



Creating  
an inclusive  
community  
together

# Community Attitudes Targeted Action Plan





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## Introduction

Under *Australia's Disability Strategy 2021-2031* (the Strategy), governments have established Targeted Action Plans (TAPs) to make headway in achieving outcomes in specific areas of the Strategy.

The Community Attitudes TAP sets out key actions to improve community attitudes towards people with disability to influence behaviour. These actions are for 2021-22 to 2023-24, noting these are working plans and will be updated with additional actions as appropriate.

Other documents that are linked to this TAP include State and Territory disability plans.

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## Case for Change

### *Current situation*

There is growing understanding of the rights of people with disability to fully participate in society. Consultations on the development of the Strategy highlighted significant impacts community attitudes have on people with disability, specifically on their participation in the community, education and employment.

Participants identified the need to improve community attitudes towards people living with different types of disability, in particular cognitive disability and non-visible disability. For people with non-visible disability, it is not always easy to see the nature of the disability. Some people with disability including non-visible disability, may have a fluctuating disability, which means the degree and impact of impairments can be different at different times.

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability noted “Attitudes are developed, reaffirmed and shared within the wider community. Research suggests limited contact between people with disability and the wider community can contribute to a lack of understanding of disability. Negative attitudes can cause a social distance between people with disability and the wider community driven by stigma.”<sup>1</sup>

Consultations on the Strategy also revealed the need to improve community attitudes towards people with disability experiencing multiple forms of discrimination such as Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, LGBTIQ+, women, young people, and older people with disability.

While consultations suggest there has been recent perceived improvement in community attitudes towards people with disability and an increased awareness of disability, there is still much to be done across a number of sectors including health and education. People with disability continue to experience avoidance, discrimination, violence and abuse, hostility and low expectation, preventing active and meaningful social inclusion and participation in many aspects of society.

Each year, the Australian Human Rights Commission receives more complaints about disability discrimination (44 per cent) than about any other form of discrimination.<sup>2</sup> Adults with disability are more likely to have experienced violence (47 per cent) after the age of 15, than adults without disability (36 per cent).<sup>3</sup>

More than 3 in 4 Australians (78 per cent) are unsure how to act towards people with disability.<sup>4</sup> This is the most common experience of negative attitudes people with disability experience, with most (84 per cent) advising they experienced negative attitudes in the last year based on people’s lack of knowledge and understanding about disability.<sup>5</sup>

Everyone has a role in taking action to change the way the community views and engages with people with disability. Building positive attitudes will lay the groundwork for overcoming the barriers to inclusion and participation that people with disability face in their daily lives.

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## Involvement of people with disability

The views of people with disability have informed the decision to create this TAP focused on improving community attitudes towards people with disability. The Strategy's Stage 2 consultations, which informed this TAP, included:

- A public submission process in response to a discussion paper on the Strategy.
- A series of focus groups to hear from people with disability, especially harder to reach cohorts that were not fully engaged in Stage 1 consultations on the Strategy.
- Workshops with Disability Representative Organisations.
- Cross-collaboration workshops with people with lived experience and sector representatives on attitudes that impact social and economic participation; education and health; and support, justice and safety for people with disability.

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## Key Outcomes and Objectives

The Community Attitudes TAP is designed to drive progress under the Community Attitudes Outcome Area of the Strategy. This Outcome Area aims to ensure that community attitudes are improved and enable people with disability to have full equality, inclusion and participation in society.

This TAP has the following objectives:

1. Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.
2. Key professional workforces are able to confidently and positively respond to people with disability.
3. Increase representation of people with disability in leadership roles.
4. Improving community attitudes to positively impact on Policy Priorities under the Strategy.

Actions will be implemented with an intersectional and diversity lens. This recognises that a person, or group of people, can be affected by multiple forms of discrimination and disadvantage. This can occur due to a person's race, sex, gender identity, sexual orientation, impairment, class, religion, age, social origin, and other identity markers. This means that activities taken in line with this TAP should incorporate tailored approaches designed to enable and include people and groups who face intersectional barriers. Actions should also consider how to meet the needs of people in rural and remote locations.

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## Monitoring and Reporting

A high-level progress report on the implementation of TAPs will be developed and published annually alongside other Australia's Disability Strategy reporting. The TAPs Progress Report will report on a financial year basis and will be published by October each year.

