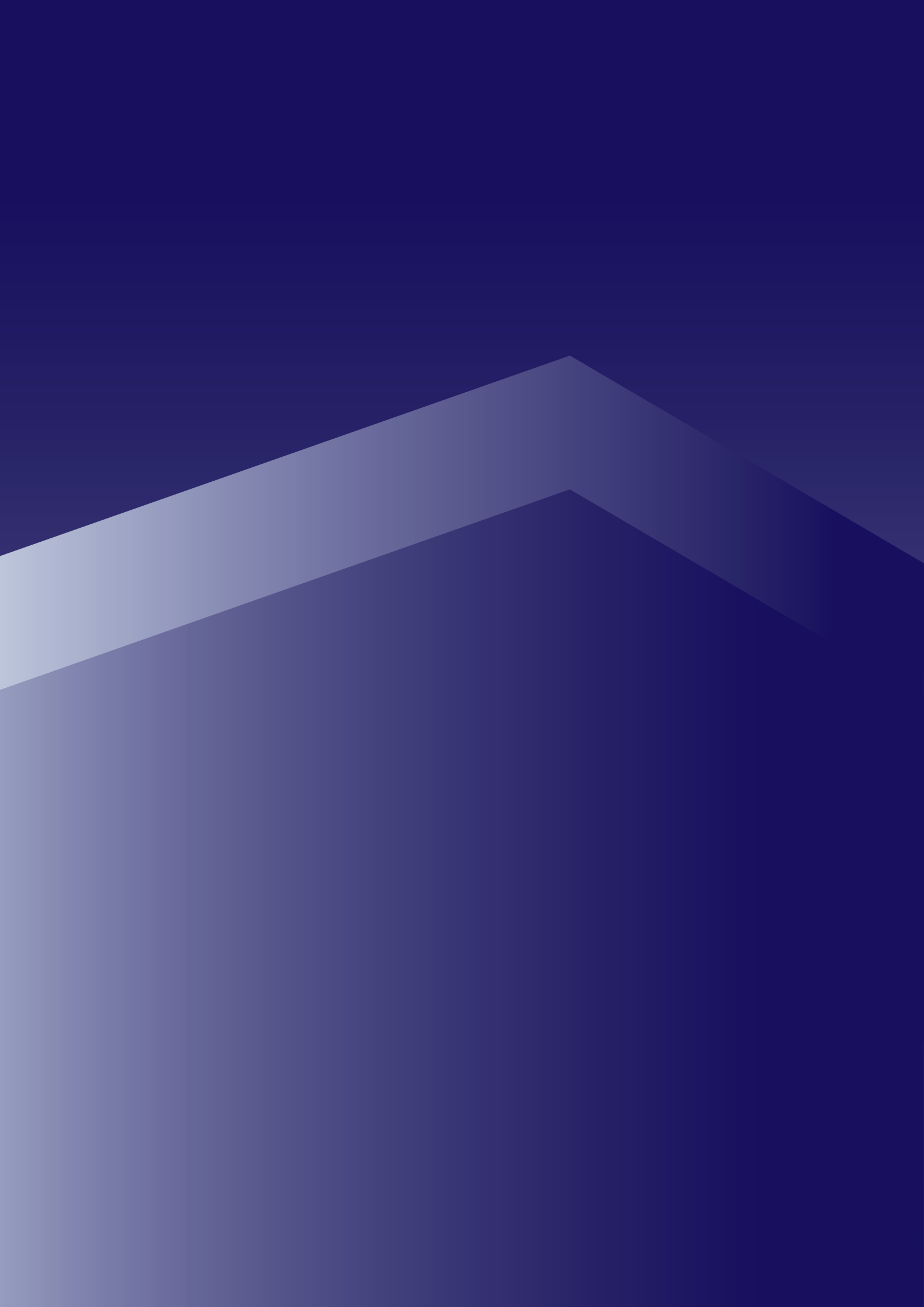




Creating
an inclusive
community
together

Australia's Disability Strategy 2021-2031

2024 Review





Creating
an inclusive
community
together

Australia's Disability Strategy 2021-2031

2024 Review

Copyright notice



This document, *Australia's Disability Strategy 2021–2031 – 2024 Review*, is licensed under the [Creative Commons Attribution 4.0 International Licence](https://creativecommons.org/licenses/by/4.0/legalcode), with the exception of:

- *Australia's Disability Strategy 2021–2031* logo and branding
- Any third-party material
- All images and/or photographs
- Australian Commonwealth Coat of Arms: The terms under which the Coat of Arms can be used are detailed on the Department of the Prime Minister and Cabinet website: <https://www.pmc.gov.au/honours-and-symbols/commonwealth-coat-arms>

More information on this CC By license is set out at the Creative Commons website:
<https://creativecommons.org/licenses/by/4.0/legalcode>

Notice

1. If you create a derivative of this document, the Department of Social Services requests the following notice be placed on your derivative: Based on Commonwealth of Australia ([Department of Social Services](https://www.dss.gov.au)) data.
2. Inquiries regarding this licence or any other use of this document are welcome. Please contact:
Branch Manager, Communication Services Branch, Department of Social Services
Phone: 1300 653 227
Email: communications@dss.gov.au

Accessibility

[Access Hub](https://www.accesshub.gov.au/) provides information about communication options (including the National Relay Service) for people who are d/Deaf, hard of hearing and/or have speech communication difficulty. For further information, go to <https://www.accesshub.gov.au/>

This Report is available online, in multiple accessible formats. For further information, go to <https://www.disabilitygateway.gov.au/ads>

Attribution

Use of all or part of this document must include the following attribution: © Commonwealth of Australia ([Department of Social Services](https://www.dss.gov.au)) 2024

Web links, telephone numbers and titles correct at the time of publication. They may have changed after publication.

Contents

Acknowledgements	4
Executive summary	5
Review context	8
Scope	10
Methodology	11
Actions	13
What we have heard	19
Identified themes: implementation mechanisms	21
Engaging people with disability	21
Intersectionality	24
Coordination	28
Guiding principles	31
Targeted Action Plans	32
Associated Plans	36
Reporting	38
Outcomes Framework and data	40
Evaluation and research	43
Governance	45
ADS Roadmap	47
ADS online	48
Identified themes: outcomes areas and policy priorities	50
Employment and financial security	51
Inclusive homes and communities	54
Safety, rights and justice	61
Personal and community support	65
Education and learning	67
Health and wellbeing	69
Community attitudes	71
Next steps	77
Key terms	78
Appendix A: Literature review	82
Appendix B: Consultation report	85
References	108

Acknowledgements

Acknowledgement of Country

The Australian Government Department of Social Services acknowledges Aboriginal and Torres Strait Islander peoples throughout Australia and their continuing connection to land, water, culture and community. We pay our respects to the Elders both past and present.

Language in this Report

We acknowledge that people use different words to talk about disability and that each person will have a way of talking about disability and about themselves that they like best. Some people like to use 'disabled person' (identity-first language), while some like to use 'person with disability' (person-first language), and some are fine with using either.

We use person-first language to talk about disability. This means we usually use the term 'person with disability' in this Report.

The language used in this Report is not intended to diminish an individual's identity as a person with disability. We recognise that the appropriate use of language varies between individuals and disability communities. We acknowledge the importance of having conversations with individuals about their preferred language.

Acknowledgement of people with disability

This Report would not have been possible without people with disability, their families, carers, Disability Representative Organisations and Australia's Disability Strategy Advisory Council who took part in Australia's Disability Strategy Forums and other engagement activities. We want to thank them and acknowledge their meaningful contributions to this Report.



Executive summary

The Review of Australia's Disability Strategy has focused on identifying practical, process improvements we can make now. We have heard what the disability community has said and used this feedback to guide our actions.

Australia's Disability Strategy 2021–2031 (ADS) is Australia's national disability policy framework. Launched in December 2021, it sets out a plan for continuing to improve the lives of people with disability in Australia.

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) and the work of everyone involved in the inquiry informed the development of ADS and will help shape future updates to ADS. Under ADS, governments committed to reviewing ADS upon the release of the Disability Royal Commission's Final Report.

The Australian Government's Department of Social Services (DSS) led the ADS Review (the Review) in collaboration with state and territory governments, the Australian Local Government Association and the ADS Advisory Council.

In addition to this Review, there are two major, independent evaluations of ADS planned for 2025 and 2029, with their reports due in 2026 and 2030. The Review is not intended to replace the independent evaluations of ADS.

The Review has focused on practical changes which can be made now, with some potential reforms under ADS deferred until the Independent Evaluation of ADS in 2025. This will give people with disability time and opportunities to be involved in the development and implementation of future reforms.

The Review has taken a rapid and targeted approach by accessing existing data and feedback to support the consultation processes.

The disability community has been heavily engaged across a variety of topics since the launch of ADS. We respect what the disability community has told us. People with disability are the experts on their lives, and we relied on this expertise to guide our work.

Existing research and consultation reports were collated along with feedback from the disability community, providing meaningful insights on ADS. This feedback was refined through further targeted engagement with people with disability, Disability Representative Organisations (DROs), the ADS Advisory Council and other ADS governance groups.

The public consultation for the Review offered an opportunity for people with disability, their families, friends and supporters, representative organisations, services and the broader Australian community to tell us what they thought about ADS and how it could work better.







We received 146 responses during the public consultation. People with disability and representative organisations consistently told us they want to see an improvement on how governments work together, more accessible information and communication, and more opportunities to participate in and engage with ADS.

We have used what we have heard to propose changes to ADS. The Review honours our commitment to listen to what people with disability have said about ADS and to be led by their advice on how we can take action now and into the future.

I absolutely feel like these are, to me, really important things that we can do now.

— ADS Advisory Council member

Figure 1: Review findings and actions

What we have heard		Our actions
More needs to be done to support a coordinated approach across governments		<ul style="list-style-type: none"> • Refine ADS mechanisms to support a nationally coordinated approach and include focus on local government
For success people with disability must be genuinely involved in the design, implementation, and governance of ADS		<ul style="list-style-type: none"> • Lift awareness of ADS • Enhance community engagement and develop Community Engagement Plan
There is strong support for new Targeted Action Plans		<ul style="list-style-type: none"> • Develop new streamlined TAPs on: <ul style="list-style-type: none"> ◦ Inclusive Homes and Communities (including action on housing) ◦ Safety, Rights and Justice ◦ Community Attitudes
Accessible information and communications are vital for safe and inclusive communities		<ul style="list-style-type: none"> • Develop an Associated Plan to support best practice accessible information and communications
Reporting does not recognise intersectional experiences of people with disability		<ul style="list-style-type: none"> • Extend ADS data and reporting to improve visibility of intersectional experiences • Track early identification of delayed and undelivered TAPs actions • Update ADS Data Improvement
People with disability face significant barriers to accessing a home and are disproportionately represented in homelessness and social housing statistics		<ul style="list-style-type: none"> • Develop a new Policy Priority area addressing Homelessness in the Inclusive Homes and Communities Outcome Area of ADS

Review context

People with disability were central to the Review. We acknowledge the Review took place in a time of profound change within the disability community.

Australia's Disability Strategy 2021–2031 (ADS) is Australia's national disability policy framework, launched on 3 December 2021. It sets out a plan for continuing to improve the lives of people with disability in Australia.

The Department of Social Services is the organisation within the Australian Government that drives reform through ADS. Disability reform in Australia is informed by the United Nations Convention on the Rights of People with Disability (UN CRPD), which sets out the fundamental human rights of people with disability.

It is an extraordinary time for disability reform for Australia, as 2023 saw the completion of two major reports – the Final Report of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission), and the Final Report of the Independent Review into the National Disability Insurance Scheme (NDIS Review). The implementation of a new specialist disability employment program, which will replace the Disability Employment Services program from 1 July 2025, is also under way.

The Disability Royal Commission helped shape the development of ADS and will shape future updates to ADS. Under ADS, governments were committed to reviewing ADS upon the release of the Disability Commission's Final Report.

The Disability Royal Commission's [Final Report](#) was released on 29 September 2023,¹ and recommended governments review and update ADS by the end of 2024.

The Australian Government supports the Disability Royal Commission's vision for an inclusive Australia in which:

- people with disability live free from violence, abuse, neglect and exploitation
- human rights are protected
- people with disability live with dignity, equality and respect and can fulfil their potential.

These key principles are at the heart of the Australian Government's broader disability reform agenda and will shape the development and implementation of reforms.

The conclusion of the Disability Royal Commission marked a pivotal turning point for disability reform in Australia. There is a community expectation that the implementation of the Disability Royal Commission's recommendations will support a new era of disability inclusion in Australian communities, workplaces and other systems.

Also shaping the disability reform agenda are the findings of the NDIS Review, which handed down its [Final Report](#) on 7 December 2023. Governments are currently considering the NDIS Review recommendations and will formally respond by the end of 2024.

The NDIS Review's desired outcomes are to ensure NDIS could sustainably and for the long term invest in and empower people with disability, by supporting them to achieve their goals and participate in the community and economy. Most importantly, it places people with disability back at the heart of the NDIS.

The ongoing work for the new disability employment program is a commitment to ensuring that no Australian with disability is left behind, and that people with disability have equal opportunities to access the community and gain employment.

The Australian Government is committed to creating lasting change through disability reform. Achieving this will take a coordinated effort from everyone.

ADS is the overarching governance framework across the broad scope of disability reforms in Australia. The vision of ADS is for an inclusive Australian society that ensures people with disability can fulfil their potential, as equal members of the community. To make this a reality, we need to make sure ADS is working as planned.

The Review of ADS is focused on identifying process improvements to make future commitments more aligned to the explicit policy goals set out in ADS, reflecting what the disability community has said is important.

We acknowledge that people with disability and their representative organisations, along with the ADS Advisory Council, must have the opportunity for deep and genuine engagement during the development and implementation of policy, program and services that affect their lives. People with disability are the experts on their lives, and we rely on this expertise to guide our work.

We are committed to accountability and transparency, shining a light on where we have made progress and recognising where more effort is needed.

In addition to the Review, there are two major independent evaluations of ADS planned for 2025–26 and 2029–30. These evaluations will focus on the outcomes achieved against ADS Policy Priorities and Vision and include a much more significant and broad-ranging consultation component with greater engagement with people with disability.



Scope

The Review has been guided by its Terms of Reference, which are aligned with the Disability Royal Commission's recommendation to review ADS. We will defer some potential reforms under ADS until the Independent Evaluation of ADS in 2025–26.

In early 2024, the Australian Government worked with the ADS Advisory Council and state and territory governments to develop Terms of Reference for the Review Project. Terms of Reference define what issues a group, project or investigation will look into, and how it will be done.

The Review Project's Terms of Reference align with the Disability Royal Commission's recommendation 5.2. The Terms of Reference stated that the Review would consider ADS and its implementation mechanisms and would be undertaken with people with disability and their representative organisations.

The Review included consideration of:

- the Disability Royal Commission's recommendations related to ADS
- past reports and consultations related to ADS, including advice from the ADS Advisory Council and feedback from representative organisations
- targeted consultations with the ADS Advisory Council, people with disability and representative organisations undertaken specifically for the Review.

The Review has focused on practical improvements to implementation processes and artefacts, whereas the upcoming Independent Evaluation will focus on outcomes against the Policy Priorities and the Vision of ADS.

The Review has considered advice and feedback on the ADS Policy Priorities people with disability have said are important to them. This advice will be used to inform future engagement with the disability community, such as ADS National and State Forums, the 2025 ADS Evaluation engagements, and additional activities through the proposed ADS Community Engagement Plan.

All states and territories have, or are developing, their own disability plans or strategies to drive delivery of their commitments under ADS. These plans are the responsibility of the respective governments. While many governments use their own disability plan or strategy for their ADS activities, local and state/territory-level disability plans and strategies are out-of-scope for this Review.

The Review does not mean to pre-empt or take the place of any governments' response to other disability reforms, such as the Disability Royal Commission or NDIS Review.

Methodology

The Review has taken a rapid and targeted approach. Consultation provided an opportunity to test our findings about ADS, and where people with disability and the broader community could share their ideas and experiences of ADS.

The Department of Social Services undertook a thorough literature review and prioritised texts with a high relevance or an explicit reference to ADS. The list of texts considered is at [Appendix A](#).

We looked at existing research and consultation reports and used their themes to identify ideas, suggestions and concepts occurring across the advice available. We collated this feedback into meaningful insights on ADS and to identify what is important to people with disability.

We refined this feedback through further engagement with people with disability, DROs, the ADS Advisory Council and other ADS governance groups.

In June 2024, we undertook targeted engagement, focused on discussion about our draft findings and actions as well as the 'identified topics' related to ADS Outcome Areas with ADS governance groups, including state and territory officials, and across Australian Government agencies.

We also held 4 workshops with the ADS Advisory Council members and a further 5 workshops with DRO representatives. Additionally, Advisory Council members and DROs were provided opportunities to submit their feedback on ADS after the workshops.

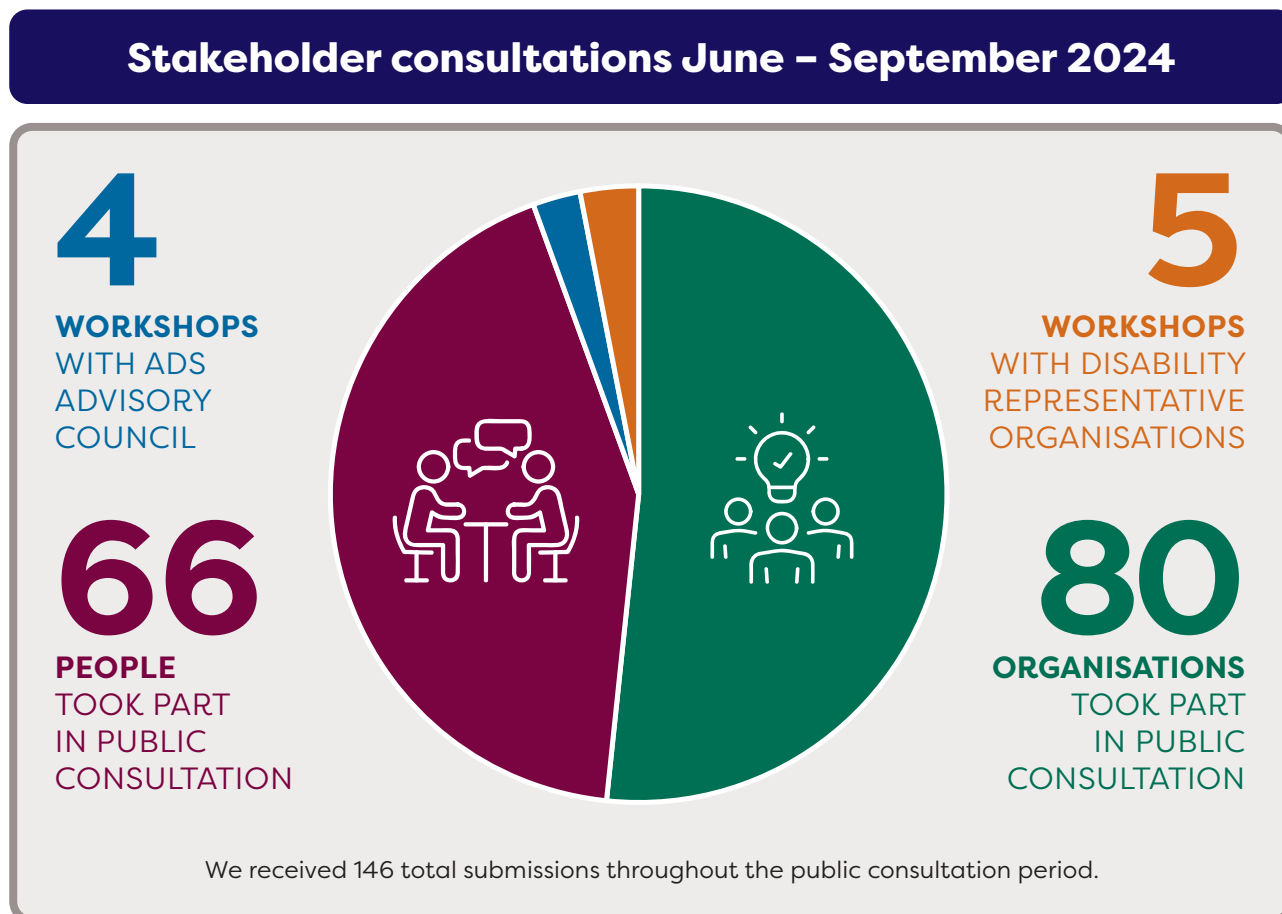
Following the literature review and targeted engagement with ADS implementation partners, we undertook public engagement between 8 August 2024 and 6 September 2024. Participants could answer a short questionnaire on the digital DSS Engage platform and make submissions through alternative pathways, such as email, phone and video call.

To support people taking part in the public consultation, an accessible discussion paper was developed, sharing our preliminary Review findings and draft actions, as well as questions on ADS implementation mechanisms and Outcome Areas.

Further information about what people told us during the public consultation is under [What we have heard](#) in this Report and [Appendix B: Consultation report](#).

We have used what we have learned and heard across ADS Review engagement activities to refine and propose changes to ADS.

Figure 2: Consultation participation and key topics



Top 5 topics raised during public consultation

- 1. Increase** opportunities for participation and engagement **(55%)**
- 2. Improve** coordination across all levels of government **(42%)**
- 3. Increase** accessible information and communications, including addressing digital accessibility and inclusion **(42%)**
- 4. Improve** mainstream systems, for example the health or education system **(34%)**
- 5. Improve** ADS data and reporting **(34%)**

Actions

The Review is an opportunity to make practical changes to ADS processes and structures that respond to what we have heard through the 3 years of ADS implementation.

The Review has considered the views of people with disability and their representative organisations, progress made and future commitments under ADS, the Disability Royal Commission's Final Report, the NDIS Review Final Report, and where there are opportunities for meaningful reform.

The findings and actions of the Review are outlined below.

Finding 1: More needs to be done to support a coordinated approach to ADS implementation across governments.

The success of ADS relies on governments working together. ADS has some mechanisms to support a coordinated approach to implementing ADS. Implementation mechanisms, such as Targeted Actions Plans (TAPs) and Associated Plans, were introduced to provide a coordinated approach to how governments work together to improve outcomes for people with disability.

A consistent theme across the Disability Royal Commission's Final Report is the need for greater coordination across all levels of government, referring to implementation of the TAPs as limited and fragmented.

At every opportunity, people with disability and their representative organisations have stressed the imperative for improved coordination and alignment between all levels of government. They have told us there needs to be better collaboration between systems, and work to align related plans, strategies and frameworks with ADS. DROs have also called for a consistent and coordinated approach across government on ADS Policy Priorities and implementation activities.

Action 1: Refine ADS mechanisms to support a nationally coordinated approach to implementing ADS, and improve the role of local government in ADS.

Finding 2: For ADS to achieve its goals, it is critical that people with disability are genuinely involved in the design, implementation and governance of ADS.

Governments are committed to people with disability taking a central and active role in ADS. The existing ADS Engagement Plan has established a suite of engagement mechanisms to support involvement of people with disability in ADS. Expanding ADS engagement schedules would provide opportunities for people with disability to move beyond consultation and towards meaningful co-design and decision making.

In several of its recommendations, the Disability Royal Commission proposes that development and implementation of disability reform occur through co-design with the disability community. This theme of co-design has been echoed by people with disability, DROs and disability advocates.

