LGBTIQ+ people with disability
- No this is good and a work in progress
- It's a good start
- I've seen what a lot of this community thinks about disability in online platforms and honestly, I don't think anything will change but I hope it does (*disagreed with all three objectives*)

Proposed actions

We have come up with some possible actions to achieve these objectives:

- | |
|--|
| <ul style="list-style-type: none"> • Enhance engagement methods to increase participation of people with disability in public consultations and civic life • Continue supporting the Disability Reference Group to guide inclusive practices across Council • Maintain relationships with relevant external networks and partners to stay informed of best practice and emerging trends in access and inclusion • Collaborate with local organisations, schools, businesses and community groups to connect people to community supports and opportunities • Educate local clubs and community groups on inclusive practices and universal design to support inclusion. |
|--|

Do you have any comments about these, or ideas for any other actions we should consider for Community engagement and support?

- See my comment above around inclusive consultation. It would also be helpful to create and/or host a quarterly information session/program for local organisations, schools, businesses, etc who can come along to learn about inclusive practices and ways to promote inclusion within their community. Two Way Street could collaborate with council on this from a communication perspective
- Develop an inclusive language guide, many examples available [online](#) from other institutions
- I strongly support the above actions to begin improvements across the City
- Yes I agree with this point - Continue supporting the Disability Reference Group to guide inclusive practices across Council
- Agree
- Looks good
- Well I put it above, but more disabled parking to allow for actually accessing the community
- Provide volunteers free disability training which is certified. This allows more awareness amongst the community

Draft Outcome 5: Supportive workplace environments

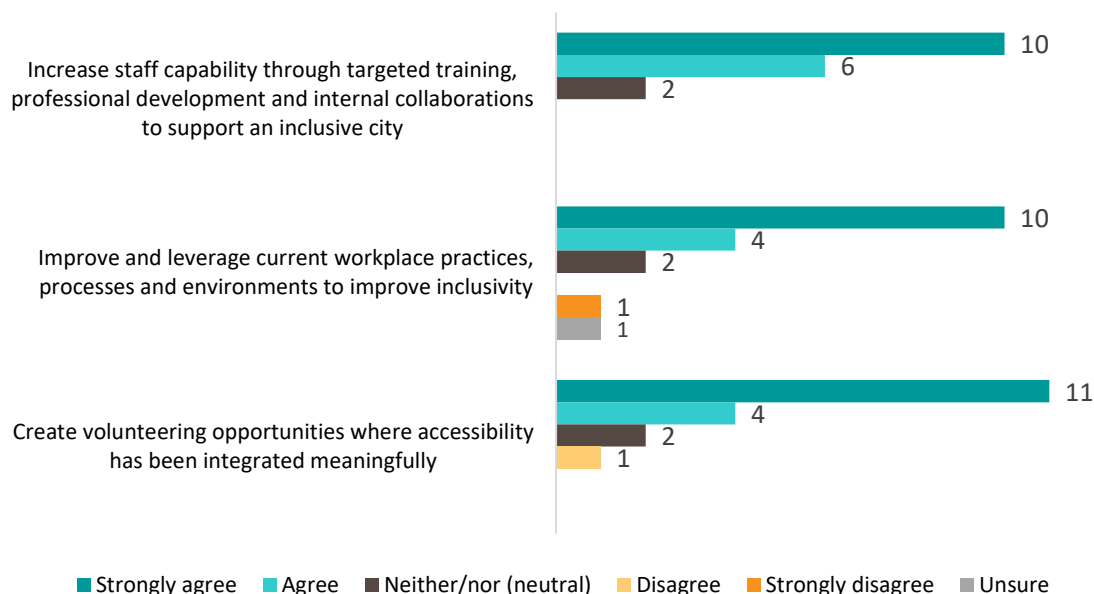
A Council workforce that fosters an inclusive culture and working environment, providing equitable opportunities for employment and volunteering opportunities – enabling people with disability to work with us, engage with us and contribute meaningfully in a workplace.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

	Number of responses (n=18)		
	Increase staff capability through targeted training, professional development and internal collaborations to support an inclusive city	Improve and leverage current workplace practices, processes and environments to improve inclusivity	Create volunteering opportunities where accessibility has been integrated meaningfully
Strongly agree	10	10	11
Agree	6	4	4
AGREE OVERALL	16	14	15
Neither/nor (neutral)	2	2	2
Disagree	-	-	1
Strongly disagree	-	1	-
DISAGREE OVERALL	-	1	1
Unsure	-	1	-

The graph below depicts the number of responses for each objective for ‘**Supportive workplace environments**’.

To what extent do you agree or disagree that the below objectives will help achieve the above outcome?



Easy survey results

All eight (8) respondents from the Easy survey said “These tasks are OK’ for all tasks (objectives) proposed for this outcome.

Do you think there is anything missing from the above objectives?

	Number of respondents
Yes	4
No	8
Unsure	6
TOTAL	18

If yes, what do you think is missing/any comments about the Supportive workplace environments outcome and its objectives?

- There’s nothing about how you will measure your success
- Flexible working arrangements. Recognising that some workplace environments/practices are disabling in themselves, e.g. open-plan offices inhibit concentration and the constant "filtering" is tiring
- Well, if you just adapt systems that aren’t working, they will still be bad. Just less bad. It needs a full reset. And making volunteering more inclusive is just creating jobs for disabled people to not be paid when paid work is already incredibly difficult to find. Volunteering should be accessible already since it’s an unpaid position and you should already be creating an inclusive environment, that shouldn’t be an afterthought or a perk for an already unpaid position (*disagreed with second and third objectives*)
- Include a balance of all age groups

- The wording is strong as a high level objective to support inclusive workplaces, however it would be strengthened with more details. For example, the action to understand the needs of staff and volunteers could be strengthened by a commitment to undertake staff and volunteer survey for perspectives and experiences of diversity and inclusion in all forms, including the priority populations
- Council needs to lead by example
- There needs to be more specific support for people who have invisible disabilities to access the workforce
- Is the outcome supportive workplace environments or is it increasing employment and volunteers with disability within the council?