# Actions



## Australian Government actions

### Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.1 Developing disability confidence in key professionals</b></p> <p>Invest \$2.5 million in building disability inclusive practices into pre and post qualification education and training and develop resources that can be used in higher education and professional development.</p>	2022 - 2024	<ul style="list-style-type: none"> <li>Number of key professionals who are knowledgeable and supported to assist people with disability.</li> </ul>

### Objective 3: Increase representation of people with disability in leadership roles

Actions	Timeline	Indicator(s)
<p><b>3.1 Developing the leadership of young people with disability</b></p> <p>Invest \$800,000 to link skilled young people with disability and employers to develop their leadership and progress their career aspirations.</p>	By June 2024	<ul style="list-style-type: none"> <li>Number of young people that participate.</li> <li>Number of young people who advance in their careers.</li> </ul>

### Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1 Measure change in community attitudes</b></p> <p>Conduct a \$2 million survey focused on the attitudes of educators, employers, justice services, health care providers, community services and the general public towards people with disability.</p>	By June 2022	<ul style="list-style-type: none"> <li>Wave 1 of Australia's Disability Strategy Survey is completed.</li> </ul>

## New South Wales actions<sup>6</sup>

### Objective 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability

Actions	Timeline	Indicator(s)
<p><b>1.1</b> Focus area one of the NSW Disability Inclusion Plan is: <i>Positive community attitudes and behaviours</i>. It will build community awareness of the rights and capabilities, and supports the development of positive attitudes and behaviour towards people with disability. The plan also focuses on supporting people with disability into meaningful employment.</p> <p>All NSW Government clusters and 128 local councils will revise their existing Disability Inclusion Action Plans (DIAPs) over the next year and publish the actions that they will undertake which acknowledge the contribution people with disability make to the workforce.</p>	2022 onwards	<ul style="list-style-type: none"> <li>All NSW Government departments and local councils have in place a DIAP that includes actions to specifically target building positive community attitudes.</li> </ul>
<p><b>1.2</b> The Age of Inclusion resources made available by the NSW Public Service Commission provide resource material for employers within and outside of the NSW Public Sector to support training and awareness raising with their organisations.</p>	Ongoing	<ul style="list-style-type: none"> <li>Website hits and downloads.</li> </ul>

## Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.1</b> The Community Attitudes Survey will explore attitudes towards people with disability across a range of community groups. NSW will work with the Commonwealth and other states and territories to identify actions to be undertaken in response to the outcomes/recommendations of the survey across key professional workforce groups to address identified attitudinal or awareness issues towards people with disability in professional settings.</p>	2022	<ul style="list-style-type: none"> <li>• Survey outcomes.</li> </ul>
<p><b>2.2</b> NSW Health Recruitment policies to promote disability inclusion will embed disability inclusion principles in NSW Health recruitment and office management. NSW Health will establish ongoing feedback mechanisms for monitoring and reporting through workplace and workforce governance structures. Support mentoring partnerships for employees with disability, including support for career advancement.</p>	Ongoing	<ul style="list-style-type: none"> <li>• NSW Health DIAP and annual report on activity and outcomes.</li> </ul>
<p><b>2.3</b> Youth Justice will provide employees with disability a resource tool kit, developed using internal strategic cultural expertise and a framework to enhance cultural understanding and responsiveness in service delivery. Young people with disability are quickly identified and supported by Youth Justice staff.</p> <p>Youth Justice will seek opportunities to engage with Aboriginal-specific organisations to co-design resources to be culturally appropriate and that support young Aboriginal people with disability.</p> <p><a href="https://www.dcj.nsw.gov.au/about-us/disability-inclusion-action-plan/projects/development-of-a-youth-justice-disability-action-plan-improving-outcomes-for-young-people-with-a-disability-involved-with-youth-justice">https://www.dcj.nsw.gov.au/about-us/disability-inclusion-action-plan/projects/development-of-a-youth-justice-disability-action-plan-improving-outcomes-for-young-people-with-a-disability-involved-with-youth-justice</a></p>	2021 – 2024	<ul style="list-style-type: none"> <li>• Department of Communities and Justice DIAP and annual report on activity and outcomes.</li> </ul>



## Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.4</b> Transport for NSW (TfNSW) will develop and promote a culture of inclusion and customer service among staff and transport delivery partners and increase opportunities for feedback from, and ongoing engagement with, people with disability and carers.</p> <p>TfNSW will consult with people with disability through the Accessible Transport Advisory Committee (ATAC) on plans for future transport improvements, infrastructure, products and services. Feedback will be valued and acted upon.</p> <p>Awareness training will be provided for all frontline customer service staff and include positive images of people with disability in publications, websites and promotional material.</p>	<p>2021 – ongoing</p>	<ul style="list-style-type: none"> <li>• Transport for NSW DIAP annual report on activity and outcomes.</li> </ul>

