



Government of South Australia

Department of the Premier  
and Cabinet

# Disability Access and Inclusion Plan 2020-2024

Department of the Premier and Cabinet

Easy Read Version





The Department of the Premier and Cabinet wrote this plan. When you see 'we' or 'us', it means Department of the Premier and Cabinet.



Some words are written in **bold**. We explain what those words mean.

There is a list of these words at the end.



You can ask a friend, family member or support person to help you read this plan.



This is a shorter version of the plan. It includes the most important ideas.



You can find the other plan on our website at

[www.dpc.sa.gov.au](http://www.dpc.sa.gov.au)



We recognise First Nations people as the traditional owners of our land – Australia.

They were the first people to live in Australia.

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# About the Department of the Premier and Cabinet



Government  
of South Australia

We are part of the South Australian (SA) Government.



The Department of the Premier and Cabinet supports the **Premier** and **Cabinet** to make **policies** and programs for SA.

The Premier is the person who is the leader of the SA Government.



The Cabinet is a group of people who make decisions for the SA Government.

We want to:



- get rid of **barriers**. Barriers are the things that make it difficult to be involved or use a service.



- be **accessible**. Accessible means that everyone can use it.

- make an environment that is **inclusive**. Inclusive means that everyone can join in.



for all staff and people of the public who use our services.



We are proud to have people with disability working for us.

This plan includes cultural places as part of Department of the Premier and Cabinet. These include:



- South Australian Museum



- The State Library of South Australia



- The Art Gallery of South Australia



- Carrick Hill



This plan will be made available online to all our staff, volunteers and the community on our DPC website.

# Disability Access and Inclusion Plan



This plan is the Disability Access and Inclusion Plan (DAIP) for the Department of the Premier and Cabinet.



We spoke with the **DPC Diversity and Inclusion Advisory Committee** when we started writing this plan.

This committee helps to make the Department of the Premier and Cabinet more inclusive for all staff.



We thought about these laws and guidelines when writing the plan:

- Disability Inclusion Act 2018
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
- National Disability Strategy 2010-2020
- Inclusive SA: State Disability Inclusion Plan.



We asked our staff and the community for feedback about this plan before it was finished.



It has 4 key points:

1. Inclusive communities for all
2. Leadership and collaboration
3. Accessible communities
4. Learning and employment.



We will explain what these are.

# 1. Inclusive communities for all



We want people with a disability:

- to be included in the community.
- to be **valued**. Valued means that a person is cared and thought about a lot.
- to be understood.
- to have their rights promoted and protected.
- to **advocate** for their own rights. To advocate means to stand up for your rights.



We will:

- listen to the community about problems with accessibility and make changes where we can.
- help the community improve accessibility of online information.





- train our staff about **disability awareness** and accessibility. Disability awareness means that people know about disability.



- do research to better understand what women, children, Aboriginal people and people from different cultures who have a disability need.



- support artists and authors with disability and promote their work.



- work with and support organisations who have their own Disability Access and Inclusion Plan.



- have lots of tools and information for our employees with disability.

## 2. Leadership and collaboration

We want people with a disability to be supported to:



- have a bigger part in government and community decision-making.



- have their ideas heard.



- be involved in giving us **feedback**. Feedback is when somebody gives you ideas about something to make it better.

We will:



- encourage more people with disability to join government boards and committees.



- make sure we have staff with disability and carers of people with disability on our DPC committee.



- ask the community to give us feedback.



- work with organisations to work on future accessibility programs.



- **promote** inclusive decision-making. Promote means to share something so that people can find out and hear about it.

### 3. Accessible communities



We want to make sure that people with a disability can access their community.



We want people with a disability to have an equal chance to be involved.

We want to increase accessibility to things such as:



- buildings
- transport
- information
- services.

We will:



- promote and use the **Universal Design Procedure**. This procedure has rules about how you should make buildings accessible and safe for everyone.
- let people know how to access our services.



- check our buildings to make sure they are accessible.



- improve the accessibility to our services.



- make sure we are communicating in ways everyone can understand.



- listen to **feedback** about accessibility and make changes where we can.



- make sure our events are accessible and inclusive.



- help artists with disability.



- promote libraries as a place where people come to learn.

## 4. Learning and employment



We want people with a disability to have better opportunities for learning and employment.

Having a job supports:



- independence

- choice



- friendships

- identity



- belonging.

We want people with a disability to have access to:



- inclusive places to train and learn how to do their job.



- volunteer and employment opportunities.



We will:

- offer training for our staff in a way they understand.



- offer accessible community programs and tours.

- continue to run arts programs for artists with disabilities.



- have accessible volunteer, internship and work experience opportunities.



- make sure our policies and procedures are accessible and inclusive.



- continue to work with JobAccess and promote our job opportunities to South Australian Disability Employment services.



- help our employees with disability to get workplace adjustments to help them do their job better.

## Disability Access and Inclusion Plan progress



The Department of the Premier and Cabinet's Diversity and Inclusion Advisory Committee will make sure we are following this plan.

Our progress will be reported to:



- the Department of the Premier and Cabinet's Executive Leadership Team every year in June. This team is in charge of making sure the Department of the Premier and Cabinet are doing a good job.
- the Minister for Human Services every year in October.



We will look at what this plan has made better and make a new plan for 2025.

## Word list

This list explains what the words written in **bold** mean.



### **Accessible**

Accessible means that everyone can use it. For example a place, information, website, service, or transport.



### **Advocate**

To advocate means to stand up for your rights.



### **Barriers**

Barriers are the things that make it difficult to be involved or use a service.



### **Cabinet**

The Cabinet is a group of important people who make decisions for the SA Government.



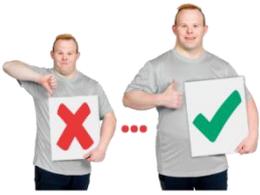
### **Disability awareness**

Disability awareness means that people know about disability.



### **DPC Diversity and Inclusion Advisory Committee**

This committee helps to make the Department of the Premier and Cabinet inclusive for all staff.



## Feedback

Feedback is when somebody gives you ideas about something you have done to make it better.



## Inclusive

Inclusive means that everyone can join in.



## Policies

Policies are rules or ideas that are used to make decisions.



## Promote

Promote means to share something so that people can find out and hear about it.



## Universal Design Procedure

This is a procedure with rules about how you should make buildings accessible and safe.



## Valued

Valued means that a person is cared and thought about a lot.

## Contact the Department of the Premier and Cabinet



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[www.dpc.sa.gov.au](http://www.dpc.sa.gov.au)



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You can contact SACID here



08 8352 4416



[www.sacid.org.au](http://www.sacid.org.au)