



# DISABILITY ACCESS AND INCLUSION PLAN

Revised 2023

# 2020–2024



Government of South Australia  
Department of the Premier  
and Cabinet

## Statement from the Chief Executive



I am pleased to release the interim review of the Department of the Premier and Cabinet's Disability Access and Inclusion Plan 2020-2024.

This plan guides us to continue fostering a work environment that is genuinely inclusive and uphold the rights of people living with disability in South Australia.

Through this review, we've strengthened our commitment and realigned our deliverables against Australia's Disability Strategy 2021-2031.

We've introduced new actions to have a stronger focus on health and wellbeing in our workplaces and to reflect the work of the recently established Office for Autism, which is making strides to improve outcomes for our Autistic and autism communities.

With this refreshed plan, our department remains dedicated to eliminating barriers faced by people with disability and creating an environment of inclusion for everyone accessing our services.

I look forward to our department working with government and the community towards South Australia becoming a truly accessible and inclusive state.

Damien Walker  
Chief Executive  
Department of the Premier and Cabinet

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The Department of the Premier and Cabinet Disability Access and Inclusion Plan 2020-2024 (DAIP), both the original and this interim review version, will be available on the Department of the Premier and Cabinet website, along with a Word and Easy Read option. If you require a copy in an alternative format, please contact the agency.

## Contact

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## Acknowledgement of Country

We acknowledge this land. The Dreaming is still living. From the past, in the present, into the future, forever.

## Disability Inclusion Act 2018

The South Australian *Disability Inclusion Act 2018* (the Act) provides a legal framework to support equal access and inclusion for people living with disability in community activities and services including recreation, education, health, and public transport.

The Act aligns with the [United Nations Convention on the Rights of Persons with Disabilities](#) and requires the creation of the *South Australian Disability Inclusion Plan* (the Plan). The first South Australian Plan, Inclusive SA, came into effect on 31 October 2019 with an Interim Review of Inclusive SA subsequently released in 2022.

The Act also mandates the development of DAIPs for each State Authority (Part 5 s16).

## Interim review

This DAIP was first developed and launched in October 2020, setting out the department's actions and measures to support Inclusive SA and improve access and inclusion for South Australians living with disability.

Since the initial release, the department has experienced changes shaped by Machinery of Government changes, leadership and organisational realignment, the impact of COVID-19 and post-COVID recovery, and establishment of the Office for Autism.

The original DAIP actions aligned with the initial release of Inclusive SA and were categorised under four key themes:

- Inclusive Communities for All
- Leadership and Collaboration
- Learning and Employment
- Accessible Communities.

In 2021, Australia's Disability Strategy 2021-2031 (ADS) was released, playing an important role in protecting, promoting and realising the human rights of people with disability. The outcome areas in the strategy set out where governments at all levels, working with the community and business, and people with disability will focus on delivering needed changes.

An interim review of Inclusive SA was released in 2022 to support the transition to the new ADS and set the foundation for future iterations of Inclusive SA.

Accordingly, this DAIP Interim Review has followed and deliverables have been re-mapped to align with the ADS Outcome Areas:

- Employment and Financial Security
- Inclusive Homes and Communities
- Safety, Rights and Justice
- Personal and Community Support
- Education and Learning
- Health and Wellbeing
- Community Attitudes.

Further, as part of this review, new actions have been added to reflect the work of the new Office for Autism, some actions have been refined and others, including completed actions, have been removed and replaced by more meaningful actions that more closely align to the ADS Outcome Areas. We have also responded to identified gaps in the Outcome Areas of Health and Wellbeing.

## About the department

As the lead agency for the South Australian public sector, the department supports the Premier and Cabinet by developing policy and delivering programs to realise the government's vision for South Australia.

