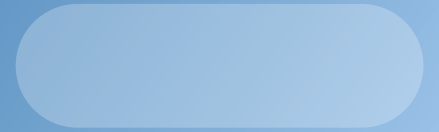
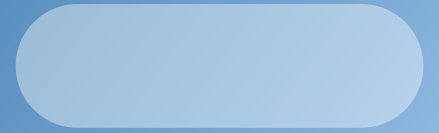
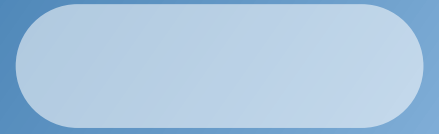
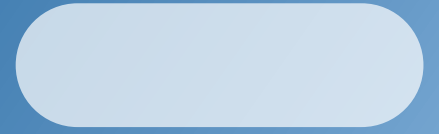


Disability Access and Inclusion Plan 2026–2030



Government of South Australia

Department of the Premier
and Cabinet

Message from the Chief Executive

I am pleased to present the Department of the Premier and Cabinet's Disability Access and Inclusion Plan 2026-2030, our second under the *Disability Inclusion Act 2018*.

This plan reaffirms our commitment to upholding the rights of people living with disability by ensuring equitable access to the services and programs we deliver and fostering a workplace that is genuinely inclusive.

Our department's core business is to link up work across agencies in the public sector, facilitate good governance, provide specialist policy advice and connect the government with the people of South Australia. As part of this work, we continue to advocate for government policy that is inclusive of people with disability.

In recent years we have improved access to our public buildings, arts and cultural collections, festivals and events. In the workplace, we have introduced disability awareness programs, implemented policies for reasonable workplace adjustments and flexible working arrangements and have an ongoing partnership with JobAccess to connect with Disability Employment Service providers.

Disability is not always visible, and inclusion must extend beyond traditional definitions to include neurodivergent individuals who may or may not identify as a person with disability. For this reason, our commitment under the SA Autism Strategy Action Plan is included in this plan. Neurodiversity is a natural and valuable aspect of human variation, and we are committed to ensuring that our policies, practices, and culture support the needs of neurodivergent people alongside those with physical, sensory, and other disabilities.

I am proud to share this Disability Access and Inclusion Plan with you, which outlines how we will advance access and inclusion over the next four years, to build a more inclusive South Australia, and a workplace where inclusion is lived, felt and celebrated.

Rick Persse
Chief Executive
Department of the Premier and Cabinet

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Contact Details

This Disability Access and Inclusion Plan (DAIP) is available on the [Department of the Premier and Cabinet website](#). If you require a copy in an alternative format, (such as Easy Read or a fully accessible word version), please contact:

Principal Officer, Diversity and Inclusion
DPCOrganisationalDevelopment@sa.gov.au
GPO Box 2343,
Adelaide, SA, 5001

About us

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:
 - promoting employment diversity
 - providing multicultural affairs support and advice
 - supporting improved outcomes for Autistic and autism communities
 - leading the state's strategic agenda across the arts, cultural and creative 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, including the South Australian First Nations Voice to Parliament
- drives key government initiatives which are of importance to the state at any time, including coordinating the state's preparations for the AUKUS submarine program and transforming the Lot Fourteen innovation district
- leads policy reform and delivers effective platforms for an across government strategic approach to community engagement, communications, government advertising, infrastructure, and security, emergency and recovery management.

This Disability Access and Inclusion Plan include the South Australian Museum, State Library of South Australia and Public Library Services, Art Gallery of South Australia and Carrick Hill, as Cultural Institutions attached to the department.

Our vision

The Department of the Premier and Cabinet's vision is to be the heart of government. Our purpose is to make a difference so South Australia thrives.

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.

Our workplace/staff

As at 31 December 2025, the Department of the Premier and Cabinet and the included Cultural Institutions, employed 725 people. Of these, 15 people, equating to 2.1% of the workforce, self-identified as living with disability.

Our target

Our target is to increase the employment of people who self-identify as living with disability by 1% each year over the life of this plan.

Strategic context

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 with the Australian [National Disability Strategy 2010–2020](#), and requires the creation of a State Disability Inclusion Plan (the Plan), and that all State Authorities develop and publish a Disability Access and Inclusion Plan (DAIP).