Proposed actions

We have come up with some possible actions to achieve these objectives:

- Provide relevant staff with training and development opportunities in areas such as Universal Design, disability awareness and communication access accreditation
- Establish an internal working group to drive the plan and monitor progress of associated actions
- Review and enhance recruitment processes for potential staff and volunteers with diverse needs
- Understand the needs of staff and volunteers to improve work outcomes and create inclusive environments
- Assess and implement improvements to the workplace that create safe, accessible and inclusive spaces for employees and volunteers
- Integrate accessibility considerations into emergency response planning
- Create meaningful, appropriate and inclusive volunteer roles and pathways for people with disability.

Do you have any comments about these, or ideas for any other actions we should consider for Supportive workplace environments?

- Strongly agree re second to last dot point. I live in a bushfire prone area and have no idea about what services are available to assist me if I need to evacuate (and I can't drive)
- Should also consider about how to deal with employees who acquire a disability and need support to explore option for continuing employment (especially if they can't do their same job anymore). Also, whether there are external services that can provide independent support to the employee through this process
- I think this action is suitable - Establish an internal working group to drive the plan and monitor progress of associated actions
- Having people with diverse disabilities and backgrounds in the workplace is a great short-cut for getting feedback on council facilities and initiatives, although care must be taken to not burden people with disabilities or from minorities with additional committee/service duties that aren't expected of others
- Yeah, screw the volunteering roles. Stop taking advantage and pay disabled people for the work they do. They are allowed to earn a little on top of their dsp if they even qualify for it which most don't so don't further disadvantage them. Also, consider a small thank you "gift" instead of payment via gift cards for places like Woolies and Coles so they aren't cash and don't count towards their income so that they actually benefit instead of losing what little payment they get. That's a great way to thank volunteers and actually benefit them instead of just using them

Do you have any other comments about the draft outcomes, objectives and actions for the Access & Inclusion Plan 2026-2030?

- Congratulations on these initiatives and your commitment to inclusion. At Two Way Street we truly value your vision and dedication to creating an accessible community. We'd be happy to discuss any future initiatives with your council in order to lead the way further in regard to inclusive communication. This has been a very under-represented vision across Australia in the past and there are many opportunities for City of Tea Tree Gully to lead the way in this regard. We have attached a document sharing a range of ways that Two Way Street can support councils such as City of Tea Tree Gully to excel and lead the way in Inclusive Communication
- Thank you for the opportunity to review. This is a very important document and I commend the Diversity and Inclusion team for bringing it all together. Always happy to provide additional support and feedback
- Only those included. Thanks for the opportunity
- Puhleese change the wheelchair signage. Puhleese put disability parking closer. So often pram parking is provided closer. Ppl with a disability are disadvantaged by this. They are unwell
- Well proposed clear and effective
- It's a positive start
- Glad to see this getting attention and priority. An inclusive city is a city that works
- Not really, disability is still widely discriminated against and most places are not accessible or inclusive. Since Covid it's worse. People get bullied for masking for medical need. The community is not a safe place unless you don't require any accommodations or assistance, and if you do, they likely don't exist. I'd love for that to change but if it hasn't by now and attitudes are still very anti change or inclusion, I'm not getting my hopes up

Purple Orange Feedback (meeting notes)

1. Inclusive Participation

Co-design & community involvement

- Strong encouragement to showcase *how* Council currently works with people with disability (PWD) through co-design and engagement
- Make co-design commitments explicit and visible in the plan
- Put into actions:
 - What co-design checklists will be developed
 - How ongoing feedback from PWD will be incorporated into actions
- Celebrate existing achievements, and share them in more visual, easy-to-understand formats for the community
- Purple Orange praised the practice of “meeting people where they are” in CE drop in and speaking to local groups
- Interest in greater visibility of governance participation:
 - How many PWD sit on committees or attend meetings
 - How people with disability are actively sought for these roles
- Lived experience
 - Explore payment for Disability Advisory Group
 - Consider alternative engagement methods, such as Purple Orange’s Our Voice group for people with intellectual disability or SACID. Or seeking local people with intellectual disability to consult on issues

Recruitment & employment equity

- Build pathways to employ more PWD, including culturally & linguistically diverse (CALD) PWD
- Suggestion: Set a target of 7–8% staff identifying as having disability (currently approx. 3%)
- Conversation about what “counts” as disability in workforce data: is it physical, neurodiverse, chronic illness – or someone with barriers, or someone who identifies as living with disability
- Need clarity around barriers to work, council culture and how to support diverse disability experiences. Ask workforce living with disability
- Ensure inclusive pathways to leadership roles for PWD
- Perhaps asking about level of comfort in being open about living with a disability instead of directly asking for an individual’s status

2. Accessible Spaces & Place

- Expand the plan to better articulate Council’s role in supporting:
 - personal home development applications (e.g., ramps, carports)
 - ensuring approvals promote accessibility now and into the future.
 - Training staff in UD and opportunities to learn about best practice or future homes for people living with disability.
- Highlight proactive planning for accessible public spaces.

