



SYDNEY  
WORLDPRIDE  
2023



**DISABILITY  
INCLUSION  
ACTION PLAN  
(DIAP)**

Feb - Mar 2023



## ***ACKNOWLEDGEMENT OF COUNTRY***

Sydney WorldPride will take place on the lands of the Gadigal, Cammeraygal, Bidjigal, Darug, Dharawal people who are the Traditional Custodians of the Sydney Basin. We pay our Respects to their Elders past and present. Always was Always will be Aboriginal Land

Aboriginal & Torres Strait Islander people come from many different clans and communities across Australia & in 2023 will come together as one, to celebrate with our global LGBTIQ+ community.

## ***OTHER ACKNOWLEDGEMENTS***

Sydney WorldPride would like to acknowledge those people who contributed their time and expertise to participate in the development of this plan, including:

- Our External Disability Working Group members
- Our focus group participants
- Our survey respondents
- Our internal DIAP Working Group members
- Our team.

### **Alternative formats**

Our DIAP is available in alternative formats, including PDF and word (both available on our website). Hard copy formats (in both large and standard print) and other alternative formats are also available upon request.

### **A note of language**

We recognise that there are varying views on language and terminology around disability in Australia and internationally. Language can be both a personal, and also political, choice. We use the person-first language of 'person with disability' to recognise that disability is just one aspect of a person's life and does not determine who they are. However, we respect that different people have different preferences about language.

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## Message from the CEO

As a world-class festival of LGBTQIA+ arts and culture, we are wholeheartedly undertaking the work of making our festival and events as inclusive and accessible as possible. Sydney WorldPride as an organisation and festival is committed to access and inclusion for everyone who wants to celebrate pride with us.

We recognise our responsibility to shape our events and festival with access and inclusion at the forefront and to work to reduce barriers so that full participation by all people is possible. Our work is driven by the social model of disability. This views 'disability' as the result of interaction between people living with impairments or conditions and a society and environment filled with physical, attitudinal, communication and social barriers. It is these barriers that we are working to remove to enable people with disability to participate equally with others.

Disability is a normal part of the human condition, in the same way that being part of the LGBTQIA+ rainbow family is. Around 1 in 5 Australians, and 15% of the world's global population lives with disability.<sup>1</sup> The impact of homophobia and transphobia on LGBTQIA+ people's mental and physical health, together with the higher incidence of HIV, mean that people with disability form an even larger part of the LGBTQIA+ community than they do of the population as a whole. This is one of the reasons that access and inclusion is so important for an event like ours.

Being accessible and inclusive makes sense. The principles of universal design tell us that making things better for people with disability make them better for everyone. Our event is intersectional, and everyone in our community joining us in 2023 needs to feel respected, safe and that they belong.

This plan is our roadmap for how we are embedding access and inclusion across our organisation so it is 'front of mind' for the delivery of our event. We want to show what is possible for an event like ours when it comes to access and to lead the way to a more inclusive future for other events that follow. We want everyone to be able to join us to Gather Dream and Amplify in 2023.

**Kate Wickett** (She/Her)  
May 2022

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## Introduction

**Sydney WorldPride 2023 will be a world-class Festival of LGBTQIA+ arts and culture that is inclusive, diverse, and accessible, built through exciting partnerships.**

We plan to deliver an event where everyone is welcome and where everyone belongs. Our events must represent and include everyone. Access and inclusion is critical in being able to facilitate this.

Our DIAP sets out our approach of how we will consider accessibility across all aspects of our events and our organisation. It focuses our work and outlines tangible actions to ensure we design our event with inclusion in mind from the outset. Including people with disability in our thinking – as artists, audiences, staff, contractors, advisors and other stakeholders – is critical to the success of our event. We want all members of our community to be able to celebrate pride with us, and we want our work to represent all members of our community.

This plan is our strategy for how we will work towards this over the next twelve months. It is practical and implementable and will hold us accountable to ensure we deliver an accessible event. Our DIAP is a key component of our organisational planning and will shape how we engage with all of our stakeholders. We are committed to continuous improvement and work closely with people with disability inside and outside our organisation to identify barriers and find solutions. We acknowledge that access and inclusion is an ongoing journey, not a destination. We look forward to realising the goals, outcomes and actions outlined in our DIAP.

