

Targeted Action Plans Report 2025 – Community Attitudes Summary

Targeted Action Plans (TAPs) are part of *Australia's Disability Strategy 2021-2031* (the Strategy). They are plans made by all governments to improve the lives of people with disability. The second set of TAPs started in January 2025.

The Three TAPs are:

- **Community Attitudes** – Changing how people behave and think about disability.
- **Inclusive Homes and Communities** – Making homes and public places easier to access and more welcoming.
- **Safety, Rights and Justice** – Making sure people with disability are safe and treated fairly.

What's in the TAPs?

- **National Actions:** All governments will do some things the same way across Australia.
- **State and Territory Actions:** Each state or territory added extra actions based on local needs.

Reporting Progress:

All governments made a commitment to publish reports on how they are implementing actions. These reports will:

- explain how people with disability and the disability community will be involved
- show how governments are going

The first report only covers five months from February 2025 to July 2025, so it shares only important updates. Future reports will give more details and will tell a story about how actions are going and what the results are.

What Makes a Good Report?

The Strategy's Advisory Council says good reports should:

- Include voices of people with disability.
- Explain what is being measured and why.
- Help people understand the actions.
- Share examples and lessons learned.
- Be clear, easy to read, and useful.

Involving People with Disability:

Governments will work with people with disability through:

- Conversations
- Co-design (planning together)
- Working groups
- Sharing lived experiences

These activities should be relevant, effective and responsive to needs.

More Ways to Get Involved:

Some other ways people can be involved and have a say in how actions are implemented are through:

- The Strategy's Forum in 2026 will offer more chances for people with disability to get involved, with each forum focusing on a different part of the Strategy's progress.
- The 2025–26 Independent Evaluation will include consultations so people with disability, their families, carers, and the community can share their views on the Strategy. People with disability will help choose the evaluator and will have key roles on the Steering Committee that guides the evaluation.

Community Attitudes Targeted Action Plan

This Targeted Action Plan (TAP) is part of Australia's Disability Strategy 2021-2031 (the Strategy). It aims to help change how the community thinks and feels about people with disability. The goal is to make sure people with disability are treated equally, included, and can take part fully in society.

What this TAP wants to achieve

- More people with disability in leadership roles
- Employers understand and value the skills and contributions of people with disability
- Workers in key jobs know how to respond positively to people with disability
- Better community attitudes that support the Strategy goals

Thinking About Everyone's Experiences

This TAP will look at how different parts of a person's identity can affect their experience. This is called an intersectional approach. Some people face more than one kind of unfair treatment:

- People with disability in rural and remote areas
- First Nations people with disability
- People from culturally and linguistically diverse backgrounds
- Women and girls with disability
- People with disability who are LGBTIQ+
- Young people with disability

National Actions – Community Attitudes

People with disability guide this work. The Australian Government, along with state and territory governments, will work together to make sure the actions are done in a clear and coordinated way. The Department of Health, Disability and Ageing will help to put the TAPs into action.

Goal: People in the community have positive attitudes that support equality, inclusion, and participation for people with disability.

What's in the Plan?

The Community Attitudes TAP includes 6 national actions under 4 main goals.

All governments will work together for the next 3 years to carry out these actions in a consistent way. To do this, governments will work together by:

- sharing plans and ideas
- workshops between state/territory and the Australian Government
- working with people with disability

Each state and territory will also have their own ways of working with people with disability to help carry out the actions.

National engagement activities – working together across Australia

Different activities are being planned or already happening to support national goals. These activities help move national actions forward.

Helping People with Disability Work in Government

The Australian Public Service Commission (APSC) is doing a project to:

- Look at setting clear goals to hire more people with disability.
- Find new ways to help people with disability get jobs in government.
- Create fair rules for workplace adjustments (like changes to help someone do their job).
- Make a “workplace adjustment passport” to help people move between jobs more easily.

They are involving government workers with disability through surveys, employee groups and focus groups. The APSC also created a Working Group with states and territories to share good ideas and agree on common rules.

Making Education More Inclusive

The Department of Education is working with Education Services Australia to:

- Make sure the Student Wellbeing Hub is easy to use and reliable.
- Review resources to make sure they support inclusion for all students.

Inclusion and Accessibility Fund (IAF)

The Department of Health, Disability and Ageing has started a new fund to support projects that reduce harm, increase inclusion and improve everyday experiences for people with disability.