3. Access to Information

- Purple Orange felt more videos would help people understand the DAIP and Council processes
- Note the rapid evolution of AI and its implications for accessible communication tools
- Explore how Council will:
 - Promote new tools to PWD

- Help people find and use accessibility supports
- Feedback on language:
 - Avoid terms such as “vulnerable,” “marginalised,” “severe,” or “moderate”
 - Use strength-based, person-first language
- Develop clearer strategies for reaching different priority groups
- Recommended that actions related to priority groups be built through relationships, trust, and partnerships — not assumed or imposed

4. Community Engagement

- Purple Orange was impressed with the internal consultation group and how it contributes to Council projects
- Encouraged Council to highlight:
 - community engagement successes
 - accessible engagement models already used
 - how these models will be expanded.
- Recommended building and promoting pathways for priority

5. Supportive Workplace Environments

Staff training & competency

- Questions raised:
 - What percentage of staff will complete disability awareness and UD training?
 - Which departments need specialist training?
- Recommendation:
 - Ensure induction includes core disability and communication access training
 - Track and measure completion across departments
- Purple Orange emphasised accountability:
 - What level of accountability will Council commit to, and how will it be monitored to measure success?

Overall themes & key messages

- Celebrate what’s already been achieved — make it visible, compelling, and easy to find
- Strengthen and formalise co-design — demonstrate clearly how PWD shape decisions
- Avoid deficit language — embed strength-based, inclusive wording
- Improve workforce inclusion — clearer targets, training pathways, and definitions
- Make accessibility actions tangible — with videos, stories, data, and examples
- Deepen relationships with disability communities — including expertise from Purple Orange, Our Voice, and culturally diverse disability groups

1. Note on terminology in the Disability Inclusion Act (2018) (SA)

JFA Purple Orange are concerned about the language used in the latest changes to the Disability Inclusion Act (2018) to describe the following group: ‘people with significant intellectual disability or who have high levels of vulnerability due to disability.’ We suggest avoiding reference to both ‘vulnerability’ and the ‘significance’ of a person’s disability, as this is disempowering for people with disability and does not align with a strengths-based approach. Further, this description attributes ‘vulnerability’ experienced by people with disability to their disability, rather than systemic issues, as per the social model of disability. People with disability are made vulnerable by systems that neglect, exploit and abuse them. Our preferred wording for this cohort is instead “people with intellectual disability or people who experience acute barriers to access and inclusion”. This wording still aligns with the Act but is more fitting. We encourage all organisations creating DAIPs to use this alternative wording when referring to this group.

[Guide to Co-Design with People with Disability - JFA Purple Orange](#)

Co-design is a simple way of involving people in the community in decision making processes. There are many benefits to co-design and it can be used in a wide range of circumstances.

Feedback from drop-in sessions at Library

Council staff had conversations with 50 community members across four drop-in sessions at the library. The background, lived experience and interest of these people included:

- Service providers (Talk Out Loud, Grow Mental Health, Feros Care)
- People living with disability
- People caring for people/children living with disability
- Community centre program instructor (yoga)
- Staff from a nearby council
- Disability support workers

Suggestions and comments provided

(categorised by outcome, however it is recognised some comments/suggestions overlap with other outcomes)

Inclusive participation

- More opportunities for people to talk and connect
- Need more promotion about sunflower lanyards- use sunflower stickers to show disability things – buy more lanyards
- Need a buddy mentor (social worker in the library)

Accessible places and spaces

- Challenges communicating with hard-of-hearing seniors; asked about sound-assist options (e.g., Roger/Bluetooth), teletext/captions/visual supports. Explore assistive listening tech options for programs; consider captions/visual signage
- Discussed strong need for safe, calm, controlled spaces in the library; value of connections. Map/refine quiet zones; establish/advertise warm referral pathways
- Enjoys freely wandering stacks, flat surface – highlights value of unstructured, accessible browsing. Preserve/expand low-pressure, navigable spaces; clear signage; reduce barriers
- Uses library for company when using PC, likes timers/interactive prompts; sometimes too noisy. Provide borrowable timers/visual prompts; strengthen quiet zones/alternative study options.
- Support workers raised the need for better access for ageing community members
- Requests for spaces that allow support workers to accompany people easily
- Small booth-style tables (in library are great!)
- Availability of sensory kits with fidgets in library
- Pathways and mobility:
 - Need for wider, smoother paths, less overhanging foliage
 - Ridges over driveways causing difficulty – suggestion to grind these down
 - Better wayfinding between: Tea Tree Plaza and the Civic Centre, Modbury Hospital and O’Bahn
- CEO buy old tyre place next door and make more car parking so we don’t have to walk so far. And remove the buses they take up a lot of space
- Park buses in front of Golden Grove Recreation and Arts Centre – the gradient is scary for walking down – can we drop off directly in front (currently boomgate blocks access)
- Need better footpaths
- Footpaths on both sides of the road, especially near schools and shopping and transport
- Transport to activities
- No more air dryers in the toilets – too loud

- Need help to use changing place toilet – even with a hoist- may need 2 people to help out – can we ask someone at the library to help

Access to information

- QR codes in spaces/collections to surface relevant services and groups (e.g., study supports, chargers, iPads, booking PCs, focus rooms; link anime → manga → cosplay group). Reduces forced interactions for neurodiverse patrons; would need added web pages. Design QR journey maps; create landing pages; pilot in study area & collections; evaluate uptake.
- AUSLAN included into Story Time
- A need for clearer information on Council supports, particularly:
 - Domestic maintenance assistance
 - Help available for people with disability and ageing residents
- Need to learn more about aged care
- What Companion Card things does council do?