## Who we are

### Background

In October 2019, Sydney Gay and Lesbian Mardi Gras (SGLMG) successfully won the rights to host WorldPride in Sydney in 2023. WorldPride is an event that promotes lesbian, gay, bisexual, transgender, queer and intersex (LGBTIQ) issues on an international level through parades, festivals and other cultural activities. The inaugural WorldPride was held in Rome in 2000. Cities which have hosted WorldPride since 2000 include Jerusalem, London, Toronto, Madrid, New York and Copenhagen.

Sydney WorldPride will coincide with the 50th anniversary of the first Australian Gay Pride Week; the 45th anniversary of the first Sydney Gay and Lesbian Mardi Gras; and the fifth anniversary of Marriage Equality in Australia. Sydney WorldPride will be the first WorldPride to be held in the Southern Hemisphere and Asia Pacific and will focus our attention to LGBTQIA+ human rights across the region. First Nations peoples, arts and culture will form a significant part of this 17 day Festival.

### Sydney WorldPride 2023

The Sydney WorldPride 2023 Festival will take place between Feb 17 and March 5 2023 and will include a number of Sydney Gay and Lesbian Mardi Gras run events, alongside Sydney WorldPride Signature Events, a wider arts and cultural program and an open access program.

The Sydney WorldPride 2023 Festival will stretch across Greater Sydney and also include regional activity. The program will include performance, literature, digital art, visual arts, public art, food, fashion,

film, parties, music, history and other arts and cultural experiences that reflect our diverse LGBTQIA+ communities with a strong focus on First Nations artists.

## Our vision

Sydney WorldPride 2023 will be a world-class Festival of LGBTIQ+ arts and culture that is inclusive, diverse, and accessible, built through exciting partnerships.

Our theme is **Gather Dream Amplify**. We acknowledge the traditional custodians of Australia, the oldest surviving culture on the planet and invites us to work together to create change and long-lasting legacy for all our communities. We welcome LGBTQIA+ people from across the globe: to honour our elders and communities, acknowledge our connections, and empower each other to celebrate together in new ways.

Our organisational values are:

- We listen
- We act with courage
- We are curious
- We act with respect and integrity
- We embrace diversity

Our organisational goals are to:

1. Ensure that the Festival embraces First Nations perspectives and culture
2. Showcase the breadth of Australian LGBTQIA+ arts and culture to regional, national and international visitors.
3. **Ensure that the Festival is accessible.**

4. Develop sustainable and mutually beneficial partnerships.
5. Ensure that our communities and audiences feel safe, welcome and represented.
6. Ensure a multiplicity of voices across the Festival and through the curation of the Festival program.
7. Deliver a financially viable program.
8. Develop a Festival that is environmentally responsible.

## Disability in Australia

**The 2006 UN Convention on the Rights of Persons with Disabilities defines people with disability as those ‘who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.’<sup>2</sup>**

Sydney WorldPride follows to the social model of disability that distinctively signals the difference between a person’s individual condition or impairment, and the barriers they experience which are created by the environment and society around them. Instead of the condition, it is the ‘barriers’ which are disabling as these limit opportunity and independence and instead create disadvantage.

Disability can be both permanent or temporary and invisible or visible. We include mental health within our definition of disability, as

<sup>2</sup> <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>.

well as members of the d/Deaf community (who may not choose to identify as people with disability, but instead as part of a cultural and linguistic minority, with their first language being Auslan). We recognise that not everyone who faces these barriers chooses to identify as person with disability and we understand that identity and disclosure in the context of disability is complex and personal.

Disability impacts us all. It is a broad diversity group and is very commonly experienced amongst our community – with people either directly identifying themselves, being a carer for someone else or having a family member or close friend with disability. The statistics shared below demonstrate how widespread disability is:

**One in five** Australians are people with disability (17.7% or 4.4 million people)<sup>3</sup>

Of the 7.80 million residents of NSW,

**1.37 million (18.34%)**  
**have disability**<sup>4</sup>

**Just under half**  
**(45.1%)** of Aboriginal and Torres Strait Islander people aged 15 years and over, experience disability<sup>5</sup>

**People with disability from non-English speaking backgrounds face multiple layers of disadvantage** and make lower than average use of disability services because they may not be aware what is available and the services may be culturally inappropriate<sup>6</sup>

**People with disability are twice** as likely to be in the bottom 20% of gross household incomes<sup>7</sup>

**45%** of those with disability in Australia are living either near or below the poverty line, more than double the OECD average of 22%<sup>8</sup>

**45%** of the population will experience a mental health condition at some point in their lives<sup>9</sup>

**Almost half of Australians** (47 or more than 11 million people) have 1 or more chronic conditions<sup>10</sup>

3 <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release#:~:text=In%202018%20there%20were%204.4,years%20and%20over%20had%20disability.>

4 <https://www.judcom.nsw.gov.au/publications/benchbks/equality/section05.html>.