Projects that get funding must:

- Include leadership roles for people with disability
- Be created and run with people with disability
- Be inclusive for everyone, including:
 - First Nations people with disability
 - People from different cultures and languages
 - People living in remote areas (if possible).

Collecting Data About the Strategy's Community Attitudes Survey (the Survey)

The Survey is a long-term study that collects information from:

- People across Australia
- People with disability
- People who hire staff
- People working in education, health, community services, and law and justice

This Survey helps track progress on actions in the TAPs. Reports will be shared on the Strategy's Hub.

Wave 2 of the Survey also includes small scale studies collecting data through focus groups. The studies were designed with help from people with disability. They focus on how people with disability interact with others in different areas and in the wider community.

Focus groups were held from October 2024 to March 2025, with more planned for First Nations groups later in 2025.

Key Groups in the Studies:

- **Disability and Young People (16–24 years old)**
 - Led by youth and disability researchers, including people with lived experience
- **Disability and People from CALD (Culturally and Linguistically Diverse) Backgrounds**
 - A co-design group helped plan the sessions to make sure they were culturally respectful and accessible
- **First Nations People with Disability**
 - Led by a Taungurung researcher with help from local Aboriginal co-researchers
 - The First Peoples Disability Network helped design the study.

State and Territory Actions – Community Attitudes

Each state and territory government has created its own actions to meet the needs of local communities.

In this report, each government explains how they will include people with disability and the disability community when putting these actions into place.

New South Wales (NSW)

Commencement Statement

The NSW Community Attitudes TAP includes important actions to help people with disability feel included and take part in everyday life. These actions are based on advice from the Disability Royal Commission and reflect what the disability community says is important.

The NSW Department of Communities and Justice (DCJ) is leading the work. They help other NSW government agencies plan, track, and report on their actions through the Disability Inclusion Action Plan.

DCJ has worked with the Disability Council NSW, Disability employee networks and First Nations communities. They held forums to make sure the new NSW Disability Inclusion Plan 2026–2031 is useful and meaningful.

People with disability will be invited to share their experiences and help create training materials for NSW Government staff. This will help staff learn how to better consult and work with people with disability.

The NSW Ageing and Disability Commission (ADC) is working with the National Centre of Excellence in Intellectual Disability Health on a research project. The goal is to improve preventative health care for people with intellectual disability. Others are also involved, they are:

- NSW Council for Intellectual Disability
- Down Syndrome Australia
- Central and Eastern Primary Health Network.

The project wants people to share their experiences with health planning and preventative care and is asking people with disability, their support networks and health professionals.

More information can be found at: <https://nceidh.org.au/our-work/projects/improving-preventive-healthcare>.

Tasmania (TAS)

Commencement Statement

On 1 July 2025, a new law called the Disability Rights, Inclusion and Safeguarding Act 2024 began in Tasmania. This law says that:

- All parts of the Tasmanian Government must plan and report on how they include people with disability.
- A Tasmanian Disability Inclusion Plan will be created for the whole government.
- Each government department and business will also have their own action plans.

The first full plan will be published in mid-2026, and it will be based on community feedback.

Until then, Tasmania is implementing actions in the Disability Strategy 2025–2027. These actions aim to help people with disability live in inclusive, accessible, and well-designed communities.

In February 2025, the Tasmanian Department of Health (DoH) released a Disability Health Strategy and an Action Plan for 2024–2025. These were created with input from people with disability, families and carers, support groups, health workers, government and non-government organisations. Over 230 people took part in the consultation, sharing their experiences and ideas.

The Disability Health Strategy is a plan to improve health services for people with disability in Tasmania. It supports:

- People of all ages with disability
- People using public health services
- People with disability who work in the health system

The Disability Health Strategy will be carried out through a series of action plans that outline a range of activities against a set of priority areas. The priority areas include quality, accessibility, decision making, workforce and information systems. Progress will be reported every year. A governance group is being set up to oversee the work. This group will include people with disability, their families, and carers.

Queensland (QLD)

Commencement Statement

Every year, the Queensland Government Department of Families, Seniors, Disability Services and Child Safety works with Queenslanders with Disability Network (QDN) and Griffith University.

Together, they run the Voice of Queenslanders with Disability survey. This survey asks:

- People with disability
- Their families and carers
- Organisations that support them

The survey helps find out what issues people face and how things are changing over time. It helps shape government plans and programs. The 2025 survey ran from 12 March to 30 April 2025, and the results will be shared online later in the year.