The disability community has advocated for disability reforms to be developed and delivered through genuine engagement with people with disability, such as by people with disability being involved in co-design and the governance mechanisms of ADS. Through co-design, people with disability are actively involved in decision making during the development and implementation of policy, program and services that affect their lives.

People who took part in the public consultation showed a low awareness of ADS. They supported lifting awareness of ADS throughout the community and increasing the visibility of ADS. When asked how we could improve implementation of ADS, people said they wanted more opportunities to participate in or engage with ADS.

Action 2: Develop and implement an ADS Community Engagement Plan, in addition to the existing ADS engagement commitments.

Action 3: Lift awareness of ADS.

Finding 3: There is strong support for new TAPs.

While there are concerns around TAPs reporting, the disability community has expressed strong support for new TAPs. Much of the feedback and advice on TAPs focused on areas that people with disability and their representative organisations believe could benefit from the short-term, concentrated focus the TAP model offers. People with disability identified housing, early childhood, education, older people and many other areas as prospective topics for new TAPs.

However, this strong interest in new TAPs must be tempered by the overarching need for greater national coordination in the implementation of TAPs. The ADS Advisory Council has told us the next round of TAPs is an opportunity to be more ambitious, proposing the new TAPs directly link to enabling and embedding system-wide change and supporting national alignment of actions across governments.

Action 4: Develop new streamlined TAPs on:

- **Inclusive Homes and Communities (including action on housing)**
- **Safety, Rights and Justice**
- **Community Attitudes.**

Finding 4: Accessible information and communication are vital for safe and inclusive communities.

Associated Plans were introduced to provide a more coordinated, long-term approach to how governments work to improve outcomes for people with disability. Similarly to stakeholders' advice on TAPs, much of the feedback and advice on Associated Plans focused on areas people with disability and their representative organisations believe could benefit from the long-term, sustained focus the Associated Plan model offers.

Accessible information and communication are critical for the safety, autonomy and inclusion of people with disability. We received consistent feedback from the community about the importance of accessible information and communication, including addressing digital accessibility and inclusion, during the public consultation for the Review.

The Australian Government has committed to leading the development, in consultation with state and territory governments, of an Associated Plan to improve the accessibility of information and communication for people with disability.

Action 5: Develop an Associated Plan to support best practice accessible information and communication.

Finding 5: ADS reporting does not support government accountability, implementation compliance or recognition of the intersectional experiences of people with disability.

Transparent reporting and monitoring mechanisms help hold governments to account. The ADS Advisory Council has identified the Outcomes Framework as an important reform that provides high levels of transparency and accountability for all levels of government.

People with disability and their representative organisations have advocated increasing the transparency of ADS reporting and giving consideration to intersectional experiences. The Disability Royal Commission's recommendation 12.7 proposes extending ADS data collection to include specific settings, disability types and data on intersectional cohorts. Most DROs agree that more effort is needed to ensure data actions consistently improve the visibility of intersectional experiences.

Some DROs claim that there is a significant lack of data to measure progress of the TAPs. DROs have signalled a need for clearer and more frequent reporting on TAPs so that TAPs can identify and respond to delayed and undelivered actions quickly.

Action 6: Extend ADS reporting to improve visibility of intersectional experiences.

Action 7: Embed mechanisms that will support the early identification of delayed and undelivered TAPs actions.

Action 8: Update ADS Data Improvement Plan.

Finding 6: People with disability face significant barriers to accessing a home and are disproportionately represented in homelessness and social housing statistics.

A consistent theme across the public consultation and targeted workshops with the ADS Advisory Council and DROs was strong support for action on housing and homelessness.

The Disability Royal Commission has recommended that key national housing and homelessness approaches, such as the planned National Housing and Homelessness Plan, prioritise people with disability and that state and territory governments commit to increasing the availability and supply of accessible and adaptive housing.

The Disability Royal Commission also proposed ADS expressly include homelessness as a Policy Priority within the Inclusive Homes and Communities Outcome Area.

The Advisory Council has advised on its concerns around public and social housing, short-term emergency accommodation, the National Housing and Homelessness Agreement, regional and remote housing, and tenancy laws.

Action 9: Develop a new Policy Priority area addressing homelessness in the Inclusive Homes and Communities Outcome Area of ADS.

We acknowledge that people with disability and their representative organisations, along with the ADS Advisory Council, must have opportunities for deep and genuine engagement during the development and implementation of policy, program and services that affect their lives.

In addition to the Review findings, we have identified topics important to people with disability that require further engagement with the disability community. These topics are:

- Employment and Financial Security:
 - Supporting the transition from school to work for young people with disability.
 - How to break down barriers to employment of people with disability.
- Inclusive Homes and Communities:
 - Approaches to improve housing outcomes for people with disability.
- Safety, Rights and Justice:
 - Strengthening disability rights.
 - Addressing gender-based violence towards people with disability.
 - Improving the capacity of the criminal justice system to respond to people with disability.
- Personal and Community Support:
 - The disability ecosystem.
- Health and Wellbeing:
 - Accessible and inclusive health, allied health and mental health services.
- Education and Learning:
 - Increasing inclusive education.
- Community Attitudes:
 - Improving community attitudes and disability awareness.
 - Supporting authentic representation of people with disability in the media.
 - Increasing the representation of people with disability in leadership roles.

The findings and actions of this Report will support the development of a refreshed ADS.

We will undertake engagement with the disability community as part of existing planned events (such as planned ADS Forums), the 2025 ADS Evaluation engagements and additional activities through the proposed ADS Community Engagement Plan. This will support us, in partnership with people with disability, to develop and implement appropriate and effective responses to improve outcomes for people with disability.

What we have heard

We have listened to what people with disability have told us about ADS and its implementation mechanisms since its launch. The Review provided opportunities for people to share their ideas and experiences of ADS.

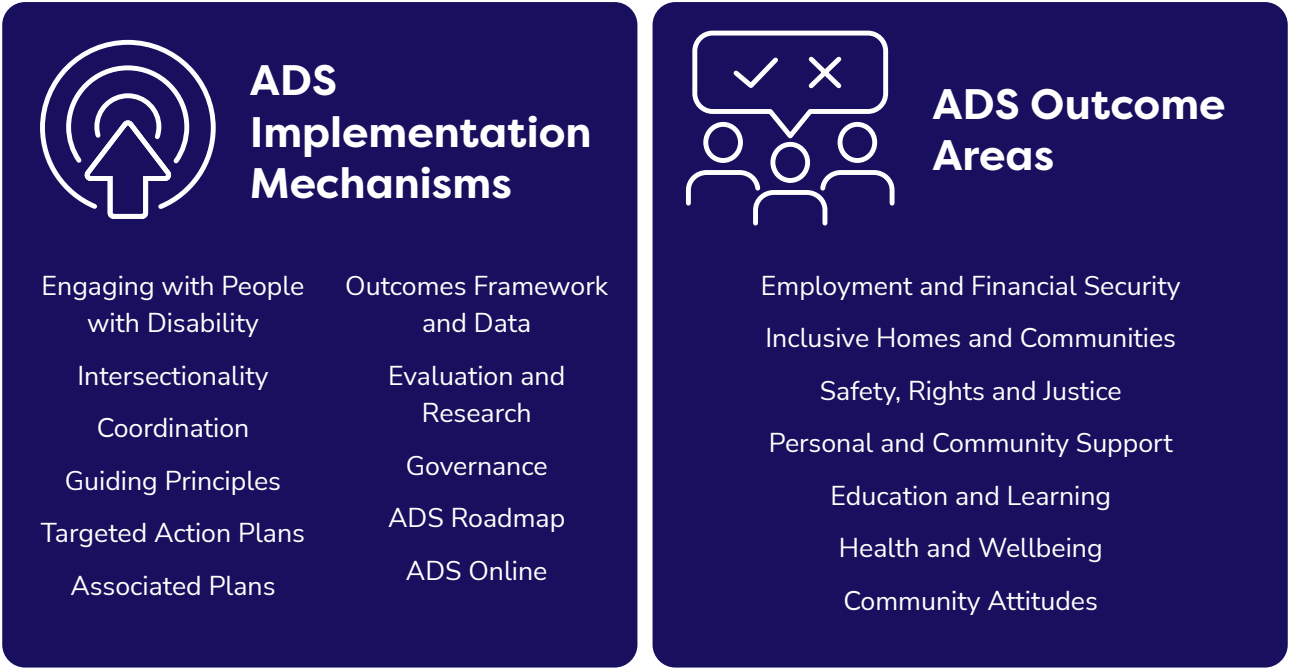
This chapter outlines the recurring themes identified through engagement and the literature review, where there is broad support or agreement from across the disability community, focusing on what people with disability have said is important to them.

The following outlines the common themes, advice and ideas that we heard but may not include all views presented by the disability community or be representative of all people and organisations that are part of the disability community. The views expressed in the following sections may not be the views of the Australian Government or state and territory governments.

The following sections of this chapter are organised around ADS implementation mechanisms and Outcome Areas. ADS implementation mechanisms are the activities that support the delivery of ADS. This includes things like the Targeted Action Plans and the Outcomes Framework. We have used what we have heard about ADS implementation mechanisms to develop the Review's findings and actions.

ADS Outcome Areas are the topics people with disability have said are important to them, such as jobs and housing. We will undertake further engagement with the disability community to develop and implement responses to these topics.

Figure 3: ADS Implementation Mechanisms and Outcome Areas



Identified themes: implementation mechanisms

The following section highlights the recurring themes identified through engagement and the literature review.

We outline what we heard through the Review and what we learned from the literature review and relate the learnings with contemporary context of ADS implementation.

Engaging people with disability

Review Finding 2: For ADS to achieve its goals, it is critical that people with disability are genuinely involved in the design, implementation and governance of ADS.

Review Action 2: Develop and implement an ADS Community Engagement Plan, in addition to the existing ADS engagement commitments.

Review Action 3: Lift awareness of ADS.

Review Finding 4: Accessible information and communications are vital for safe and inclusive communities.

Review Action 5: Develop an Associated Plan to support best practice accessible information and communication.



What we heard during ADS Review public engagement

The most common feedback was around offering more opportunities to participate or engage with ADS. People also told us they also want a range of opportunities to take part in ADS.

We heard the current ADS engagements were not frequent enough and easier ways are needed to provide feedback or advice on ADS. Co-design was also regularly raised in feedback from all contributors.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members acknowledged that communications about ADS are not reaching or are not relatable to the broader disability community.

Through the literature review, one of the strongest themes to come through was the importance of engaging with people with disability.

Governments are committed to people with disability taking a central and active role in ADS. To support this, accompanying ADS at its launch was [ADS Engagement Plan](#). ADS Engagement Plan sets out how people with disability will be engaged in the delivery of ADS, including through the ADS Advisory Council and yearly public forums.

Under ADS, governments have also committed to engaging DROs and the Australian Human Rights Commission at specific times for particular matters. This includes while planning for public forums or consultations; developing ADS Implementation Reports; and during major evaluations of ADS.

Literature review

In many of its recommendations the Disability Royal Commission positions engagement as a critical enabling mechanism. In several of its recommendations, it advocates that development and implementation occur through co-design with the disability community.² The Disability Royal Commission defines co-design as 'a design process where stakeholders are equal partners and take leadership roles in the design of products, services, systems, policies, laws and research'.³

Through co-design, people with disability are actively involved in decision making during the development and implementation of policy, program and services that affect their lives. Counsel Assisting the Disability Royal Commission recommended that to enhance the effectiveness of ADS, people with disability should be given opportunities that move beyond consultation and towards meaningful co-design and decision making.⁴ Of note is that the NDIS Review chose 'deep testing of key ideas' over a direct co-design process, acknowledging that co-design carries with it significant time and resourcing commitments.⁵

DROs have advocated for disability reforms – and, by extension the implementation of ADS – to be developed and delivered through genuine engagement with people with disability. To meet this condition, DROs propose that people with disability be involved in co-design and the governance mechanisms of ADS.^{6, 7, 8} Furthermore, DROs have called for government to develop a framework for co-design, including an agreed definition of co-design, and principles and activities within a co-design model.

As part of ADS, the Australian Government has funded Disability Advocacy Network Australia for 3 years to establish a National Centre for Disability Advocacy (NCDA). Through consultations with the advocacy sector on the establishment of the NCDA, many advocacy executives and managers revealed they are on the verge of burnout due to funding uncertainty, staff shortage pressures and increased compliance and reporting requirements.⁹

Some participants who took part in the [Early Years Strategy](#) engagement advocated genuinely listening to children and families to ensure they can contribute in a meaningful way to the decisions that directly affect them, but acknowledged that adults speaking on behalf of children is not the same as genuinely listening to the voices of children.¹⁰

Closely associated with accessible engagements, people with disability and their representative organisations have stressed the importance of accessible communication. In the Disability Royal Commissions' recommendations explicitly aimed at ADS, it was proposed an Associated Plan on accessible information be co-designed with people with disability (recommendation 6.1).¹¹

ADS in action

The ADS Advisory Council was established to advise Australian governments and Disability Ministers on the implementation of ADS.

Under ADS, at least one ADS public forum or consultation will be held to support the implementation of ADS every year from 2022 to 2031. The [first ADS National Forum](#) was held in Canberra on 23 November 2022. The [first ADS State Forum](#) was held in Queensland on 19 June 2023. The second ADS State Forum was held in Tasmania on 30 August 2024.

The Australian Government has developed [Good Practice Guidelines for Engaging with People with Disability](#). Released in October 2023, the guide aims to support governments, businesses and the community in engaging with people with disability.

Spotlight: ADS in action

ADS Forum 2024: Your Way, Your Say

As part of the ADS Engagement Plan, at least one public forum or consultation will be held to support the implementation of ADS every year from 2022 to 2031.

Hosted by the Tasmanian Government, the 2024 forum brought together people with disability, their families and carers, advocacy groups, support providers and government representatives to meet and learn from each other about what is happening within Tasmania and ADS more broadly. The hybrid event took place on 30 August 2024 at the RACV Hotel Hobart and online.

The forum included an interactive workshop, and a panel on Good Practice Consultation with guests from the Australian Government, Tasmanian Government, and Tasmania's Government Disability Advisory Groups.

People with disability were moderators of workshops and a majority of the members of the project team were people with disability.

The forum asked people to think about what best practice inclusion and engagement looks like. Some ideas to improve engagement included:

- planning for longer engagements so people with disability can participate
- having different ways to take part
- recognising and remunerating people with disability for their time and expertise
- engagements being led by people with disability (including presenters and facilitators)
- making engagement information and other materials and spaces accessible, and widely promoted to the disability community
- governments coordinating and streamlining engagement with the community.

Intersectionality

Review Finding 5: ADS Reporting does not support government accountability, implementation compliance or recognition of the intersectional experiences of people with disability.

Review Action 6: Extend ADS reporting to improve visibility of intersectional experiences



What we heard during ADS Review public engagement

People and organisations expressed strong support for better recognition and improved responses to intersectionality through ADS. This included addressing intersectionality across implementation of ADS and how ADS reports intersectional experiences.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members noted that government data sets are siloed by jurisdiction. ADS Advisory Council members proposed increased national consistency in data sets, along with refining the Outcomes Framework and addressing areas where data is not currently collected.

DROs supported improving ADS reporting to reflect intersectional experiences, including those of First Nations people.

Intersectionality recognises that people with disability can experience multiple simultaneous layers of disadvantage or discrimination across a range of circumstances – for example, on the basis of gender, race, age, sexual identity, level of education, ethnicity, cultural or religious background, social position or experience. Action taken under ADS should consider incorporating tailored approaches designed to enable and include people and groups who face intersectional barriers.

Literature review

First Nations people with disability

ADS recognises the importance of ensuring opportunities and supports are accessible and inclusive of First Nations people with disability, including through alignment with the National Agreement on Closing the Gap. The Disability Royal Commission and NDIS Review engaged extensively with First Nations people on the effectiveness of current policy and programs. A key issue identified by the Disability Royal Commission and the NDIS Review is the linkage between ADS and Closing the Gap. The Final Reports of the Disability Royal Commission and the NDIS Review suggest there is not a holistic and interconnected approach to First Nations disability policy.¹²

In its Final Report, the Disability Royal Commission states that the [Disability Sector Strengthening Plan](#) (DSSP), under Closing the Gap Priority Reform Two, provides an important link between the 2 strategies. The Disability Royal Commission and the NDIS Review note that the DSSP does not include clear accountability, timeframes and responsibilities for actions.¹³

The Disability Royal Commission Final Report and the NDIS Review recommended changes to governance structures around ADS. The Disability Royal Commission and the NDIS Review propose establishing a First Nations Disability Forum, with representatives from the First Peoples Disability Network, community-controlled organisations, peak bodies and people with disability (recommendation 9.10).¹⁴

Participants at the first ADS National Forum raised concerns about over-representation of First Nations people with disability in the criminal justice system. Forum participants proposed governments develop a dedicated strategy, in collaboration with First Nations people, for First Nations people with disability who are over-represented in the criminal justice system.¹⁵

ADS in action

Strengthening the community-controlled disability sector

Since agreement to ADS, the [Disability Sector Strengthening Plan](#) (DSSP) was developed as part of the National Agreement on Closing the Gap and agreed in principle by the Joint Council in August 2022. The DSSP represents a 3-year plan with 31 actions guiding joint national efforts to build the community-controlled disability sector.

Several DSSP actions seek to identify opportunities to strengthen the community-controlled sector in implementing ADS specifically in relation to the Outcome Areas 'Employment and Financial Security' (A6) and 'Inclusive Homes and Communities' (B6) and implementing the Targeted Action Plans (C8) to support Closing the Gap Priority Reform Two.

Culturally and linguistically diverse people with disability

The Disability Royal Commission acknowledges that limited data is available on the experiences of people with disability from culturally and linguistically diverse backgrounds.¹⁶ The Disability Royal Commission's recommendations primarily focus on recognising intersectionality in data and improving the accessibility of information and communication.¹⁷

Since the launch of ADS, the Australian Government has held a range of engagements to inform the [Early Years Strategy](#).¹⁸ This engagement has highlighted the experiences and views of particular cohorts, including culturally and linguistically diverse communities. Culturally and linguistically diverse participants in the Early Years Strategy engagements noted several barriers that made it harder to understand, navigate and receive services. These included language and culture, legal status, impacts of trauma and a distrust of institutions often arising from experiences of, or fear of, child removal.¹⁹

Discussion of cultural and linguistic diversity is inseparable from wider discourse on accessible communication. Accessible communication is addressed under [Inclusive Homes and Communities: Accessible Communication](#) in this Report.

Women and girls with disability

The literature review identified significant focus on violence against women and girls with disability.

This theme is addressed under [Safety, Rights and Justice: Violence against Women and Girls](#) in this Report.

Participants at the first ADS National Forum raised their concerns about violence against women with disability. This was bolstered by Forum participants recognising intersectionality and advocating for tailored responses. Forum participants advocated for ADS to work with the National Plan to End Violence against Women and Children to achieve related outcomes.²⁰ Forum participants also discussed ensuring that initiatives to address gender-based violence towards people with disability take a cross-sectoral approach.²¹

ADS in action

National Plan to End Violence against Women and Children

On 17 October 2022, the Australian, state and territory governments released the [National Plan to End Violence against Women and Children 2022–2032](#). The National Plan is aligned with ADS. The First Action Plan (2023–2027) of the National Plan provides a roadmap for the first 5-year effort towards achieving the vision of the National Plan.

Children and young people with disability

The Disability Royal Commission Final Report notes that governments have an obligation to children with disability under UN CRPD, to 'respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities'.²² ADS Guiding Principles include this UN CRPD principle.

The Disability Royal Commission identified concerns for children and young people in education and the criminal justice system.²³ In regard to children specifically, the literature review identified early intervention, education and employment systems as topics of interest. These areas align with existing Policy Priorities in ADS.

Since the launch of ADS, the Australian Government has held a range of engagements to inform the [Early Years Strategy](#).²⁴ This engagement has highlighted the experiences and views of particular cohorts, including First Nations peoples and people with disability. Participants in the Early Years Strategy engagements identified accessible, universal and targeted services as a priority.²⁵

Participants in the Early Years Strategy engagements identified concerns around children with disability and early intervention. Specifically, this feedback focused on fostering integrated and accessible early years services and supports; a strong and supported early childhood workforce; fragmentation/navigation issues; and whole-of-family approaches to early intervention.²⁶

Consideration of children and young people is inseparable from discussion of inclusive education. Education is addressed under [Education and Learning: Inclusive Education](#) in this Report.

Stakeholders have identified issues concerning coordination across all levels of government and noted that childhood systems are difficult to navigate. Stakeholders have also raised data concerns, addressed under [Data](#) in this Report.

Analysis of stakeholder advice revealed strong support for increasing focus on the school-to-work transition, including tertiary support.

DROs have advocated increased effort on early childhood and education systems. This theme is addressed under [Targeted Action Plans](#) and [Associated Plans](#) in this Report.

ADS in action

Early childhood

Released with the launch of ADS, [ADS Early Childhood TAP](#) was designed to drive progress under ADS. In the 2022–23 reporting period, the Early Childhood TAP had 74 actions; of these, 20 had been completed; 43 were on track; 7 had experienced delays; 3 were paused; and 1 was scheduled for a future start.²⁷

The Australian Government has developed an [Early Years Strategy](#), which sets out the Government's vision to best support Australia's children and their families. The principles of the Early Years Strategy provide a specific focus on equity, inclusion and diversity.

Supporting people with autism

The Australian Government is also developing a [National Autism Strategy](#). The National Autism Strategy will be a whole-of-life plan for all autistic Australians, spanning a number of key reform areas including healthcare, education and employment.

Coordination

Review Finding 1: More needs to be done to support a coordinated approach to ADS implementation across governments.

Review Action 1: Refine ADS mechanisms to support a nationally coordinated approach to implementing ADS, and improve the role of local government in ADS.



What we heard during ADS Review public engagement

Improving coordination across all levels of government was supported by 41% of participants in the public consultation. Coordination was strongly associated with support for improving ADS reporting and increasing accountability and compliance.

There was strong support for increasing the roles of local government and DROs in ADS, as well as aligning or linking ADS to other national strategies, plans or reforms.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members supported improving coordination, including support for local government to take a role in ADS, and mechanisms to bring in mainstream agencies (such as education and health) to ADS. Advisory Council members also advocated for the establishment of a dedicated disability agency and aligning jurisdictional disability plans with ADS.

DRO participants supported improving coordination, including raising issues around accountability; streamlining disparate activities; an approach that brings together Closing the Gap and ADS; and reinvigorating the role of local government in ADS.

ADS recognises that it relies heavily on governments working together. ADS saw the establishment of a governance model to support governments working together in a coordinated way to achieve the goals of ADS and creation of governance groups, such as the ADS Advisory Council, as well as forming a Central Policy and Implementation Unit in the Australian Government Department of Social Service to drive implementation of ADS.²⁸

Implementation mechanisms, such as TAPs and Associated Plans, were introduced to provide a coordinated approach to how governments work together to improve outcomes for people with disability.

Literature review

The Advisory Council has advised governments that they have concerns about the disparate implementation of disability justice legislation, plans and strategies by some jurisdictions.²⁹ This issue highlights the need for a coordinated approach across governments.