This is the second DAIP for the department, with the DPC Disability Access and Inclusion Plan 2020-2024 now concluded. This DAIP has been developed to align with the [State Disability Inclusion Plan 2025-2029](#), and, as an annexe to this DAIP, includes the department's commitment under the [SA Autism Strategy Action Plan 2025-2029](#).

Disability Access and Inclusion Plan development

Consultation

This DAIP is the second plan for the Department of the Premier and Cabinet. The development of this DAIP has been informed through a review of our achievements, and consultation seeking input from people with disability, key leaders and stakeholders across the department. Their contributions and commitment to access and inclusion is reflected in this DAIP.

Consultation commenced with the DPC Diversity and Inclusion Advisory Committee, comprising employees with disability and carers, and employees with lived experience or advocating for culturally and linguistically diverse communities, First Nations peoples, gender equality, mature age, young professionals and LGBTIQ+ communities.

Internal staff consultation also occurred through a staff survey conducted in October 2025 and a focus group to inform the key focus areas for employment and support of employees with disability. Feedback highlighted a need for more sensory regulation in the workplace, improved understanding of disability in the workplace, including hidden disabilities and neurodivergence, and maintaining access to flexible work arrangements. The feedback also identified opportunities to better promote disability access and inclusion in DPC at the recruitment and onboarding stage to encourage more applicants with disability and promote confidence in disclosing disability.

Relationship to other policies, strategies, frameworks

This DAIP aligns to the DPC [Strategic Direction](#) and our strategic objectives.

Other related documents include:

- DPC Diversity and Inclusion Framework
- Office of the Commissioner for Public Sector Employment Diversity, Equity and Inclusion Strategy 2023-2026
- DPC Respectful Treatment at Work Policy
- DPC Reasonable Workplace Adjustments Procedure
- DPC Flexible Working Arrangements Guideline

Achievements

- Development of a Disability Awareness and Inclusion online course in 2017, in collaboration with Attorney-General's Department. This course is currently used by other 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
- 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
- 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, both in-person and online
- Launch of the Autism Works in the Community Grants Program, providing funding to eligible organisations for activities that increase knowledge, understanding and belonging for Autistic people and autism communities in South Australia
- Launch of the Inklings Program in South Australia, a program to support babies showing early social and communication differences
- Delivery of the Sensory Bus – a portable sensory space for government and community events

Disability Access and Inclusion Plan actions table

Domain 1: Inclusive environments and communities

Outcome statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities.

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority Areas for Domain 1

1. Active participation
2. Inclusive communities and attitudes
3. Universal Design
4. Accessible facilities
5. Communications and information
6. Transportation
7. Collaboration, consultation and innovation
8. Housing

Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.	Ensure that all events with more than 50 attendees hosted by DPC and the Cultural Institutions are accessible and inclusive in line with the Government of South Australia Accessible and Inclusive Community Events Toolkit , and include hidden disabilities support and/or a sensory space.	1.1.2	Total number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.	Ongoing	All event organisers Data source DPC Performs reporting and post event evaluations
2.	Provide targeted accessible programs and initiatives for new and existing audiences.		Number of visitors accessing programs is measured and feedback surveys or other accessible feedback mechanisms are utilised.	Ongoing	Director, Art Gallery of South Australia Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting
3.	In partnership with Adelaide City Council, explore options for neurodivergent supports within the co-located State Library and City Library, such as reduced lighting and dedicated quiet spaces.		<ul style="list-style-type: none"> • Audit of existing neuro-divergent friendly spaces in the library • Inclusive service improvements identified and implemented • Feedback from customers and researchers who identify as neuro-divergent on their experiences within the library 	Ongoing	Director, State Library of South Australia Data source – DPC Performs reporting

4.	Promote public libraries as community hubs for accessible information and learning.		The number of awareness campaigns per annum is reported.	Ongoing	Director, State Library of South Australia Data source – DPC Performs reporting
5.	Investigate and promote current and emerging technology-based access initiatives to improve access to public services, facilities and collections.		The number of new assistive technologies reviewed annually.	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting
6.	Continue implementing Individual Access Plans in collaboration with customers to ensure their specific accessibility requirements are identified and supported during their engagement with the State Library.		<ul style="list-style-type: none"> • Number of Individual Access Plans considered and implemented • Staff training completed on implementing and managing access plans • Customer feedback on effectiveness of access offering via surveys or QR code feedback • Accessibility webpage updated with information on how customers can request an Individual Access Plan 	Ongoing	Director, State Library of South Australia Data source – DPC Performs reporting