Community engagement and support

- Caring for grandchildren with autism; strategies spanning generational differences. Consider caregiver-focused resources/training; neurodiversity-affirming supports
- Falls prevention & balance: ankle strengthening, how to get up after a fall, contributing factors; footpaths mentioned. Consider adding a Falls Prevention program/partners; include practical “how to get up” component.
- Dementia-friendly initiatives (including Dementia Care support)

Other comments

- Radio group – noted to support several members with disability and neurodiversity
- Keep people out of their houses, once they sit and watch TV all day – they die
- Bullying concern at schools at sports activities
- ADHD – need more activities – (bullying concerns)
- All good - love library and parks
- Parks are great

Evaluation of Community Engagement Strategy objectives

The key objectives/purpose of the community engagement, as tabled below, were developed as part of the community engagement strategy:

Objectives	Comment
<ul style="list-style-type: none"> • Provide high level background/context of Council’s requirement to have an Access and Inclusion Plan under the Disability Discrimination Act 2018 • Provide an overview of initial consultation with targeted key community groups and stakeholders • Outline other information that will be included within the new Plan • Seek community feedback on the five draft outcomes, objectives and actions • Seek additional suggestions, comments and feedback for different actions community members would like to see included in the new Plan 	<p>Various marketing and communications methods were undertaken to advise the community of the opportunity to provide feedback including:</p> <ul style="list-style-type: none"> • Emails to key stakeholders, community groups previously consulted and other targeted community groups • Email sent to members of our online community ‘Your Say Tea Tree Gully’ • An article included in Council’s e-newsletter ‘Gully Life’ • Digital signs in key Council facilities • Banner on the Council website • Your Say stand in the Tea Tree Gully Library • Social media posts via Council’s Facebook account <p>An Easy Read overview of draft outcome and objectives for the Access and Inclusion Plan 2026-2030 was available. Four x 2 hours drop-in-sessions were held at the Tea Tree Gully Library in February where people could ask questions, obtain information and provide feedback.</p> <p>Various methods for providing feedback were available; online and hard copy surveys, in person or via phone call or by writing.</p> <p>Feedback was received by a range of community members including those with lived experience of disability or caring for someone with disability. A reasonable level of engagement was achieved and supplements the feedback received during the targeted consultation stage in 2025.</p>

Next steps

All feedback will be presented at a meeting of Council for Elected Members’ consideration before endorsing the Access and Inclusion Plan 2026-2030.

Following this Council meeting, we will write to all those who provided feedback to advise what Council has decided and what the next steps will be.

Appendix 1: Community engagement promotion

Your Say January 2026 e-newsletter – 21 January 2026



Access & Inclusion Plan 2026-2030 | Waterworld Customer Survey

Your Say E-news

January 2026

Welcome to another year of community engagement at the City of Tea Tree Gully.



Access and Inclusion Plan 2026-2030

An updated State Disability and Inclusion Plan is being implemented this year, so it's time for us to develop a new Access and Inclusion Plan.

Based on alignment with State Government requirements and outcomes from targeted consultation we undertook in 2025, five draft outcomes have been developed, along with objectives and possible actions for our new plan.

While we have some ideas and thinking we would like feedback on, we would also like to hear about anything else our community would like to see included in the final plan.

To have your say:

- Complete a survey
- Attend a forum, either online or in person
- Talk to Council staff at a drop-in session at the Library
- Email, write or call us

An Easy Read document and survey is also available.

[Read more and have your say](#)

Gully Life – 4 February 2026

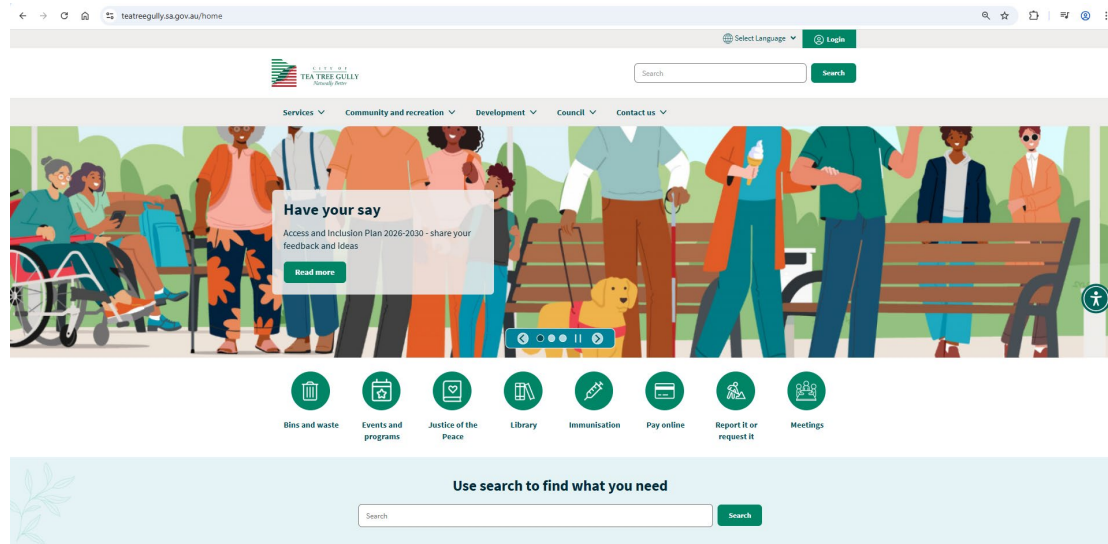
Have your say on access and inclusion

A new Access and Inclusion Plan is being put together and we want your ideas to help make our community welcoming, accessible and inclusive for everyone.