A consistent theme across the Disability Royal Commission's Final Report is the need for greater coordination across all levels of government, stressing the importance of working in 'partnership with local governments, the broader community and private and non-government sectors to improve outcomes for people with disability'.³⁰

The Final Report proposes national coordination could be achieved through a new National Disability Agreement. The envisaged National Disability Agreement would 'provide the framework for intergovernmental collaboration ... [in implementing] Australia's Disability Strategy' (recommendation 5.1).³¹ This recommendation was accepted in principle by jurisdictions but was noted by the Commonwealth as requiring further consideration.

On ADS implementation mechanisms, the Disability Royal Commission calls for greater national coordination in implementing the TAPs, referring to the current approach as limited and fragmented.³² The Disability Royal Commission notes the Australian Government has several mechanisms in place to support a nationally coordinated approach to implementing ADS; however, the efficacy of ADS may be affected by the independent actions of different jurisdictions.

Furthermore, the Disability Royal Commission recommends governments should review national agreements, strategies and plans that affect people with disability, and consider alignment with ADS (recommendation 5.4).³³

Mechanisms are needed to enable coordination and collaboration across jurisdictions, sectors and settings

— Organisation,
ADS Review Consultation

A coordinated approach will help reduce overlap, enhance the clarity of objectives, and ensure that all levels of government are working towards shared goals

— Organisation,
ADS Review Consultation

The Outcomes Framework relies on these other government agencies being more inclusive in their work. What we see when we work across government agencies ... they don't know what their commitments are

— Disability Representative Organisation,
ADS Review Workshop

The Disability Royal Commission's sentiment on coordination and ADS has been echoed by the disability community. People with disability and their representative organisations regularly emphasise the imperative for improved coordination and alignment between all levels of government.^{34, 35, 36}

In 2023, a public engagement process supported the review into the NDIS. Participants identified the absence of non-NDIS supports as a concern, noting that responsibility for non-NDIS supports is split, and participants allege there is inconsistent implementation across the 3 levels of government. During the [Disability Services and Inclusion Bill consultation process](#), a common theme among participants was that gaps between systems were much more of an issue for people with disability than duplication of services.³⁷ These sentiments are in line with the view that greater coordination is needed.³⁸

Similarly, participants had a 'strong focus on effective whole-of-government approaches through collaboration and clear roles and responsibilities'.³⁹

For example, research exploring post-school transitions of young people with intellectual disability shows transition planning processes remain inconsistent and there is insufficient collaboration between school systems, adult disability services and the workforce. The research suggests Australia needs nationally consistent policies backed by systematic actions and oversight to support the transition from school into meaningful adult lives for young people with intellectual disability.⁴⁰ Research undertaken by the Bankwest Curtin Economics Centre, Curtin University, supports this position, proposing that 'incorporating changes into a national partnership agreement may be the best way to drive a coordinated national response' on education to employment transitions.⁴¹

ADS in action

Central coordination

At the 2023–24 Budget, the Australian Government committed \$10.2 million over 4 years to establish the Central Coordination of Disability Policy to drive whole-of-government action under ADS and lift the knowledge and capability of the APS in relation to disability.

Guiding principles



What we heard during ADS Review public engagement

People demonstrated a low awareness of ADS implementation mechanisms, including avoiding the structural tools and language of ADS, such as the 'Guiding Principles'.

There was some support for seeing a consistent application of the Guide to Applying the ADS and applying these Guiding Principles to other government programs (such as NDIS and Centrelink payments). However, this sentiment was not representative of the majority of responses.

Through ADS, governments agreed to use the Guiding Principles when developing policies, programs, services and systems. ADS' Guiding Principles are based on Article 3 of the UN CRPD. The foundation of the Guiding Principles is to ensure that the development implementation and evaluation of policies, programs, services and systems reflects the principles under Article 3. At launch, ADS included 'prompting questions' to help people apply the Guiding Principles to their work.

Literature review

Under ADS, governments promised to develop a guide to provide practical guidance for businesses and employers, community organisations and public servants in all levels of government when applying the Guiding Principles.

This guide was developed through a consultation process which heard a diverse range of voices. During consultations, people with disability shared their experiences during the development and design of processes, products, services and policies that impacted them.

Called the Guide to Applying *Australia's Disability Strategy 2021–2031* (Guide to Applying the ADS), this guide aims to put people with disability at the centre of disability policy and to help governments, non-government organisations, businesses, workplaces and the community consider how their policies, programs, services, practices and infrastructure can be improved so they work better for everyone.

Some participants also called for strengthening human rights legislation. Strengthening human rights legislation is a common theme across stakeholders, addressed further under [Safety, Rights and Justice: Disability Rights and Legislation](#) in this Report.

ADS in action

ADS Guiding Principles

The Guide to Applying the ADS will be published online in early December 2024. It will assist governments, business and the non-government sector apply the Guiding Principles in their work.

Targeted Action Plans

Review Finding 1: More needs to be done to support a coordinated approach to ADS implementation across governments.

Review Action 1: Refine ADS mechanisms to support a nationally coordinated approach to implementing ADS, and improve the role of local government in ADS.

Review Finding 3: There is strong support for new TAPs.

Review Action 4: Develop new streamlined TAPs on:

- Inclusive Homes and Communities (including action on housing)
- Safety, Rights and Justice
- Community Attitudes.

Review Finding 5: ADS reporting does not support government accountability, implementation compliance or recognition of the intersectional experiences of people with disability.

Review Action 7: Embed mechanisms that will support the early identification of delayed and undelivered TAP actions.



What we heard during ADS Review public engagement

During the public engagement, there was high interest in establishing new TAPs, with a stream of new topics for TAPs focus proposed. Among these proposals, the strongest support was for a new TAP or action on housing, followed by interest in TAPs for education and safety (including addressing violence against women).

Public consultation participants also advocated that governments review the structure of TAPs, the process for how TAPs are developed, and targeting future TAP actions on specific cohorts.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members have proposed topics for new TAPs and also supported a re-design of the TAPs based on what was learned from the first TAPs. Advisory Council members were broadly in support of TAPs dedicated to housing and justice.

Some Advisory Council members called for a stronger role for the ADS Advisory Council in the development of Associated Plans and TAPs.

A new approach taken with ADS was to include the commitment to Targeted Action Plans (TAPs) to better facilitate improved outcomes for all people with disability. The TAPs were developed to apply an intensive focus over 1 to 3 years to achieve specific deliverables which improve outcomes for people with disability. The first 5 TAPs were released on 3 December 2021, with the launch of ADS.

The actions in the TAPs were based on available evidence, and people with disability are involved in implementing the actions. There were 417 actions across the 5 TAPs.

I think one of my greatest frustrations with the ADS is that it doesn't really clearly set out how and what TAPs are considered and how disabled folks in the community are involved in that decision making process

— ADS Advisory Council member,
ADS Review Workshop

Literature review

Research undertaken by the Bankwest Curtin Economics Centre, Curtin University, caveats reliance on TAPs data to evaluate progress against the TAPs, stating that 'data reported under the ADS employment Targeted Action Plan is currently insufficient to attribute causality' between ADS and improved employment outcomes.⁴²

The Disability Royal Commission identified examples where ADS Policy Priorities do not have a corresponding TAP, such as communication and addressing human rights.⁴³ Likewise, DROs have been critical that there has not been a TAP for housing, despite the 2022 Productivity Commission recommending a housing TAP.^{44, 45}

Recommendation 11.2 of the Disability Royal Commission's Final Report proposes incorporating a 'National Adult Safeguarding Framework' into the existing Safety TAP. Some DROs have expressed their support for this recommendation.⁴⁶

The Disability Royal Commission also calls for greater national coordination in implementing the TAPs, referring to the current approach as 'limited and fragmented'.⁴⁷

Since the launch of ADS, people with disability and their representatives have continued to advocate for actions that mirror the activities listed for implementation through the TAPs, giving rise to speculation on the progress being made by ADS and its TAPs. At the 2023 ADS State Forum in Queensland, participants discussed the need to improve community attitudes and increase opportunities for people with disability to take on leadership positions, matching the objectives of the Community Attitudes TAP.⁴⁸ Similarly, during the Early Years Strategy engagement many of the issues identified by participants were within ADS Education and Learning Policy Priorities or the Early Childhood Targeted Action Plan.⁴⁹

There is that worry that sometimes these TAPs have lots of good intentions, but the follow through is lacking

— Disability Representative Organisation,
ADS Review Workshop

The first round of TAPs will end in 2024; however, some DROs have called for their extension beyond 2024.^{50, 51} In line with the Disability Royal Commission's view that some TAPs lack information on how targets will be met or success measured,⁵² some DROs have advocated that future TAPs have more detailed activities and clear commitments from government.⁵³ The ADS Advisory Council has advocated that future TAPs to be more ambitious, directly linked to enabling and embedding system-wide change and supporting a national alignment of actions across governments. The ADS Advisory Council has suggested future TAPs could be strengthened by:

- harmonising efforts across state, territory and the Australian Government, including significant TAP actions and disability inclusion plans
- including robust mechanisms that ensure engagement of people with disability in the design and implementation of TAPs activities.⁵⁴

In expectation of development of future TAPs, stakeholders have proposed new TAPs focus on:

- housing,* to address the supply, affordability and accessibility barriers to housing^{55, 56}
- early childhood, ensuring all children and young people with disability are prioritised^{57, 58}
- lifelong and inclusive education, aligned with UN CRPD, as well as extending the Early Childhood TAP beyond 2024^{59, 60, 61}
- older people, improving access to services and supports† and addressing the gaps that exist in relation to supports for older people with disability^{62, 63}
- incorporating specific autism measures into the existing Community Attitudes TAP⁶⁴
- addressing the experiences of all people with disability exiting the justice system, including both those accessing and those not eligible for the NDIS.⁶⁵

ADS in action

ADS Targeted Action Plans

Released with the launch of ADS, the 5 TAPs outline specific actions governments have committed to undertake from 3 December 2021 to 30 June 2024.

In line with ADS reporting requirements, an annual TAPs report provides a progress update on what governments are doing to implement and progress TAP actions and the successes. These reports are available through the [Disability Gateway](#).

* People with disability and their representatives have consistently identified housing as a significant concern. Further discussion on housing is in *Inclusive Homes and Communities: Housing*.

† The organisations that have advocated for improved 'supports' have presumed 'supports' to mean only formal, disability-specific supports delivered through NDIS. In its reference to accessing supports, ADS is not limited to NDIS but also includes disability and mainstream services.

Associated Plans

Review Finding 4: Accessible information and communications are vital for safe and inclusive communities.

Review Action 5: Develop an Associated Plan to support best practice accessible information and communication.



What we heard during ADS Review public engagement

People demonstrated a low awareness of ADS implementation mechanisms, including avoiding the structural tools and language of ADS, such as 'Associated Plans'.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members said that employment should be a focus throughout the life of ADS, through a TAP or Associated Plan. Some Advisory Council members called for a stronger role for the ADS Advisory Council in the development of Associated Plans and TAPs.

DRO participants supported changes to TAPs reporting, incorporating a 'check-in point' and monitoring for delayed and undelivered TAP actions.

ADS Associated Plans are strategies, plans, roadmaps and frameworks that focus on improving aspects of Australian life for people with disability and also work to deliver the vision of ADS. Associated Plans have a long-term focus on high-level priorities for specific cohorts. Associated Plans were introduced to provide a more coordinated, long-term approach to how governments work to improve outcomes for people with disability.

Literature review

The first Associated Plan, the [National Roadmap for Improving the Health of People with Intellectual Disability](#), was released prior to the launch of ADS. The second Associated Plan, [Employ My Ability](#), was released at the launch of ADS. Research refers to [Employ My Ability](#) as a 'high-level introduction to help get employers started (and provide their Boards with a useful overview) than a practical and implementable guide'.⁶⁶

Since launch, a further Associated Plan, the [National Disability Advocacy Framework 2023–2025](#), has been released and more Associated Plans are in development.

In its Final Report, the Disability Royal Commission acknowledged the Australian Government's commitment to developing an Associated Plan focused on accessible communication. The Disability Royal Commission's recommendation 6.1 proposes to expand the scope of this Associated Plan to include a wide variety of settings, contexts and situations, and the needs of specific cohorts of people with disability. This recommendation also prioritises preparing for and responding to emergencies and natural disasters, and public health.⁶⁷

While not using the language of ADS Associated Plans, the Disability Royal Commission recommends the development of a 5-year plan to end violence against women and children with disability, with connection to the *National Plan to End Violence against Women and Children 2022–2032* and ADS (recommendation 8.23).⁶⁸

Furthermore, stakeholders have proposed education requires the focus of longer-term effort of an Associated Plan – specifically, a National Inclusive Education Plan aligned to ADS, with legislation to support inclusive education from early childhood education through to tertiary level education.^{69, 70, 71}

ADS in action

Employment outcomes

Released with the launch of ADS, [Employ My Ability](#), the Australian Government's Disability Employment Strategy, is a guiding framework for governments, employers and the broader community to increase employment outcomes for people with disability.

Advocacy services

The [National Disability Advocacy Framework 2023–2025](#) commits governments to work together to improve national consistency and access to advocacy services for people with disability across Australia.

New Associated Plans

The Australian Government is providing \$5 million for an [Arts and Disability Associated Plan](#) to support people with disability to access and participate fully in the cultural and creative life of Australia. [Equity: the Arts and Disability Associated Plan](#) was released on 14 November 2024.⁷²

Reporting

Review Finding 5: ADS reporting does not support government accountability, implementation compliance or recognition of the intersectional experiences of people with disability.

Review Action 6: Extend ADS reporting to improve visibility of intersectional experiences.

Review Action 7: Embed mechanisms that will support the early identification of delayed and undelivered TAPs actions.



What we heard during ADS Review public engagement

A consistent theme was the need to improve ADS data and reporting. This included how ADS reports, what it reports and when it reports. There was strong support among the community for strengthening ADS compliance mechanisms (tools to make sure governments fulfil their commitments under ADS) and increasing accountability through improved ADS reporting.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members noted flaws in reporting under ADS, specifically in relation to 'busyness' reporting and reporting that is difficult to navigate. Some ADS Advisory Council members also expressed support for ADS reporting to reflect intersectional experiences.

Similarly, DRO participants gave their support to seeing ADS reporting reflect intersectionality, as well exploring changes to TAP reporting, so as to monitor for delayed and undelivered TAP actions.

ADS reporting aims to ensure accountability and build the evidence base for making informed decisions in the future. Strong reporting on ADS is needed to show how ADS is changing the lives of people with disability, and to identify where more effort is needed.

ADS commits governments to a comprehensive reporting structure, including annual reports on the TAPs; 2-yearly Implementation Reports; the Outcomes Framework Annual Report and Dashboard; and 2 major evaluations (2025 and 2029). The Outcomes Framework is addressed under [Outcomes Framework](#) in this Report.

ADS reporting is not siloed from the work of local, state and territory governments in improving outcomes for people with disability. ADS reporting aims to complement the reporting already undertaken by state and territory governments, and many local governments, as part of their own disability plans.⁷³

A key feature of ADS reporting is to present what people with disability, DROs and the ADS Advisory Council have said about ADS and its implementation.

Without accountability the Strategy is just words on a page

— Person with disability,
ADS Review Consultation

Literature review

The Disability Royal Commission is critical of ADS reporting and monitoring mechanisms, which are managed by government rather than independently.⁷⁴ Transparent reporting and monitoring mechanisms help hold governments to account. In its Final Report, the Disability Royal Commission proposes introducing 'more independent reporting and monitoring systems' to support improving outcomes for people with disability.⁷⁵

Some DROs propose that specific sectors, such as education,⁷⁶ require transparent reporting mechanisms that recognise intersectionality so as to support an intersectional response. On education, one DRO claims that reporting from ADS, the National Agreement on Closing the Gap, the PISA (Programme for International Student Assessment) index of disciplinary climate and NAPLAN results fail to give relevant insights for students with disability in Australia.⁷⁷

On employment, research undertaken by the Bankwest Curtin Economics Centre, Curtin University, proposes setting employment targets, with targets to be reported through ADS. This research recommends regular and consistent reporting and analysis of disability employment and wellbeing outcomes, including social inclusion, self-determination and meaningful work, and reporting against clear targets for disability employment outcomes.⁷⁸

Specific to ADS, DROs have also signalled a need for clearer and more frequent reporting on TAPs, so that TAPs can identify and respond to delayed and undelivered actions quickly. Additionally, DROs have proposed that governments agree to an annual reporting day for ADS.

Participants who took part in the public consultation had a strong appetite for improved governance. Disability advocacy organisations argued that improving the daily lives of people with disability requires meaningful action plans, with impact, outcomes and accountability frameworks.⁷⁹

ADS in action

ADS reporting

ADS TAPs Annual Reports show how the TAPs are working, including what actions have occurred, what successes there have been, and overall status. The [first TAPs Annual Report](#) covered 3 December 2021 to 30 June 2022, and the [second TAPs Annual Report](#) covered 1 July 2022 to 30 June 2023.

The first [Implementation Report](#) of ADS, covering 3 December 2021 to 30 June 2023, outlines the progress made against disability initiatives at all levels of government. It also includes the voice of people with disability and the broader community. The Implementation Report was tabled in the Australian Parliament on 30 November 2023. The reports are available on the [ADS Hub on Disability Gateway](#).

Outcomes Framework and data

Review Finding 5: ADS reporting does not support government accountability, implementation compliance or recognition of the intersectional experiences of people with disability.

Review Action 6: Extend ADS reporting to improve visibility of intersectional experiences.

Review Action 8: Update ADS Data Improvement Plan.



What we heard during ADS Review public engagement

People demonstrated a low awareness of ADS implementation mechanisms, including avoiding the structural tools and language of ADS, such as the 'Outcomes Framework'. There was some support for seeing ADS measure its outcomes. However, this sentiment was not representative of people who took part in the public consultation.

Organisations called for strengthening and expanding the Outcomes Framework and data, including through data on intersectionality, expanding measures under the Outcomes Framework, new data collections on specific topics (such as housing or communication accessibility), and updating ADS Data Improvement Plan.

What we heard from the ADS Advisory Council and DROs

Some ADS Advisory Council members supported refining the Outcomes Framework, and others were interested in ADS data collection to relate to intersectional experiences and to answer service questions (such as enablers of and barriers to public transport use).

Similarly, some DRO participants raised concerns about the lack of First Nations data in the Outcomes Framework. Some DROs proposed re-framing ADS Outcome Areas in ADS reporting based around intersectional experiences.

ADS Outcomes Framework aims to track, measure and report on outcomes for people with disability. This includes measuring the contribution key systems such as healthcare, housing, education and employment are making to achieve outcomes. The Outcomes Framework includes quarterly data updates and annual reports showing what progress is being made against each Policy Priority of ADS.⁸⁰

Literature review

The ADS Advisory Council states that the Outcomes Framework's first annual report highlights how far we have to go to advance the rights and outcomes for people with disability in Australia, and areas where more focus is required, such as the wage gap.

Some DROs have been supportive of the Outcomes Framework, describing it as still fit-for-purpose. Other DROs claim the Outcomes Framework has highlighted significant gaps in data and measurement that are still to be addressed.

Discussion on the Outcomes Framework is inseparable from wider discourse on disability data. ADS included a commitment for governments to work together to develop a comprehensive data strategy, realised in the release of [ADS Data Improvement Plan](#).

In its Final Report, the Disability Royal Commission states that it 'had difficulty obtaining reliable and useful data and research in multiple areas of [its] inquiry'.⁸¹ The Disability Royal Commission identifies high-quality data and research as important to building policy evidence and holding governments and other organisations to account. In response to these matters, the Disability Royal Commission's Final Report proposes extending data collection to include specific settings, disability types and data on intersectional cohorts as part of ADS Data Improvement Plan (recommendation 12.7).⁸²

In relation to the Outcomes Framework and data, the literature review revealed strong interest in intersectionality and disaggregation.

Most DROs agree that more effort is needed to ensure data improvement actions consistently improve the visibility of intersectional experiences. DROs have suggested that many of the measures of the Outcomes Framework only refer to people aged under 65, and that age-disaggregated data is needed.

DROs have been particularly critical of ADS Outcomes Framework's inability to disaggregate data in order to compare outcomes and experiences by participants in NDIS, aged care and outside of formal support systems.^{83, 84}

Some participants in the public consultation to better understand community and stakeholder views on the recommendations made by the Disability Royal Commission, argued that improving the daily lives of people with disability requires meaningful action plans, with impact, outcomes and accountability frameworks.

ADS Survey on community attitudes towards people with disability collects data from the broader Australian population, and the attitudes of workers in sectors such as education, health, justice and legal, personal and community support services and employment. Some DROs claim the focus of ADS Survey is too narrow, proposing its expansion to cover all ADS Outcome Areas.⁸⁵ They recommended future surveys target participation by people in 'gatekeeper' positions, such as recruitment officers, real estate agents/landlords, and Centrelink staff, as they play a significant role in employment, housing and income support.⁸⁶

ADS in action

ADS Outcomes Framework

[ADS Outcomes Framework](#) is tracking, measuring and reporting on outcomes for people with disability across the Outcome Areas and Policy Priorities of ADS. It includes data that was available at the time ADS was launched.

Reporting against the Outcomes Framework includes:

- quarterly updates to the data
- a [dashboard tool](#) featuring all the outcome measures with available data
- [annual reports](#) providing an overview of all measures being tracked.

ADS Survey

The Australian Government has committed to surveys every 3 years to measure community attitudes towards people with disability. In 2022, the Australian Government commissioned the Australian National University to conduct and deliver the initial 2 waves of ADS Survey on community attitudes towards people with disability. The first wave was conducted in 2022, collecting data from approximately 18,000 people. ADS Survey studies and reports are available on [ADS Hub on Disability Gateway](#).

ADS Data Improvement Plan

The [ADS Data Improvement Plan](#) (DIP) sets out how governments will ensure data needed to measure outcomes for people with disability is collected, shared and improved over the life of ADS. Where there are identified gaps, ADS DIP commits to improve the collection, sharing and reporting of data. The ADS DIP was endorsed by Disability Ministers in December 2022. A revised DIP will be produced and published by the end of 2024.

National Disability Data Asset

The Australian Government has committed \$68.3 million for analysis, research and delivery of the [National Disability Data Asset](#) (NDDA) and all states and territories have now signed bilateral schedules to enable the transfer of data. The NDDA is an Australian first. It will give all levels of government rich insights into how people with disability live their lives, the barriers they face and help to identify improvements.

On 19 February 2024, the Hon Amanda Rishworth MP, the Minister for Social Services, announced the appointment of the NDDA Council. The role of the Council will be to make sure the NDDA is used correctly. Researchers will be able to apply to access the first set of data from the NDDA from late 2024.

Evaluation and research



What we heard during ADS Review public engagement

People demonstrated a low awareness of ADS implementation mechanisms, including avoiding the structural tools and language of ADS.

A small group of organisations voiced their support for the formal evaluation of ADS, and for the establishment of a national evidence base. However, this sentiment was not representative of the majority of organisational responses.

Evaluation and research are fundamental to ADS, providing an evidence base to how we will improve what we do now and where we should focus our efforts into the future.