7.	Build stronger connections with disability advisory groups and peak bodies to support inclusive and informed decision-making.		<ul style="list-style-type: none"> • Number of advisory groups engaged or partnered with • Frequency of consultations or meetings held annually • Number of recommendations received and implemented • Feedback from advisory groups on engagement and impact 	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting
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Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
8.	Increase the awareness of arts and disability by promoting works by artists with disability.	1.2.1	Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.	Ongoing	Executive Director, CreateSA Data source – DPC Performs reporting
9.	Promote and market works by authors with disability and works about people living with differing abilities.	1.2.1	Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.	Ongoing	Director, State Library of South Australia Data source – DPC Performs reporting

10.	Explore opportunities to highlight the work of researchers with disability in the Museum's Sprigg Series.	1.2.1	Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.	June 2028	Director, South Australian Museum Data source – DPC Performs reporting
11.	Consult with First Nations peoples and DPC's Nunga Network in the design of well-being and recruitment programs to ensure cultural inclusivity for First Nations peoples with disability.	1.2.3	Total number of actions embedded in state authorities' DAIP working towards Closing the Gap targets.	June 2027	Director, People and Culture Data source – DPC Performs reporting
12.	Consult with people with disability, Autistic and neurodivergent people to review and update the mandatory Disability Awareness and Inclusion online training.		The mandatory Disability Awareness and Inclusion online course is refreshed and promoted. The updated Disability Awareness and Inclusion online course is provided to all other South Australian Public Sector agencies who are currently using this course.	December 2026	Director, People and Culture Data source – DPC Performs reporting
13.	Build Cultural Institution staff and volunteer confidence in creating accessible and inclusive environments through a shared program of training and information exchange.		Visitor feedback is measured and shows increased satisfaction with access to programs and exhibitions.	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

14.	Collaborate with relevant organisations to run disability access and inclusion awareness training for arts organisations.		Total number of training events completed.	Ongoing	Executive Director, CreateSA Data source – DPC Performs reporting
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Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
15.	Design all DPC building redevelopments and accommodation fit outs using principles of universal design as outlined in the DPC Universal Design Procedure.	1.3.2	Total number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors, and the total number of new developments that incorporate Universal Design.	As required	Group Director, ICT and Business Services Data source – DPC Performs reporting
16.	Apply principles of universal design, as outlined in the DPC Universal Design Procedure, to future exhibitions, accommodation fit outs and building redevelopments.	1.3.2	Total number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors, and the total number of new developments that incorporate Universal Design.	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia

					Data source – DPC Performs reporting
17.	Prioritise Universal Design in the development of a North Terrace Cultural Precinct Masterplan and ensure people with lived experience have opportunities to provide feedback on proposed designs.	1.3.2	Total number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors, and the total number of new developments that incorporate Universal Design.	December 2027	Director, Major Projects
18.	Add a requirement in project briefs that any new builds and refurbishments project managed by DPC incorporate Universal Design Principles.	1.3.2	Total number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors, and the total number of new developments that incorporate Universal Design.	December 2026	Director, Major Projects Data source – DPC Performs reporting

Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
19.	Review and implement updated signage for facilities across the North Terrace Cultural Precinct, which promotes independence and dignity for people with disability.		<ul style="list-style-type: none"> Improved signage is installed Visitor feedback on ease of locating facilities via surveys or QR code feedback at facilities 	December 2027	Director, Art Gallery of South Australia Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting
20.	Request to list Cultural Institution accessible toilets on the National Public Toilet Map.		<ul style="list-style-type: none"> Confirmation of listing on the National Public Toilet Map date and link to listing Number of accessible toilets registered. Track upgrades or additions over time Visitor feedback on ease of locating facilities via surveys or QR code feedback at facilities 	June 2029	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – National Public Toilet Map

Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
21.	Ensure all new DPC web content is developed in compliance with Web Content Accessibility Guidelines (WCAG) 2.2. level AA standard.	1.5.1	Total number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	Ongoing	Head of Strategic Communications Data source – DPC Performs reporting
22.	Ensure all new Cultural Institution web content is developed in compliance with Web Content Accessibility Guidelines (WCAG) 2.2. level AA standard. Provide both PDF and HTML versions wherever possible to support accessibility, readability and user preference.	1.5.1	Total number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