## Objective 3: Increase representation of people with disability in leadership roles

Actions	Timeline	Indicator(s)
<p><b>3.1</b> NSW will identify, promote and disseminate effective actions developed in the Disability Inclusion Action Plans of NSW clusters and local councils that foster the retention, professional development, promotion and appointment of individuals with disability into leadership roles within the NSW public service and across local government in NSW.</p>	<p>2022</p>	<ul style="list-style-type: none"> <li>• Number of initiatives identified in review of DIAPs of agencies and local councils.</li> </ul>

## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1</b> NSW will support the implementation of the Australia's Disability Strategy (ADS) 2021-2031 and promote positive community attitudes towards people with disability across the community.</p>	2021 ongoing	<ul style="list-style-type: none"> <li>ADS Outcome Dashboard – annually.</li> </ul>
<p><b>4.2</b> The NSW Government is establishing a revised disability policy development and oversight structure which allocates clear lines of responsibility and decision making for disability policy and integrates mainstream and specialist disability policy decisions through the process. The government will work closely with the Disability Council NSW, the Ageing and Disability Commissioner, and key disability stakeholders in developing policy and legislation. The Ageing and Disability Commissioner in NSW is tasked with monitoring NSW's implementation of Australia's Disability Strategy and will produce a public report.</p>	2023	<ul style="list-style-type: none"> <li>Major Evaluation Reports (2025 and 2029).</li> <li>Report by the ADC on the implementation of the ADS in NSW.</li> </ul>
<p><b>4.3</b> The Disability Council with support from the Department of Communities and Justice (DCJ) will hold forums with local government to develop and promote rights based community engagement and education activities and build community awareness. Increase public awareness of disability inclusion at a local level.</p> <p><a href="https://www.facs.nsw.gov.au/disability-council">https://www.facs.nsw.gov.au/disability-council</a></p>	2022	<ul style="list-style-type: none"> <li>Disability Council NSW reports and communiques.</li> </ul>
<p><b>4.4</b> The Department of Communities and Justice on behalf of the NSW clusters will lead the consultation on the response to the recommendations arising from the final report delivered by the Disability Royal Commission.</p>	October 2023 - December 2024	<ul style="list-style-type: none"> <li>To be determined in response to recommendations.</li> </ul>

## Victoria actions

### Objective 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability

Actions	Timeline	Indicator(s)
<p><b>1.1</b> Through <i>Getting to work: Victorian public sector disability employment action plan 2018-25</i>, the Victorian government has committed to implementing a strong communications, marketing and engagement plan to:</p> <ul style="list-style-type: none"> <li>• Share the stories of current employees (i.e. employees as our best advocates).</li> <li>• Explain the benefits and what's already great for people with disability working in the public sector (such as the available support, VPS all roles flex, development opportunities, Enablers Network).</li> <li>• Regularly report progress, publicly report our commitments under the plan and share success stories to build community confidence and trust in the VPS being a great place for people with disability to work.</li> </ul>	To 2025	<ul style="list-style-type: none"> <li>• Staff across the sector demonstrate increased disability confidence and awareness by using tools and resources.</li> </ul>

### Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.1</b> Through <i>Getting to work: Victorian public sector disability employment action plan 2018-25</i>, the Victorian government has committed to:</p> <ul style="list-style-type: none"> <li>• Developing and implementing an online access and inclusion toolkit to provide relevant resources and information, including a candidate sourcing guide, to human resources practitioners, hiring managers, D&amp;I teams, employees with disability and job seekers with disability.</li> <li>• Implementing disability awareness and confidence training for all levels of the VPS.</li> <li>• Exploring and scoping the development of a VPS disability capability framework that outlines the knowledge, skills and capabilities to build disability confidence.</li> </ul>	To 2025	<ul style="list-style-type: none"> <li>• Staff across the sector demonstrate increased disability confidence and awareness by using tools and resources.</li> <li>• Employees demonstrate understanding, confidence and capability to employ and support people with disability.</li> </ul>

### Objective 3: Increase representation of people with disability in leadership roles

Actions	Timeline	Indicator(s)
<p><b>3.1</b> Through <i>Getting to work: Victorian public sector disability employment action plan 2018-25</i>, the Victorian government has committed to implementing career development opportunities and leadership development pathways.</p>	To 2025	<ul style="list-style-type: none"> <li>Increased employment of people with disability across all levels of the public sector.</li> </ul>

### Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1 Victorian state disability plan</b> Continue commitment to driving community attitude change through the state disability plan, including through activities that promote the inclusion, rights, representation, participation, and employment of people with disability. This includes engaging and partnering with people with disability in the design and implementation of government policies, programs and services.</p>	2021-2023	<ul style="list-style-type: none"> <li>Increase in positive community attitudes towards people with disability.</li> <li>Increase in people with disability in leadership opportunities including in senior roles of influence (public and private), on boards and in elected positions.</li> </ul>
<p><b>4.2 Victoria Police</b> Developing and implementing education and training resources for Victoria Police members to improve police understanding of how to identify disability and provide appropriate supports and responses.</p>	2021-2023	<ul style="list-style-type: none"> <li>Education resources developed.</li> <li>Training provided.</li> </ul>
<p><b>4.3</b> Developing accessible information products for identified information needs.</p>	2021-2023	<ul style="list-style-type: none"> <li>Products developed.</li> </ul>
<p><b>4.4 Health Sector</b> Build awareness and understanding of the needs of people with disability in health services through the Disability Liaison Officers in health services program.</p>	2021-2022	<ul style="list-style-type: none"> <li>Number of people with disability assisted through the program.</li> </ul>

## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.5 Public Transport Sector</b></p> <p>Expand the Travelling in the Shoes of Others program to include invisible disability. The program delivered by Department of Transport in partnership with Yooralla, Guide Dogs Victoria, Spina Bifida Victoria, and Vision Australia will increase participant awareness of the challenges and barriers faced by public transport users who experience accessibility or mobility restrictions.</p>	Commencing January 2022	<ul style="list-style-type: none"> <li>• At least 95 per cent of participants report increased awareness of visible and invisible disabilities.</li> <li>• At least 75 per cent of participants report taking active steps in their day to day work to improve accessibility of the public transport network.</li> </ul>
<p><b>4.6</b> Include in the contractual obligations for metropolitan train and tram operators a requirement to deliver disability awareness training for all frontline staff.</p>	Ongoing	<ul style="list-style-type: none"> <li>• 100 per cent of Metro Trains Melbourne front line staff have completed disability awareness training.</li> <li>• 100 per cent of Yarra Trams front line staff have completed disability awareness training.</li> </ul>
<p><b>4.7 Employment</b></p> <p>Improve employer attitudes in hiring people with disability through JobsBank, an independent, not-for-profit organisation established in 2019. JobsBank works with industry and government to tailor solutions that increase socially inclusive employment practices and fill workforce gaps. JobsBank received funding in the 20-21 State Budget to work with employers to embed inclusive and diverse practices, including but not limited to inclusive employment and recruiting people with disability.</p> <p>Funding: \$15m over 4 years</p>	2020-2021	<ul style="list-style-type: none"> <li>• Number of Victorian employers engaged to improve their workplaces for inclusive employment outcomes, including for people with disability.</li> </ul>

## Queensland actions

### Objective 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability

Actions	Timeline	Indicator(s)
<p><b>1.1</b> Give businesses the confidence to employ Queenslanders who have experienced a period of unemployment and help workers facing disadvantage in the labour market, including people with a disability through participation in the revitalised Back to Work (BTW) program.</p>	<p>Late 2021 - June 2024</p>	<ul style="list-style-type: none"> <li>• Percentage of successful employment outcomes for people with disability from engagement in the revitalised BTW program.</li> <li>• Percentage of people with disability participating in the revitalised BTW program.</li> <li>• Number of people with disability who gain employment following period of unemployment in regional areas.</li> </ul>

## Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
2.1 Collaborate with NDIA Community Engagement and specialist staff to provide routine information sessions and disability-related professional development to child protection frontline workers.	June 2023	<ul style="list-style-type: none"> <li>Percentage of frontline workforce participating in information sessions and disability-related professional development.</li> </ul>
2.2 Continue to engage in educational and awareness raising communications campaign providing information about disability in a variety of service contexts, including youth justice and child safety.	June 2023	<ul style="list-style-type: none"> <li>Number of campaigns undertaken.</li> <li>Percentage of frontline workforce participating in educational and awareness campaigns and presentations.</li> </ul>
2.3 Review and update training packages for Custodial and Community Corrections staff to enhance staff awareness on the complex needs and vulnerabilities of people with disability.	30 June 2023	<ul style="list-style-type: none"> <li>Training is reviewed and updated.</li> <li>Training is promoted across Custodial and Community Corrections staff.</li> </ul>
2.4 Review the Disability Awareness Training for Queensland public sector to ensure the training content addresses contemporary understanding of inclusion issues and promote across all agencies.	January 2022 - December 2023	<ul style="list-style-type: none"> <li>Disability Awareness Training program is reviewed.</li> <li>Percentage of Queensland Government employees that complete the training program.</li> <li>Percentage of employees that report improved understanding of disability awareness through post-training survey.</li> </ul>