At the heart of ADS' commitment to research is the National Disability Research Partnership (NDRP). The NDRP is the primary vehicle for developing a more coordinated approach to funding and undertaking disability research.⁸⁷ The Australian Government has provided \$15 million to support the establishment and operation of the NDRP, from 2022–23 to 2024–25. The NDRP is expected to be established and fully operational by 2024.⁸⁸

Literature Review

The NDRP undertook engagement with the disability community on its 'Establishment Phase', developing recommendations for setting up and running the NDRP. Feedback from people with disability acknowledged the importance of NDRP and supported its alignment with the UN CRPD and ADS.⁸⁹

The Disability Royal Commission stated in its Final Report that further research is required to deepen the understanding of diverse experiences of people with disability. The Disability Royal Commission noted the state of NDRP and updates on the NDRP Research Agenda, which supports ADS priorities and includes questions aligned with the 7 Outcome Areas.⁹⁰

Complementing research is evaluation. Evaluation helps governments understand what is working well and what needs improvement. ADS itself will be subject to 2 major evaluations (2025 and 2029), which will provide independent analysis and findings on ADS, including recommendations for improvement.⁹¹

ADS commits governments to publish evaluation key findings in ADS 2-yearly Implementation Reports. The first [Implementation Report](#), for December 2021 to June 2023, was released December 2023. This report contained the key findings of one evaluation.

The launch of ADS included an [Evaluation Good Practice Guide Checklist](#), with governments agreeing to consider the Checklist when conducting evaluations. Disability Gateway data reveals 1,611 (PDF and Word) downloads of the Checklist during 3 December 2021 to 31 March 2024.

ADS in action

Supporting research

The NDRP Research Agenda is a living document. It will be responsive to the changing priorities of disability community. Published in 2024, the NDRP Research Agenda was developed in collaboration with people with disability, their representative organisations and allies over 2 years, from 2020 to 2023. The Research Agenda is framed by 12 areas for research, accompanied by specific topics presented as researchable questions. These questions represent the priority topics gathered by listening to people with disability and their representative organisations. The NDRP Research Agenda complements and extends the 7 Outcome Areas of ADS and ADS Outcomes Framework.⁹²

Involving people with disability in evaluations

A Guide to Involving People with Disability in Evaluations is being developed in consultation with people with disability to help governments, organisations and the community ensure people with disability are involved in evaluating policies, programs, and services. It will be released to complement the work on the first independent evaluation.

There is like 9 disability data asset aggregations and they're in different silos ... We are not comparing apples with apples; we have created a fruit salad, and it doesn't taste very good

— ADS Advisory Council member,
ADS Review Workshop

Governance

Review Finding 2: For ADS to achieve its goals, it is critical that people with disability are genuinely involved in the design, implementation, and governance of ADS.

Review Action 2: Develop and implement an ADS Community Engagement Plan, in addition to the existing ADS engagement commitments.



What we heard during ADS Review public engagement

People told us that we need to strengthen ADS governance structures and oversight, with a view to strengthening compliance mechanisms, accountability and transparency.

People expressed support for establishing practical working groups or advisory panels of people with disability to guide ADS, as well as increasing the role of the ADS Advisory Council.

Among organisations, there was support for boosting the role of DROs and the Australian Human Rights Commission in ADS, including in governance arrangements. Furthermore, some organisations proposed expanding the membership of the ADS Advisory Council to include representation of particular disability groups or geographic regions.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members noted that monitoring and compliance mechanisms are needed to make sure governments make good on their ADS commitments. Some ADS Advisory Council members proposed a stronger role for the ADS Advisory Council in setting the framework for reporting, the development of Associated Plans and TAPs, and other ADS implementation mechanisms.

Similarly, some DRO proposed a mechanism to support the ADS Advisory Council consider disability community feedback on ADS.

ADS governance refers to who monitors, provides advice and makes decisions about ADS. The governance structure for ADS is layered and includes:

- The **Disability Reform Ministerial Council (DRMC)**, the forum for Australian Government and state and territory ministers with responsibility for disability policy in Australia. The DRMC reports to National Cabinet, signifying the importance government places on matters affecting people with disability.
- The **ADS Advisory Council**, made up of people with disability. It provides independent advice to Australian governments and Disability Ministers on the implementation and monitoring of ADS.
- The **ADS Disability Representative Organisation (DRO) Implementation Forum**, a group of organisations which provide the perspectives of the people with disability they represent regarding ADS. The Australian Government funds the national DROs to provide systemic advocacy and advice on how policies and programs will affect the lives and experiences of people with disability.

There are additional governance groups for Australian Government and jurisdictional agencies and officers to support coordinated implementation of ADS.

Literature review

People with disability are supported to have their say on ADS through a range of activities, as laid out in ADS Engagement Plan. Engagement is a significant theme through the literature review and is addressed under [Engaging People with Disability](#) in this Report.

In its Final Report, the Disability Royal Commission notes that the Australian Government Department of Social Services manages ADS, along with responsibility for national disability and carers policies and programs, as part of its broader remit.⁹³ It recommends shifting implementation of ADS from the Department of Social Services to a new department focused specifically on disability, with a 'dedicated, senior ministerial position be responsible for national leadership on disability issues, policy and programs'.⁹⁴

The Disability Royal Commission proposes the new department embed lived experience in its teams, by recruiting people with disability into the department, including to leadership positions.⁹⁵ The Department of Social Services' results from the 2023 APS Employee Survey show that 14% of the department's staff identify as having an ongoing disability, which is above the average in working-age people,* and that 9% of the department's staff identify as neurodivergent.⁹⁶

DROs have stressed the importance of involving people with disability in governance arrangements.^{97, 98} Some DROs have been critical of the oversight, direction and implementation of ADS, proposing steps to formalise DROs' role in ADS.

A key focus of the Disability Royal Commission's response to governance arrangements was reporting, noting that 'a critical component of governance mechanisms is monitoring and reporting'.⁹⁹ ADS recognises good governance needs to be supported by effective and transparent reporting arrangements. ADS reporting arrangements are addressed under [Reporting](#) in this Report.

* According to the latest release of [People with Disability in Australia](#) (Australian Institute of Health and Welfare, 2024), the prevalence of disability among working-age people (15–64 years) is 13%.

ADS in action

ADS Advisory Council

The [ADS Advisory Council](#) was established at the launch of ADS. All core members of the Advisory Council are people with disability. The Advisory Council's role is to advise Australian governments and Disability Ministers on the implementation of ADS.

The inaugural Chair of the Advisory Council was Dr Ben Gauntlett, the former Disability Discrimination Commissioner. Ms Jane Spring AM has been the Chair of the Advisory Council since 1 July 2023. The Advisory Council meeting communiques are available on [ADS Hub on Disability Gateway](#).

ADS Roadmap



What we heard during ADS Review engagements

During the public consultation and targeted workshops, people did not demonstrate an awareness of ADS Roadmap. Some organisations proposed the development of a clear and flexible roadmap for ADS. However, this sentiment was not representative of the majority of responses.

Applicable to ADS Roadmap, public consultation participants expressed support for lifting awareness of ADS throughout the community, increasing the visibility of ADS, and increasing information and communication accessibility.

[ADS Roadmap](#) is not an independent implementation mechanism. By its nature, the Roadmap reflects ADS deliverables and implementation mechanisms. The Roadmap is a living document and will be updated as milestones are completed, and as new ADS activities and commitments emerge.

ADS in action

ADS Roadmap

[ADS Roadmap](#) was updated in December 2023 to reflect in-progress and completed milestones. ADS documents strive to meet the highest levels of accessibility.

ADS online

Review Finding 2: For ADS to achieve its goals, it is critical that people with disability are genuinely involved in the design, implementation, and governance of ADS.

Review Action 3: Lift awareness of ADS.

Review Finding 4: Accessible information and communications are vital for safe and inclusive communities.

Review Action 5: Develop an Associated Plan to support best practice accessible information and communication.



What we heard during ADS Review public engagement

During the public consultation and targeted workshops, people did not demonstrate an awareness of ADS Hub on Disability Gateway.

Many people and organisations proposed new and different ways for people to participate or engage with ADS. Some people proposed establishing or using accessible online platforms as new channels for engaging with people about ADS.

Applicable to ADS Hub on Disability Gateway, public consultation participants also expressed support for increasing information and communication accessibility, including digital accessibility and inclusion.

[ADS Hub on Disability Gateway](#) offers a single place for news, resources and all things ADS. ADS Hub's profile is supported by its connection with Disability Gateway. The Disability Gateway is a central point to guide people with disability and their families and carers to find and access services across Australia. The aim of the Disability Gateway is to make it easy for people with disability to find helpful and trusted information and services.

ADS' online presence is further bolstered by accessible and interactive webpages hosted by the [Australian Institute of Health and Welfare](#). These include annual Outcome Framework reports and online reporting (updated quarterly).

Literature review

As with ADS Roadmap, the literature review did not reveal any advice specific to ADS Online.

DROs claim online platforms (specifically, the NDIS my place portal and the Disability Gateway which hosts ADS Hub) are not accessible, up to date or easy to use. DROs state that 'relying on online methods for sharing information with the community means many people, including many people with disability, are excluded'.¹⁰⁰ This has implications for how ADS publishes and distributes information to its audience.

DROs have expressed their disappointment that the Disability Royal Commission's Final Report did not include recommendations to address barriers to digital inclusion for people with disability, including accessibility.¹⁰¹

ADS Hub on Disability Gateway has proved popular with Gateway visitors. Analysis of Disability Gateway data reveals ADS landing page has been visited 71,276 times up to 31 March 2024, being the most visited of all Disability Gateway pages. ADS documents account for 6 of the top 10 downloads of Disability Gateway, with ADS ([PDF and Word](#)) being downloaded over 25,000 times.*

ADS in action

ADS Hub on Disability Gateway

Launched in mid-2021, the Australian Government has been committed to maintaining and growing ADS' online presence, [ADS Hub on Disability Gateway](#).

Since its launch, ADS Hub has grown significantly, particularly as ADS reports are released. As new ADS resources are released they are published on ADS Hub, such as the [Good Practice Guidelines for Engaging with People with Disability](#) in October 2023.


* Data derived from Google Analytics of disabilitygateway.gov.au for the period 3 December 2021 to 31 March 2024.

Identified themes: outcomes areas and policy priorities

The following sections highlight the recurring themes identified through engagement and the literature review, where there is broad support or agreement from across the disability community. As such, it does not address every Policy Priority of ADS. Rather, it focuses on what people with disability have said is important to them.

The focus of this Review was on mechanisms of implementation rather than impact or outcomes, these will be in the core scope of the 2025 Independent Evaluation of ADS.

Outcome Areas Key Themes

- More opportunities, and different ways, to participate or engage with ADS.
 - Current 7 Outcome Areas still represent what is most important to people with disability.
 - Attitudes, availability and funding of resources.
 - Monitoring and compliance mechanisms improved to make sure governments make good on their commitments.
 - Increased disability rights and awareness.
 - Accessible information and communication, and lifting community awareness of ADS.
- 

Employment and financial security



What we heard during ADS Review public engagement

People told us about the need to reduce barriers to employment. A consistent theme across all engagement for the Review was support for improving post-school transitions, including supports for tertiary students with disability, and tertiary education reform.

People and organisations also told us about how they want to see more employment initiatives, employment program reform (including Disability Employment Services and Australian Disability Enterprises), and their interest in employment targets. Some organisations also proposed increasing employment opportunities for people with disability in the public sector.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members supported action on employment, proposing activities to support post-school transition of young people with disability, and building employer confidence.

DRO participants noted the intersection between post-school transitions and other major life events, and the impact of community attitudes on employment.

Literature review

Transition from education to employment

Improving the transition of young people with disability from education to employment is a national commitment under ADS. Available data demonstrates that young people with disability have lower rates of educational attainment and labour force participation than young people without disability.^{102, 103}

The Disability Royal Commission identified that students with disability face multiple barriers to inclusive education, underpinned by negative attitudes and low expectations.¹⁰⁴ In its Final Report, the Disability Royal Commission proposes practical changes to strengthen the transition from school to work for young people with disability. Recommendation 7.5 proposes dedicated career guidance and transition services or programs be created by state and territory governments that prioritise students with disability. It states that the overall goal of the service or program should be to create a transition plan that reflects the needs and wishes of the student with disability.¹⁰⁵

At the 2023 ADS State Forum in Queensland, participants expressed support for a greater focus on supporting tertiary students with disability to complete their studies, as well as supporting the transition from university to employment through improving 'career readiness' programs.¹⁰⁶

There should be a stronger focus on facilitating mainstream employment for Australians with disability. People with disability have a lot to contribute to Australia's economy

— Person with disability,
ADS Review Consultation

Too many people with disability are still excluded from the workforce and workplace

— Disability Representative
Organisation,
ADS Review Consultation

Researchers state that leaving school and figuring out what is next is challenging for young people, but for those with disability it is even harder.¹⁰⁷ A 2022 Western Sydney University research project explored the lived experiences of young people with intellectual disability in planning to leave school and transition into adult life. Many young people told the researchers they felt left out of transition planning at school, with most decisions being made for them. There were limited, if any, opportunities for them to explore post-school options.¹⁰⁸

This research project demonstrates that transition planning processes remain inconsistent and there is insufficient collaboration between school systems, adult disability services and the workforce. The research states that there is an emerging body of evidence focused on transition experiences of young people with intellectual disability that demonstrates that post-school outcomes improve when transition planning starts early.¹⁰⁹

Employment barriers

The unemployment rate of working-age people with disability is more than double that of those without disability and has remained unchanged for decades.¹¹⁰ People with disability and DROs have told us employment outcomes are interconnected and have tangible impacts on other areas of life beyond financial independence, including opportunities for safe and affordable housing, health, mental health and community inclusion.^{111, 112}

The Disability Royal Commission examined barriers across employment settings for people with disability. It identified 4 main barriers to open employment, which can be categorised as attitudinal, organisational, structural and physical barriers.¹¹³ Research undertaken by the Bankwest Curtin Economics Centre, Curtin University, supports the claim that there has been no improvement in employment rates for people with disability in Australia over the last 2 decades, despite extensive policy reforms and greatly increased funding for supports and service delivery.¹¹⁴

In response to the Disability Royal Commission's employment recommendations, some DROs have called on government employers to have more ambitious targets for disability employment.¹¹⁵

Some DROs have raised employment concerns regarding specific cohorts of people with disability. One DRO suggests that workplaces repress d/Deaf communication methods and provide limited opportunities for interaction with people who sign. This DRO acknowledges that workplaces that undertake d/Deaf awareness training have a short-term positive impact, but claims that workplace systems and infrastructure (such as audio fire alerts or inaccessible IT systems) further disadvantage d/Deaf people.¹¹⁶ Another DRO suggests that ADS has never captured the 'issues relating to employment of Autistic people'.¹¹⁷

ADS in action

Employ My Ability

Employ My Ability, the Australian Government's Disability Employment Strategy, is a guiding framework for governments, employers and the broader community to increase employment outcomes for people with disability. Employ My Ability is an ADS Associated Plan and was released at the launch of ADS.

ADS Employment TAP

The ADS Employment TAP sets out key actions to increase employment of people with disability and to improve the transition of young people with disability from education to employment. ADS TAPs were developed to apply an intensive focus over 1 to 3 years to achieve specific deliverables which improve outcomes for people with disability. Annual reports on the implementation and progress of TAPs are available through Disability Gateway.

A New Specialist Disability Employment Program

The Australian Government has announced that a new DES model will replace the current program from 1 July 2025. The new program will support more people with disability into employment and improve user experiences, and its eligibility will be expanded. In addition, there will no longer be a 2-year time limit. Current DES participants will continue to be eligible, and further information will be provided in early 2025 before the new program starts.

Inclusive homes and communities

Review Finding 2: There is strong support for new TAPs.

Review Action 2: Develop new streamlined TAPs on:

- Inclusive Homes and Communities (including action on housing)
- Safety, Rights and Justice
- Community Attitudes.

Review Finding 3: Accessible information and communications are vital for safe and inclusive communities.

Review Action 3: Develop an Associated Plan to support best practice accessible information and communication.

Review Finding 6: People with disability face significant barriers to accessing a home and are disproportionately represented in homelessness and social housing statistics.

Review Action 9: Develop a new Policy Priority area addressing homelessness in Inclusive Homes and Communities Outcome Area of ADS.



What we heard during ADS Review public engagement

People and organisations expressed strong support for governments to take action on housing through ADS. This included addressing homelessness in ADS Policy Priorities under the Inclusive Homes and Communities Outcome Area.

Over a third of public consultation participants supported increasing accessible information and communication, including addressing digital accessibility and inclusion.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members supported action on housing, including proposing a dedicated TAP on housing. Similarly, DRO participants advocated for creation of a mechanism to ensure private landlords are meeting the needs of their tenants, and for homelessness to be established as an ADS Policy Priority.

Across the workshops, a consistent theme was accessible information and communication. Participants stressed the value and popularity of accessibility formats (including Easy Read) and noted that accessible formats are not regularly available on topics of interest for people with disability. Participants advocated for accessible communication to be across government, and not restricted to 'disability-specific' areas.

**Australia is currently experiencing a housing crisis.
The Strategy will be ineffective if it does not
recognise this situation**

— Organisation,
ADS Review Consultation

Literature review

Housing

Stakeholder advice on this Outcome Area has firmly focused on the need for action on the affordability, accessibility and availability of housing. A common theme among feedback and advice from the disability community was the need to increase accessible and affordable housing for people with disability.^{118, 119}

During the development of ADS, people with disability told us housing was important to them.^{120,121,122} This led to an increased focus on housing in ADS, including Policy Priorities on affordability, accessibility and choice in housing.

DROs have told us that people with disability 'face significant and substantial additional barriers to accessing a home and are disproportionately represented in homelessness and social housing statistics'.¹²³ These barriers include lack of social housing and accessible stock; cost; discrimination; and intersections with NDIS supports.¹²⁴ This position has been reinforced by the NDIS Review, who note there is 'a lack of accessible and affordable housing ... [that] has a disproportionate impact on people with disability'.^{125, 126}

In its 2022 review of the National Housing and Homelessness Agreement, the Productivity Commission proposed that governments develop a housing TAP under ADS, with a view to improving the availability of affordable and accessible housing for people with disability.¹²⁷ Some DROs stress that any review or update to ADS must be in line with the Productivity Commission's recommendation and include a housing TAP.¹²⁸

The Disability Royal Commission has made a series of recommendations for action on issues of housing and homelessness (recommendations 7.33, 7.35 and 7.40). The Disability Royal Commission also proposes ADS expressly include homelessness as a Policy Priority within the Inclusive Homes and Communities Outcomes Area (recommendation 7.34).¹²⁹

Issues for people with disability experiencing homelessness and housing insecurity are escalating, with significant negative impacts for the individuals and cost to government

— Organisation,
ADS Review Consultation

DROs have called on governments to develop a Disability Housing Strategy or a TAP under ADS to address issues of under-supply, lack of affordability and accessibility of housing.^{130, 131}

The ADS Advisory Council has consistently raised housing and the rental market as a key issue affecting the disability community, including high rents and the need for accessible properties.¹³² The Advisory Council has advised on its concerns around public and social housing, short-term emergency accommodation, the National Housing and Homelessness Agreement, regional and remote housing, and tenancy laws.

Participants at the first ADS National Forum also advocated for accessible and affordable homes. On design standards, Forum participants welcomed the recent addition of 'silver'¹³³ accessibility requirements to the National Construction Code, but highlighted the need to incentivise making existing homes more accessible and change attitudes towards universal design.¹³⁴

Forum participants put forth proposals for all new social housing to be built to a 'gold'¹³⁵ standard, and incentives to make existing dwellings compliant with the accessibility requirements that apply to new dwellings.

Housing is so fundamental to all the other aspirations and Outcome Areas in the Strategy

— ADS Advisory Council member,
ADS Review Workshop

ADS in action

Accessible housing

The National Construction Code has been updated to include mandatory accessibility requirements, taking effect from 1 September 2023. These requirements will improve accessibility to meet the needs of all people at various stages of their lives, including people with disability and older people.¹³⁶

In April 2023, the Disability Reform Ministerial Council agreed to continue to work together to increase supply of safe, affordable and accessible housing for people with disability.¹³⁷ Ministers also agreed to advocate on accessible housing more broadly and to work with their housing counterparts and task housing and disability senior officials to scope a program of joint work to deliver improved housing outcomes for people with disability.

National Housing and Homeless Plan

To help more Australians access safe and affordable housing, the Australian Government is developing a [National Housing and Homelessness Plan](#) (the Plan). The Plan will be a 10-year strategy, setting out a shared vision to inform future housing and homelessness policy in Australia.

The Plan is being developed in collaboration with key stakeholders including state and territory governments, local government, not-for-profit and civil society organisations, industry bodies, superannuation funds and other experts in housing, finance and urban development. It has involved broad public consultation, which ran from 7 August 2023 to 30 November 2023, including with people with lived experience.¹³⁸

Accessible communication

The Disability Royal Commission's Final Report reminds us that we have an obligation under the UN CRPD to provide accessible information and communication.¹³⁹ Accessible information and communication are critical for the safety, autonomy and inclusion of people with disability. ADS recognises the importance of accessible information and communication through its Policy Priorities under its Inclusive Homes and Communities Outcome Area.

We understand that people with disability who do not have access to appropriate communication technologies are at a greater risk of disadvantage.¹⁴⁰ In times of emergency, our communications have not always been as accessible as they could be, increasing risks experienced by the disability community. People with disability and the ADS Advisory Council have told us there was a lack of government communication specific to people with disability during the COVID-19 pandemic.¹⁴¹ This sentiment was echoed by the Disability Royal Commission, who heard evidence about the absence of accessible information and communication throughout the pandemic, and during other emergencies and natural disasters.¹⁴²

In its Final Report, the Disability Royal Commission claimed that 'despite obligations under international and domestic law, many people with disability in Australia still cannot access information and communication on an equal basis to people without disability'.¹⁴³

The Disability Royal Commission acknowledges the Australian Government's commitment to develop an ADS Associated Plan to improve the accessibility of information and communication. However, the Disability Royal Commission proposes to expand the scope of the Plan (recommendation 6.1).¹⁴⁴

DROs have expressed their support for the development of the Plan as proposed by the Disability Royal Commission.¹⁴⁵ Additionally, DROs advise the Plan should give consideration to people with disability from culturally and linguistically diverse backgrounds and set requirements for government public addresses and broadcasters.¹⁴⁶

A standard communication platform would be ideal. People don't know that PDFs are not accessible to all in our community
— Person with disability, ADS Review Consultation

It's so important that accessible communications are across government and not just in relation to disability-specific reforms or communications that are seen as disability-specific: this goes across every area of life
— Disability Representative Organisation, ADS Review Workshop

While not endorsing its development, the Disability Royal Commission claims there is support for a disability standard on information and communication,¹⁴⁷ akin to the [Disability Transport Standards](#) and the [Premises Standards](#) under the *Disability Discrimination Act 1992*. The Disability Royal Commission expressed concern about the efficacy and accountability of a 'standards' approach to increasing accessibility information and communication.¹⁴⁸

As with other implementation areas of ADS, the Disability Royal Commission claims that accessible information and communication actions across governments lack coordination, with disparate government actions working towards differing purposes.¹⁴⁹ Government coordination is addressed under [Coordination](#) in this Report.

Some DROs advocated for accessible information and communication action to address inequities that disproportionately impact specific cohorts of people with disability. For example, one DRO called for immediate action to increase the knowledge and skills of healthcare professionals, educators, and criminal justice system workers to work with people who are d/Deaf or hard of hearing.¹⁵⁰

ADS news and documents are published on [ADS Hub on Disability Gateway](#). ADS Hub on Disability Gateway is addressed under [ADS Online](#) in this Report.