Accessibility and inclusion are key priorities under the Queensland Brisbane 2032 Olympic and Paralympic Games Legacy Strategy. It focuses on:

- Making sport and recreation more inclusive for people with disability
- Improving community attitudes to disability.

A new arts strategy from Arts Queensland will be released in mid-2025. It will support audiences, artists and arts workers with disability. The strategy is based on ongoing feedback from d/Deaf and disabled artists and the wider arts community.

South Australia (SA)

Commencement Statement

The South Australian Government wants to improve how people think about disability and make communities more inclusive. This work is led by Department of Human Services (DHS), Office of the Commissioner for Public Sector Employment (OCPSE), Office for Autism and community organisations.

DHS is running a campaign to:

- Teach people about the role of guide dogs and assistance animals
- Help people understand their legal rights under the Disability Discrimination Act
- Support people who use assistance animals to live more independently.

This campaign was suggested by South Australia's Disability Minister's Advisory Committee (DMAC), a group of people with lived experience of disability. DHS will keep working with DMAC and other groups to design and share messages.

The Inklings Pilot Program, led by the Office for Autism, is being rolled out across South Australia. It helps families understand and celebrate neurodiversity from a young age. Community forums included voices from disability communities, Autism communities and autistic people.

Another program, the Autism Inclusion in Secondary Schools (AISS) pilot, has started. It builds on the Autism Inclusion Teachers initiative. This program was created based on feedback from the community and aims to help students with autism move smoothly between school settings.

Western Australia (WA)

Commencement Statement

The WA State Disability Strategy says it is important for people with disability to be seen, heard, and included in leadership roles. This helps change how the community thinks about disability.

Leadership WA, with help from the WA Government, runs two LeadAbility courses each year. These courses help people with disability and people working in the disability sector learn leadership skills. The courses are updated often using feedback from participants. Graduates can join a Community of Practice, which is a group that offers support, learning, and connection.

Three Australian Disability Enterprises (ADEs) received funding to help people with disability in regional areas find jobs. These projects help people set work goals and get ready for jobs. They also teach employers how to support and hire people with disability.

The Department of Education is expanding a program that helps schools support students with complex behaviour. In 2025, 192 public schools will have a Complex Behaviour Support Coordinator. Coordinators work with school leaders and staff to develop connected supports to meet the needs of all students, including those with disability. Each school will choose the strategies that best meet the needs of their students and school community.

Northern Territory (NT)

Commencement Statement

The Northern Territory Public Sector (NTPS) is working to make sure staff can confidently and respectfully support people with disability. They are creating a government-wide list of suppliers who provide Auslan interpreting, Live captioning, assistive technologies and accessible communication services.

This will make it easier for government agencies to get the support they need and improve access for people with disability. This work supports two key strategies:

- NTPS EmployAbility Strategy 2024–2027
- NT Disability Strategy 2022–2032

The goal is to make workplaces more accessible and ensure reasonable adjustments for employees with disability is available. The NT Government is also exploring a workplace adjustment passport. This passport would help employees with disability tell managers what support they need. The passport is intended to follow the employee if they move to a new job or get a new manager.

The NTPS EmployAbility Strategy also includes:

- Better access to assistive technologies and inclusive workplace tools
- A special OneNTG leadership mentoring program
- Support for disability employment, graduate, and trainee programs
- Tracking progress through the People Matter Survey 2025

Australian Capital Territory (ACT)

Commencement Statement

The ACT Government is working with people with disability to improve policies, systems, and services that affect their lives. This work is supported by the Disability Inclusion Act 2024, which sets out clear rules for making things better. The Act requires:

- For a Disability Advisory Council to be set up to give advice to the Minister about issues that affect people with disability.
- All ACT Government organisations to create Disability Inclusion Plans. These plans must be made with input from people with disability, families and carers, disabled people's organisations and advocacy groups.

The ACT Government's Chief Minister's Inclusion Awards are held every year. These awards promote inclusive attitudes and aim to reduce stigma and discrimination. These awards celebrate:

- People with disability who are leaders in the community
- Individuals, businesses, and organisations that work with people with disability to build a more accessible and inclusive ACT

The ACT Government also funds Disability Inclusion Grants. These grants fund activities that remove barriers to access and inclusion and better enable people with disability to participate in community life:

- Grants of up to \$20,000 are available for local clubs, groups, community organisations, and small businesses.
- People with disability judge the applications and directly shape grant activities.

- In 2025, 13 projects received a total of \$159,000 (not including GST).