## Objective 3: Increase representation of people with disability in leadership roles

Actions	Timeline	Indicator(s)
3.1 Promote opportunities for people with disability to participate on Queensland Government boards.	30 June 2023	<ul style="list-style-type: none"> <li>Advertisement and recruitment processes for Queensland Government boards are promoted, inclusive and accessible.</li> </ul>
3.2 Improve representation of people with disability in leadership roles in the Queensland public sector.	June 2021 – June 2024	<ul style="list-style-type: none"> <li>8% representation at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2024.</li> </ul>

## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1 Improving communication</b></p> <p>Develop a whole-of-government inclusive language guide/toolkit in consultation with people with disability. The toolkit is to include contemporary inclusive language use with a particular focus on approaching and structuring proactive conversations around identity and consultation processes which value individual identity.</p>	2022 - 2024	<ul style="list-style-type: none"> <li>• Guide/toolkit developed and disseminated.</li> </ul>
<p><b>4.2</b> Develop and release the <i>Move Together</i> social media campaign. This campaign has been designed to enable general public transport users to understand the need for priority seating, allocated spaces and other accommodations to meet the diversity of needs of people with disability.</p>	Late 2021 - 2023	<ul style="list-style-type: none"> <li>• Number of initiatives undertaken to increase understanding.</li> <li>• Number of people reached through social media campaign.</li> <li>• Reduction in reports of resistance by public transport users in giving up priority and allocated spaces when needed.</li> </ul>
<p><b>4.3</b> Undertake initiatives through the <i>TenantConnect</i> program for public housing tenants to increase visibility and understanding of people with disability, including digital channels such as web content and social media:</p> <ul style="list-style-type: none"> <li>• Tenant stories shared via web content and social media during Disability Action Week (September) annually.</li> <li>• Raise awareness and promote community services and initiatives that support and encourage people with disability living in public housing to connect with their community.</li> </ul>	Annual	<ul style="list-style-type: none"> <li>• Web and social media analytics to evaluate the effectiveness and reach of content.</li> </ul>



## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.4</b> The Queensland Accessible Transport Advisory Council (QATAC) provides disability-sector representatives with an unprecedented opportunity for early and authentic consultation on all major transport projects.</p> <p>QATAC is a key part of the transport infrastructure planning model requiring the council be formally consulted before the finalisations of any project plans. This will apply to all forms of transport, ensuring persons with disability have a strong voice in a formal capacity for future infrastructure in Queensland. QATAC was established on 21 September 2020 and appointments to QATAC expire on 20 September 2023.</p>	2021 - 2023	<ul style="list-style-type: none"> <li>• Increase in the number of transport infrastructure project plans that formally consider the needs of people with disability.</li> </ul>
<p><b>4.5</b> Fund the Queensland Disability Advocacy Program to enhance capacity of people with disability to self-advocate, promote the rights of individuals, as well as address systemic issues of discrimination and unfair treatment.</p>	2022 - June 2023	<ul style="list-style-type: none"> <li>• Disability advocacy service recipients experience improved interactions with mainstream service systems measured through regular reporting by funded advocacy organisations.</li> <li>• Insights and evidence on systemic advocacy issues are identified and escalated through the Queensland Disability Advocacy Hub.</li> </ul>
<p><b>4.6</b> Advance market opportunities for First Nations providers to deliver culturally appropriate services to Aboriginal and Torres Strait Islander people living with disability.</p>	2021 - 2022	<ul style="list-style-type: none"> <li>• Improved awareness by First Nations providers of service development and delivery opportunities across Queensland.</li> <li>• Increase in First Nations Disability Worker Screening clearances.</li> </ul>

## Western Australia actions

### Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.1 Inclusive hospital services</b></p> <p>As part of the 'Ready to Go Home' trial (aimed at addressing the delays to discharge for people with disability in WA hospitals) – understand the experience of people with disability navigating the hospital discharge process and develop/deliver resources and training for health practitioners.</p>	Ongoing	<ul style="list-style-type: none"> <li>Identified improved process.</li> </ul>
<p><b>2.2 Educate for Justice</b></p> <p>Provide awareness training and materials to justice agencies regarding people with disability in the justice system and their support needs, including:</p> <ul style="list-style-type: none"> <li>Providing wallet cards for all WA Police Force Officers and posters for police stations.</li> <li>Regular training to staff from the Department of Justice (both prison and community based); training for WA Police Force whenever possible, Transperth Transit Guards and other agencies as required as part of on boarding.</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Provision of training materials.</li> </ul>

## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1 Welcoming communities</b></p> <p>Support initiatives identified by Culturally and Linguistically Diverse (CALD) community groups that raise awareness of people with disability in their community, reduce stigma and create welcoming communities.</p>	Ongoing	<ul style="list-style-type: none"> <li>Identified initiatives.</li> </ul>