ADS in action

Accessible information and communications

The Australian Government is investing \$12.3 million in a national approach to accessible information and communications for people with disability, including the development of an Associated Plan under ADS, building capability across Australian Public Service agencies to embed accessibility in the policy design and implementation of government policies, programs and services and everyday interactions with the community.

Safety, rights and justice

Review Finding 3: There is strong support for new TAPs.

Review Action 4: Develop new streamlined TAPs on:

- Inclusive Homes and Communities (including action on housing)
- Safety, Rights and Justice
- Community Attitudes.



What we heard during ADS Review public engagement

A consistent theme was increasing awareness of disability rights, including among specific groups, such as employers, educators and healthcare professionals. Individuals and organisations told us they want to see action on discrimination, including enforcing laws and work towards eliminating discrimination. Public consultation participants also expressed support for legislative changes, such as establishing human rights or disability rights Acts.

Some organisations also supported prioritising action on gendered violence, while noting that ADS should align or link to other national strategies, plans or reforms, such as the National Plan to End Violence against Women and Children.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members supported action on justice, proposing a new TAP dedicated to the justice system, and work to improve awareness of disability rights.

Similarly, DRO participants supported disability rights legislation, and advocated for supports for people with disability fleeing domestic violence, including allied health and care/residential settings.

People with disabilities have far higher rates of sexual and gender-based violence, higher rates of incarceration and poor outcomes with the criminal justice system

— Organisation,
ADS Review Consultation

Literature review

Disability rights and legislation

ADS plays an important role in protecting, promoting and realising the human rights of people with disability.

The Disability Royal Commission recognises governments have adopted many positive measures to realise the human rights of people with disability.¹⁵¹ However, it suggested that the UN CRPD is not sufficiently incorporated into policy and practice in Australia, and that there are limited requirements for governments and parliaments to consider the rights of people with disability in decision-making, law and policy.¹⁵²

In its Final Report, the Disability Royal Commission proposes the Australian Government develop an Australian Disability Rights Act to 'clearly articulate the human rights of people with disability, create appropriate enforcement mechanisms, and provide access to effective remedies when rights are breached'.¹⁵³ DROs have voiced their support for the proposed Disability Rights Act, as well as disability rights legislative reform at every level of government.¹⁵⁴

With reference to ADS, the Disability Royal Commission suggests there are opportunities to improve ADS' approach to human rights, such as incorporating the rights of people with disability recognised in Articles 5 to 30 of the UN CRPD into ADS.¹⁵⁵

During engagement on the development of the new Disability Services Act, DROs argued the new Act should set the basis for realising the UN CRPD, enshrining the UN CRPD into Australian law.¹⁵⁶ This was echoed in public consultations for the Act.¹⁵⁷ Following the release of the Disability Royal Commission's Final Report, DROs were critical of ADS not referencing or implementing recommendations made by the United Nations Committee on the Rights of Persons with Disabilities. DROs propose that ADS 'should be the vehicle for translating these recommendations into action'.¹⁵⁸

The ADS Advisory Council has been pleased to see legislative reform that supports improving outcomes for people with disability, such as the South Australian Government reforms related to criminalising coercive control, and the impact this will have on people with disability. However, the Advisory Council recognises that there is still much more to be done in the area of justice and law reform.¹⁵⁹

ADS in action

New legislation

The *Disability Services and Inclusion Act 2023* commenced on 1 January 2024. The new Act strengthens quality and safeguard arrangements for people with disability outside of the NDIS and introduces a mandatory code of conduct for all Commonwealth disability services. People with disability and their families can now have confidence in a safer and more responsive system that will hold service providers to account.

Supporting advocacy

The Australian Government has established a \$5.6 million 3-year phone-based advocacy pilot, the Disability Advocacy Support Helpline. An initiative of ADS, the Disability Advocacy Support Helpline is designed to improve access to individual advocacy support. It is a free service for people with disability, their families and carers, who require short-term individual disability advocacy support.

Initiatives to prevent and respond to gender-based violence are rarely accessible, disability-inclusive, or designed with and by women, girls and gender-diverse people with disabilities

— Disability Representative Organisation,
ADS Review Consultation

Violence against women and girls

ADS includes a Policy Priority aimed at promoting gender equality and the prevention of violence against groups at heightened risk, including women and their children.¹⁶⁰ ADS acknowledges women, children and young people with disability are at a particularly heightened risk of violence, abuse, neglect and exploitation.¹⁶¹

Women with disability experience significantly higher levels of all forms of violence, including domestic, family and sexual violence. While women with disability experience all the same forms of family, domestic and sexual violence (FDSV) that other women experience, they are at risk of additional forms of FDSV, including forced sterilisation, seclusion and restrictive practices. Their need for disability supports also means they experience FDSV in a range of institutional and service settings, such as in residential institutions and aged care facilities.¹⁶²

In its Final Report, the Disability Royal Commission proposes governments 'develop a five-year Action Plan for Women and Children With Disability to accompany the *National Plan to End Violence against Women and Children 2022–2032*', coordinated with ADS.¹⁶³ Additional recommendations focus on recognising intersectionality through data.¹⁶⁴ Data is addressed under [Outcomes Framework and Data](#) in this Report.

Participants at the first ADS National Forum raised concerns about violence against women and girls with disability. Forum participants advocated for ADS to work with the National Plan to End Violence Against Women and Children to achieve related outcomes.¹⁶⁵ Forum participants also discussed:

- working to prevent gender-based violence towards people with disability through school education programs that address ableism and sexism together
- encouraging community development activities where women and girls with disability can connect with each other and learn about their rights
- ensuring that initiatives to address gender-based violence towards people with disability take a cross-sectoral approach.¹⁶⁶

A research project by Our Watch and Women with Disability Victoria considered the lived experiences and perspectives of women with disability. The ensuing report states that ableism and gender inequality as the 2 consistent, intersecting drivers of violence against women and girls with disability.¹⁶⁷ The report claims that ableist beliefs, processes and practices contributes to violence against people with disability.¹⁶⁸ The report proposes actions to tackle the underlying drivers of violence against women and girls with disability, including addressing the underlying social context; challenging the acceptance and normalisation of violence against women and girls with disability; and improving community attitudes.¹⁶⁹

ADS in action

National Plan to End Violence against Women and Children

On 17 October 2022, the Australian, state and territory governments released the [National Plan to End Violence against Women and Children 2022–2032](#). The National Plan is aligned with ADS. The First Action Plan (2023–2027) of the National Plan provides a roadmap for the first 5-year effort towards achieving the vision of the National Plan.

Criminal justice system

People with disability require equal access to justice, and for the criminal justice system to respond effectively to their complex needs and vulnerabilities. ADS recognises the importance of these needs through its Policy Priorities under its Safety, Rights and Justice Outcome Area.

In its Final Report, the Disability Royal Commission claims that people with disability are significantly over-represented at all stages of the criminal justice system, where high rates of imprisonment of people with disability reflect the disadvantages experienced by many people with disability.¹⁷⁰ The Disability Royal Commission also indicates that people with disability come into contact with the justice system at high rates as victims of crime.¹⁷¹

The Disability Royal Commission recommends improved screening and identification practices, complemented by further research, are needed to understand experiences of people with disability in contact with the criminal justice system.¹⁷² It also proposes Commonwealth, state and territory criminal justice systems should provide information about seeking or making adjustments and supports and services for people with disability, and the circumstances in which they may be required.¹⁷³ DROs have voiced their support for the Disability Royal Commission's recommendations on criminal justice and policing.¹⁷⁴

At the 2022 ADS National Forum, participants 'mentioned several issues in relation to criminal justice systems including: the over-representation of people with disability, further over-representation of First Nations people with disability, lack of supports for people with disability in prison, and how the 'criminalisation of disability' further perpetuates stigma and negative stereotypes'.¹⁷⁵ National Forum participants expressed their support for a 'dedicated strategy, in collaboration with First Nations people, for First Nations people with disability who are over-represented in the criminal justice system'.¹⁷⁶

Personal and community support



What we heard during ADS Review public engagement

A consistent theme was improving mainstream systems, with participants showing particular interest in health and education systems. Over 30% of all public consultation participants identified improving mainstream systems inclusion, accessibility and response to people with disability as important to them.

While recognising the significance of NDIS, people and organisations called for supports for people with disability that are not part of NDIS. Organisations called on governments to create a unified system of supports encompassing formal, informal and mainstream supports, while individuals advocated more programs and supports for non-NDIS participants.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members supported action on the disability ecosystem, while expressing concern about mainstream systems shifting their accessibility obligation onto NDIS and participating in discriminatory behaviour.

DRO participants advised that the disability ecosystem needs to be completely reimaged to be inclusive of First Nations people.

Literature review

The disability ecosystem

The Final Report of the NDIS Review urges 'all governments to commit to creating a unified ecosystem of supports for people with disability'.¹⁷⁷

ADS acknowledges the importance of the ecosystem – the environment in which disability support is provided for all people with disability, whether they are a NDIS participant or not. ADS Outcome Area of Personal and Community Support is centred on people with disability having access to a range of supports to meet their needs, across the spectrum of supports that includes formal supports (for example, NDIS and Home Care Packages), as well as informal and mainstream supports.

The disability ecosystem needs to be completely reimagined if it's going to be at all relevant or helpful or communicated in any way that recognises or represents our lived experiences as Aboriginal Torres Strait Islander people with disability

— Disability Representative Organisation,
ADS Review Workshop

The Final Report of the NDIS Review claims that ADS and its predecessor have made 'insufficient progress in making mainstream services more accessible and inclusive'.¹⁷⁸ In line with this sentiment, DROs argue that ADS has not been successful in driving improved access to services and support for people with disability who are not eligible for the NDIS.¹⁷⁹

DROs note that personal and community supports are key enablers that are required to facilitate positive outcomes across all other life domains, and express strong support for ADS to 'focus on ensuring Australia's disability support system truly meets the needs of all people with disability'.¹⁸⁰

The disability ecosystem is dependent on systems and governments working together. Coordination is addressed further under [Coordination](#) in this Report.

ADS in action

NDIS Review

The Independent [NDIS Review](#) released its Final Report on 7 December 2023, including 26 recommendations and 139 supporting actions designed to restore trust, ensure sustainability and deliver a better NDIS experience for participants. The NDIS Review has called on governments to invest in foundational supports to bring fairness, balance and sustainability to the ecosystem supporting people with disability.¹⁸¹

The Australian Government has taken immediate action in response to the NDIS Review and the Disability Royal Commission. The Australian Government has made a significant investment to support design and consultation on key reforms to improve the participant experience and secure the future of the NDIS in line with the NDIS Review. This includes:

- \$11.6 million over 2 years to support work to develop and implement the Foundational Supports Strategy
- \$54.6 million for fairer and better ways to access a NDIS Budget
- \$49.7 million for improved home and living options
- \$10.2 million to repair the market for better ways to access and pay for supports
- \$3.6 million to undertake design and consultation work on a system of best practice early childhood supports.¹⁸²

Education and learning



What we heard during ADS Review public engagement

A consistent theme was support for improving post-school transitions, including supports for tertiary students with disability, and tertiary education reform.

More broadly, people and organisations expressed their support for education reform, including on specialist settings, resourcing and training for educators.

Some organisations proposed for the development of a national education strategy. Other public consultation participants called for ADS action through new TAPs focused on education (including infrastructure), early childhood, or tertiary education. Participants also expressed a need for improving community attitudes and disability awareness across education settings.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members supported action on education, prioritising high school and tertiary education for future work.

DRO participants advocated for development of a timeline for a meaningful transformation of the education system, including phasing out of segregated education.

Inclusive education must be the ultimate goal at every level of education

— Organisation,
ADS Review consultation

Families should have a choice. A choice between two poor-quality systems is not a true choice

— Disability Representative Organisation,
ADS Review Workshop

Literature review

Inclusive education

ADS recognises the importance of education through its Education and Learning Outcome Area. Inclusive, high-quality education is critical to the lifelong economic and social wellbeing of people with disability.

In its Final Report, the Disability Royal Commission highlights that many students with disability continue to be denied access to safe, quality and inclusive education.¹⁸³ As such, the Disability Royal Commission proposes a reform agenda aimed at inclusive education, including access and participation, systemic exclusionary practices, educator professional development, and phasing out and ending segregated education (recommendations 7.1 to 7.15).¹⁸⁴ Disability Royal Commissioners were split on their approach to segregated education.

DROs have expressed their support for ending/phasing out segregated education,^{185, 186} but some propose further consultation on the matter and have expressed their members' concerns about 'ensuring no child is left behind on the road to achieving safe and high-quality inclusive education'.¹⁸⁷

Participants at the 2022 ADS National Forum supported increasing the inclusivity of the education system through increased resourcing, attitudinal change and educator professional development, as well as expressing support for phasing out segregated education.¹⁸⁸

At the 2023 ADS State Forum in Queensland, participants advocated for more supports for tertiary students with disability to complete their studies and supporting the transition from university to employment through improving 'career readiness' programs.¹⁸⁹

ADS in action

Early Childhood Targeted Action Plan

Released with the launch of ADS, [ADS Early Childhood Targeted Action Plan \(TAP\)](#) focuses on children from infancy to school age with disability or developmental concerns, their families and carers. This TAP sets out key actions to strengthen early identification, information, supports and pathways, as well as collaboration between programs and services, all of which contribute to the development and wellbeing of children to help them thrive across and between life stages.

National Autism Strategy

The Australian Government is developing a [National Autism Strategy](#). The National Autism Strategy will be a whole-of-life plan for all autistic Australians, spanning a number of key reform areas including healthcare, education and employment.

Health and wellbeing



What we heard during ADS Review public engagement

A consistent theme was improving mainstream systems, with participants regularly identifying improving the health system as important to them.

Some participants called on governments to address the cost of healthcare for people with disability, while others advocated for increasing disability mental health services. To take action on health, some participants called for the development of a new TAPs focused on health.

Participants also expressed a need for improving community attitudes and disability awareness across the health system.

Literature review

Accessible and inclusive health, allied health and mental health services

Experiencing good health is a fundamental requirement for a good life. Participants at the ADS National Forum noted that although Australia generally has a good healthcare system, this does not always translate into good outcomes for people with disability.¹⁹⁰ When people with disability experience barriers to good health, there are corresponding challenges to taking part in school, work and community life.

During the development of ADS, people with disability told us they were concerned about the lack of disability awareness and training among health professionals.¹⁹¹ ADS has an increased focus on health and wellbeing, including mental health outcomes. However, this focus has not translated to improved health outcomes for people with disability. Data published through ADS Outcomes Framework* states that the proportion of people with disability who reported excellent, very good or good health has fallen from 69% in 2017–18 to 68% in 2022.¹⁹²

We need health care as a basic right

— Person with disability,
ADS Review Consultation

* The Outcomes Framework includes measures where data does not currently exist, and where some data does exist, but improvements are needed before it can be reported on. Over the life of ADS, governments will work together to create and improve data so these measures can be reported. Future data development is required to report on community health care, acute mental health restraint use, and involuntary hospital admissions. Base line data is available on unmet hospitalisation needs, avoidable emergency presentations, medical facility accessibility, and high psychological distress. However, further data is required to assess change since ADS launch.

In its Final Report, the Disability Royal Commission claims that many people with disability are denied access to health care on an equal basis to people without disability.¹⁹³ The Final Report included recommendations for legislative change to address inequitable access to health services, and changes to health service standards, accreditation standards and tertiary education for health professionals.¹⁹⁴

During its engagement activities, the NDIS Review heard that 'there has not been enough attention or action in making mainstream services or community programs, services or activities more inclusive and accessible',¹⁹⁵ such as the health system.

ADS National Forum participants said that healthcare providers need to embed accessibility and disability confidence in their services to improve the experiences of people with disability in the healthcare system.¹⁹⁶ DROs have also stated that improving disability awareness and capacity building across several sectors, including healthcare, is needed to improve outcomes for people with disability.¹⁹⁷

The disability community, including the ADS Advisory Council, has also expressed concerns about COVID-19 supports for people with disability.^{198, 199}

ADS in action

Health of people with intellectual disability

The [National Roadmap for Improving the Health of People with Intellectual Disability](#) was the first Associated Plan of ADS. Led by the Australian Government, it seeks to put people with intellectual disability at the centre of the reform process. The roadmap sets out comprehensive actions to improve the health outcomes of people with intellectual disability.

Health of autistic people

The Australian Government is developing a [National Roadmap to Improve the Health and Mental Health of Autistic People](#). This roadmap will address serious health inequities faced by autistic people in Australia. This roadmap will be associated with the National Autism Strategy. Development of this roadmap will be completed by the end of 2024.

Community attitudes

Review Finding 3: There is strong support for new TAPs.

Review Action 4: Develop new streamlined TAPs on:

- Inclusive Homes and Communities (including action on housing)
- Safety, Rights and Justice
- Community Attitudes.



What we heard during ADS Review public engagement

There was strong support for improving community attitudes and increasing disability awareness in the broader community. People and organisations told us about the importance of community attitudes and disability awareness in their communities, and how this affects all Outcome Areas of ADS. They also suggested some service systems as priorities for increasing disability awareness, including the education and health systems.

People and organisations that took part in the public consultation also expressed strong interest in authentic representation of people with disability in the community, in the media and the arts. There was support for increasing leadership by people with disability.

What we heard from the ADS Advisory Council and DROs

ADS Advisory Council members supported action on community attitudes, proposing more leadership opportunities for people with disability, including support for people with disability to take on leadership roles. Advisory Council members told us that work on community attitudes needs to exceed 'community awareness', and to be more ambitious in its goals.

During the workshops, ADS Advisory Council members and DRO participants expressed their support for the development of a human rights Act. DRO participants also expressed their support for mandatory disability training in key professions, including teaching and policing.

I want people to be more than 'disability aware'. And it's not enough that you don't discriminate against me. I actually want to be treated, you know, like I'm valued, like everybody else

— ADS Advisory Council member,
ADS Review Workshop

Literature review

Discrimination and disability awareness

During the development of ADS, a concern among people with disability was the lack of disability awareness and training in key industries, including health professionals, educators, and justice and social services sectors.²⁰⁰

ADS includes Policy Priorities focused on promoting the rights of people with disability and improving community attitudes through community awareness and understanding of disability. Recognising the importance of improving disability awareness, and subsequently eliminating discrimination, one of the initial ADS TAPs focuses on improving community attitudes.

New data for the Outcomes Framework's 7 Community Attitudes measures was reported on for the first time on 5 October 2023. This data has been collected through ADS Survey and provides a new and important baseline. However, this baseline data cannot reveal change in community attitudes without another dataset for comparison.

The Australian Human Rights Commission received 1,190 complaints under the *Disability Discrimination Act 1992* in 2022–23, down from a high of 1,960 in 2021–22.²⁰¹ ADS Outcomes Framework measures report that in 2022–23, 61% of complaints related to disability discrimination lodged with the Australian Human Rights Commission were successfully resolved by conciliation, down from 72% in 2020–21.²⁰²

However, DROs suggest that ADS has not been successful in improving community attitudes across key sectors (health, education, early childhood) or in driving improved access to services and support for people with disability who are not eligible for the NDIS.²⁰³ DROs argued that discriminatory practices and poor disability awareness impact many everyday activities of people with disability, including creating barriers to housing,²⁰⁴ health services²⁰⁵ and education.^{206, 207}

At the first ADS National Forum, a recurring theme among participants was breaking down barriers by improving community attitudes. For example, Forum participants identified improving community attitudes would increase employment opportunities, increase access to healthcare and improve education experiences.²⁰⁸

The Disability Royal Commission's Final Report contains recommendations around eliminating discrimination and increasing disability awareness for a range of professions, such as the criminal justice sector (recommendation 8.2), education (recommendations 7.1- 7.4; 7.8) and disability employment services (recommendation 7.17), as well as more general recommendations to improve disability awareness and eliminate discrimination through legislative reforms.

However, DROs suggest the Disability Royal Commission's recommendations 'will not go far enough towards improving community attitudes and avoiding direct discrimination'.²⁰⁹ In response to the Disability Royal Commission's Final Report, DROs have advocated disability awareness, accessibility and inclusive design as part of the Australian school curriculum, vocational training and tertiary education.²¹⁰ Research undertaken by the Bankwest Curtin Economics Centre, Curtin University, proposes a broadscale national awareness campaign to change community, employer and workplace attitudes to the participation and inclusion of people with disability.²¹¹

Similarly, the issue raised most often by participants in the [National Autism Strategy engagements](#) was the lack of understanding of autism. The participants advocated for more work to destigmatise autism, particularly to actively change negative perceptions and stereotypes.²¹² Some DROs have proposed specific autism measures be included in the [Community Attitudes TAP](#) to support awareness-raising, claiming that 'autism requires specific attention because it exists on a spectrum and is also an invisible form of disability'.²¹³

ADS in action

Community Attitudes Targeted Action Plan

[ADS Community Attitudes TAP](#) is designed to drive progress under the Community Attitudes Outcome Area of ADS. The Community Attitudes TAP includes an objective aimed at key professional workforces being able to respond confidently and positively to people with disability.

Ensuring Occupations are Responsive to People with Disability

Released in October 2022, the Australian Council of Learned Academies' *Ensuring Occupations are Responsive to People with Disability* report includes a Good Practice Guide and Action Plan that set out an approach that, if implemented, will see all occupations becoming more responsive to the needs of people with disability. The Report is available on [ADS Hub on Disability Gateway](#).

Authentic representation

Former Disability Discrimination Commissioner Dr Ben Gauntlett states that ‘the portrayal of people with disability in the media is critical to ensuring people with disability are included in society now and in the future’.²¹⁴ In April 2023, Screen Australia released *Seeing Ourselves 2*, a comprehensive research report examining on-screen representation in Australian TV drama from 2016 to 2021. The report revealed that on-screen disability representation remains critically low.²¹⁵

Many contributors to the Disability Royal Commission emphasised the importance of visibility and public representation of people with disability for enhancing respect and inclusion.²¹⁶ Through its Final Report, the Disability Royal Commission states that ‘people with disability can feel isolated and excluded when they are not represented appropriately in the media, entertainment and public life’.²¹⁷ The Disability Royal Commission Final Report reminds us that we have an obligation under UN CRPD, to encourage ‘the participation and positive portrayal of people with disability in the media.’²¹⁸

The disability community has expressed strong support for authentic representation of people with disability.

At the first ADS National Forum, community attitudes were a recurring theme among participants. Forum participants said that when people with disability are represented in the media, it can often be tokenistic, inauthentic or not reflect the diversity of people with disability. Forum participants identified increasing representation of people with disability in the media as key to shifting community attitudes and encouraging inclusion.²¹⁹ Similarly, participants of the [National Autism Strategy](#) engagements said that it is still difficult to see autistic people represented in media, including entertainment and television programming. They said more needs to be done to improve the visibility of autistic people, of all types, in the media.²²⁰

ADS in action

Advertising campaigns guidelines

In December 2022, the Australian Government updated its [Guidelines on Information and Advertising Campaigns](#). Principle 2 of the Guidelines was updated to include people with disability as an audience to consider when developing and implementing campaigns, and that imagery appropriately reflects the diversity of Australia, including people with disability.²²¹

**Art breaks down barriers and gets people talking.
When I saw the first ever theatre performance by someone
who has my disability, I cannot tell you how much I cried.**

— Person with disability,
ADS Review Consultation

We don't see a lot of people with disability in leadership

— ADS Advisory Council member,
ADS Review Workshop

One of the most effective things that people in power, the decision makers, can do is increase the visibility of people with disability in leadership positions

— Disability Representative
Organisation,
ADS Review Workshop

Leadership

People with disability are significantly under-represented on boards, in politics and in other leadership roles in Australian society. In 2022, only 1 in 5 (19%) of people with disability felt represented in leadership roles.²²²

ADS includes a Policy Priority focused on increasing the representation of people with disability in leadership roles. Recognising the importance of improving community attitudes, one of the initial ADS TAPs focuses on addressing community attitudes, including leadership.