[Share your ideas](#)



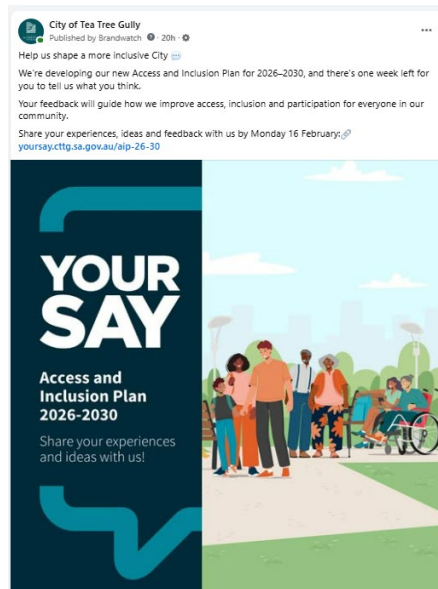
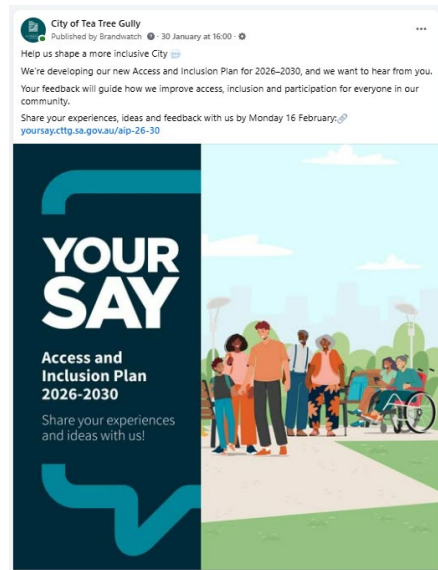
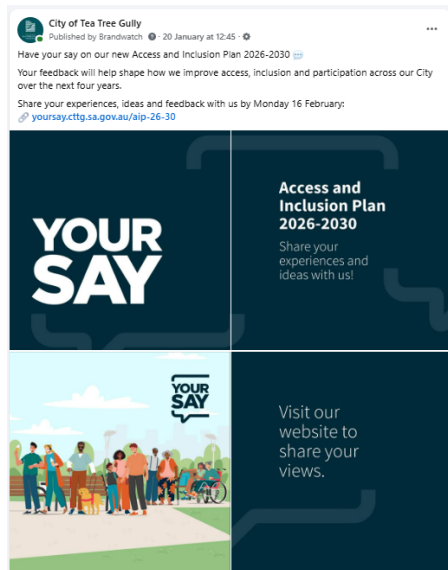
City of Tea Tree Gully website



Digital screens



Social Media – Facebook 20, 30 January & 9 February 2026



A4 Poster & Your Say stand in the Library



Appendix 2: Draft outcomes, objectives and actions

DRAFT Access and Inclusion Plan 2026-2030

Themes, objectives and actions we're seeking feedback on.

Our Objectives and Strategic Actions

Outcome 1: Inclusive Participation

A community where everyone can join in

Participation in diverse programs, events, services and initiatives that strengthen community inclusion, wellbeing and learning.

Objectives	Strategic Actions
1.1 Increase opportunities to actively participate in inclusive programs, events, services and initiatives	<ul style="list-style-type: none">• Review and enhance existing programs, events, services and initiatives to maximise accessibility and inclusion.• Incorporate inclusive design principles and considerations into new Council programs and events• Explore different technology to improve participation in Council meetings, programs, events and services• Explore accessible transport options to increase attendance and participation• Identify and partner with relevant organisations to co-design and deliver sustainable initiatives• Seek external funding to deliver initiatives that increase participation• Review existing grant and sponsorship opportunities available to be more inclusive• Recognise individuals and groups championing inclusion through categories at award events• Promote positive stories and achievements of people with a disability via various communication channels.
1.2 Establish strategic partnerships to co-design and deliver inclusive initiatives	
1.3 Incorporate access and inclusion considerations for all grant, sponsorship and recognition opportunities.	

Outcome 2: Accessible Spaces and Places

A City for everyone

A City where everyone can access and enjoy our range of facilities and public spaces.

Objectives	Strategic Actions
2.1 Embed Universal Design principles and DDA standards into all new builds, upgrades and planning processes	<ul style="list-style-type: none"> • Apply Universal Design and DDA standards to guide the design and implementation of all new and upgraded facilities and open spaces. • Provide guidance to developers and designers on applying Universal Design principles • Conduct accessibility audits of key sites including buildings, facilities, open spaces, playgrounds etc. • Undertake mobility audits to improve access around key community areas including safe pool access, car parks, ramps, kerbs, footpaths, parking, signage and furniture. • Conduct feasibility studies on all current facilities, infrastructure and spaces against Universal Design principles and make recommendations to consolidate assets.
2.2 Implement a staged program to audit key community spaces and facilities for accessibility improvements	
2.3 Review all current assets against Universal Design Principles	

Outcome 3: Access to Information

Communication for all

A community where everyone can easily access, understand and use information — supported by clear, inclusive and varied communication methods.

