

# Accessibility Advisory Group

## Agenda

**Date:** Tuesday, 26 October 2021

**Time:** 5:30pm – 7:30pm

**Venue:** Zoom

### Purpose

- Advise Council on how to help grow a great and accessible City, where barriers to people with impairments are minimised.
- Bring lived experience and knowledge to Council around accessibility issues in the context of Council's roles and priorities.
- It is recognised that members come from and remain connected to their communities, it is from this foundation members share their expertise and lived experience in this advisory role, and engage with their communities and others as part of the wider council consultation processes. The expectations around this connection are set out in the Terms of Reference.

### Present

<b>Chairperson:</b>	Rachel Noble
<b>Members:</b>	Amy Evanson, Humphrey Hanley, Erikka Helliwell, Stuart Mills, Olivia Murphy, Alan Royal, Susan Williams
<b>Liaison Councillors:</b>	Cr Rebecca Matthews
<b>NZSL Interpreters:</b>	Angela Murray, Rosie Henley
<b>WCC Staff:</b>	Melissa Wells (Senior Accessibility Advisor), Pax Austin (Project Manager), Jasmin Cheng (Service Designer), Kylie Hook (Principal Advisor Transport LGWM), Claire Barlow (Democracy Advisor), Alisi Puloka (Democracy Advisor)

## Meeting Procedures

The meeting started at 5:33pm with a karakia from Cr. Matthews.

1. Apologies        Nick Ruane and Solmaz Nazari
2. Minutes         (Rachel/Alan)
3. Conflicts of Interest - none

## Items

4. **Project OtO - Onboarding, transferring and offboarding**, *Presented by Pax Austin*

Pax introduced this project that relates to the internal onboarding, transferring and offboarding services for staff.

They explained that the current process is complex and can negatively impact on new staff. The team are looking at ways to streamline the process and make sure that it is more connected and inclusive.

Pax then talked to the group about accessibility feedback received from a small number of staff about barriers at the WCC building, 113 The Terrace and invited AAG members to give feedback on the following questions:

### **What does a good experience look and feel like to you?**

- Ensuring that managers are equipped to have informed conversations with new staff around their accessibility needs, and the level of information they want shared in the organisation.
- Ensuring that managers have done some level of research on a particular disability (before staff begin) to provide a framework of understanding.
- Thought needs to be given to the wording/framing of any questions so as not to make staff feel disadvantaged in any way.
- More attention could be paid to website and intranet design as well as the availability of documents for those with less digital literacy.
- There needs to be an ongoing commitment to keeping up to date with the changing needs of those with disabilities – not just attention on day one.

### **Are there any organisations that do a good job at prioritising accessibility in their onboarding process that we could learn from?**

- Microsoft put accessibility and inclusivity at the forefront of their Careers page and this indicates that they view diversity as a strength rather than a an issue of disability: [Inclusive Hiring at Microsoft | Global Diversity and Inclusion at Microsoft](#)
- Westpac Australia are doing work on including those with disability and accessibility needs as part of their DNA: [People with disability and accessibility | Westpac](#)

## **If we were to take one step towards a more accessible onboarding experience, what would you like to see?**

- Switch the narrative from disability/accessibility being an issue to being a welcome and valued part of organisational culture.
- Website homepages with accessibility information and advice that is easy to find.
- Proactive initiatives for diversity of candidates in recruitment policies.
- Upskilling of staff and setting of goals to circumvent unconscious bias when recruiting.
- There is a great resource for employers here: [Lead Toolkit - Ministry of Social Development \(msd.govt.nz\)](https://www.msds.govt.nz/lead-toolkit)

Cr Matthews then thanked staff and members for their contributions and highlighted the need for these things to be part of the whole culture not just the OtO process.

### **5. Accessibility Audit - Smart Access, and Roading Maintenance** *Presented by Kylie Hook*

Kylie spoke to his presentation about the work that is being done to improve access for all people to move around Wellington City.

He explained the images and the many types of movement/access around the city, Tim Young's audit and the Johnsonville and Te Aro test audits.

Kylie explained to the group that the data collected goes into an app called *Smart Access* and WCC want to use this data to insert into their asset management tools.

Questions/comments from members included the following:

- Is this app crowd-sourced with anyone being able to add information to it? A similar international initiative is [Wheelmap - Apps on Google Play](https://www.wheelmap.com/)
- How will this app deal with temporary structures and obstructions?
- Colour blindness can be a problem with signs and the ability to read them (Alan's examples distributed in email)
- Will this be available on iPhones as well as Android?
- Is it screen-reader accessible?
- Lived experience from those with disabilities is important.
- Will this address the current lack of information about accessibility in Wellington and what improvements are needed?
- Directional markers for crossings and bus stops as well as tactile surfaces in the middle of wide pathways would be helpful for those with visual impairments.

Cr Matthews commended the work that Council is doing to 'build back better' when making repairs.

### **6. Updates (liaison officers, members, councillors)**

Cr. Matthews informed members that Council had adopted the Draft District Plan for consultation the previous week. She also noted the challenges regarding accessibility when considering the government's recent announcement on more medium-density housing. She advised that Council had been very busy and expressed her excitement about the Accessibility Charter, the evening's presentations that were building on the work of the group, and the fact that disability impact statements were now a requirement on all Council reports.

Amy Evanson informed the group that she was grateful for her time on AAG but was resigning due to moving away from the region.

After some general discussion by other members the meeting closed with a karakia at 7:23pm.

## **Information**

**Joint Advisory Group meeting date:** 4 November, 5:30pm

**Next meeting date:** Tuesday, 30 November 2021

### **Actions from this meeting:**

1. Claire to distribute Alan's colour-blindness documents to group.
2. Melissa and Cr Matthews to consider how they might engage with Central Government to consider requiring more in relation to accessibility with their latest announcement on medium density housing.
3. Melissa to follow-up on any changes in relation to Events/ Aho Tini since restructure of the business unit.