In its Final Report, the Disability Royal Commission states that 'the insistence by people with disability that governments and organisations should do 'nothing about us without us' highlights the importance of their inclusion in every aspect of political, social, economic and cultural life'.²²³

The Disability Royal Commission recommends the establishment of a Department of Disability Equality and Inclusion, with people with disability recruited to positions within the new department, including into leadership positions (recommendation 5.6).²²⁴ The Disability Royal Commission also stresses the importance of co-design, with people with disability as equal partners and taking leadership roles in the design of products, services, systems, policies, laws and research.

At the first ADS National Forum participants identified increasing representation of people with disability in leadership positions as critical to shifting community attitudes and encouraging inclusion.²²⁵ Similarly, at the 2023 ADS State Forum in Queensland, participants expressed their support for increasing opportunities for people with disability to take on leadership positions.²²⁶

ADS in action

Community Attitudes Targeted Action Plan

Released with the launch of ADS, the [ADS Community Attitudes TAP](#) is designed to drive progress under the Community Attitudes Outcome Area of ADS. The Community Attitudes TAP includes an objective to increase representation of people with disability in leadership roles.

Youth leadership

The Australian Government provided funding of \$797,587 to Children and Young People with Disability Australia to deliver a new disability youth leadership program. Launched in September 2023, the [DREAM Employment Network](#) aims to build leadership skills, inclusive employment pathways and opportunities for leadership positions for young people with disability.

Improving leadership skills

The Australian Government has also invested \$2 million to support the Australian Institute of Company Directors to deliver a 2-year pilot for leaders with disability to improve their leadership and senior executive skills and prepare them for board membership and other senior leadership roles.



Next steps

We will take onboard what we have heard and make practical changes to ADS processes, structures and implementation mechanisms.

Pending endorsement by the Disability Reform Ministerial Council (DRMC), the Australian Government will work to update ADS and the Roadmap to reflect the Review's actions.

ADS Review Consultation Report shares the outcomes of our engagement activities. It includes how feedback from people with disability has contributed to the ADS Review. The Consultation Report is at Appendix B in this Report.

We will use what we have heard about ADS Outcome Areas and Policy Priorities to inform future engagement with the disability community, to develop and implement appropriate and effective responses to those topics.

We will undertake further engagement with the disability community as part of existing planned events including the 2025 ADS National Forum, 2025–26 Independent Evaluation activities and additional activities through the proposed ADS Community Engagement Plan. This will support us, in partnership with people with disability, to develop and implement responses to improve outcomes for people with disability.

We will defer some reforms until the Independent Evaluation of ADS in 2025–26. The Independent Evaluation will focus on the outcomes achieved against ADS Policy Priorities and Vision and include a much more significant and broad ranging consultation approach.

The Independent Evaluation will have the potential for a wider range of data and insights, greater engagement with people with disability and their representative organisations, and research into more complex issues. This will give people with disability time and opportunities to be involved in the development and implementation of reforms to ADS.

The Review Project gratefully acknowledges the advice and feedback people with disability, Disability Representative Organisations and the ADS Advisory Council have made to the ADS Review.

Key terms

Table 1: ADS Key Terms

Term	Meaning
ADS	<p>Australia's Disability Strategy 2021–2031</p> <p>ADS is Australia’s national disability policy framework. It is driving action at all levels of government to improve the lives of people with disability. ADS launched on 3 December 2021.</p>
ADS Advisory Council	<p>Australia's Disability Strategy Advisory Council</p> <p>The Advisory Council advises Australian governments and Disability Ministers on the implementation of ADS.</p>
AHRC	<p>Australian Human Rights Commission</p> <p>The AHRC is an independent body that investigates and promotes human rights in Australia. The Disability Discrimination Commissioner is a statutory position within the AHRC, responsible for protecting and promoting the rights of people with disability, and for driving the implementation of the UN CRPD in Australia.</p>
AIHW	<p>Australian Institute of Health and Welfare</p> <p>The AIHW is an independent statutory Australian Government agency producing authoritative and accessible information and statistics to inform and support better policy and service delivery decisions, leading to better health and wellbeing for all Australians. The AIHW reports on ADS Outcomes Framework, including annual reports and data updates.</p>
Associated Plan	<p>Australia's Disability Strategy Associated Plans</p> <p>Associated Plans have a longer-term focus (generally 3 to 10 years) on high-level priorities for specific cohorts. Associated Plans clearly identify how they contribute to achieving the outcomes of ADS and may include ADS branding.</p>
Co-design	<p>Co-design</p> <p>A design process where stakeholders are equal partners and take leadership roles in the design of products, services, systems, policies, laws and research.</p>
DDA	<p>Disability Discrimination Act 1992</p> <p>The DDA is national legislation that makes discrimination on the basis of disability unlawful in a broad range of areas of public life. This includes education, and access to premises, goods, services and facilities.</p>

Term	Meaning
DIP	<p>Australia's Disability Strategy Data Improvement Plan</p> <p>The DIP sets out how Australian governments will ensure data needed to measure outcomes for people with disability is collected, shared and improved over the life of ADS.</p>
Disability ecosystem	<p>The disability ecosystem is the range of supports that can be used to meet the needs of people with disability. The disability ecosystem includes:</p> <ul style="list-style-type: none"> • mainstream supports, such as services or programs available to all people. This can mean government-funded services (like health and education), private services and community services • informal supports, such as family, friends, neighbours, kin and community • formal supports, such as NDIS or Home Care Packages <p>The disability ecosystem also includes policies, standards and frameworks that uphold the rights of people with disability, and ensure people with disability are safe and included. Culture and attitudes toward disability also play an important role in shaping the disability ecosystem.</p>
Disability Gateway	<p>Disability Gateway</p> <p>The Disability Gateway includes a website, a dedicated 1800-phone number and social media channels, to assist people with disability, their families and carers, to find and access trusted information and services.</p>
Disability Royal Commission	<p>Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability</p> <p>The Disability Royal Commission was established in April 2019 in response to community concern about widespread reports of violence against, and the neglect, abuse and exploitation of, people with disability. The Final Report was delivered to the Australian Government on 29 September 2023. In this report, the Disability Royal Commission recommended how to improve laws, policies, structures and practices to ensure a more inclusive and just society.</p>
DRMC	<p>Disability Reform Ministerial Council</p> <p>The DRMC is the forum for Australian Government and state and territory ministers with responsibility for disability policy in Australia. The DRMC discusses ways to improve and implement policy through ADS and NDIS. Major decisions on ADS are approved by DRMC.</p>
DROs	<p>Disability Representative Organisations</p> <p>DROs provide systemic advocacy and representation for people with disability. They also provide advice to the Australian Government on breaking down barriers and improving participation of people with disability.</p>

Term	Meaning
Engagement Plan	<p>Australia's Disability Strategy Engagement Plan</p> <p>The Engagement Plan outlines the ways people with disability will be involved in the implementation of ADS over its life.</p>
Guiding Principles	<p>Australia's Disability Strategy Guiding Principles</p> <p>The Guiding Principles reflect the principles of the United Nations Convention on the Rights of Persons with Disabilities. Governments have agreed to use these Guiding Principles when developing policies, programs, services and systems.</p>
Implementation mechanisms	<p>Australia's Disability Strategy implementation mechanisms</p> <p>ADS implementation mechanisms are the activities that support the delivery of ADS. ADS implementation mechanisms include:</p> <ul style="list-style-type: none"> • Intersectionality • Guiding Principles • Targeted Action Plans • Associated Plans • Outcomes Framework and Data • Reporting • Evaluation and Research • Governance • Engaging People with Disability • Roadmap • Online Presence.
Independent Evaluation	<p>Australia's Disability Strategy Independent Evaluation</p> <p>Evaluation is critical to knowing what is working well and what needs improvement. Under ADS, there are major evaluations planned for 2025 and 2029. Independent reviewers will undertake these evaluations.</p>
NDIS	<p>National Disability Insurance Scheme</p> <p>The NDIS is Australia's first national Scheme for people with disability. It supports people with a permanent and significant disability that affects their ability to take part in everyday activities.</p>

Term	Meaning
NDIS Review	<p>National Disability Insurance Scheme Review</p> <p>Since it began in October 2022, the NDIS Review looked into the design, operations and sustainability of the NDIS. It also looked at how to make sure the NDIS and the broader disability supports around it work well for the people with disability who depend on them. The Final Report of the NDIS Review was released on 7 December 2023.</p>
NDRP	<p>National Disability Research Partnership</p> <p>The NDRP is a key initiative under ADS. The NDRP will fund research led by and with people with disability. It will facilitate a collaborative and inclusive disability research program that builds evidence for successful policy and practice.</p>
Outcome Areas	<p>Australia's Disability Strategy Outcome Areas</p> <p>ADS Outcome Areas set out where governments at all levels will focus on delivering change. The 7 Outcome Areas are:</p> <ul style="list-style-type: none"> • Employment and Financial Security • Inclusive Homes and Communities • Safety, Rights and Justice • Personal and Community Support • Education and Learning • Health and Wellbeing • Community Attitudes.
ADS Outcomes Framework	<p>ADS Outcomes Framework</p> <p>ADS Outcomes Framework measures, tracks and reports on outcomes for people with disability. This includes measuring the contribution key systems such as healthcare, housing, education and employment are making to achieve outcomes.</p>
TAPs	<p>Australia's Disability Strategy Targeted Action Plans</p> <p>TAPs apply an intensive focus over 1 to 3 years to achieve specific deliverables which improve outcomes for people with disability.</p>
UN CRPD	<p>United Nations Convention on the Rights of Persons with Disabilities</p> <p>The UN CRPD is an international human rights convention which sets out the fundamental human rights of people with disability. Its purpose is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.</p>

Appendix A:

Literature review

Reference list

The literature review considered what the disability community has told us about ADS, and the broader disability ecosystem elements connected to ADS, since its launch in December 2021.

This stakeholder advice does not represent everything people with disability and their representative organisations have said. Rather, it is a selection of those ideas or discussions that have strong relevance or explicit reference to ADS.

The following texts were considered as part of the literature review:

- Australia's Disability Strategy Advisory Council (2023) [Australia's Disability Strategy Advisory Council meeting communiqués.](#)
- Australia's Disability Strategy Advisory Council (2023) [Submission to the 2022 Review of the Disability Standards for Accessible Public Transport.](#)
- Australian Federation of Disability Organisations (2023) [Report card on the Final Recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability.](#)
- Australian Federation of Disability Organisations (2023) [What's missing from the Disability Royal Commission's recommendations?](#)
- Australian Federation of Disability Organisations (2023) [AFDO input into Australia's Disability Strategy 2023 Implementation Report.](#)
- Autism Aspergers Advocacy Australia (A4) (2023) [A4 update 2023 no. 1.](#)
- Britt J and Ira L (2024) [Response to the Disability Royal Commission Final Report.](#) People With Disability Australia.
- Britt J (2023) [National Housing and Homelessness Plan response – submission to the National Housing and Homelessness Plan issues paper.](#) People With Disability Australia.
- Buckland A, Dockery M, Duncan A, Arenas V, Sotirakopoulos P, Twomey C and Vu L (2024) [Improving employment outcomes for people with disability.](#) Bankwest Curtin Economics Centre, Curtin University.
- Carers NSW (2023) [2022 National Carer Survey full report.](#)
- Deaf Australia (2023) [A snapshot of Deaf people's experiences.](#)
- Department of Social Services (2023) [ADS National Forum report, 2–3 November 2022.](#)
- Department of Social Services (2023) [Commonwealth Social Services Portfolio submission to the 2023 National Agreement on Closing the Gap Review draft report.](#)

- Department of Social Services (2023) [National Disability Advocacy Framework Consultation summary report.](#)
- Department of Social Services (2023) [Public consultation on the Disability Services and Inclusion Bill 2023: summary report.](#)
- Department of Social Services (2023) [The Early Years Strategy consultation report.](#)
- Department of Social Services (2024) [Queensland State Forum report 19 June 2023, Australia's Disability Strategy.](#)
- Department of Social Services (n.d.) [Summary report: consultations on the National Housing and Homelessness Plan.](#)
- Department of the Prime Minister and Cabinet (2023) [Draft national strategy for the care and support economy.](#)
- Department of the Prime Minister and Cabinet (2023) [What we heard: A summary of public consultation on the draft National Strategy for the Care and Support Economy.](#)
- Disability Advocacy Network Australia (2022) [Australians with disability need action to remove barriers to secure, safe and accessible housing.](#)
- Disability Advocacy Network Australia (2022) [DANA submission to the Disability Royal Commission into Violence, Abuse, Neglect and Exploitation: independent disability advocacy.](#)
- Disability Advocacy Network Australia (2022) [Housing action long overdue for people with disability.](#)
- Disability Advocacy Network (2023) [A new Act to replace the Disability Services Act 1986: a joint submission from Disability Representative Organisations.](#)
- Disability Advocacy Network Australia (2023) [Consultation report for the establishment of a National Centre for Disability Advocacy.](#)
- Disability Advocacy Network Australia (2023) [Disability Services and Inclusion Bill 2023: a joint submission from Disability Representative Organisations.](#)
- Disability Advocacy Network Australia (2023) [Draft national strategy for the care and support economy: a joint submission from Disability Representative Organisations.](#)
- Disability Advocacy Network Australia (2023) [Intake Project summary report; final report.](#)
- Disability Advocacy Network Australia (2023) [National Health and Climate Strategy submission.](#)
- Disability Advocacy Network Australia (2023) [Submission: National Housing and Homelessness Plan.](#)
- Disability Advocacy Network Australia (2024) [Submission: the Australian Government response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.](#)
- Disability Reform Ministerial Council (2024) [Disability Reform Ministerial Council communiqués.](#)
- Disabled People's Organisations Australia (2023) [#COSP16 Day 2 roundup: 13 June 2023.](#)
- Henley L (2024) [New Aged Care Act: upholding the rights of older people with disability,](#) Australian Federation of Disability Organisations.
- Hudson L and Hettiarachchi D (2024) [CYDA submission to the Australian Government response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability,](#) Children and Young People with Disability Australia.

- Inclusion Australia (2023) [Submission to Department of Social Services re: National Housing and Homelessness Plan.](#)
- Joyce R (2023) [Feedback to inform the development of a national autism strategy](#), Australian Federation of Disability Organisations.
- Joyce R (2024) [Submission to the consultation on the draft Early Years Strategy](#), Australian Federation of Disability Organisations.
- Mogensen LL (25 August 2023) 'More than a "disability person": what finishing school is like for youth with intellectual disability', *The Conversation*.
- National Ethnic Disability Alliance (2021) [The experiences & perspectives of people with disability from culturally and linguistically diverse backgrounds.](#)
- NDIS Review (2023) [What we have heard: moving from defining problems to designing solutions to build a better NDIS.](#)
- Older Persons Advocacy Network and Australian Federation of Disability Organisations (2023) [Supports for older people with disability.](#)
- Our Watch & Women with Disabilities Victoria (2022) [Changing the landscape: a national resource to prevent violence against women and girls with disabilities.](#)
- Physical Disability Australia (2023) [Feedback on the Australia's Disability Strategy survey to examine community attitudes towards people with disability conducted by the Australian National University.](#)
- Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (2023) [Air travel workshops.](#)
- Rudd R, Henley L and Wilson N (2023) [Developing the National Housing and Homelessness Strategy: submission to the Department of Social Services.](#) Australian Federation of Disability Organisations.
- Tape S (2023) [CYDA's submission to the Review to Inform a Better and Fairer Education System](#), Children and Young People with Disability Australia.
- Tape S (2023) [Disappointment and discrimination: CYDA's surveys of the learning experiences of children and young people with disability](#), Children and Young People with Disability Australia.
- The Social Deck (2024) [Developing a national autism strategy: consultation report \(stage 2\)](#), Department of Social Services.
- University of Melbourne (2022) [National Disability Research Partnership: learnings and recommendations.](#) National Disability Research Partnership.
- Vincent J, McCarthy D, Miller H, Armstrong K, Lacey S, Lian G, Qi D, Richards N and Berry T (2022) [Research report – the economic cost of violence, abuse, neglect and exploitation of people with disability](#), Taylor Fry.
- Warr D, Mills A and Kasidis V (2023) [Listening to community voices: perspectives on consultation and engagement from people using disability services](#), Brotherhood of St Laurence.
- Women with Disabilities Australia (WWDA) (2022) [WWDA response to Safeguards & Quality Issues Paper.](#)
- Women with Disabilities Australia (2023) [Submission to the Review to Inform a Better and Fairer Education System.](#)
- Women with Disabilities Australia (2023) [WWDA submission on recognising and respecting our rights: young women, feminine identifying and non-binary young people with disability.](#)

Appendix B: Consultation report

Executive summary

We have heard ongoing feedback from the disability community since the launch of *Australia's Disability Strategy 2021–2031* (ADS) in 2021. This Report provides an overview of the engagement process taken, including targeted engagement with Disability Representative Organisations (DROs) and ADS Advisory Council members, as well as a public engagement period.

The [public engagement for the Review of ADS](#) offered an opportunity for people with disability, and their supporters, to tell us what they think about ADS and how it could work better. The engagement statistics can be found at [Supplement A](#) of this Report.

We held a series of 4 targeted workshops with ADS Advisory Council members, and an additional 5 workshops were held with DROs. Public engagement was open for 4 weeks from 8 August to 6 September 2024. Participants had the opportunity to answer a short questionnaire on the digital DSS Engage platform, as well as through alternative pathways to meet accessibility requirements. We received 146 submissions, including 66 from individuals and 80 from organisations.

During the public engagement, the most common feedback was people wanting more opportunities, and different ways, to take part and engage with ADS. Across public and targeted engagement, there was strong support for improving how governments work together on ADS and increasing disability awareness in the broader community.

Accessible information and communication, and lifting community awareness of ADS, were also consistently raised across engagement. When asked about ADS Outcome Areas, most respondents agreed the current 7 Outcome Areas still represent what is most important to people with disability.

This engagement process has provided critical feedback to inform how we work under ADS, how we engage with the community and seek to understand their perspectives and experiences. What we heard has informed our ADS Review findings and actions and will support the development of the framework for the 2025–26 Independent Evaluation of ADS.

Preparing for engagement

We started our engagement by identifying preliminary findings and draft actions to test through feedback received from the ADS Advisory Council, DROs, people with disability, and their carers and support networks. Our findings and actions identify where we can make practical changes to ADS implementation mechanisms, to improve the processes and governance of ADS.

We have an ongoing commitment to involve people with disability and their representative organisations in matters that affect them. Through the engagement, we asked people with disability, disability organisations, and the broader community what they thought about our draft findings and actions, and how we could improve them. We also asked people about how ADS can make practical changes now, and about what is important to people with disability.



Preliminary findings

ADS relies heavily on governments working together, however more needs to be done to support a coordinated approach to ADS implementation across governments.

There is strong support for new TAPs.

Accessible information and communications are vital for safe and inclusive communities.

ADS reporting does not support government accountability, implementation compliance, or recognising intersectional experiences of people with disability.

For ADS to achieve its goals, it is critical that people with disability are genuinely involved in the design, implementation, and governance of ADS.

Draft actions

Refine ADS mechanisms to support a nationally coordinated approach to implementing ADS.

Consider developing new TAPs on:

- Inclusive Homes and Communities
- Safety, Rights and Justice
- Community Attitudes.

Identify ways to support best practice approaches on accessible communications.

Extend ADS data and reporting to improve visibility of intersectional experiences.

Embed mechanisms that will support the early identification of delayed and undelivered TAPs actions.

Develop and implement an ADS Community Engagement Plan, in addition to the existing ADS engagement commitments.

Taking part in the Review

Targeted engagement

In preparing for public engagement, we met with the ADS Advisory Council and DROs in June 2024. This targeted engagement focused on discussion about our draft findings and actions, as well as the 'identified topics' related to ADS Outcome Areas.

We held 4 workshops with ADS Advisory Council members, and a further 5 workshops with DRO representatives. Additionally, Advisory Council members and DROs were provided opportunities to submit their feedback on ADS after the workshops.

We held a follow up workshop with ADS Advisory Council members in September 2024, to provide an update on the Review findings from the public engagement, and test the revisions made to the actions.

What we heard during targeted engagement activities is included in the '[What we heard](#)' chapter of this Report.

Public consultation

The [public engagement for the Review](#) offered an opportunity for people with disability, and their supporters, to tell us what they think about ADS and how it could work better.

The public engagement for ADS Review was open from 9am Thursday, 8 August 2024 to 5pm Friday, 6 September 2024 via the [Department of Social Services Engage](#) (DSS Engage) platform.

To support people taking part, a discussion paper was developed to prepare people to make their submission. Through the discussion paper, we shared our draft findings and actions as well as questions on ADS implementation mechanisms and Outcome Areas. The discussion paper was available in a variety of accessible formats, including Easy Read and Auslan summaries.

People could complete a short, guided questionnaire via DSS Engage; they could respond to all questions or choose to answer only the questions of most interest to them.

Alternatively, people could email us directly with their feedback or mail us their submission. After the public engagement began, we received feedback that the ADS Review via DSS Engage did not meet the needs of potential participants. To respond to these concerns, we refreshed the web pages to increase accessibility, and expanded how people take part in the Review to include opportunities for video/audio submissions and phone interviews.

DSS Engage has been designed to meet Australian Government accessibility standards. Information about how we ensure digital accessibility is available on the [Department of Social Services website](#).

Through this platform, we had 146 responses from individuals with disability, community and organisations.

Community awareness of the Review

To promote the launch of the Review's public engagement activities, the Hon Amanda Rishworth MP, Minister for Social Services, published a media release on 8 August 2024, and posts were published on Department of Social Services' channels across social media platforms, including the Disability Gateway. Organisations, including state governments and DROs, also used their media channels to promote the engagement.

Our commitment to complete the Review in 2024 affected when and how we undertook public engagement about ADS. Given a number of disability reforms occurring, the engagement period for the Review overlapped with other related engagement including the release of governments initial responses to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability on 31 July 2024 and the passing of legislation to reform the National Disability Insurance Scheme (NDIS) in the Australian Parliament on 22 August 2024.

The importance of these 2 matters to the disability community may have affected the community's capacity to participate in the ADS Review engagement.