The department:

- delivers specialist policy advice to the Premier
- enables Cabinet to be an effective decision-making body
- has overarching responsibility for Commonwealth-state and international diplomatic relations
- provides a single agency focus in delivering core functions for:
  - improving outcomes for autistic individuals in South Australia
  - multicultural affairs support and advice
  - leading and developing the state's strategic agenda across the arts, cultural and creative sector delivering funding, support, advice and coordination to the sector
  - caring for the state's collections, buildings and other assets within the arts, cultural and creative sector.
- leads whole of government reforms and initiatives to drive the Premier's vision for South Australia
- drives key government initiatives which are of importance to the state at any time
- leads policy reform and delivers effective platforms for an across government strategic approach to communications, community engagement, cyber security, and digital technology and infrastructure.

This DAIP includes South Australian Museum, State Library of South Australia and Public Library Services, Art Gallery of South Australia and Carrick Hill, as Cultural Institutions attached administratively to the department.

## Staff profile

As at 30 June 2023, DPC and the included Cultural Institutions, employed 791 people. Of these, 19 people, equating to 2.4% of the workforce, self-identified as having some form of disability.

## Our vision for access and inclusion

We aim to be an accessibility confident department, eliminating barriers and creating an environment of inclusion, respect and dignified access for all employees and members of the public accessing our services.

## Actions

The Interim Review of the DPC Disability Access and Inclusion Plan is structured around the Inclusive SA: State Disability Inclusion Plan and actions are aligned to Australia's Disability Strategy 2021-2031 Outcome Areas as follows:

- Employment and Financial Security
- Inclusive Homes and Communities
- Safety, Rights and Justice
- Personal and Community Support
- Education and Learning
- Health and Wellbeing
- Community Attitudes.

## Employment and Financial Security

Outcome: People with disability have economic security, enabling them to plan for the future and exercise choice and control over their lives.

Policy Priorities:

1. Increase employment of people with disability.
2. Improve the transition of young people with disability from education to employment.
3. Strengthen financial independence of people with disability.

Action	Responsibility	Timeframe	Measurable target
1. Maintain alumni membership with JobAccess (National Disability Recruitment Coordinator) and continue the arrangement with JobAccess promoting DPC vacancies to all South Australian based Disability Employment Service providers	Director, People and Culture	Ongoing	DPC is supported by JobAccess in the employment of people with disability
2. Review and streamline recruitment processes to enable more efficiency and agility and ensure more accessible and inclusive processes	Director, People and Culture With support from Office for Autism	30 June 2024	Accessibility, inclusion and efficiency improvements to the recruitment process are implemented
3. Review the DPC Volunteer, Internship and Work Experience Policy to ensure the process to engage volunteers, interns and work experience students remain accessible and inclusive for people with disability	Director, People and Culture	31 March 2024	Policy is reviewed, at a minimum, every two years



Action	Responsibility	Timeframe	Measurable target
4. Deliver the Richard Llewellyn Arts and Disability Program (RLADP) to fund professional practising artists with disability	Director, Arts Policy and Programs, Arts South Australia	31 July 2024	Percentage of Arts South Australia's budget allocation to RLADP
5. Reduce barriers for people with disability to access Arts South Australia's grant programs	Director, Arts Policy and Programs, Arts South Australia	31 July 2024	Number of applications and qualitative feedback on application process

## Inclusive Homes and Communities

Outcome: People with disability live in inclusive, accessible and well-designed homes and communities.

Policy Priorities:

1. Increase the availability of affordable housing.
2. Housing is accessible and people with disability have a choice and control about where they live, who they live with, and who comes into their home.
3. People with disability are able to fully participate in social, recreational, sporting, religious and cultural life.
4. The built and natural environment is accessible for the whole community.
5. Information and communication systems are accessible, reliable and responsive.

Action	Responsibility	Timeframe	Measurable target
6. Promote the South Australian Government Online Accessibility Policy and Online Accessibility Toolkit to South Australian Government agencies	Director, Digital Programs	Ongoing	South Australian Government agencies are supported in meeting their online accessibility obligations
7. Explore and pursue opportunities to elevate the South Australian Government Online Accessibility Toolkit to a national level	Director, Digital Programs	31 October 2024	Collaboration with other jurisdictions to elevate the toolkit to federal resource
8. Ensure all new DPC web content is developed in compliance with Web Content Accessibility Guidelines (WCAG) 2.0. level AA	Head of Strategic Communications	Ongoing	All current DPC web content meets WCAG 2.0 level AA
9. Maintain website templates to WCAG 2.0 Level AA for South Australian Government agencies	Chief Information Officer	Ongoing	Templates reflect WCAG 2.0 Level AA