## South Australia actions

### Objective 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability

Actions	Timeline	Indicator(s)
1.1 Identify opportunities to purchase goods and services from Australian Disability Enterprises (ADEs) and from organisations who have strong inclusive employment practices and provide employment to people living with disability.	Ongoing	<ul style="list-style-type: none"> <li>Opportunities to purchase goods and services from ADEs or organisations that provide employment opportunities are identified and promoted.</li> </ul>

### Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
2.1 Promoting and building capacity of educators on inclusive practices in education settings.	2022-23	<ul style="list-style-type: none"> <li>Increased number of educators completing relevant training on Disability Standards for Education.</li> </ul>
2.2 Promote awareness of existing initiatives that support volunteer involving organisations to be more inclusive of volunteers with disability.	Ongoing	<ul style="list-style-type: none"> <li>Promotion of initiatives.</li> </ul>

### Objective 3: Increase representation of people with disability in leadership roles

Actions	Timeline	Indicator(s)
3.1 Review the function of the Disability Engagement Group (DEG) and include a focus on developing advisory and leadership skills of members.	2023	<ul style="list-style-type: none"> <li>Revised Terms of Reference.</li> </ul>

## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1</b> Develop and launch a state-wide public awareness campaign to improve community understanding and awareness of what it means to live with a disability.</p>	2021-22	<ul style="list-style-type: none"> <li>• Undertake post-campaign community consultation to determine community-shift in thinking about living with disability.</li> </ul>
<p><b>4.2</b> Improve community understanding and awareness about the rights and needs of people living with disability on public transport.</p>	Ongoing – 2022	<ul style="list-style-type: none"> <li>• Allocated space and priority seating identification and signage to be progressively standardised across all public transport modes.</li> <li>• Investigate feasibility of internal side exit announcements on train services.</li> </ul>
<p><b>4.3</b> Disseminate the Guidelines publicly and explore opportunities to strengthen the role of the media in the reporting of people with disability and improve community perception about what it means to live with disability.</p>	2022	<ul style="list-style-type: none"> <li>• Increased ownership by media professionals on the role of the media in reporting on people with disability.</li> <li>• Annual community engagement strategy to gauge improvements in media reporting of people with disability.</li> </ul>
<p><b>4.4</b> Improving community understanding and awareness by promoting and convening Parent Forums for parents and families of children and students with disability.</p>	Ongoing – 2022	<ul style="list-style-type: none"> <li>• Increased participation by parent and families.</li> </ul>

## Tasmania actions

### Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1</b> The establishment of a Tasmanian Disability Commissioner will work to ensure people with disability, and their families, receive the inclusive and accessible supports and services they need, including those supported through mainstream services, with an investment of \$300 000 per year over four years from 2021-22.</p>	2021	<ul style="list-style-type: none"> <li>• Consultation with the Tasmanian community is completed.</li> <li>• Framework for establishing the inaugural Disability Commissioner is in place.</li> </ul>
<p><b>4.2</b> Review <i>Tasmania's Disability Services Act 2011</i> to create a piece of legislation that provides a contemporary vision for a safe and inclusive Tasmania for people with disability.</p>	2021 2023	<ul style="list-style-type: none"> <li>• Consultation on the Disability Services Act has occurred.</li> <li>• Legislation enacted.</li> </ul>
<p><b>4.3</b> Review and develop the next iteration of Accessible Island leveraging momentum generated in the community through the review of the Disability Services Act and creation of the Disability Commissioner.</p>	2022	<ul style="list-style-type: none"> <li>• Accessible Island Disability Framework for Action released.</li> <li>• Tasmanian Government Agencies release revised Disability Action Plans.</li> </ul>
<p><b>4.4</b> Continue to build on the gains made through the Disability Justice Plan for Tasmania as key component of the next iteration of Accessible Island.</p>	2022	<ul style="list-style-type: none"> <li>• Identify new actions for inclusion in Tasmania's Disability Framework for Action.</li> </ul>
<p><b>4.5</b> Promote greater awareness and understanding through the development of Tasmanians first Carers Recognition legislation.</p>	2023	<ul style="list-style-type: none"> <li>• Legislation enacted.</li> </ul>

## Australian Capital Territory actions

### Objective 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability

Actions	Timeline	Indicator(s)
<p><b>1.1 Chief Minister's Inclusion Awards</b></p> <p>Continue to deliver and support the Chief Minister's Inclusion Awards, which provide acknowledgement of the outstanding achievements of businesses, organisations and individuals who have demonstrated their commitment to encourage, welcome and support people with disability in their workplace, business and community.</p>	Ongoing	<ul style="list-style-type: none"> <li>• The Chief Minister's Inclusion Awards are delivered annually.</li> <li>• Award categories are regularly reviewed to ensure best practice inclusion practices are highlighted and promoted.</li> <li>• Employment awards are offered.</li> </ul>

### Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.1 Disability Health Strategy</b></p> <p>Develop and implement a Disability Health Strategy in accordance to the Parliamentary and Governing Agreement 10th Legislative Assembly. It will aim to address discrepancies that people with disability face in health outcomes and treatment.</p>	In progress	<ul style="list-style-type: none"> <li>• A Disability Health Strategy is developed and implemented by 2022.</li> </ul>

## Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.2 The Disability Justice Strategy</b></p> <p>The Disability Justice Strategy is a ten-year plan which aims to ensure people with disability in the ACT have equal access to justice. It is part of the ACT Government's vision for an inclusive society that gives everyone the chance to participate in community life and leaves no-one behind. Initiatives being undertaken to enhance the confidence and skillset of the professional workforce through the Disability Justice Strategy include Disability Awareness Training, the establishment of a network of Disability Liaison Officers working across the justice system, the introduction of tools that support identification and implementation of required reasonable adjustments and the development of best practice guides for child and youth protection service workers and for police on how to support people with disability.</p> <p><a href="https://www.communityservices.act.gov.au/disability_act/disability-justice-strategy">https://www.communityservices.act.gov.au/disability_act/disability-justice-strategy</a></p>	2019-2029	<ul style="list-style-type: none"> <li>• Annual reports on the Disability Justice Strategy will be published and available on ACT Government websites.</li> </ul> <p>The achievement of the three goals of the Strategy:</p> <ol style="list-style-type: none"> <li>1. People with disability are safe and their rights are respected.</li> <li>2. The ACT has a disability responsive justice system.</li> <li>3. Change is measured and achieved.</li> </ol>



### Objective 3: Increase representation of people with disability in leadership roles

Actions	Timeline	Indicator(s)
<p><b>3.1 The ACT Disability Reference Group and other advisory bodies</b></p> <p>Continue to promote the voice of people with disability through formal forums including the ACT Disability Reference Group (DRG), which is an advisory body to Ministers and ACT Government departments. The DRG is comprised of people with disability, carers of people with disability, and people with experience of the disability services sector.</p>	Ongoing	<ul style="list-style-type: none"> <li>• The work of the DRG is supported with active secretariat.</li> <li>• Details of the DRG workplan and meeting outcomes are made public on the dedicated webpage.</li> <li>• Representation of people with disability on ACT advisory bodies will be reported annually through CSD annual report.</li> </ul>
<p><b>3.2 The Diversity Register</b></p> <p>Continue to ensure the voices of people with diverse experiences and backgrounds (including people with disability) are represented via ACT Government and non-Government board vacancies. Through this process, board vacancy decisions are encouraged to consider the engagement and consultation of people with disability in registered recruitment and appointment processes for committees, advisory boards, etc.</p>	Ongoing	<ul style="list-style-type: none"> <li>• Details of board vacancies are advertised on the Diversity Register.</li> <li>• Data is collected on the diversity of boards and recruitment processes.</li> </ul>

## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1 Disability Inclusion Grants</b></p> <p>Continue to support the Disability Inclusion Grants (DIGs), where \$100,000 is available annually for applications from mainstream community groups, not-for-profit organisations and small businesses to implement access and inclusion initiatives that increase inclusion of people with disability.</p>	Ongoing	<ul style="list-style-type: none"> <li>• A budget is allocated to the DIGs and the DIGs are administered annually.</li> <li>• The DIG guidelines are reviewed regularly to ensure they support contemporary and best practice inclusion ideas and initiatives.</li> </ul>
<p><b>4.2 I-Day Grants</b></p> <p>Continue to support the I-Day Grants, which provides \$25,000 for individuals and community organisations to develop a program or event to celebrate the International Day of People with Disabilities, promoting increased awareness of the benefits of inclusion of people with disability in every aspect of political, social, economic and cultural life.</p>	Ongoing	<ul style="list-style-type: none"> <li>• A budget is allocated to the I-Day grants and the I-Day grants are administered annually.</li> <li>• The I-Day guidelines are reviewed regularly to ensure the initiatives are reflective of I-Day themes and best practice inclusion.</li> </ul>
<p><b>4.3 Disability Action and Inclusion Plans</b></p> <p>Implement the ACT Disability Justice Strategy Action Plan commitment to develop and implement Disability Action and Inclusion Plans across all government agencies to improve access and participation of people with disability.</p>	In progress	<ul style="list-style-type: none"> <li>• DAIPs are implemented.</li> </ul>
<p><b>4.4 Fostering Inclusive School Communities</b></p> <p>Continue to deliver programs in ACT public schools that foster and promote inclusive attitudes in school communities.</p>	Ongoing	<ul style="list-style-type: none"> <li>• Professional learning opportunities are provided to ACT public school staff annually.</li> </ul>
<p><b>4.5 ACT Disability Strategy</b></p> <p>The ACT will develop a renewed commitment to the new <i>Australia's Disability Strategy (ADS) 2021-2031</i>. The new ACT Commitment will encompass high-level whole of government commitment to progressing disability access and inclusion in the ACT.</p> <p>The new ACT Commitment will be co-designed with people with disability.</p>	In progress	<ul style="list-style-type: none"> <li>• A new ACT Commitment to Australia's Disability Strategy is in place in December 2022.</li> </ul>