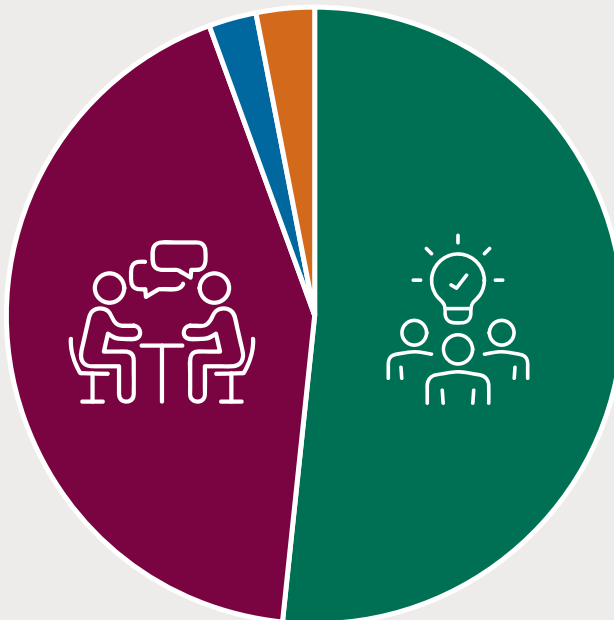
Stakeholder consultations June – September 2024

4

**WORKSHOPS
WITH ADS
ADVISORY
COUNCIL**

66

**PEOPLE
TOOK PART
IN PUBLIC
CONSULTATION**



5

**WORKSHOPS
WITH DISABILITY
REPRESENTATIVE
ORGANISATIONS**

80

**ORGANISATIONS
TOOK PART
IN PUBLIC
CONSULTATION**

We received 146 total submissions throughout the public consultation period.

Organisations and individuals who provided submissions to the ADS Review public consultation

Access Easy English	Dr John Crimmins MBBS FRACGP MFM GP Ryde with Extended Skills in Developmental Disability (RACGP)	NSW Government
Advanced Personnel Management		Our Watch
Amaze Autism Connect		People with Disability Australia
Anglicare Australia	Deaf Connect	Physical Disability Council of New South Wales
Australian and New Zealand Headache Society with Migraine and Headache Australia	Deafblind Australia	Queensland Alliance for Mental Health
	Deafness Forum Australia	Queensland Public Advocate
Australian Autism Alliance	Dementia Australia	Queenslanders with Disability Network
Australian Communications Consumer Action Network	Disability Advocacy Network Australia	Reimagine Australia
Australian Disability Clearinghouse on Education and Training	Diversity Council Australia	Settlement Services International Limited
Australian Disability Network	Emerge Australia	Siblings Australia
Australian Human Rights Commission	Ending Gender-Based Violence Group	Tasmanian Department of Premier and Cabinet
Australian Multicultural Action Network	Family Advocacy	The Disability Roundtable
Australian Psychosocial Alliance	First Peoples Disability Network	The Queensland Public Advocate
Australian Tertiary Education Network on Disability	Inclusion Australia	The Queensland Public Advocate
Brotherhood of St. Laurence	Inclusion Australia and Down Syndrome Australia consortium	The Royal Australasian College of Physicians
Building Better Homes campaign	IntoWork Australia	The Royal Australian College of General Practitioners
Carers NSW Australia	KIN Disability Advocacy for Diverse Communities	Towards Better
CHF Consumers Health Forum of Australia	Law Council of Australia	UNSW Centre for Social Impact
Children and Young People with Disability Australia	Life Without Barriers	Volunteering SA & NT
Community Housing Disability Network	ME/CFS Australia Ltd	Volunteering ACT
Council for Intellectual Disability	Multiple Sclerosis (MS) Australia	Western Sydney Community Forum
	National Aboriginal Community Controlled Health Organisation	Women With Disabilities Australia
	National Centre of Excellence in Intellectual Disability Health, Council for Intellectual Disability	Dr Nadia Zainuddin from University of Wollongong Business School and Australian Association of Social Marketing
	National Disability Services	

What we heard about Australia's Disability Strategy

This section outlines what we heard during the engagement period. Further detail on what we heard about specific implementation mechanisms or Outcome Areas is available in the ADS Review Report. Data about who took part, and the statistical analysis of engagement responses is in [Supplement A](#).

Overall, 30% of responses raised issues related to NDIS. Among the demographic groups, 33% of people raised issues related to NDIS, while 32% of responses from organisations contained feedback on the Disability Royal Commission. Data on responses related to the Disability Royal Commission, NDIS and Centrelink is in [Supplement A](#) of this Report.

Top 5 topics raised during public engagement

1. Increase opportunities for participation and engagement (55%)
2. Improve coordination across all levels of government (42%)
3. Increase accessible information and communications, including addressing digital accessibility and inclusion (42%)
4. Improve mainstream systems, for example the health or education system (34%)
5. Improve ADS data and reporting (34%)

ADS is like all of Australia's children and young people, full of potential, but needing support, leadership and nurturing

— Disability Representative Organisation,
ADS Review Consultation

Our draft findings and actions

When asked about the Review's draft findings and actions, 64% of respondents agreed or strongly agreed with them.

During the public engagement, people were critical of the draft findings and actions not explicitly referencing practical actions or details on what action would look like 'on the ground.' People were supportive of seeing an increased focus on accessible information and communication, and more opportunities to engage with ADS. People highlighted the importance of strengthening ADS compliance mechanisms, accountability, and ensuring ADS is transparent with the community. There was strong support for recognition and an improved response to intersectionality throughout ADS.

Organisations that took part in the public engagement were focused on the mechanics of how ADS is implemented. For example, what data ADS has, how we report on ADS and how governments are held to account for their actions under ADS. Organisations also expressed support for improved coordination across all levels of government, improving ADS reporting and increasing accountability and compliance.

More broadly, organisations said that they wanted ADS to offer not just more opportunities for people to engage with ADS, but for governments to commit to genuine co-design processes with people with disability.

During workshops, ADS Advisory Council members agreed the draft findings and actions were in line with their experiences and expectations, and important practical actions that can be done now. Some ADS Advisory Council members voiced their support for a Human Rights Act. Some members were critical of the actions, saying they were just 'repeating' the findings, and wanted the actions to include practical activities.

ADS Advisory Council members supported the development of new TAPs, but also advocated redesigning the development process for new TAPs and developing new TAPs for housing and justice areas.

During workshops, DRO participants noted that work on accessible information and communication needed to be across government, and not restricted to 'disability-specific' areas, while ADS Advisory Council members identified information and communication priorities, highlighting Auslan interpreters and supporting accessible online content. DRO participants supported action on data, noting that current data does not capture or represent intersectional experiences or advocacy.

**I absolutely feel like these are, to me,
really important things that we can do now**

— Advisory Council member,
ADS Review Workshop

Do you agree with the draft findings and recommendations?
During public engagement:

INDIVIDUALS

51%

agreed or
strongly agreed

ORGANISATIONS

84%

agreed or
strongly agreed

RESPONDENTS

64%

agreed or strong-
ly agreed

**In response to the draft findings and actions,
the top 5 topics raised during public engagement**



Improve coordination across all levels of government (28%)



Improve ADS data and reporting (24%)



Increase accessible information and communications,
including addressing digital accessibility and inclusion (23%)



Strengthen compliance mechanisms, accountability,
and transparency (23%)



Increase opportunities for participation and engagement (17%)

Little is known about the Strategy amongst people with disability

— Organisation,
ADS Review Consultation

Implementation of the ADS could be improved by ensuring greater coordination and collaboration across multi-levels of government

— Organisation,
ADS Review Consultation

Implementation mechanisms

When asked if the implementation of ADS is effective, 23% of respondents agreed or strongly agreed that implementation is effective.

Individuals that took part in the public engagement demonstrated low awareness of ADS implementation mechanisms, at times referring to their participation in the public engagement as an 'accident', and unfamiliar with ADS activities that contribute to its implementation. People steered away from the language of ADS, for example, 'Targeted Action Plan' or 'Outcomes Framework,' instead preferring to use words such as 'plans', 'data' or 'reports'.

When asked how we could improve implementation of ADS, people said they wanted more opportunities to engage with ADS.

While organisations did not note ADS visibility as a concern, individuals who took part in the public engagement expressed support for lifting visibility and awareness of ADS throughout the community.

Organisations that took part in the public engagement were more confident in their knowledge of ADS, and its implementation. When asked about how we could improve implementation of ADS, organisations responses addressed ADS implementation mechanisms, pointing out that ADS coordination mechanisms, data, reporting and communication needed improvement. Many organisations proposed topics for new TAPs, such as addressing education, housing and violence against women.

ADS Advisory Council members questioned collaboration across the 3 tiers of government, and the role of local government in implementation of the ADS. Members discussed supporting local government to take part in ADS, and on connections between the 3 levels of government, including within the work of mainstream agencies. Some Advisory Council members proposed ADS consider an approach similar to the Closing the Gap model of Policy Partnerships.

Organisations and Advisory Council members proposed topics for new TAPs; however, they also supported a re-design of the TAPs based on what was learned from the first TAPs with results logic to be undertaken with the Advisory Council. Advisory Council members were broadly in support of a TAP dedicated to housing and for the criminal justice system (particularly on detention).

Advice provided indicated a need to see a smaller number of TAPs actions that focus on key priorities and that current TAP actions lack cohesion across jurisdictions. Feedback included that TAPs did not seem to represent new action, commitment or funding by governments.

We heard the need for improved coordination across all ADS implementation mechanisms and a need to enhance accountability and streamline ADS activities.

Feedback expressed support for all government agencies to recognise and act on their role under ADS. Some proposed a mechanism to support ADS Advisory Council deliberation of disability community feedback on ADS and reinvigorating the role of local government in ADS.

DRO participants also raised their concerns around the lack of independent First Nations oversight of ADS, suggesting that there needs to be a national strategy or approach that brings together Closing the Gap and ADS.

Reporting on ADS is limited, lacking the depth to fully capture the effectiveness of implementation

— Organisation,
ADS Review Consultation

Do you think the current implementation of ADS is effective?

17%

of people agreed or strongly agreed that implementation is effective

38%

of organisations agreed or strongly agreed that implementation is effective

23%

of respondents agreed or strongly agreed that implementation is effective

In response to ADS implementation mechanisms, the top 5 topics raised during public engagement

Individuals

Increase opportunities for participation and engagement (17%)

Strengthen compliance mechanisms, accountability, and transparency (14%)

Improve coordination across all levels of government (14%)

Lift awareness of ADS and increase visibility of ADS (12%)

Increase disability awareness, including disability rights (9%)

Organisations

Improve mainstream systems, for example the health or education systems (36%)

Improve coordination across all levels of government (34%)

Reduce barriers to employment (28%)

Increase disability awareness, including disability rights (25%)

Improve ADS data and reporting (25%)

All submissions

Improve coordination across all levels of government (25%)

Improve mainstream systems, for example the health or education systems (23%)

Increase disability awareness, including disability rights (18%)

Reduce barriers to employment (16%)

Improve ADS data and reporting (16%)

Outcome areas

When asked if the 7 Outcome Areas still represented what is most important to people with disability, 80% of respondents agreed or strongly agreed that they did. Similarly, when asked if the identified topics listed in the questionnaire and discussion paper should be priorities for future work, 77% of respondents agreed or strongly agreed that they should be.

A consistent theme across all engagement mechanisms was strong support for action on housing and homelessness. Feedback suggested the development of actions that focus on housing affordability and accessibility and the development of an additional ADS Policy Priority on homelessness and actions to ensure private landlords are meeting the needs of their tenants.

During the public engagement, people and organisations discussed the importance of community attitudes and disability awareness in the broader community, and how this affects all Outcome Areas of ADS. Engagement respondents suggested some service systems were priorities for increasing disability awareness, including education and health systems.

Individuals and organisations highlighted the need to reduce barriers to employment. Similarly, during the workshops with the ADS Advisory Council, members noted that there needs to be a focus on building employer confidence and creating incentives for the private sector to employ people with disability.

A consistent theme across all engagement for the Review was support for improving post-school transitions, including supports for tertiary students with disability, and tertiary education reform.

Australia is experiencing a housing crisis. The Strategy will be ineffective if it does not recognise this situation. Housing is a powerful social determinant of health, meaning it substantially impacts people's overall health and wellbeing

— Organisation,
ADS Review Consultation

We don't see a lot of people with disability in leadership

— Advisory Council member,
ADS Review Workshop

Feedback highlighted the need for action in education and the importance of the whole journey of education, noting that education – including early childhood and wrap-around support – is fundamental to improving outcomes. Across ADS Outcome Areas, Advisory Council members stressed the need to monitor for inclusion.

We heard feedback on the need to improve community attitudes and strong support for development of a Human Rights Act, as well as a call for mandatory disability training in key professions, including teaching and policing.

DROs noted current leadership activities under ADS and called for more leadership opportunities.

ADS has 7 Outcome Areas. Do you think these Outcome Areas still represent what is most important to people with disability?

79%

of people agreed or strongly agreed that the 7 Outcome Areas are still important

83%

of organisations agreed or strongly agreed that the 7 Outcome Areas are still important

80%

of respondents agreed or strongly agreed that the 7 Outcome Areas are still important

Do you agree the identified topics should be priorities for future work under ADS?

78%

of people agreed or strongly agreed with the identified topics

75%

of organisations agreed or strongly agreed with the identified topics

77%

of respondents agreed or strongly agreed with the identified topics

In response to the Outcome Areas, the top 5 topics raised during public engagement

- ✓ Improve mainstream systems, for example the health or education systems (25%)
- ✓ Improve coordination across all levels of government (18%)
- ✓ Reduce barriers to employment (17%)
- ✓ Increase disability awareness, including disability rights (17%)
- ✓ Take action on housing, including homelessness (15%)

Taking part in ADS

When asked about how people could be more involved in ADS, over half of all respondents suggested increasing opportunities for participation or engagement with ADS. Consistent feedback pointed towards offering participation and engagement opportunities that meet people where they are and offering a range of opportunities to meet the needs and interests of participants, beyond standard government offerings.

People said that the current ADS engagements were not frequent enough and they want easier ways to provide feedback or advice on ADS. People told us they want a range of opportunities to take part in ADS, and suggested these new ways include surveys, interviews, focus groups, accessible online platforms, local community events, social media, and other media, including podcasts and radio. Across the public engagement, people and organisations told us they supported ongoing feedback mechanisms for ADS.

Some public engagement respondents also proposed targeting ADS participation and engagement opportunities to specific cohorts of people, such as older people with disability or First Nations people with disability. Some public engagement respondents also proposed expanding membership of the ADS Advisory Council to include representation of particular disability groups or geographic regions.

The need for genuine co-design as a meaningful process reflecting a genuine intent to work together was regularly raised in feedback from organisations and individuals. Organisations advocated an ADS commitment to co-design throughout engagement activities for the Review.

Closely related to participation and engagement, a consistent theme raised in feedback was about accessible information and lifting community awareness of ADS. Participants stressed the value and popularity of Easy Reads and noted that Easy Reads are frequently not available on topics of interest for people with disability. People advocated for accessible information and communication across government, not restricted to 'disability-specific' areas, which aligns with what we heard from DROs and ADS Advisory Council workshops.

It was raised that communication about ADS is not reaching or not relatable to the broader disability community. Advisory Council members supported a Community Engagement Plan and acknowledged more needs to be done to engage and involve people with disability in ADS.

We're not included. People talk about us. People are trained in "our" issues. Plenty of us are educated, good communicators and have ideas on how our issues could be addressed

— Person with disability,
ADS Review Consultation

In response to how could people with disability be more involved in ADS, the top 5 topics raised during the public engagement



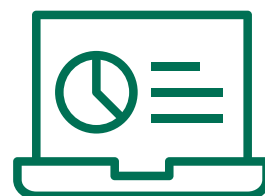
Individuals

1. Increase opportunities for participation and engagement (62%)
2. Offer new and different ways to participate and engage (32%)
3. Increase accessible information and communications, including addressing digital accessibility and inclusion (21%)
4. Lift awareness of ADS and increase visibility of ADS (12%)
5. Target participation and engagement of specific cohorts of people with disability, families, carers and other supporters (12%)



Organisations

1. Improve coordination across all levels of government (54%)
2. Increase accessible information and communications, including addressing digital accessibility and inclusion (48%)
3. Improve ADS data and reporting (45%)
4. Increase opportunities for participation and engagement (41%)
5. Improve mainstream systems, for example the health or education systems (40%)



All submissions

1. Increase opportunities for participation and engagement (51%)
2. Increase accessible information and communications, including addressing digital accessibility and inclusion (36%)
3. Improve coordination across all levels of government (32%)
4. Improve ADS data and reporting (26%)
5. Improve mainstream systems, for example the health or education systems (23%)

What's next?

The information and advice provided through engagement activities have been analysed and considered, along with evidence provided through research and a literature review. The consolidated summary of this work is found in the Report on the 2024 Review of ADS.

This engagement process has provided critical feedback to inform how we improve action taken under ADS and how we engage with community and seek to understand their perspectives and experiences. These learnings will support the development of the framework for the 2025–26 Independent Evaluation of ADS.

There are key learnings that will be utilised in refreshing ADS provided by the many people who generously gave their time and willingness to strengthen the national policy framework to create change in the lives of people with disability and across our community. The refreshed ADS will be published in December 2024 and will take action to demonstrate responsiveness to what we have heard.



Supplement A: Engagement statistics

Total submissions

Submission type	Individuals	Organisations	Sub-total
Questionnaire responses received	63	17	80
Other modes of feedback received	3	63	66
Total	66	80	146

Demographics: individuals

The following demographics rely on self-identification by the individual

Individual	Submissions
Person with disability	48
Family member or carer of a person with disability	10
Other	4
Prefer not to say	4
Total	66

Demographics: organisations

The following demographics rely on self-identification by the organisation's representative

Organisation	Submissions
Disability Representative Organisation	13
Disability advocacy organisation	5
Disability service provider	13
Government	4
Generalist representative or advocacy organisation	26
Organisation, unidentified type	19
Total	80

Question responses

Question: Do you think the current implementation of ADS is effective?

	Individuals	Organisations	All respondents
Agree or strongly agree	17% (11)	38% (8)	23% (19)
Neutral	24% (15)	33% (7)	26% (22)
Disagree or strongly disagree	59% (37)	29% (6)	51% (43)
<i>Total</i>	<i>100% (63)</i>	<i>100% (21)</i>	<i>100% (84)</i>

Question: Do you agree with these draft findings and actions?

	Individuals	Organisations	All respondents
Agree or strongly agree	51% (30)	84% (32)	64% (62)
Neutral	31% (18)	16% (6)	25% (24)
Disagree or strongly disagree	19% (11)	0% (0)	11% (11)
<i>Total</i>	<i>100% (59)</i>	<i>100% (38)</i>	<i>100% (97)</i>

Question: ADS has 7 Outcome Areas. Do you think these Outcome Areas still represent what is most important to people with disability?

	Individuals	Organisations	All respondents
Agree or strongly agree	79% (46)	83% (24)	80% (70)
Neutral	10% (6)	7% (2)	9% (8)
Disagree or strongly disagree	10% (6)	10% (3)	10% (9)
<i>Total</i>	<i>100% (58)</i>	<i>100% (29)</i>	<i>100% (87)</i>

Question: Do you agree the identified topics should be priorities for future work under ADS?

	Individuals	Organisations	All respondents
Agree or strongly agree	78% (46)	75% (21)	77% (67)
Neutral	12% (7)	25% (7)	16% (14)
Disagree or strongly disagree	10% (6)	0% (0)	7% (6)
<i>Total</i>	<i>100% (59)</i>	<i>100% (28)</i>	<i>100% (87)</i>

Demographic responses

All respondents

	Do you think the current implementation of ADS is effective?	Do you agree with the draft findings and actions?	Do the 7 Outcome Areas still represent what is important?	Do you agree the identified topics should be priorities for future work under ADS?
Agree or strongly agree	22% (19)	64% (62)	80% (70)	77% (67)
Neutral	26% (22)	25% (24)	9% (8)	16% (14)
Disagree or strongly disagree	51% (43)	11% (11)	10% (9)	7% (6)
<i>Total</i>	100% (84)	100% (97)	100% (87)	100% (87)

All organisations

	Do you think the current implementation of ADS is effective?	Do you agree with the draft findings and actions?	Do the 7 Outcome Areas still represent what is important?	Do you agree the identified topics should be priorities for future work under ADS?
Agree or strongly agree	38% (8)	84% (32)	83% (24)	75% (21)
Neutral	33% (7)	16% (6)	7% (2)	25% (7)
Disagree or strongly disagree	29% (6)	0% (0)	10% (3)	0% (0)
<i>Total</i>	100% (21)	100% (38)	100% (29)	100% (28)

All individuals

	Do you think the current implementation of ADS is effective?	Do you agree with the draft findings and actions?	Do the 7 Outcome Areas still represent what is important?	Do you agree the identified topics should be priorities for future work under ADS?
Agree or strongly agree	17% (11)	51% (30)	79% (46)	78% (46)
Neutral	24% (15)	31% (18)	10% (6)	12% (7)
Disagree or strongly disagree	59% (37)	19% (11)	10% (6)	10% (6)
<i>Total</i>	<i>100% (63)</i>	<i>100% (59)</i>	<i>100% (58)</i>	<i>100% (59)</i>

People with disability

	Do you think the current implementation of ADS is effective?	Do you agree with the draft findings and actions?	Do the 7 Outcome Areas still represent what is important?	Do you agree the identified topics should be priorities for future work under ADS?
Agree or strongly agree	22% (10)	55% (23)	80% (33)	79% (33)
Neutral	27% (12)	29% (12)	7% (3)	12% (5)
Disagree or strongly disagree	51% (23)	17% (7)	12% (5)	10% (4)
<i>Total</i>	<i>100% (45)</i>	<i>100% (42)</i>	<i>100% (41)</i>	<i>100% (42)</i>

Responses related to other programs

Overarching topics

Response related to	Individuals	Organisations	All Respondents
Disability Royal Commission	5% (3)	34% (27)	21% (30)
NDIS	33% (22)	25% (20)	29% (42)
Centrelink	8% (5)	9% (7)	8% (12)

Specific topics

Response related to	Individuals	Organisations	All Respondents
Disability Royal Commission	5% (3)	34% (27)	21% (30)
NDIS Review	11% (7)	11% (9)	11% (16)
NDIS Eligibility	9% (6)	10% (8)	10% (14)
NDIS Plans, Supports, Funding	26% (17)	11% (9)	18% (26)
Centrelink Payments: Eligibility	3% (2)	4% (3)	3% (5)
Centrelink Payments: Financial support	5% (3)	6% (5)	5% (8)
Centrelink Payments: Requirements	3% (2)	0% (0)	1% (2)

References

- 1 Disability Royal Commission (2023) *Final report*.
- 2 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations*](#).
- 3 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations*](#).
- 4 Disability Royal Commission (2023) [*Final report volume 5: governing for inclusion*](#).
- 5 Department of the Prime Minister and Cabinet (2023) [*Working together to deliver the NDIS – Independent Review into the National Disability Insurance Scheme: final report*](#).
- 6 Disability Advocacy Network Australia (as Coordinator, National Coordination Function) (2023) [*Disability Services and Inclusion Bill 2023: a joint submission from Disability Representative Organisations*](#).
- 7 Disability Advocacy Network (joint submission developed on behalf of National Disability Representative Organisations) (2023) [*Draft National Strategy for the Care and Support Economy: a joint submission from Disability Representative Organisations*](#).
- 8 Britt J and Ira L (2024) [*Response to the Disability Royal Commission final report*](#), People With Disability Australia.
- 9 Disability Advocacy Network Australia (2023) [*Consultation report for the establishment of a National Centre for Disability Advocacy*](#).
- 10 Department of Social Services (2023) [*The Early Years Strategy consultation report*](#).
- 11 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations*](#).
- 12 Disability Royal Commission (2023) [*Final report volume 9: First Nations people with disability*](#), pp. 193–196.
- 13 Disability Royal Commission (2023) [*Final report volume 9: First Nations people with disability*](#), pp. 193–196.
- 14 Disability Royal Commission (2023) [*Final report volume 9: First Nations people with disability*](#), p. 198.
- 15 Department of Social Services (2023) [*National forum report, 2–3 November 2022*](#), p. 5.
- 16 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations*](#).
- 17 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations*](#).
- 18 Department of Social Services (2023) [*The Early Years Strategy consultation report*](#).
- 19 Department of Social Services (2023) [*The Early Years Strategy consultation report*](#), pp. 14–15.
- 20 Department of Social Services (2023) [*National Forum report, 2–3 November 2022*](#).
- 21 Department of Social Services (2023) [*National Forum report, 2–3 November 2022*](#).
- 22 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations*](#).
- 23 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations*](#).
- 24 Department of Social Services (2023) [*The Early Years Strategy consultation report*](#).
- 25 Department of Social Services (2023) [*The Early Years Strategy consultation report*](#).
- 26 Department of Social Services (2023) [*The Early Years Strategy consultation report*](#).
- 27 Department of Social Services (2023) [*Targeted Action Plans report, 1 July 2022 to 30 June 2023*](#).
- 28 Department of Social Services (2021) [*Australia's Disability Strategy 2021–2031*](#).
- 29 Australia's Disability Strategy Advisory Council (2023) [*Australia's Disability Strategy Advisory Council meeting communiqués*](#).
- 30 Disability Royal Commission (2023) [*Final report volume 5: governing for inclusion*](#).