23.	Ensure the annual review of the State Emergency Management Plan (SEMP) continues to address the role of participating parties in the effective dissemination of public information to affected communities.	1.5.2	<p>Total number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires or floods, where timely communication support is essential.</p> <p>Embed the updated People at Risk in Emergencies Framework into the SEMP and revise SEMP principles to strengthen guidance on communication and engagement with people requiring additional support.</p>	<p>December 2026 December 2027 December 2028 December 2029</p>	<p>Director, Security Emergency and Recovery Management</p> <p>Data source – DPC Performs reporting</p>
24.	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.		Client satisfaction with the handling of their complaint or feedback is elevated.	Ongoing	<p>Group Director, ICT and Business Services</p> <p>Data source – DPC Performs reporting</p>
25.	Report and analyse customer complaints, feedback and suggestions that relate to accessibility.		Report and analyse customer complaints, feedback and suggestions that relate to accessibility.	<p>December 2026 December 2027 December 2028 December 2029</p>	<p>Group Director, ICT and Business Services</p> <p>Data source – DPC Performs reporting</p>

26.	Ensure DPC complaints, feedback and suggestions that relate to accessibility are resolved and, where necessary, improvements are identified and implemented for the provision of accessible services and information.		Number of identified improvements through the complaints and feedback process that are implemented.	Ongoing	Directors of relevant division relating to complaint or feedback Data source – DPC Performs reporting
27.	Ensure the Cultural Institutions' Complaints and Feedback processes are accessible for people with disability, with support and alternative formats provided to meet the needs of each individual with disability.		Client satisfaction with the handling of their complaint or feedback is elevated.	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting
28.	Ensure complaints, feedback and suggestions directed to the Cultural Institutions are resolved and, where necessary, improvements are identified and implemented.		Number of identified improvements through the complaints and feedback process that are implemented.	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

29.	Continue to promote appropriate accessibility training, identified through Accessibility SA, for all employees who are responsible for producing online content and documents.		DPC Induction, IN.DPC and PDP resources encourage employees to undertake this training.	Ongoing	Director, People and Culture Data source – DPC Performs reporting
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Priority Area 6: Transportation

Outcome: People with disability can get to where they need to go safely.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
30.	Promote the options for travel subsidy provisions for employees with a permanent disability as outlined in Commissioner's Determination 3.2: Employment Conditions – Remuneration Allowances and Reimbursements.		The number of items that promote travel subsidy for employees with a permanent disability.	Ongoing	Director, People and Culture Data source – DPC Performs reporting
31.	As part of the North Terrace Cultural Precinct Master plan, review available on-site parking allocations, signage and access processes and explore the allocation of additional disabled parks across the North Terrace precinct.		Existing and new onsite parking allocations are confirmed and communicated through updated signage/wayfinding and on relevant cultural institution's websites.	December 2027	Director, Major Projects

32.	Consult with the City of Adelaide to review short-term parking controls and improve disability parking availability on Kintore Avenue, enhancing access to the State Library and the City Library.		<ul style="list-style-type: none"> • Number of consultation meetings held with City of Adelaide • Outcome of consultation (e.g., confirmation of additional disability parking spaces or improved signage) • Visitor feedback on parking accessibility via surveys or QR code feedback at precinct entrances • Updated accessibility information published on the State Library website 	December 2026	Director, State Library of South Australia
33.	Investigate and explore options in relation to charging facilities for mobility devices (e.g. scooters) and provide this information on the Cultural Institutions' webpages.		<ul style="list-style-type: none"> • Feasibility Assessment Completed with a documented review of options and costs • Track the number of charging stations installed • Accessibility webpage updated - confirmation and date of update with clear instructions for users • Visitor feedback on usefulness and accessibility of charging facilities via surveys or QR code feedback at charging points 	December 2028	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