Objectives	Strategic Actions
3.1 Ensure clear and effective communication for people with diverse communication needs to inform and connect them	<ul style="list-style-type: none"> • Investigate diverse formats for communication accessibility including face-to-face, digital and paper-based formats, that are easy for everyone to access and understand • Increase presence of diverse communication formats in key community spaces • Enhance accessibility through using clear and simple language and imagery both online and in public spaces • Use new inclusive technology and assistive tools to support improved access to Council information in key community spaces • Develop internal standards to review public-facing Council documents, websites and templates to ensure accessibility is maximised • Ensure all wayfinding signage meets best-practice standards
3.2 Develop accessible resources and technologies that support people with disability to engage effectively with Council.	
3.3 Review public-facing Council information to ensure accessibility is inclusive	

Outcome 4: Community Engagement and Support

Engaging people, empowering community

Meaningful collaboration and co-design with everyone, ensuring diverse voices are heard and opportunities created that connect people with appropriate support services

Objectives	Strategic Actions
4.1 Strengthen opportunities for people with a disability to provide feedback and influence Council decisions that impact them	<ul style="list-style-type: none"> • Enhance engagement methods to increase participation of people with a disability in public consultations and civic life • Continue supporting the Disability Reference Group to guide inclusive practices across Council • Maintain relationships with relevant external networks and partners to stay informed of best practice and emerging trends in access and inclusion • Collaborate with local organisations, schools, businesses and community groups to connect people to community supports and opportunities • Educate local clubs and community groups on inclusive practices and universal design to support inclusion.
4.2 Build strategic partnerships that connect people with a disability to local supports and services	
4.3 Promote inclusive practices among community groups to foster positive attitudes and participation	

Outcome 5: Supportive Workplace Environments

Building an accessible and inclusive culture

A council workforce that fosters an inclusive culture and working environment, providing equitable opportunities for employment and volunteering opportunities — enabling people with disability to work with us, engage with us and contribute meaningfully in a workplace.

Objectives	Strategic Actions
5.1 Increase staff capability through targeted training, professional development and internal collaborations to support an inclusive city	<ul style="list-style-type: none"> • Provide relevant staff with training and development opportunities in areas such as Universal Design, disability awareness and communication access accreditation • Establish an internal working group to drive the Plan and monitor progress of associated actions • Review and enhance recruitment processes for potential staff and volunteers with diverse needs • Understand the needs of staff and volunteers to improve work outcomes and create inclusive environments • Assess and implement improvements to the workplace that create safe, accessible and inclusive spaces for employees and volunteers. • Integrate accessibility considerations into emergency response planning. • Create meaningful, appropriate and inclusive volunteer roles and pathways for people with a disability.
5.2 Improve and leverage current workplace practices, processes and environments to improve inclusivity	
5.3 Create volunteering opportunities where accessibility has been integrated meaningfully.	

Appendix 3: Easy Read document

Help us with our Access and Inclusion ideas

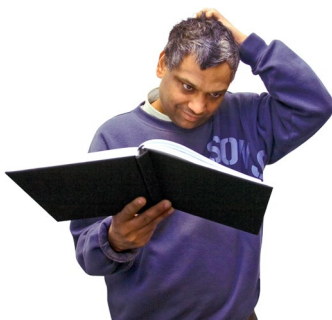


This is written in an easy way



CITY OF
TEA TREE GULLY
Naturally Better

This was written by the
City of Tea Tree Gully



Do you need help reading this?

Please ask someone to help you
or call us on **8397 7444**.



We want to make our City better for
people with disability.



We want your **ideas**.

Please tell us if we are right or wrong and share your ideas.



We want to improve **access**.

Access - is when everybody can go where they need to go.



We want to improve **inclusion**.

Inclusion - is when everyone can join in and feel like they belong.



We have lots of ideas to improve things.



There are 5 main ideas and they are:



1. Inclusive participation

Council activities and events are available for every to enjoy.



2. Accessible spaces and places

Parks and buildings are easy to visit and enjoy.



3. Access to information

Information is easy to find and understand.



4. Community engagement and support

We listen to people with disability and help them find support.



5. Supportive workplace environments

Council staff and volunteer work is easier for everyone.



These ideas need tasks to make them happen.

Here are the tasks for **Inclusive Participation:**



1.1 Increase ways to join community activities.



1.2 Partner with groups to create more activities.



1.3 Celebrate and support groups who help people with disability.



Are these tasks, OK?



Here are tasks for
Accessible spaces and places:



2.1 Train staff in **Universal Design**.

Universal Design is a guide to make buildings and parks better for everyone.



2.2 Make sure everyone can use our new community buildings and parks.



2.3 Look at all our buildings and parks and plan how to make things better.



Are these tasks, OK?



Here are tasks for
Access to information:



3.1 Make Council information easy to understand.



3.2 Make sure the technology Council uses supports people with disability.



3.3 Look at Council information and make plans to improve.



Are these tasks, OK?



Here are tasks for
Community engagement and support:



4.1 Find more ways to give feedback to Council.



4.2 Partner with groups to connect people to supports.



4.3 Be positive and respect people with disability.



Are these tasks, OK?



Here are tasks for
Supportive Workplace Environments:



5.1 Train staff and volunteers in disability.



5.2 Make supportive and inclusive workplaces for people with disability.



5.3 Find more roles for people with disability.



Are these tasks, OK?



Tell us what you think

Our plan is not finished yet.

What else can we do? Please let us know your ideas to help us build our plan.



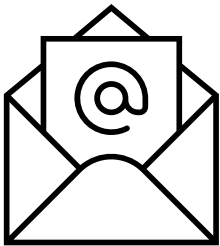
Ways to let us know what you think

Fill out a survey:

Scan the QR code or [click this link](#)



Call Kelly on 8397 7444



Send an email to
community.engagement@cttg.sa.gov.au



Visit us at our Civic Centre,
571 Montague Road, Modbury



Thank you.

Appendix 4: Survey questions



SURVEY

Access and Inclusion Plan 2026-2030

This survey can be also completed online at:
yoursay.cttg.sa.gov.au/aip-26-30

Please provide your feedback about our ideas for our new Access and Inclusion Plan 2026-2030. We have come up with five main draft outcomes. There are proposed objectives for each outcome, and ideas for possible actions.

We would also like to hear your ideas.

Outcome 1: Inclusive participation

Participation in diverse programs, events, services and initiatives that strengthen community inclusion, wellbeing and learning.