Action	Responsibility	Timeframe	Measurable target
10. Continue to promote appropriate accessibility training, identified through Accessibility SA, for all employees who are responsible for producing online materials	Director, People and Culture	31 October 2024	DPC Induction, IN.DPC and PDP resources encourages employees to undertake this training
11. Design all building redevelopments and accommodation fit outs using principles of universal design as outlined in the DPC Universal Design Procedure	Director, Business Operations	When building redevelopment and accommodation fit outs are planned	Universal Design principles are addressed in tender process or design brief for new developments
12. Conduct an audit of DPC workplaces and staff amenities and make recommendations to improve inclusion and accessibility	Director, Business Operations With support from Director, People and Culture and Director, Office for Autism	31 October 2024	Low-cost, practical and reasonable short-term recommendations from audit findings are implemented within 12 months  Longer-term recommendations with budget estimates are tabled for future refurbishment works
13. Maintain up-to-date information about access to DPC venues, services and events on DPC and Cultural Institution websites, social media platforms, print materials and internal communications	All directors with responsibility for public and internal services, events and programs	Ongoing	Information on access to DPC's venues, services and events is readily available for members of the public and employees with disability

Action	Responsibility	Timeframe	Measurable target
14. Ensure all DPC hosted events are accessible and inclusive in line with the <a href="#">Government of South Australia Accessible and inclusive community events toolkit</a>	All Directors and event coordinators responsible for hosting of events	Ongoing	Event review surveys report satisfaction with accessibility to events  Number of events that incorporate hidden disabilities support and sensory space
15. Investigate and promote current and emerging assistive technologies to improve access to public services, facilities and collections at our Cultural Institutions	Director, South Australian Museum Director, Art Gallery of South Australia Director, State Library of South Australia Director, Carrick Hill	Ongoing	Investigate and promote current and emerging assistive technologies to improve access to public services, facilities and collections at our Cultural Institutions
16. Ensure the DPC Complaints and Feedback process is accessible for people with disability, with support and alternative formats provided to meet the needs of each individual with disability	Director, Office of the Chief Executive	Ongoing	Ensure the DPC Complaints and Feedback process is accessible for people with disability, with support and alternative formats provided to meet the needs of each individual with disability
17. Report and analyse customer complaints, feedback and suggestions that relate to accessibility	Director, Office of the Chief Executive	31 July 2024	Report and analyse customer complaints, feedback and suggestions that relate to accessibility

Action	Responsibility	Timeframe	Measurable target
18. Ensure DPC complaints, feedback and suggestions that relate to accessibility are resolved and identified so improvements in the provision of accessible services and information are implemented	Directors of relevant division relating to complaint or feedback	Ongoing	Number of identified improvements through the complaints and feedback process that are implemented
19. Ensure the Complaints and Feedback process in the Cultural Institutions is accessible for people with disability, with support and alternative formats provided to meet the needs of each individual with disability	Director, South Australian Museum Director, Art Gallery of South Australia Director, State Library of South Australia Director, Carrick Hill	Ongoing	Client satisfaction with the handling of their complaint or feedback is elevated
20. Ensure complaints, feedback and suggestions directed to the Cultural Institutions that relate to accessibility are resolved and identified so improvements in the provision of accessible services and information are implemented	Director, South Australian Museum Director, Art Gallery of South Australia Director, State Library of South Australia Director, Carrick Hill	Ongoing	Number of identified improvements through the complaints and feedback process that are implemented

## Safety, Rights and Justice

Outcome: The rights of people with disability are promoted, upheld and protected, and people with disability feel safe and enjoy equality before the law.

Policy Priorities:

1. People with disability are safe and feel safe from violence, abuse, neglect and exploitation.
2. Policies, processes and programs provide better responses to people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children.
3. The rights of people with disability are promoted, upheld and protected.
4. People with disability have equal access to justice.
5. The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability.