## Northern Territory actions

### Objective 1: Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability

Actions	Timeline	Indicator(s)
<p><b>1.1 Northern Territory Public Sector (NTPS) as an exemplar employer</b></p> <p>Promote the NTPS as an exemplar employer through ongoing awareness raising, training and upskilling of NTPS employees and leaders regarding unconscious bias, disability confident workplaces and inclusive work practices.</p>	Ongoing	<ul style="list-style-type: none"> <li>Number of NTPS inclusion and diversity initiatives and events delivered/implemented annually.</li> </ul>
<p><b>1.2 Northern Territory Public Sector sponsorship</b></p> <p>Contribution to:</p> <ul style="list-style-type: none"> <li>Australian Network on Disability Conference annual conference.</li> <li>National Disability Services (NDS) annual NT Disability and Inclusion Awards.</li> </ul>	Annual	<ul style="list-style-type: none"> <li>Sponsorship provided.</li> </ul>

### Objective 2: Key professional workforces are able to confidently and positively respond to people with disability

Actions	Timeline	Indicator(s)
<p><b>2.1 Inclusion Self Reflection Tool</b></p> <p>Develop and implement reflection tools and processes to support schools to become more inclusive through their improvement planning.</p>	2021-24	<ul style="list-style-type: none"> <li>Increase in children and students reporting they feel included in their learning environments.</li> </ul>
<p><b>2.2 Build educator capacity in inclusive practice</b></p> <ul style="list-style-type: none"> <li>Develop and implement professional learning resources to support educators in providing inclusive learning environments.</li> <li>Investigate and implement methods to improve inclusive teaching practice through tertiary studies at the vocational education and training, and university levels.</li> </ul>	2021-24	<ul style="list-style-type: none"> <li>Increase in schools utilising professional learning opportunities recorded through participation and attendance of educators and school leaders.</li> <li>Identify tertiary courses and models for offering to Department of Education staff.</li> <li>Number of completions of funded placements.</li> </ul>

## Objective 4: Improving community attitudes to positively impact on Policy Priorities under the Strategy

Actions	Timeline	Indicator(s)
<p><b>4.1 NTPS early careers and school leaver programs</b></p> <ul style="list-style-type: none"> <li>Promotion of programs to NT school-leavers and university graduates with disability.</li> </ul>	Annual	<ul style="list-style-type: none"> <li>Number of NT school leavers and graduates with disability securing a NTPS traineeship or graduate trainee position.</li> </ul>



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## Endnotes

- 1 Rights and attitudes Issues paper, Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, 2020 p. 4.
- 2 People with disability in Australia, Australian Institute of Health and Welfare, p. 125.
- 3 People with disability in Australia, Australian Institute of Health and Welfare, p. 146.
- 4 Attitudes Matter: Findings from a national survey of community attitudes toward people with disability in Australia, Centre of Research Excellence in Disability and Health, 2021.
- 5 Understanding Negative Attitudes Toward Disability to Foster Social Inclusion: An Australian Case Study: Insights from Educators across World, Tan, Wilson, Campain and Hagiliassis (2019), in Inclusion, Equity and Access for Individuals with Disabilities, Palgrave Macmillan, Singapore.
- 6 The NSW Disability Inclusion Act (2014), NSW Disability Inclusion Plan and the Disability Inclusion Action Plans (DIAPs) of all NSW Government Clusters and 128 Local Councils are the primary mechanisms by which NSW will deliver on the actions of Australia's Disability Strategy.

As at December 2021 NSW is in the process of finalising the next iteration of DIAPs. Clusters are revising their DIAPs as required and Local Councils need to finalise their DIAPS by July 2022. Actions included above are either planned actions with confirmed funding, current actions or recently completed activity that will continue to impact the outcomes of the Community Attitudes TAP over the course of the TAP. Additional actions will be added as they are developed.