1. To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

Increase opportunities to actively participate in inclusive programs, events, services and initiatives
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure
Establish strategic partnerships to co-design and deliver inclusive initiatives
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure

We have come up with some possible actions to achieve these objectives:

- Review and enhance existing programs, events, services and initiatives to maximise accessibility and inclusion
- Incorporate inclusive design principles and considerations into new Council programs and events
- Explore different technology to improve participation in Council meetings, programs, events and services
- Explore accessible transport options to increase attendance and participation
- Identify and partner with relevant organisations to co-design and deliver sustainable initiatives
- Seek external funding to deliver initiatives that increase participation
- Review existing grant and sponsorship opportunities available to be more inclusive
- Recognise individuals and groups championing inclusion through categories at award events
- Promote positive stories and achievements of people with disability via various communication channels.

5. Do you have any comments about these, or ideas for any other actions we should consider for Inclusive participation?

Outcome 2: Accessible spaces and places

A City where everyone can access and enjoy our range of facilities and public spaces.

6. To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

Embed Universal Design principles and DDA standards into all new builds, upgrades and planning processes
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure
Implement a stage program to audit key community spaces and facilities for accessibility improvements
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure
Review all current assets against Universal Design principles
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure

7. Do you think there is anything missing from the above objectives?

Select one answer only
<input type="radio"/> Yes
<input type="radio"/> No
<input type="radio"/> Unsure

8. What do you think is missing?

Answer this question if you said 'Yes' above

9. Do you have any comments about the Accessible spaces and places outcome and its objectives?

We have come up with some possible actions to achieve these objectives:

- Apply Universal Design and DDA standards to guide the design and implementation of all new and upgraded facilities and open spaces
- Provide guidance to developers and designers on applying Universal Design principles
- Conduct accessibility audits of key sites including buildings, facilities, open spaces, playgrounds etc
- Undertake mobility audits to improve access around key community areas including safe pool access, car parks, ramps, kerbs, footpaths, parking, signage and furniture
- Conduct feasibility studies on all current facilities, infrastructure and spaces against Universal Design principles and make recommendations to consolidate assets.

10. Do you have any comments about these, or ideas for any other actions we should consider for Accessible spaces and places?

Outcome 3: Access to information

A community where everyone can easily access, understand and use information – supported by clear, inclusive and varied communication methods.

11. To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

Ensure clear and effective communication for people with diverse communication needs to inform and connect them
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure

14. Do you have any comments about the Access to information outcome and its objectives?

We have come up with some possible actions to achieve these objectives:

- Investigate diverse formats for communication accessibility including face-to-face, digital and paper-based formats that are easy for everyone to access and understand
- Increase presence of diverse communication formats in key community spaces
- Enhance accessibility through using clear and simple language and imagery both online and in public spaces
- Use new inclusive technology and assistive tools to support improved access to Council information in key community spaces
- Develop internal standards to review public-facing Council documents, websites and templates to ensure accessibility is maximised
- Ensure all wayfinding signage meets best-practice standards.

15. Do you have any comments about these, or ideas for any other actions we should consider for Access to information?

Outcome 4: Community engagement and support

Meaningful collaboration and co-design with everyone, ensuring diverse voices are heard and opportunities created that connect people with appropriate support services.

16. To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

Strengthen opportunities for people with disability to provide feedback and influence Council decisions that impact them
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure
Build strategic partnerships that connect people with disability to local supports and services
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure
Promote inclusive practices among community groups to foster positive attitudes and participation
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure

17. Do you think there is anything missing from the above objectives?

Select one answer only
<input type="radio"/> Yes
<input type="radio"/> No
<input type="radio"/> Unsure

18. What do you think is missing?

Answer this question if you said 'Yes' above

19. Do you have any comments about the Community engagement and support outcome and its objectives?

We have come up with some possible actions to achieve these objectives:

- Enhance engagement methods to increase participation of people with disability in public consultations and civic life
- Continue supporting the Disability Reference Group to guide inclusive practices across Council
- Maintain relationships with relevant external networks and partners to stay informed of best practice and emerging trends in access and inclusion
- Collaborate with local organisations, schools, businesses and community groups to connect people to community supports and opportunities
- Educate local clubs and community groups on inclusive practices and universal design to support inclusion.

20. Do you have any comments about these, or ideas for any other actions we should consider for Community engagement and support?

Outcome 5: Supportive workplace environments

A Council workforce that fosters an inclusive culture and working environment, providing equitable opportunities for employment and volunteering opportunities – enabling people with disability to work with us, engage with us and contribute meaningfully in a workplace.

21. To what extent do you agree or disagree that the below objectives will help achieve the above outcome?

Increase staff capability through targeted training, professional development and internal collaborations to support an inclusive city
<input type="radio"/> Strongly agree
<input type="radio"/> Agree
<input type="radio"/> Neither/nor (neutral)
<input type="radio"/> Disagree
<input type="radio"/> Strongly disagree
<input type="radio"/> Unsure

24. Do you have any comments about the Supportive workplace environments outcome and its objectives?

We have come up with some possible actions to achieve these objectives:

- Provide relevant staff with training and development opportunities in areas such as Universal Design, disability awareness and communication access accreditation
- Establish an internal working group to drive the plan and monitor progress of associated actions
- Review and enhance recruitment processes for potential staff and volunteers with diverse needs
- Understand the needs of staff and volunteers to improve work outcomes and create inclusive environments
- Assess and implement improvements to the workplace that create safe, accessible and inclusive spaces for employees and volunteers
- Integrate accessibility considerations into emergency response planning
- Create meaningful, appropriate and inclusive volunteer roles and pathways for people with disability.