34.	Liaise with Adelaide Metro to review possibilities for the Free City Loop Bus to stop closer to the Cultural Precinct, improving public transport access for people with differing abilities.		<ul style="list-style-type: none"> • Number of consultation meetings held with Adelaide Metro • Outcome of consultation e.g., confirmation of additional bus stop or improved route signage) • Visitor feedback on transport accessibility via surveys or QR code feedback at precinct entrances • Updated accessibility information published on the website 	December 2026	<p>Director, Art Gallery of South Australia</p> <p>Director, South Australian Museum</p> <p>Director, State Library of South Australia</p> <p>Data source – DPC Performs reporting</p>
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Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
35.	Ensure that consultation on public policy or programs includes the perspectives of people with disability, including First Nations people with disability.	1.7.1	Total number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).	Ongoing	Directors of relevant divisions undertaking public consultation Data source – DPC Performs reporting
36.	Ensure membership of the DPC Diversity and Inclusion Advisory Committee includes employees who represent the needs and perspectives of people with disability and carers.	1.7.2	Total number of people with disability, including parents and carers, serving on committees and working groups.	December 2026 December 2027 December 2028 December 2029	Chair, Diversity and Inclusion Advisory Committee Data source – DPC Performs reporting

Domain 2: Education and employment

Outcome Statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas for Domain 2

1. Targeted knowledge, understanding and support
2. Supports and resources for children and young people
3. Targeted transitional supports
4. Access to employment opportunities
5. Inclusive working environments
6. Data and reporting

Priority Area 2: Supports and resources for children and young people

Outcome: Children with disability feel valued, welcomed and have access to inclusive education, starting in the early years.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
37.	Work across government to coordinate the Children in the North Alliance - place-based approaches to create better lives for children, including children with disability, growing up in the northern suburbs of Adelaide.		Support delivery of the Rapid Service Improvement Projects.	June 2026	Director, Children in the North Data source – DPC Performs reporting

38.	Continue to provide responsive access accommodations for children visiting the Museum as part of their early years and school education.		Number of access provisions coordinated with visiting schools across the school year.	Ongoing	Director, South Australian Museum Data source – DPC Performs reporting
39.	Review whether collection items include resources for carers and parents to support inclusive education and early learning for children with differing abilities in the Public Library Consortium.		<ul style="list-style-type: none"> • Number of resources available for carers and parents included in the collection annually • Visitor engagement metrics (e.g., borrowing rates or digital downloads of these resources) • Feedback from carers and parents on usefulness and accessibility of resources via surveys or online feedback forms 	December 2028	Director, State Library of South Australia Data source – DPC Performs reporting

Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow and transition throughout their life.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
40.	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, Autistic people and neurodivergent people.	2.3.5	Total number of initiatives taken to encourage people with disability to volunteer.	March 2026	Director, People and Culture Data source – DPC Performs reporting

41.	Consider activities to promote volunteering opportunities to people with differing abilities, including onboarding and support processes. Collaborate with People & Culture to promote these opportunities to Disability Employment Service providers.		<ul style="list-style-type: none"> • Number of initiatives undertaken to encourage volunteering by people with differing abilities • Number of partnerships or promotions through Disability Employment Service providers • Feedback from volunteers with differing abilities on onboarding experience and support provided • Updated accessibility information published on volunteering webpages 	June 2029	<p>Director, Art Gallery of South Australia</p> <p>Director, Carrick Hill</p> <p>Director, South Australian Museum</p> <p>Director, State Library of South Australia</p> <p>Data source – DPC Performs reporting</p>
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Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
42.	Monitor our progress towards our target to increase the percentage of employees who identify with disability by 1% each year from the 31 December 2025 baseline of 2.1%.		The percentage of employees who identify with disability across DPC and the Cultural Institutions.	December 2026 December 2027 December 2028 December 2029	<p>Director, People and Culture</p> <p>Data source: Workforce Information Report</p>

43.	Review and streamline recruitment processes to enable more efficiency and agility and ensure more accessible and inclusive processes.	2.4.3	Total number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	December 2026	Director, People and Culture Data source – DPC Performs reporting
44.	Review the DPC Careers content, induction and onboarding process to promote access and inclusion in DPC and encourage applicants with disability to apply for DPC roles.		Promotional content and induction and onboarding materials are updated to promote DPC as an inclusive and accessible workplace.	December 2026	Director, People and Culture Data source – DPC Performs reporting
45.	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 (DES) providers.		The number of applications from people with disability submitted through DES providers.	Ongoing	Director, People and Culture Data source – DPC Performs reporting
46.	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.		100% of reasonable adjustments to enhance the accessibility of workplace training are provided.	December 2026 December 2027 December 2028 December 2029	Director, People and Culture Data source – DPC Performs reporting

