

DISABILITY INCLUSION ACTION PLAN

ENGAGEMENT SUMMARY

1 SEPTEMBER - 19 OCTOBER 2025

WE ASKED

- Key changes Council could make to better support inclusion for people with disability
- Ways to promote more inclusive attitudes within the community
- Perceptions of accessibility across a range of Council assets
- How easy it is to access Council information and preferred communication methods
- Barriers to raising concerns or requests
- What could improve opportunities for finding and keeping employment for people with disability

WE REACHED



15,138 subscribers via Council e-newsletter



1,683 engagements via Council's social media



805 visits to Council's online engagement platform, Shape Lake Mac



219 people engaged at community pop-ups and workshops



78 online survey responses



WE HEARD



Need for **greater disability awareness** and more inclusive attitudes across the community, supported by better understanding of the diversity of disabilities and access requirements



Experiences of **stigma, bias and assumptions**, particularly when disability is not visible



Challenges accessing Council information, services and decision-making processes, along with a need for **more diverse and accessible communication** channels and formats



Desire for **inclusive practices** to be embedded across all Council activities and services



Need for more accessible **employment pathways**, including more inclusive recruitment processes and clearer expectations for workplace adjustments.



Barriers across the **built environment**, including unsafe or disconnected footpaths, limited accessible parking and inconsistent accessible toilets



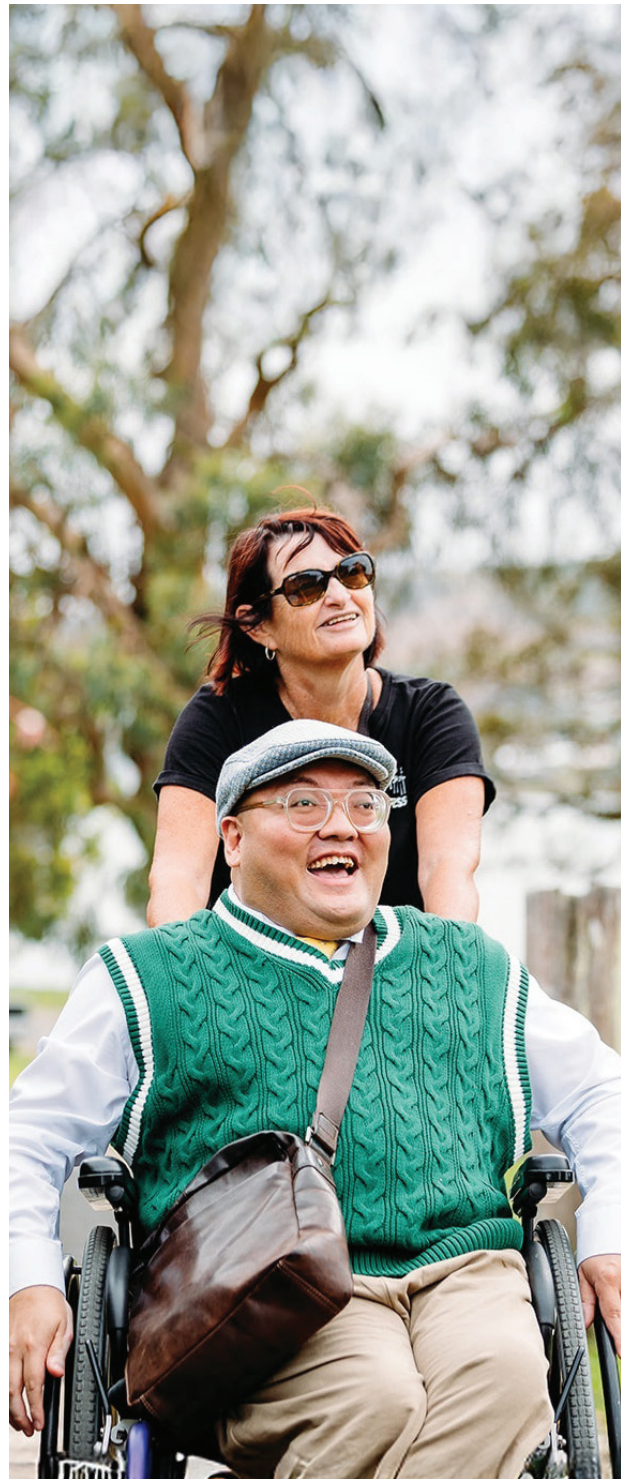
Gaps in **accessible transport**, sensory friendly spaces, beaches, pools, boat ramps and the lake



Desire for more inclusive programs, events and public spaces, along with improved **universal design** expectations in future development



The impact of **intersectionality**, where people with disability who also identify with other marginalised groups (such as gender-diverse people, First Nations communities, culturally and linguistically diverse people, older adults or people experiencing socio-economic disadvantage) face barriers to accessing services, employment, community participation and inclusive environments



NEXT STEPS

Your feedback will help inform our draft Disability Inclusion Action Plan, which is expected to be presented to Council for public exhibition in late 2026. It will also help us achieve the vision of an inclusive and welcoming Lake Mac, where the whole community can feel included and a sense belonging.