5 ABS 4714.0 - National Aboriginal and Torres Strait Islander Social Survey, 2014-15

6 'On the sidelines – Disability and people from non-English Speaking Background Communities' <https://humanrights.gov.au/our-work/race-discrimination/publications/sidelines-disability-and-people-non-english-speaking>

7 ABS 4430.0

8 Price Waterhouse Coopers, 2011. 'Disability expectations - Investing in a better life, a stronger Australia'.

9 ABS 4326.0 - National Survey of Mental Health and Wellbeing: Summary of Results, 2007

10 <https://www.aihw.gov.au/reports/australias-health/chronic-conditions-and-multimorbidity>

Vision Australia estimates there are currently

**357,000 people in Australia who are blind or partially sighted**

**1 in 6 Australians are impacted by hearing loss.**

There are approximately 30,000 Deaf Auslan users with total hearing loss.<sup>11</sup>

## Intersectionality

We understand that the barriers people with disability experience can compound and layer when an individual is part of more than one under-represented group. Recognising that people's lives are multi-dimensional and complex, we aim to take an intersectional approach in our thinking around accessibility, which means focusing on the points of intersection that multiple identities create. Intersectionality recognises the diversity of experiences within marginalised groups and provides a framework for recognising and addressing the needs of individuals who are most disadvantaged, setting a pathway for a more just and equitable world.

We are mindful of these intersections and aim to provide good access for people with disability from all backgrounds and lived experiences. This includes members of the LGBTQIA+ community, and also First Nations

people, women and non-binary people, Culturally and Linguistically diverse people, people from regional and remote areas, Older people, Children and Young People and people for low socio-economic backgrounds.<sup>12</sup>

## Disability and LGBTQIA+ communities

The cross-over between members of the LGBTQIA+ community and people with disability is high, with:

**39%** of LGBTQIA+ people aged 14 to 21 identifying as having disability or a long-term health condition

**27%** of people with an intersex variation aged 16 and over identify as having one or more impairments or conditions

**36%** of transgender people aged 18 and over identify as having a mental health issue that they described as being disabling or a chronic health condition<sup>13</sup>

The percentage of Australians within the general population is around 18%.

Unfortunately, belonging to the LGBTQIA+ community as a person with disability can be more challenging. Research of a sample of people who belong to both the disability and LGBTQIA+ communities has shown that people with a severe to moderate disability are less likely to agree that they feel part of the LGBTQIA+ community, than those

11 'Listen Hear' <https://hearnet.org.au/wp-content/uploads/2015/10/ListenHearFinal.pdf>

12 [http://www.lgbtiqintersect.org.au/learning-modules/intersectionality/?fbclid=IwAR1L70Qe3SfXEhv4HjZ9PLx3Rt\\_vWPQuykJOPQ\\_cV0zhDifJ52LbbHOQ\\_yQ](http://www.lgbtiqintersect.org.au/learning-modules/intersectionality/?fbclid=IwAR1L70Qe3SfXEhv4HjZ9PLx3Rt_vWPQuykJOPQ_cV0zhDifJ52LbbHOQ_yQ)

13 [https://www.lgbtiqhealth.org.au/statistics#\\_Toc68881012](https://www.lgbtiqhealth.org.au/statistics#_Toc68881012)

without disability or with a mild disability. People with a severe disability were more than three times less likely to report feeling accepted at an LGBTQIA+ events and venues. LGBTQIA+ community members who are disabled reported higher levels of psychological distress, suicidal ideation and suicide attempts and lower self-rated health than those without disability. This data shows that LGBTQIA+ people with disability experience a range of additional challenges that require supportive intervention.<sup>14</sup>

Historical oppression and social inequalities influence the experiences of both LGBTQIA+ people and people with disability. For LGBTQIA+ people with disability, experiences of discrimination and oppression are compounded by multiple social identities. Having multiple, intersecting identities means LGBTQIA+ people may have to either mask or closet identities or 'come out' many times, in different ways, in many different contexts, and that this can be a lifelong process. We recognise there are significant issues affecting the lived experiences of LGBTQIA+ people with disability that result in weighty consequences of exclusion and discrimination.<sup>15</sup>

When it comes to events, we are aware that LGBTQIA+ people with disability still face significant barriers to attending. Barriers are faced due to bad attitudes, lack of awareness and limited information.