47.	Ensure online learning accessibility enhancements are applied to the development and review of DPC's online courses.		The number of DPC online courses developed or reviewed with improved accessibility.	Ongoing	Director, People and Culture Data source – DPC Performs reporting
48.	Support the Cultural Institutions workforce by continuing to promote inclusion and respect within the workplace and implement improvements to ensure inclusion is a lived value. Strengthen an inclusive workplace culture across the Cultural Institutions by promoting DPC values, respect, diversity and inclusion, embedding these behaviours in everyday practice, and implementing continuous improvements to ensure inclusion is a lived value for all staff.		<ul style="list-style-type: none"> • Annual uptake of staff training and development focussed on inclusion and respect • Number of programs delivered, and workplace adjustments implemented (e.g., assistive technology, flexible arrangements) • Staff satisfaction and confidence ratings via anonymous surveys • Updated internal resources and guidelines published 	Ongoing	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
49.	Review and promote the Reasonable Workplace Adjustment Procedure to support all employees with disability with reasonable workplace adjustments.	2.5.1	Total number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	December 2026	Director, People and Culture Data source – DPC Performs reporting
50.	Monitor completion of mandatory Disability Awareness and Inclusion training.		The number and percentage of employees who have completing mandatory training within the required timeframes.	June 2026 June 2027 June 2028 June 2029	Director, People and Culture Data source: DPC Learning Management System training reports
51.	Review the audit of DPC workplaces and staff amenities and make recommendations to improve inclusion and accessibility for neurodivergent employees and employees with disability.		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.	December 2027	Group Director, ICT and Business Services With support from Director, People and Culture and Director, Office for Autism

Priority Area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
52.	Encourage employees with disability to update their HR21 data to reflect this. Share information about how disability is defined and how this information is used so that confidence in confidentially disclosing is enhanced.	2.6.2	Proportion of state government agencies enhancing data collection and reporting systems.	December 2026	Director, People and Culture Data source – DPC Performs reporting
53.	Ensure the implementation of the new ServiceNow HR forms informs new employees on how their disclosed information will be used and assures confidentiality.	2.6.2	Proportion of state government agencies enhancing data collection and reporting systems.	April 2026	Director, People and Culture Data source – DPC Performs reporting

Domain 3: Personal and community support

Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Areas for Domain 3

1. Accessibility
2. Advocacy and supports
3. Information sharing
4. Family and carer support
5. Programs

Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
54.	Promote a range of available community supports and services on IN.DPC for employees with disability and carers and review this content annually.	3.1.1	Total number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	December 2026 December 2027 December 2028 December 2029	Director, People and Culture Data source – DPC Performs reporting

Priority Area 2: Advocacy and supports

Outcome: People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
55.	Promote the Hidden Disabilities Sunflower training and encourage staff to undertake Hidden Disabilities Support roles.		<p>Staff communication and education on Hidden Disabilities Sunflower is rolled out.</p> <p>Number of employees completing Hidden Disabilities Sunflower training to undertake Hidden Disabilities Support roles.</p>	<p>December 2026</p> <p>December 2027</p> <p>December 2028</p> <p>December 2029</p>	<p>Director, People and Culture</p> <p>Data source: DPC Learning Management System training reports</p>

Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
56.	<p>Provide secretariat support for the State Emergency Management Committee to lead and oversee:</p> <ul style="list-style-type: none"> • emergency management planning • preparing and reviewing the State Emergency Management Plan • conducting risk assessments • assuring emergency management arrangement <p>to support the safeguarding of people at risk, including people with disability, during and following an emergency.</p>	3.3.1	<p>Total number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.</p> <p>Number of State Emergency Management Committee meetings held annually to oversee emergency management planning, State Plan review, and risk assurance activities.</p>	Ongoing	<p>Director, Security Emergency and Recovery Management</p> <p>Data source – DPC Performs reporting</p>

57.	Form a Cultural Institutions Access Working Group to guide shared actions, develop initiatives and share learnings.	3.3.1	<ul style="list-style-type: none"> • Total number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP. • Frequency of meetings held annually • Number of recommendations provided and implemented • Feedback from advisory group members on engagement and impact 	December 2026 December 2027 December 2028 December 2029	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting
58.	Explore the establishment of disability advisory groups or forums across the Cultural Institutions to provide advice and recommendations that inform inclusive service design and delivery.		<ul style="list-style-type: none"> • Number of advisory groups/forums established • Frequency of meetings held annually • Number of recommendations provided and implemented • Feedback from advisory group members on engagement and impact 	December 2028	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