25. Do you have any comments about these, or ideas for any other actions we should consider for Supportive workplace environments?

Any other comments

26. Do you have any other comments about the draft outcomes, objectives and actions for the Access & Inclusion Plan 2026-2030?

Feel free to attach any supporting images or documents.

Reference Group Expression of Interest

We are seeking expressions of interest to participate in our Disability Access and Inclusion Community Reference Group. If you have lived experience as someone with a disability, or as their family member or carer, please provide a short statement below.

27. Please tell us a bit about yourself and why you're interested.

Your details

Please provide your details should we need to get in contact with you.

28. What best describes you?

Select all that apply
<input type="checkbox"/> Person living with disability
<input type="checkbox"/> Carer of a person with disability
<input type="checkbox"/> Helping a person living with disability to complete this survey
<input type="checkbox"/> Disability service, provider or support worker
<input type="checkbox"/> Community member (City of Tea Tree Gully)
<input type="checkbox"/> Community member (outside the City of Tea Tree Gully)
<input type="checkbox"/> Other
<input type="text"/>

29. First Name

30. Last Name

31. Suburb

32. Email address

33. Your organisation (if relevant)

34. Please select if you would like to receive community engagement updates about this project

<input type="checkbox"/> Yes

Thank you for your feedback.

Feedback forms should be returned to Council by **5pm, Monday 16 February 2026**

Please use the reply-paid envelope provided or post to the following address (no stamp required):

City of Tea Tree Gully

Reply Paid 571

MODBURY SA 5092

Appendix 5: Easy Survey questions



EASY SURVEY

Access and Inclusion Plan 2026-2030

This feedback form can be also completed online at:
yoursay.cttg.sa.gov.au/aip-26-30

The wording for these questions is based on the Easy Read document.

The Easy survey doesn't have pictures. We suggest you have the survey and the Easy Read document next to each other when you answer the questions.

Please provide your feedback on as many main ideas (outcomes) as you'd like.

We would also like to hear your ideas for improving access and inclusion in the City of Tea Tree Gully.

Inclusive participation

For this main idea we are suggesting that we have tasks to:

- Increase ways to join community activities
- Partner with groups to create more activities
- Celebrate and support groups who help people with disability

1. What do you think about these tasks?

Select one answer only
<input type="radio"/> These tasks are OK
<input type="radio"/> I don't like these tasks
<input type="radio"/> I'm somewhere in the middle
<input type="radio"/> I'm not sure

2. Do you have any changes to these tasks or comments? Do you have any ideas for making participation more inclusive?

Accessible spaces and places

For this main idea we are suggesting that we have tasks to:

- Train staff in Universal Design (a guide to make buildings and parks better for everyone)
- Make sure everyone can use our new community buildings and parks
- Look at all our buildings and parks and plan to make things better

3. What do you think about these tasks?

Select one answer only
<input type="radio"/> These tasks are OK
<input type="radio"/> I don't like these tasks
<input type="radio"/> I'm somewhere in the middle
<input type="radio"/> I'm not sure

4. Do you have any changes to these tasks or comments? Do you have any ideas for making spaces and places more accessible?

Access to information

For this main idea we are suggesting that we have tasks to:

- Make Council information easy to understand
- Make sure the technology Council uses supports people with disability
- Look at Council information and make plans to improve

5. What do you think about these tasks?

Select one answer only
<input type="radio"/> These tasks are OK
<input type="radio"/> I don't like these tasks
<input type="radio"/> I'm somewhere in the middle
<input type="radio"/> I'm not sure

6. Do you have any changes to these tasks or comments? Do you have any ideas for making information more accessible?

Community engagement and support

For this main idea we are suggesting that we have tasks to:

- Find more ways to give feedback to Council
- Partner with groups to connect people to supports
- Be positive and respect people with disability

7. What do you think about these tasks?

Select one answer only
<input type="radio"/> These tasks are OK
<input type="radio"/> I don't like these tasks
<input type="radio"/> I'm somewhere in the middle
<input type="radio"/> I'm not sure

8. Do you have any changes to these tasks or comments? Do you have any ideas for community engagement and support?

Supportive workplace environments

For this main idea we are suggesting that we have tasks to:

- Train staff and volunteers in disability
- Make supportive and inclusive workplaces for people with disability
- Find more roles for people with disability

10. What do you think about these tasks?

Select one answer only
<input type="radio"/> These tasks are OK
<input type="radio"/> I don't like these tasks
<input type="radio"/> I'm somewhere in the middle
<input type="radio"/> I'm not sure

11. Do you have any changes to these tasks or comments? Do you have any ideas for supporting workplace environments?

About you

Please provide information about you in case we need to get in contact.

12. What best describes you? (please choose all that apply to you)

Select all that apply
<input type="checkbox"/> Person living with disability
<input type="checkbox"/> Carer of a person with disability
<input type="checkbox"/> Helping person living with disability complete this survey
<input type="checkbox"/> Disability service, provider or support worker
<input type="checkbox"/> Community member living in the City of Tea Tree Gully
<input type="checkbox"/> Community member living outside the City of Tea Tree Gully
<input type="checkbox"/> Other (please write below)
<input type="text"/>

13. First Name

14. Last Name

15. Suburb

16. Email address

17. Your organisation (if relevant)

18. Please tick 'yes' below if you would like to receive community engagement updates about this project.

Yes

Thank you for your feedback.

Feedback forms should be returned to Council by **5pm, Monday 16 February 2026.**

Please use the reply-paid envelope provided or post to the following address (no stamp required):

City of Tea Tree Gully

Reply Paid 571

MODBURY SA 5092