A UK survey found that:

**80%** have been put off attending a pride or an LGBTQIA+ venue due to access concerns.

**70%** reported feeling unwelcome at prides or LGBTQIA+ venues as a Deaf or disabled LGBT+ person.

**96%** would be more likely to attend a pride or LGBTQIA+ venue if they provided comprehensive access information.<sup>16</sup>

This is why providing access at Sydney WorldPride is so important to us, because we want to include people who have been historically excluded for many years.

## Methodology and consultation

**To develop this Plan, we engaged a consultant with lived experience of disability to ensure we had a disability-led approach to this process. We consulted with a diverse mix of stakeholders with disability and from the LGBTQIA+ community to seek their feedback and ideas.**

In 2021, we formed our internal DIAP Working Group, made up of staff and representatives from across the organisation, including some staff with lived experience of disability. This group has been working together to steer and guide the creation of this document and will continue to come together to guide the plan's implementation.

We acknowledge the importance of learning from lived experience. In 2022, we established our external Disability Working Group,

14 [https://www.latrobe.edu.au/\\_data/assets/pdf\\_file/0009/1185885/Private-Lives-3.pdf](https://www.latrobe.edu.au/_data/assets/pdf_file/0009/1185885/Private-Lives-3.pdf)

15 [https://iht.deakin.edu.au/wp-content/uploads/sites/153/2021/03/More-than-ticking-a-box-uploadfile.pdf?fbclid=I-wAR3Q\\_kNEZ-xiGjf\\_67SSAUr2aUncGGSOPYeRTglM29PDHvsW0ZF1s5s5t0](https://iht.deakin.edu.au/wp-content/uploads/sites/153/2021/03/More-than-ticking-a-box-uploadfile.pdf?fbclid=I-wAR3Q_kNEZ-xiGjf_67SSAUr2aUncGGSOPYeRTglM29PDHvsW0ZF1s5s5t0)

16 <http://www.attitudeiseverything.org.uk/resources/publications/accessing-lgbt-spaces>

which consists of LGBTQIA+ people with disability and representatives of disability organisations. This group is providing us with strategic advice and is guiding us through the implementation of this plan.

The consultation process that we used to develop this plan included:

- Presentations and discussions with Working Group members, other staff and external agencies working with us
- A series of interviews with staff from across the organisation
- An internal survey sent to staff
- An external survey sent to our stakeholders and community
- Two Focus Group discussions, one with peak disability bodies and one with community members.
- A staff workshop to review the draft Plan.

All consultation methods were accessible and incentives and honorariums were offered for participation to acknowledge people providing their time and expertise into this process

The types of consultation processes used throughout the development of this plan will continue throughout the Plan's implementation and beyond, to ensure we are receiving feedback directly from people with lived experience to inform our thinking and design of our event.

## Governance, monitoring and review

**We are committed to continuous improvement and are keen to draw on ongoing community feedback and work in partnership with relevant organisations to ensure we meet our goals.**

To support the implementation of this Plan, we will continue working closely with both our internal and external DIAP Working Groups, established throughout this Plan's development. These groups will provide strategic advice, lived experience and feedback to inform our actions. Both groups will meet at least three more times in the lead up to the event to review Plan progress, and report on progress back to our team and Board.

We may also engage other experts, partners and stakeholders with lived experience of disability to assist us with Plan implementation or specific events as required.

Actions from this Plan will be built into the work plans of teams across the organisation. We are also recruiting an Accessibility Coordinator to assist with the delivery of this plan and monitor our progress.

## Measuring success

Success for the Sydney WorldPride 2023 Festival will be measured through qualitative and quantitative data. In many cases, Sydney WorldPride, working alongside Sydney Gay and Lesbian Mardi Gras (SGLMG) will benchmark results for future SGLMG Festivals and also offer useful information for future WorldPride events.