Action	Responsibility	Timeframe	Measurable target
<p>21. Undertake research and deliver activities to improve understanding of intersectionality for people with disability and gender equality and respect for:</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander women with disability</li> <li>• Women with disability</li> <li>• People with disability who identify as LGBTIQ+</li> <li>• CALD women with disability</li> <li>• Children with disability</li> </ul>	<p>Chair, Gender Equality and Respect Working Group</p>	<p>31 October 2024</p>	<p>At least one awareness activity per year</p>
<p>22. Undertake research and deliver activities to improve understanding of intersecting discriminations experienced by:</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander people with disability</li> <li>• Women with disability</li> <li>• People with disability who identify as LGBTIQ+</li> <li>• CALD people with disability</li> <li>• Children with disability</li> </ul>	<p>Chair, Diversity and Inclusion Advisory Committee</p> <p>With support from People and Culture</p>	<p>31 October 2024</p>	<p>At least one awareness activity per year</p>
<p>23. Review the DPC Grievance Procedure to ensure the process is inclusive and accessible for employees with disability</p>	<p>Director, People and Culture</p>	<p>30 June 2024</p>	<p>The DPC Grievance Procedure is updated with enhancements to accessibility and inclusion, and is person-centred and trauma informed.</p>

## Personal and Community Support

Outcome: People with disability have access to a range of supports to assist them to live independently and engage in their communities.

Policy Priorities:

1. People with disability are able to access supports that meet their needs.
2. The National Disability Insurance Scheme provides eligible people with permanent and significant disability with access to reasonable and necessary disability supports.
3. The role of information support is acknowledged and supported.
4. People with disability are supported to access assistive technology.

Action	Responsibility	Timeframe	Measurable target
24. Maintain and continuously update the dedicated Disability and carers intranet section to provide resources, services, tools and information for employees with disability and for managers to support employees with disability	Director, People and Culture With support from Head of Strategic Communications	Ongoing	Content is reviewed and updated, at a minimum, annually, and/or as required, so that it includes up-to-date resources
25. Maintain and continuously update the recently launched Office for Autism website to provide the community with information, resources and tools to improve outcomes for Autistic and autism communities in South Australia	Director, Office for Autism With support from Head of Strategic Communications	Ongoing	Content, tools and resources are progressively developed and added to the Office for Autism website



Action	Responsibility	Timeframe	Measurable target
26. Review and promote the Reasonable Workplace Adjustment Procedure to support all employees with disability with reasonable workplace adjustments	Director, People and Culture With support from Director, Office for Autism	31 October 2024	Review the Reasonable Workplace Adjustment Procedure and application form is reviewed every two years
27. Provide accessible community education programs such as the Auslan interpreted tours, accessible tours for visitors who are vision impaired and autism-friendly tours	Director, South Australian Museum Director, Art Gallery of South Australia Director, State Library of South Australia Director, Carrick Hill	Ongoing	Number of visitors accessing programs is measured and feedback survey conducted
28. Implement a staged roll-out of the Hidden Disabilities Sunflower initiative in the workplace and at DPC events to provide immediate safe support to people with hidden disabilities	Director, Office for Autism With support from Director, People and Culture	30 June 2024	Staff communication and education on Hidden Disabilities Sunflower is rolled out Number of events that incorporate hidden disabilities volunteers Number of employees completing Hidden Disabilities Sunflower training and number of employees as Hidden Disabilities Support persons

## Education and Learning

Outcome: People with disability achieve their full potential through education and learning.

Policy Priorities:

1. Children with disability can access and participate in high-quality early childhood education and care.
2. Build capacity in the delivery of inclusive education to improve educational outcomes for school students with disability.
3. Improve pathways and accessibility to further education and training for people with disability.
4. People with disability have increased opportunities to participate in accessible and inclusive lifelong learning.