Priority Area 4: Family and carer support

Outcome: Carers and families, including siblings of people with disability are provided with dedicated supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
59.	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.		Content is reviewed and updated, at a minimum, annually, and/or as required, so that it includes up-to-date resources.	December 2026 December 2027 December 2028 December 2029	Director, People and Culture Data source – DPC Performs reporting

Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
60.	Deliver the Richard Llewellyn Arts and Disability Program (RLADP) to fund professional practising artists with disability.	3.5.1	Total number of grants and funding amount distributed to enhance disability inclusion. Percentage of CreateSA's budget allocation to RLADP.	Ongoing	Executive Director, CreateSA Data source – DPC Performs reporting

61.	Reduce barriers for people with disability to access CreateSA's grant programs.		Number of applications and qualitative feedback on application process.	Ongoing	Executive Director, CreateSA Data source – DPC Performs reporting
62.	Require, through multi-year funding agreements, that all funded organisations have an active DAIP.		All new multi-year funding agreements to require an active DAIP as a condition of funding.	Ongoing	Executive Director, CreateSA Data source – DPC Performs reporting

Domain 4: Health and wellbeing

Outcome Statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority Areas for Domain 4

1. Inclusive infrastructure
2. Targeted knowledge, understanding and support
3. Supports and interventions

Priority Area 2: Targeted knowledge, understanding and support

Outcome: People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
63.	Coordinate and deliver the Community Services Hub at the annual Multicultural Festival to connect Culturally and Linguistically Diverse community members, including people with disability, to a variety of health and preventative health services and information.		The number of members of the public visiting the Community Services Hub at the Multicultural Festival and accessing the free health checks offered. Feedback on the Multicultural Festival, including the Community Services Hub.	November 2026 November 2027 November 2028 November 2029	Director, Multicultural Affairs Data source: Event attendance analytics. Event survey response data.

Priority Area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
64.	Provide access to Mental Health First Aiders to employees as a first response to a worker where a mental health issue develops or where an existing mental health illness or crisis worsens.		Mental Health First Aiders are trained and provide support and guidance to employees about making the necessary steps to overcome developing mental health issues.	Ongoing	Director, People and Culture Data source – DPC Performs reporting
65.	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.		WHS&IM Risk Register is reviewed annually.	December 2026 December 2027 December 2028 December 2029	Director, People and Culture Data source – DPC Performs reporting
66.	Deliver an accessible and inclusive wellbeing program to employees to help build a positive culture with a focus on psychological wellbeing.		All aspects of the wellbeing program are inclusive and accessible for employees with disability. Evaluation of wellbeing initiatives is reviewed to improve accessibility and inclusion.	Ongoing	Director, People and Culture Data source – DPC Performs reporting

67.	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.		The EAP for the department is inclusive and accessible and meets the needs of all employees.	December 2026 December 2027 December 2028 December 2029	Director, People and Culture Data source – DPC Performs reporting
68.	Investigate Mental Health First Aid and First Aid training for front-line State Library staff to strengthen responsiveness, safe and inclusive support for visitors with differing abilities and diverse needs.		<ul style="list-style-type: none"> • Feasibility assessment completed • Number of staff trained • Staff confidence and competency ratings via post-training surveys 	Ongoing	Director, State Library of South Australia

Domain 5: Safety, rights and justice

Outcome Statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

Objective: To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas for Domain 5

1. Targeted knowledge, understanding and support
2. Responding to emergencies
3. Support and navigating the justice system
4. Consultation and collaboration
5. Safeguarding

Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
69.	Ensure the annual review of the State Emergency Management Plan continues to address safeguarding people at risk, including people with disability, during and following an emergency.	5.2.1	Total number of emergency response resources and systems developed for people with disability. Completion of the annual State Emergency Management Plan review, including documented consideration of safeguarding people at risk (including people with disability).	June 2026 June 2027 June 2028 June 2029	Director, Security Emergency and Recovery Management Data source – DPC Performs reporting