We will gather direct feedback from the community around the delivery of our access and inclusion program, through surveys and other feedback mechanisms around our event in 2023. We will share information about our learnings around our access and inclusion work with key stakeholders such as SGLMG and future WorldPride events.

## Plan commitment, vision and goals

**We are committed to increasing disability confidence and competence within our organisation and are working to create an environment where we can provide opportunities for everyone on an equal basis.**

Many of our organisational values and goals closely relate to access and inclusion, including **Goal 3: Ensure that the Festival is accessible.**

This goal states that:

**“Our events will be created with a strong focus on accessibility ensuring that people living with disability are considered at all stages of event development. Removing barriers to access across the Festival will be front and centre in our planning.”**

Through our DIAP consultation process, we identified a number of things we want our DIAP to be:

- front of mind
- intersectional
- embedded across the whole organisation and considered at every stage of event planning
- realistic, achievable and implementable
- sustainable
- best practice
- influential, positively impacting other organisations we work with
- documented well so we leave a legacy
- set a new standard/benchmark for medium sized festival

Overall, we want this plan to help provide safety, respect and belonging for everyone who engages with us.

**“We want everyone to feel seen in our events and beyond things being technically accessible, we want people to feel included and say ‘I belong here, this is for me, I’ve been thought about, I’m not an afterthought’”**

(staff interview quote).

To do this, we have set ourselves the following **goals and outcomes** to achieve for our event:

### **1. Goal: Positive attitudes and behaviours -**

We are creating our events with, by and for people with disability. We want to remove barriers and encourage inclusive behaviour across all of our activities, enabling people with disability to engage and participate in the festival as audiences, artists and staff.

#### **Outcomes:**

- |  |   |
|--|---|
| <p><b>1.1 Representation and visibility</b><br/>Ensure that our event reflects the diversity of the LGBTQIA+ community, including people with disability</p> <p><b>1.2 Intersectionality and cultural safety</b><br/>Ensure the event is delivered with an intersectional lens</p> <p><b>1.3 Accessibility Style Guide</b><br/>Ensure accessibility considerations are included in corporate Style Guide</p> <p><b>1.4 Profiling access and inclusion</b><br/>Continue to raise the profile of people with disability and celebrate the access and inclusion within SWP</p> <p><b>1.5 Guidance and advice</b><br/>Ensure decision-making around accessibility is informed by people with lived experience, expertise and passion</p> <p><b>1.6 Leadership, influence and legacy</b><br/>Stretch ourselves to produce a high quality access program, and share our learnings with other organisations and future WorldPrides</p> <p><b>1.7 Internal confidence and competence</b><br/>Provide tools and education to build skills in access and inclusion</p> | <p><b>1.8 Front-facing personnel</b><br/>Provide tools to build volunteer, contractor and venue staff skills in access and inclusion</p> <p><b>1.9 Accessible programming</b><br/>Provide as many accessible experiences as possible</p> <p><b>1.10 Digital programming</b><br/>Cement digital programming as an important access offering of the event</p> <p><b>1.11 Partnerships and sponsorships</b><br/>Utilise corporate support and partners to expand the access program</p> <p><b>1.12 Marketing and publicity</b><br/>Utilise strategic marketing and publicity opportunities to increase awareness of SWP's commitment to access and inclusion</p> <p><b>1.13 Media</b><br/>Share access and inclusion plans via the media</p> <p><b>1.14 Audience development</b><br/>Undertake activities to actively grow access audiences</p> <p><b>1.15 Communications and Engagement</b><br/>Ensure communications and engagement processes are inclusive</p> <p><b>2. Goal: Liveable communities -</b> We are building an event where everyone in our community belongs and is respected. We are designing with intersectionality and safety in mind. We are engaging with people with lived experience of disability to inform our delivery, both for in-person events and online. We are building a legacy with a lasting impact, by positively influencing the accessibility of future events.</p> |
|--|---|