- 31 Disability Royal Commission (2023) [Final report executive summary: our vision for an inclusive Australia and recommendations.](#)
- 32 Disability Royal Commission (2023) [Final report executive summary: our vision for an inclusive Australia and recommendations.](#)
- 33 Disability Royal Commission (2023) [Final report executive summary: our vision for an inclusive Australia and recommendations.](#)
- 34 Disability Advocacy Network Australia (2022) [DANA submission to the Disability Royal Commission into Violence, Abuse, Neglect and Exploitation: independent disability advocacy.](#)
- 35 Women with Disabilities Australia (2023) [WWDA submission on recognising and respecting our rights: young women, feminine identifying and non-binary young people with disability.](#)
- 36 Australian Federation of Disability Organisations (2023) [Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability.](#)
- 37 Department of Social Services (2023) [Public consultation on the Disability Services and Inclusion Bill 2023: summary report.](#)
- 38 NDIS Review (2023) [What we have heard: moving from defining problems to designing solutions to build a better NDIS.](#)
- 39 Department of Social Services (2024) [Public consultation on the Disability Royal Commission – summary report, p. 7](#)
- 40 Mogensen LL (25 August 2023) 'More than a "disability person": what finishing school is like for youth with intellectual disability', The Conversation.
- 41 Buckland A, Dockery M, Duncan A, Arenas V, Sotirakopoulos P, Twomey C and Vu L (2024) [Improving employment outcomes for people with disability](#), Bankwest Curtin Economics Centre, Curtin University.
- 42 Buckland A, Dockery M, Duncan A, Arenas V, Sotirakopoulos P, Twomey C and Vu L (2024) [Improving employment outcomes for people with disability](#), Bankwest Curtin Economics Centre, Curtin University.
- 43 Disability Royal Commission (2023) [Final report executive summary: our vision for an inclusive Australia and recommendations.](#)
- 44 People with Disability Australia. Britt, J (2023) [National Housing and Homelessness Plan response – submission to the National Housing and Homelessness Plan issues paper.](#)
- 45 Productivity Commission (2022) [In need of repair: the National Housing and Homelessness Agreement.](#)
- 46 Australian Federation of Disability Organisations (2023) [Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability.](#)
- 47 Disability Royal Commission (2023) [Final report executive summary: our vision for an inclusive Australia and recommendations.](#)
- 48 Department of Social Services (2024) [Queensland State Forum report 19 June 2023, Australia's Disability Strategy.](#)
- 49 Department of Social Services (2023) [The Early Years Strategy consultation report.](#)
- 50 Australian Federation of Disability Organisations (2023) [AFDO input into Australia's Disability Strategy 2023 implementation report.](#)
- 51 Tape S (2023) [CYDA's submission to the Review to Inform a Better and Fairer Education System](#), Children and Young People with Disability Australia.
- 52 Disability Royal Commission (2023) [Final report volume 7, inclusive education, employment and housing: part B.](#)
- 53 Australian Federation of Disability Organisations (2023) [AFDO input into Australia's Disability Strategy 2023 Implementation Report.](#)
- 54 Department of Social Services (2023) [Australia's Disability Strategy 2021–2031 implementation report 3 December 2021–30 June 2023.](#)
- 55 Britt J (2023) [National Housing and Homelessness Plan response – submission to the National Housing and Homelessness Plan Issues Paper](#), People with Disability Australia.
- 56 Disability Advocacy Network Australia (2024) [Submission: the Australian Government response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.](#)

- 57 Tape S (2023) *Disappointment and discrimination: CYDA's surveys of the learning experiences of children and young people with disability*, Children and Young People with Disability Australia.
- 58 Tape S (2023) *CYDA's submission to the Review to Inform a Better and Fairer Education System*, Children and Young People with Disability Australia.
- 59 Tape S (2023) *Disappointment and discrimination: CYDA's surveys of the learning experiences of children and young people with disability*, Children and Young People with Disability Australia.
- 60 Tape S (2023) *CYDA's submission to the Review to Inform a Better and Fairer Education System*, Children and Young People with Disability Australia.
- 61 Women with Disabilities Australia (2023) *WWDA submission on recognising and respecting our rights: young women, feminine identifying and non-binary young people with disability*.
- 62 Henley L (2024) *New Aged Care Act: upholding the rights of older people with disability*, Australian Federation of Disability Organisations.
- 63 Australian Federation of Disability Organisations (2023) *What's missing from the Disability Royal Commission's recommendations?*
- 64 Joyce R (2023) *Feedback to inform the development of a national autism strategy*, Australian Federation of Disability Organisations.
- 65 Rudd R, Henley L and Wilson N (2023) *Developing the National Housing and Homelessness Strategy: submission to the Department of Social Services*, Australian Federation of Disability Organisations.
- 66 Buckland A, Dockery M, Duncan A, Arenas V, Sotirakopoulos P, Twomey C and Vu L (2024) *Improving employment outcomes for people with disability*, Bankwest Curtin Economics Centre, Curtin University.
- 67 Disability Royal Commission (2023) *Final Report executive summary: our vision for an inclusive Australia and recommendations*.
- 68 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*.
- 69 Tape S (2023) *Disappointment and discrimination: CYDA's surveys of the learning experiences of children and young people with disability*, Children and Young People with Disability Australia.
- 70 Hudson L and Hettiarachchi D (2024) *CYDA submission to the Australian Government response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability*, Children and Young People with Disability Australia.
- 71 Tape S (2023) *CYDA's submission to the Review to Inform a Better and Fairer Education System*, Children and Young People with Disability Australia.
- 72 Office for the Arts (2023) *Arts and disability*, Department of Infrastructure, Transport, Regional Development, Communications and the Arts.
- 73 Department of Social Services (2021) *Australia's Disability Strategy 2021–2031*.
- 74 Disability Royal Commission (2023) *Final report volume 5: governing for inclusion*.
- 75 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*.
- 76 Women with Disabilities Australia (2023) *Submission to the Review to Inform a Better and Fairer Education System*.
- 77 Tape S (2023) *CYDA's submission to the Review to Inform a Better and Fairer Education System*, Children and Young People with Disability Australia.
- 78 Buckland A, Dockery M, Duncan A, Arenas V, Sotirakopoulos P, Twomey C and Vu L (2024) *Improving employment outcomes for people with disability*, Bankwest Curtin Economics Centre, Curtin University.
- 79 Department of Social Services (2024) *Public consultation on the Disability Royal Commission – summary report*, p. 7
- 80 Department of Social Services (2021) *Australia's Disability Strategy 2021–2031*.
- 81 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*.
- 82 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*.

- 83 Henley L (2024) New Aged Care Act: upholding the rights of older people with disability. Australian Federation of Disability Organisations, Australian Federation of Disability Organisations
- 84 Australian Federation of Disability Organisations (2023) AFDO input into Australia's Disability Strategy 2023 implementation report.
- 85 Physical Disability Australia (2023) Feedback on the Australia's Disability Strategy survey to examine community attitudes towards people with disability conducted by the Australian National University.
- 86 Physical Disability Australia (2023) Feedback on the Australia's Disability Strategy survey to examine community attitudes towards people with disability conducted by the Australian National University.
- 87 Disability Royal Commission (2023) Final report volume 12: beyond the Royal Commission.
- 88 Department of Social Services (2023) Australia's Disability Strategy 2021–2031 implementation report 3 December 2021 – 30 June 2023.
- 89 University of Melbourne (2022) National Disability Research Partnership: learnings and recommendations. National Disability Research partnership.
- 90 Disability Royal Commission (2023) Final report volume 12: beyond the Royal Commission.
- 91 Department of Social Services (2021) Australia's Disability Strategy 2021–2031.
- 92 National Disability Research Partnership (2024) NDRP research agenda, pp. 7–8, 34.
- 93 Disability Royal Commission (2023) Final report volume 5: governing for inclusion.
- 94 Disability Royal Commission (2023) Final report volume 5: governing for inclusion.
- 95 Disability Royal Commission (2023) Final report volume 5, governing for inclusion.
- 96 Australian Public Service Commission (2023) Australian Public Service employee census 2023: highlights report DSS.
- 97 Disability Advocacy Network Australia [as Coordinator, National Coordination Function] (2023) Disability Services and Inclusion Bill 2023: a joint submission from Disability Representative Organisations.
- 98 Disability Advocacy Network (joint submission developed on behalf of National Disability Representative Organisations) (2023) A new Act to replace the Disability Services Act 1986: a joint submission from Disability Representative Organisations.
- 99 Disability Royal Commission (2023) Final report volume 5: governing for inclusion.
- 100 Disability Advocacy Network Australia (2023) Draft National Strategy for the Care and Support Economy: a joint submission from Disability Representative Organisations, p. 12.
- 101 Australian Federation of Disability Organisations (2023) What's missing from the Disability Royal Commission's recommendations?
- 102 Australian Institute of Health and Welfare (2024) People with disability in Australia 2024, pp. 280, 302.
- 103 Australian Bureau of Statistics (2024) Disability, ageing and carers, Australia: summary of findings.
- 104 Disability Royal Commission (2023) Final report volume 7 part Aa; inclusive education, employment and housing, p. 10.
- 105 Disability Royal Commission (2023) Final report volume 7 part Aa; inclusive education, employment and housing, pp. 200–202
- 106 Department of Social Services (2024) Queensland State Forum report 19 June 2023, Australia's Disability Strategy.
- 107 Mogensen LL (25 August 2023) 'More than a "disability person": what finishing school is like for youth with intellectual disability', The Conversation.
- 108 Mogensen LL (25 August 2023) 'More than a "disability person": what finishing school is like for youth with intellectual disability', The Conversation.
- 109 Mogensen LL (25 August 2023) 'More than a "disability person": what finishing school is like for youth with intellectual disability', The Conversation.
- 110 Australian Institute of Health and Welfare (2024) People with disability in Australia 2024, p. 328.
- 111 Inclusion Australia (2023) Submission to Department of Social Services re: National Housing and Homelessness Plan, p. 9.
- 112 Department of Social Services (2023) National Forum report, 2–3 November 2022, p. 10.

- 113 Disability Royal Commission (2023) Final report volume 7 part B: inclusive education, employment and housing, p. 381.
- 114 Buckland A, Dockery M, Duncan A, Arenas V, Sotirakopoulos P, Twomey C and Vu L (2024) Improving employment outcomes for people with disability, Bankwest Curtin Economics Centre, Curtin University, p. 9.
- 115 Britt J and Ira L (2024) Response to the Disability Royal Commission final report, People with Disability Australia, p. 26.
- 116 Deaf Australia (2023) A snapshot of Deaf people's experiences, p. 8.
- 117 Joyce R (2023) Feedback to Inform the development of a national autism strategy, Australian Federation of Disability Organisations, p. 3.
- 118 Britt J and Ira L (2024) Response to the Disability Royal Commission final report, People with Disability Australia, pp. 16–19.
- 119 Department of Social Services (n.d.) Summary report: consultations on the National Housing and Homelessness Plan, pp. 3–9.
- 120 The Social Deck (2019) Right to opportunity. Department of Social Services.
- 121 The Social Deck (2021) Report on targeted workshops. Department of Social Services.
- 122 Department of Social Services (2021) Report on public submissions.
- 123 Disability Advocacy Network Australia (2023) Submission: National Housing and Homelessness Plan, p. 3.
- 124 Disability Advocacy Network Australia (on behalf of National Disability Representative Organisations) (2022) Australians with disability need action to remove barriers to secure, safe and accessible housing, pp. 4–5.
- 125 NDIS Review (2023) What we have heard: moving from defining problems to designing solutions to build a better NDIS, p. 22.
- 126 NDIS Review (2023) Working together to deliver the NDIS: final report, p. 148.
- 127 Productivity Commission (2022) In need of repair: the National Housing and Homelessness Agreement, study report.
- 128 Britt J (2023) National Housing and Homelessness Plan response – submission to the National Housing and Homelessness Plan issues paper, People with Disability Australia pp. 6–7.
- 129 Disability Royal Commission (2023) Final report executive summary: our vision for an inclusive Australia and recommendations, p. 260.
- 130 Britt J (2023) National Housing and Homelessness Plan response – submission to the National Housing and Homelessness Plan issues paper, People with Disability Australia pp. 6–8, 11, 14–22.
- 131 Women with Disabilities Australia (2023) WWDA submission on recognising and respecting our rights: young women, feminine identifying and non-binary young people with disability.
- 132 Australia's Disability Strategy Advisory Council (2023) Australia's Disability Strategy Advisory Council meeting communiqués, February, June, August and November 2023.
- 133 Livable Housing Australia (n.d.) Livable Housing design guidelines: LHA silver.
- 134 Department of Social Services (2023) National Forum report, 2–3 November 2022, pp. 13–15.
- 135 Livable Housing Australia (n.d.) Livable Housing design guidelines: LHA gold.
- 136 Australian Building Codes Board (n.d.) Livable housing.
- 137 Disability Reform Ministerial Council (2023) Disability Reform Ministerial Council communiqué, 21 April 2023.
- 138 Department of Social Services (2023) Developing the National Housing and Homelessness Plan.
- 139 Disability Royal Commission (2023) Final report volume 6: enabling autonomy and access, p. 43.
- 140 Commonwealth of Australia (2023) Response of Australia to the views of the Human Rights Committee in communication no. 56/2018 (Henley v Australia), para. 5.
- 141 Department of Social Services (2023) Australia's Disability Strategy 2021–2031 implementation report, p. 83.
- 142 Disability Royal Commission (2023) Final report volume 6: enabling autonomy and access, p. 51.
- 143 Disability Royal Commission (2023) Final report volume 6: enabling autonomy and access, p. 50.
- 144 Disability Royal Commission (2023) Final report volume 6: enabling autonomy and access, pp. 72–73.

- 145 Australian Federation of Disability Organisations (2023) *Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability*, p. 19.
- 146 Australian Federation of Disability Organisations (2023) *Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability*, p. 19.
- 147 Disability Royal Commission (2023) *Final report volume 6: enabling autonomy and access*, p. 70.
- 148 Disability Royal Commission (2023) *Final report volume 6: enabling autonomy and access*, pp. 70–71.
- 149 Disability Royal Commission (2023) *Final report volume 6: enabling autonomy and access*, p. 69.
- 150 Deaf Australia (2023) *A snapshot of Deaf people's experiences*, p. 17.
- 151 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 55.
- 152 Disability Royal Commission (2023) *Final report volume 4: realising the human rights of people with disability*, pp. 90–91.
- 153 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 53.
- 154 Australian Federation of Disability Organisations (2023) *Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability*.
- 155 Disability Royal Commission (2023) *Final report volume 4: realising the human rights of people with disability*, p. 118.
- 156 Disability Advocacy Network Australia (2023) *A new Act to replace the Disability Services Act 1986: a joint submission from Disability Representative Organisations*, p. 8.
- 157 Department of Social Services (2023) *Public consultation on the Disability Services and Inclusion Bill 2023: summary report*, p. 7.
- 158 Australian Federation of Disability Organisations (n.d.) AFDO community to government: Australia's Disability Strategy, unpublished, p. 2.
- 159 Department of Social Services (2023) *Australia's Disability Strategy 2021–2031 implementation report*, p. 59.
- 160 Department of Social Services (2021) Disability Gateway. Available at: <https://www.disabilitygateway.gov.au/document/3106> (accessed 6 April 2024).
- 161 Department of Social Services (2021) . Disability Gateway. Available at: <https://www.disabilitygateway.gov.au/document/3106> (accessed 6 April 2024).
- 162 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 47.
- 163 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 138.
- 164 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*.
- 165 Department of Social Services (2023) *National Forum report, 2–3 November 2022. Disability Gateway.*
- 166 Department of Social Services (2023) *National Forum report, 2–3 November 2022. Disability Gateway.*
- 167 Our Watch, & Women with Disabilities Victoria. (2022) *Changing the landscape: a national resource to prevent violence against women and girls with disabilities.*
- 168 Our Watch, & Women with Disabilities Victoria. (2022) *Changing the landscape: a national resource to prevent violence against women and girls with disabilities.*
- 169 Our Watch, & Women with Disabilities Victoria. (2022) *Changing the landscape: a national resource to prevent violence against women and girls with disabilities.*
- 170 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 123.
- 171 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 124.
- 172 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, pp. 271, 275.

- 173 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 273.
- 174 Australian Federation of Disability Organisations (2023) *Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability*, pp. 48–54.
- 175 Department of Social Services (2023) *National Forum report, 2–3 November 2022*, p. 16.
- 176 Department of Social Services (2023) *National Forum report, 2–3 November 2022*, p. 18.
- 177 NDIS Review (2023) *Working together to deliver the NDIS: final report*, p. ii.
- 178 NDIS Review (2023) *Working together to deliver the NDIS: final report*, p. 24.
- 179 Australian Federation of Disability Organisations (2023) *AFDO input into Australia's Disability Strategy 2023 implementation report*, p. 5.
- 180 Australian Federation of Disability Organisations (n.d.) AFDO community to government: Australia's Disability Strategy, unpublished, p. 4.
- 181 NDIS Review (2023) *Working together to deliver the NDIS: final report*, p. 4.
- 182 Australian Government (2023) *Australian Government progress update on the Disability Royal Commission*, p. 20.
- 183 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 95.
- 184 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, pp. 239–250.
- 185 Britt J and Ira L (2024) *Response to the Disability Royal Commission final report*, People with Disability Australia pp. 20–21.
- 186 Hudson L and Hettiarachchi D (2024) *CYDA submission to the Australian Government response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability*, Children and Young People with Disability Australia, p. 11.
- 187 Australian Federation of Disability Organisations (2023) *Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability*, p. 37.
- 188 Department of Social Services (2023) *National Forum report, 2–3 November 2022*, pp. 22–23.
- 189 Department of Social Services (2024) *Queensland State Forum report 19 June 2023, Australia's Disability Strategy*, pp. 12–13.
- 190 Department of Social Services (2023) *National Forum report, 2–3 November 2022*, p. 19.
- 191 Department of Social Services (2023) *Australia's Disability Strategy 2021–2031 implementation report*, p. 83.
- 192 Australian Institute of Health and Welfare (2024) *ADS Outcomes Framework: all measures*.
- 193 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, p. 77.
- 194 Disability Royal Commission (2023) *Final report executive summary: our vision for an inclusive Australia and recommendations*, pp. 196, 228–230.
- 195 NDIS Review (2023) *What we have heard: moving from defining problems to designing solutions to build a better NDIS*, p. 9.
- 196 Department of Social Services (2023) *National Forum report, 2–3 November 2022*, pp. 20–21.
- 197 Australian Federation of Disability Organisations (2023) *Report card on the final recommendations from the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability*, pp. 26–28.
- 198 Department of Social Services (2023) *Australia's Disability Strategy 2021–2031 implementation report*, p. 83.
- 199 Department of Social Services (2023) *National Forum report, 2–3 November 2022*, p. 21.
- 200 The Social Deck (2021) *Report on targeted workshops*. Department of Social Services.
- 201 Australian Human Rights Commission (2023) *2022–23 complaint statistics*.
- 202 Australian Institute of Health and Welfare (2024) *ADS Outcomes Framework: all measures*.
- 203 Australian Federation of Disability Organisations (2023) *AFDO input into Australia's Disability Strategy 2023 Implementation Report*.

- 204 Disability Advocacy Network Australia (On behalf of National Disability Representative Organisations) (2022) [*Housing action long overdue for people with disability.*](#)
- 205 Women with Disabilities Australia (2023) [*WWDA submission on recognising and respecting our rights: young women, feminine identifying and non-binary young people with disability.*](#)
- 206 Women with Disabilities Australia (2023) [*Submission to the Review to Inform a Better and Fairer Education System.*](#)
- 207 Joyce R (2024) [*Submission to the consultation on the draft Early Years Strategy,*](#) Australian Federation of Disability Organisations
- 208 Department of Social Services (2023) [*National Forum report, 2–3 November 2022.*](#)
- 209 Australian Federation of Disability Organisations (2023) [*What's missing from the Disability Royal Commission's recommendations?*](#)
- 210 Australian Federation of Disability Organisations (2023) [*What's missing from the Disability Royal Commission's recommendations?*](#)
- 211 Buckland A, Dockery M, Duncan A, Arenas V, Sotirakopoulos P, Twomey C and Vu L (2024) [*Improving employment outcomes for people with disability,*](#) Bankwest Curtin Economics Centre, Curtin University.
- 212 The Social Deck (2024) [*Developing a national autism strategy: consultation report \(stage 2\),*](#) Department of Social Services.
- 213 Joyce R (2023) [*Feedback to inform the development of a national autism strategy,*](#) Australian Federation of Disability Organisations.
- 214 Media Diversity Australia (2022) [*Disability reporting handbook.*](#)
- 215 Screen Australia (2023) [*Seeing ourselves 2: diversity, equity and inclusion in Australian TV drama.*](#)
- 216 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations.*](#)
- 217 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations.*](#)
- 218 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations.*](#)
- 219 Department of Social Services (2023) [*National Forum report, 2–3 November 2022.*](#)
- 220 The Social Deck (2024) [*Developing a national autism strategy: consultation report \(stage 2\).*](#) Department of Social Services.
- 221 Department of Finance (2022) [*Australian Government guidelines on information and advertising campaigns by non-corporate Commonwealth entities.*](#)
- 222 Australian Institute of Health and Welfare (2024) [*Australia's Disability Strategy 2021–2031 Outcomes Framework: second annual report.*](#)
- 223 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations.*](#)
- 224 Disability Royal Commission (2023) [*Final report executive summary: our vision for an inclusive Australia and recommendations.*](#)
- 225 Department of Social Services (2023) [*National Forum report, 2–3 November 2022.*](#)
- 226 Department of Social Services (2024) [*Queensland State Forum report 19 June 2023,*](#) pp. 11–13.