Action	Responsibility	Timeframe	Measurable target
29. Ensure all workplace training offered to employees is available in accessible text formats or other formats on request, and employees are made aware they can request reasonable adjustments for training participation	Director, People and Culture	Ongoing	100% of reasonable adjustments are provided
30. Engage a service provider and Office for Autism to undertake an online accessibility audit of DPC's online learning course files	Director, People and Culture With support from Director, Office for Autism	31 October 2024	A staged approach to the implementation of recommendations from the accessibility audit is planned, prioritising online courses due for review.
31. Promote public libraries as community hubs for accessible information and learning	Director, State Library of South Australia	31 July 2024	The number of awareness campaigns per annum is reported

Action	Responsibility	Timeframe	Measurable target
32. Launch the Autism Charter and pilot the roll-out of the Charter with a number of Department of Education schools in South Australia to improve outcomes for Autistic students	Director, Office for Autism	30 April 2024	Number of schools trailing the implementation of the Autism Charter  Evaluation of the pilot roll-out of the Autism Charter to inform continuous improvement

## Health and Wellbeing

Outcome: People with disability attain the highest possible health and wellbeing outcomes throughout their lives.

Policy Priorities:

1. All health service providers have the capabilities to meet the needs of people with disability.
2. Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support better overall health and wellbeing.
3. Mental health supports and services are appropriate, effective and accessible for people with disability.
4. Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing.

Action	Responsibility	Timeframe	Measurable target
33. Regularly review and promote the development of Personal Emergency Evacuation Plans (PEEP) for all employees with disability effecting mobility or other response in emergency situations	Director, People and Culture	Ongoing	All employees with disability affecting mobility or other response to emergency situations have a PEEP and are safely evacuated during any emergencies
34. Regularly review the provision of the Employee Assistance Program (EAP) to ensure the providers have the capabilities to meet the needs of neurodivergent employees and employees with disability	Director, People and Culture	Ongoing	The EAP for the department is inclusive and accessible and meets the needs of all employees

Action	Responsibility	Timeframe	Measurable target
35. Provide access to Mental Health First Aiders to employees as a first response to a worker (under full expectations of confidentiality) where a mental health issue develops or where an existing mental health illness or crisis worsens	Director, People and Culture	Ongoing	Mental Health First Aiders are trained and provide support and guidance to employees about making the necessary steps to overcome developing mental health issues
36. Ensure that risks for neurodivergent employees and employees with disability are considered and identified as part of the Work Health Safety and Injury Management (WHS&IM) risk assessment	Director, People and Culture With support from Director, Office for Autism	Ongoing	WHS&IM Risk Registered is reviewed annually
37. Deliver an accessible and inclusive wellbeing program to employees to help build resilience and a positive culture with a focus on psychological wellbeing	Director, People and Culture	Ongoing	All aspects of the wellbeing program are inclusive and accessible for employees with disability  Evaluation of wellbeing initiatives are reviewed to improve accessibility and inclusion

## Community Attitudes

Outcome: Community attitudes support equality, inclusion and participation in society for people with disability.

Policy Priorities:

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

Action	Responsibility	Timeframe	Measurable target
38. Engage in a range of advocacy activities to support the arts sector and promote the provision of accessible arts	Director, Arts Policy and Programs, Arts South Australia	31 July 2024	Report is provided to Executive Leadership Team
39. Develop a communication strategy to promote BoardingCall, the South Australian Government recruitment register for boards and committees, to ensure it is promoted to people living with disability	Executive Director, Cabinet Office  With support from Head of Strategic Communications	30 June 2024	A communication strategy is developed and implemented
40. Ensure membership of the DPC Diversity and Inclusion Advisory Committee includes employees who represent the needs and perspectives of people with disability and carers	Chair, Diversity and Inclusion Advisory Committee	28 February 2024	At least one employee representing people with disability and one employee representing carers on the committee