**Outcomes:**

- 2.1 Signature events**  
Ensure a comprehensive level of access is provided for all major SWP events
- 2.2 Arts and cultural program**  
Ensure access is delivered for a range of events across the arts and cultural program
- 2.3 Pride Amplified**  
Ensure access is delivered for a range of events across the Pride Amplified program
- 2.4 Parking and transport**  
Ensure there are accessible methods of getting to and from events
- 2.5 Venues**  
Ensure venues used for SWP are as accessible and inclusive as possible, and information about their access is provided to those who need it
- 2.6 Temporary site builds**  
Consider accessibility from the design stage of any temporary builds
- 2.7 Accessible amenities**  
Provide appropriate and dignified access to bathroom and changing facilities for people with disability
- 2.8 Wayfinding and signage**  
Ensure venues are as easy to navigate as possible
- 2.9 Quiet spaces**  
Provide safe and quiet spaces for people with disability to chill-out
- 2.10 Access patrons identification**  
Utilise an identifying feature for people with access requirements

**2.11 Seating, resting and queues**

Ensure appropriate measures are in place for people who cannot stand for long periods

**2.12 Accommodation and travel**

Ensure information about accessible travel is available to support attendees from outside of Sydney

**3. Goal: Meaningful employment - We strive to create meaningful employment opportunities and support our people, including our volunteers. We meet people's access requirements, to ensure everyone can succeed and flourish.**

**Outcomes:**

- 3.1 Office accessibility**  
Consider work-arounds to ensure the office environment is accessible for everyone
- 3.2 Internal employment**  
Ensure all recruitment, selection and retention processes are accessible
- 3.3 Access and inclusion resourcing**  
Ensure the organisation is appropriately resourced to successfully manage access and inclusion work
- 3.4 Career pathways**  
Provide options for people with disability to develop skills via internships
- 3.5 Volunteering**  
Ensure people with disability are able to volunteer with SWP
- 3.6 Contractors/third party providers**  
Ensure access and inclusion is considered by everyone who has a role in delivering SWP events

#### **4. Goal: Accessible systems and processes -**

We are embedding accessible and inclusive systems and processes into our work, setting a new standard for organisational inclusive best practice. Access and inclusion are key considerations in all our decision making.

#### **Outcomes:**

##### **4.1 Embedding access and inclusion**

Ensure access and inclusion are considered during the development and implementation of all festival activities

##### **4.2 Finance and budgeting**

Ensure appropriate resourcing is built in to be able to cover access costs

##### **4.3 Access to information**

Ensure it is easy for people to find information, including information about accessibility

##### **4.4 Access collateral**

Produce information about accessibility and share widely to all stakeholders

##### **4.5 Website**

Ensure the website is a tool that everyone can use effectively

##### **4.6 Social media**

Ensure all social media produced is accessible to everyone

##### **4.7 Event app**

Ensure app technology used for the event is accessible

##### **4.8 Alternative formats**

Ensure information is provided in a range of accessible formats

##### **4.9 Ticketing**

Ensure all ticketing processes are inclusive

##### **4.10 Access service providers**

Work with high quality, reputable service providers who are respected within the disability community

##### **4.11 Accessible viewing**

Ensure people with disability and safe and clear viewing of stages

##### **4.12 Wheelchairs and scooters**

Ensure the user experience of wheelchair and scooter users is appropriately factored in

##### **4.13 Sign Language**

Support the communication needs of the Deaf community throughout all facets of the event

##### **4.14 Captioning**

Support the communication needs of the Deaf and Hard of Hearing community throughout all facets of the event

##### **4.15 Audio description**

Support the access needs of people who are Blind or low vision

##### **4.16 Relaxed performances**

Provide relaxed performances across the festival program

##### **4.17 Continuous improvement**

Utilise consultation, feedback and complaints mechanisms to continue to make access improvements

##### **4.18 COVID considerations**

Consider access and inclusion issues surrounding COVID19

Our Plan follows the NSW Disability Inclusion Action Planning Guidelines, to which our goals closely relate. Each of these areas seeks to remove or reduce the social, economic, physical and behavioural barriers that prevent people with disability fully engaging in society and engaging with Sydney WorldPride.

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This Plan aligns with international, national and NSW social policy and legislative frameworks including:

- UN Convention on the Rights of Persons with Disabilities 2006 (UNCRPD)
- Disability Discrimination Act 1992 (DDA)
- Disability (Access to Premises – Buildings) Standards 2010
- National Disability Strategy 2010-2020 (NDS)
- National Arts and Disability Strategy 2009
- Disability Inclusion Act NSW 2014.