70.	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.	5.2.1	Total number of emergency response resources and systems developed for people with disability.	Ongoing	Director, People and Culture Data source – DPC Performs reporting
71.	Review evacuation plans and designated evacuation locations for the Cultural Institutions to ensure they encompass suitable evacuation options for visitors with disability.	5.2.1	<ul style="list-style-type: none"> • Total number of emergency response resources and systems developed for people with disability. • Accessibility audit completed with documented review of evacuation routes, signage, and designated locations for compliance with accessibility standards. • Number of improvements implemented (e.g., adjustments to signage height, tactile indicators, large-print or braille instructions). • Staff training completed on inclusive emergency procedures. • Visitor feedback on clarity and accessibility of evacuation information via surveys or QR code feedback. 	December 2027	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

Priority Area 3: Support and navigating the justice system

Outcome: People with disability receive the right supports for them when navigating the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
72.	Review the DPC Grievance Resolution Procedure to ensure the process is inclusive and accessible for employees with disability.		The DPC Grievance Resolution Procedure is updated with enhancements to accessibility and inclusion and is person-centred and trauma informed.	30 September 2027	Director, People and Culture Data source – DPC Performs reporting

Priority Area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
73.	Maintain regular reviews of mandatory reporting and safeguarding requirements, including National Police Checks (NPC) and Working With Children (WWC) clearances, for Cultural Institutions.		<ul style="list-style-type: none"> • Frequency of compliance audits completed e.g., annual or biannual reviews documented • Number of staff with current NPC and WWC clearances track percentage compliance • Date of last policy review and updates implemented • Training completion rates for safeguarding protocols 	December 2026 December 2027 December 2028 December 2029	Director, Art Gallery of South Australia Director, Carrick Hill Director, South Australian Museum Director, State Library of South Australia Data source – DPC Performs reporting

Disability Access and Inclusion Plan implementation

The DPC DAIP will be launched through online communications to all employees, contractors, volunteers and the South Australian community. It will be 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.

The actions of this DAIP will be recorded in the department's reporting platform, DPC Performs, and assigned to the relevant responsible officer for reporting.

The DPC Diversity and 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, and in preparation for annual reporting to the Minister for Human Services.

In accordance with the Act, the department will undertake an interim review of this DAIP within its four years, and then formally review the DAIP upon its expiry.

Acknowledgments

The department would like to acknowledge the following for their contribution to this DAIP:

- Department of Human Services for the consultation undertaken to inform the domains, priority areas and mandatory measures that underpin both the State Disability Inclusion Plan 2025-2029 and our DAIP
- DPC People and Culture for the coordination of consultation and development of this DAIP
- DPC Diversity and Inclusion Advisory Committee for contributing to the priority areas for DPC and providing the perspectives of the priority groups required under the *Disability Inclusion Act 2018*
- Multicultural Affairs, DPC, for consideration of culturally and linguistically diverse people with disability
- Children of the North, DPC, for consideration of children with disability and access to autism diagnosis
- First Nations Engagement, DPC for consideration of First Nations people with disability and alignment with Closing the Gap targets.

Glossary and Definitions

Accessibility

Accessibility refers to the design and provision of products, services, environments, and information in a way that ensures people with disabilities can access and use them effectively, independently, and with dignity. Accessibility is about removing barriers and creating an inclusive environment where people with disabilities can participate fully in all aspects of life, from education and employment to social activities and civic engagement.

Auslan

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

Cultural Institutions

The department includes the following statutory authorities, referred to collectively as Cultural Institutions:

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

Culturally and linguistically diverse communities

Culturally and linguistically diverse refers to people from migrant and refugee backgrounds within the South Australian community. The term acknowledges that group and individuals differ according to language, religion and spirituality, racial backgrounds and ethnicity.

Disability

The social model of disability defines disability because 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.

First Nations Peoples

First Nations Peoples refers to Aboriginal and Torres Strait Islander peoples, the original peoples of Australia, with enduring connections to their Country (traditional lands), cultures, languages, and communities.

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 how different aspects of a person's identity expose them to overlapping forms of discrimination that greatly increase their marginalisation. For example, a First Nations woman's gender and race can expose them to overlapping sexism and racism and this greatly increases their marginalisation.

JobAccess

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

Nunga Network

The Nunga Network is a forum for DPC's Aboriginal and/or Torres Strait Islander employees who choose to participate. It provides cultural peer support and a culturally safe space for connection, discussion, and advice on matters affecting First Nations staff and workplace culture.

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.

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.