Action	Responsibility	Timeframe	Measurable target
41. Require, through multi-year funding agreements, that all funded organisations have an active DAIP	Director, Arts Policy and Programs, Arts South Australia	Ongoing	All new multi-year funding agreements to require an active DAIP as a condition of funding
42. Consider future tender and grant criteria that demonstrate organisational competencies in working with Autistic and autism communities for contracting out Office for Autism initiatives	Director, Office for Autism	30 June 2024	Tender and grant criteria is established, and contractors or contracted organisations selected to deliver services are competent in working with Autistic and Autism community
43. Make mandatory Disability Awareness and Inclusion online training available to all DPC employees and monitor training completion	Director, People and Culture	30 September 2024	Annual mandatory training completion report to Executive Leadership Team
44. Deliver face to face and online training to improve awareness and understanding of autism and how to be inclusive of people with autism	Director, Office for Autism	30 September 2024	Number of people attending face-to-face training and accessing online training around autism
45. Promote the DPC Diversity and Inclusion Advisory Committee, as the reference group established to advise on diversity, access and inclusion for DPC	Chair, Diversity and Inclusion Advisory Committee	Ongoing	The number of requests to the committee for advice
46. Ensure an accessible and inclusive public consultation process is undertaken in the review of this DAIP	Director, People and Culture	1 March to 30 September 2024	Feedback received includes the community views from people with disability

Action	Responsibility	Timeframe	Measurable target
47. Produce a range of communication activities within the workplace to promote days of significance and raise awareness on the needs of people with disabilities	Head of Strategic Communications	30 June 2024	The development of a diversity and Inclusion communications plan with at least two disability related communication activities per year
48. Increase the awareness of arts and disability by promoting works by artists with disability	Director, Arts Policy and Programs, Arts South Australia With support from Head of Strategic Communications	Ongoing	The number of articles on the website, regular items in marketing and promotional activities
49. Promote and market works by authors with disability	Director, State Library of South Australia With support from Head of Strategic Communications	31 July 2024	The number of articles on the website, regular items in marketing and promotional activities
50. Collaborate with relevant organisations to run disability access and inclusion awareness training for arts organisations	Director, Arts Policy and Programs, Arts South Australia	31 July 2024	Report provided to Executive Leadership Team



# Disability access and inclusion plan development and implementation

## Consultation process, findings and strategies

DPC undertook initial consultation with the DPC Diversity and Inclusion Advisory Committee, of which membership includes employees who identify as having disability. Consultation proceeded with all Directors, Executive Directors or appropriate contacts from each division of the department.

A draft was presented for public consultation, with a call for submissions from the public through the YourSAy Disability Access and Inclusion consultation hub from 13 August to 11 September 2020. Throughout this period, this was promoted through YourSAy's social media channels and newsletters as well as through DPC's social medial channels.

Concurrently, the draft was presented to all DPC employees for feedback.

Feedback was received from members of the public and employees within the department. Responses varied from overall positive to feedback which reflected the general frustrations of individuals with disability and/or carers and the experiences and barriers faced when generally accessing public services, facilities and events. Feedback also reflected a general distrust in the department following through on commitments. What became evident from the feedback received, was the need to not only provide a stronger focus on all people with disability being able to access services, but to also better inform the public on the accessibility of our venues, services and events.

Additional feedback was provided to the YourSAy team reflecting a desire for all South Australian Public Sector Agencies and councils to consider a broader range of accessible and inclusive methods to consult with members of the public with disability.

## Relationship to other policies, strategies, frameworks

The DAIP supports and complements:

- DPC Diversity and Inclusion Framework
- DPC Respectful Treatment at Work Policy
- DPC Reasonable Workplace Adjustments Procedure
- Government of South Australia Online Accessibility Policy.

## Examples of previous achievements

- In 2017, in collaboration with the Attorney-General's Department, DPC developed a Disability Awareness and Inclusion online course for public sector employees. This course is currently used by a number of agencies across the South Australian Public Sector
- Establishment of the department's first Diversity and Inclusion Framework in 2018
- Establishment of the DPC Diversity and Inclusion Advisory Committee in 2019, including employee members who identify as having disability, as well as carers of people with disability
- Development of the DPC Reasonable Workplace Adjustment procedure
- Development of the DPC Universal Design Procedure
- Development of the Online Accessibility Policy and Toolkit
- Establishment of the department's third Diversity and Inclusion Framework in 2023, with a focus on individual employee actions and assessing diversity and inclusion maturity progress
- The development and delivery of accessibility programs within the South Australian Museum and the Art Gallery of South Australia, such as Auslan interpreted tours and tours for the visually impaired and programs for people with Autism
- Establishment of the Office for Autism in 2023
- Development and delivery of Autism Awareness training
- Adoption and planned implementation of the Hidden Disabilities Scheme.

## Implementation

The DPC DAIP was launched through online communications to all employees, contractors, volunteers and the South Australian community. It is available on the department's intranet and website in Easy Read and Word formats and can be made available in other accessible formats and languages upon request.

## Monitoring and review

The DPC Diversity and Inclusion Advisory Committee will support the monitoring and implementation of this DAIP. Progress against this DAIP will be reported to the DPC Executive Leadership Team annually by 31 July, and to the Minister for Human Services by 31 October each year.

This interim review, as well as ensuring it remains current, also satisfies the requirement in the Act to undertake a review at least once within its four-year lifecycle.

## Glossary and definitions

### Accessibility

Accessibility is about ensuring that people with disability have equal access to programs, employment, training, goods and services, premises, communication, information and technology.

### Auslan

Auslan is the majority sign language of the Australian Deaf community.

### Autism

Autism is a neurological developmental difference that changes the way an individual relates to the environment and people in it. Autism changes the way that an individual sees, experiences and understands the world. There is not one way that an Autistic individual experiences the world, this is why the term 'spectrum' is used- this is to reflect the fact that every individual's lived experience of autism is different. Individuals on the spectrum may have skills in particular areas, while finding other aspects of life particularly challenging. How skills develop across a life span varies as much as autism itself and can vary significantly from person to person. – South Australia's First Autism Strategy Consultation Report 2023

### Cultural Institutions

The department includes the following cultural institutions:

- Art Gallery of South Australia
- South Australian Museum
- State Library of South Australia, including Public Library Services
- Carrick Hill.

### Culturally and Linguistically Diverse

Culturally and Linguistically Diverse (CALD), also referred to as multicultural, refers to the diversity of people from different countries, including English-speaking countries, have different cultural backgrounds, can speak more than one language, are from different regions in Australia and/or align with different religions.

## **Disability**

The social model of disability defines disability as a result of the interaction between features of an individual (their medical condition) and features of society (the environment) in which they participate, where features of a society include attitudes, communication, natural and built environment, services, systems and policies, employment and activities, that may create barriers to participation. For the purposes of data collection, the department relies on employees self-identifying as having disability.

## **Inclusion**

Inclusion is about embracing and harnessing our diverse resources. It is about removing attitudinal, behavioural and physical barriers so that everyone feels valued and respected, has equal access to opportunities, and is empowered to participate and contribute their skills and perspectives to their workplace and society.

## **Intersectionality**

Intersectionality refers to the concept of a person or group of people with more than one social or political identities that combine to create unique modes of discrimination and privilege. For example, a culturally and linguistically diverse person who also identifies as having disability.

## **JobAccess**

An Australian Government national hub for workplace and employment information for people with disability, employers and service providers.

## **Reasonable workplace adjustment**

A reasonable workplace adjustment is any adjustment to the workplace to accommodate a person with disability to fulfil the inherent duties of a role that does not significantly affect or disrupt the business operation of the workplace, put at risk clients or co-workers or cause unjustifiable hardship.

## **Richard Llewellyn Arts and Disability Program**

The Richard Llewellyn Arts and Disability Program supports projects and initiatives by South Australian practising professional Deaf and disabled artists. Individual artists, organisations and groups can apply where Deaf and disabled artists are the project initiators and primary beneficiaries of the funding.

### **Unconscious bias**

Unconscious bias refers to a bias that we are unaware of, happens automatically and which happens outside of our control. It is our brain's way of making quick judgments and assessments of people and situations, using our background, cultural environment and personal experiences over our lifespan. Unconscious bias is reflected in the prejudices and stereotypes that are deeply seated within us as a result of our socialisation.

### **Universal design**

Universal design involves creating facilities, built environments, products and services that can be used by people of all abilities, to the greatest extent possible, without adaptations.